The North/South Language Body
Annual Report and Accounts
for the year ended 31 December 2023

An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2023

Tha Boord o Leid
An Accoont o the Darg for the
year hinmaist 31 Decemmer 2023

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Na Doirí Beaga
Gaoth Dobhair
Dún na nGall
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Tuarascáil Bhliantúil agus Cuntais

don bhliain dar críoch 31 Nollaig 2023

Tha Boord o Leid
An Accoont o tha Darg

for the year hinmaist 2023

The Language Body is a North / South Implementation Body sponsored by the Department of Rural and Community Development and the Gaeltacht (DRCDG) 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 Forbartha Tuaithe agus Pobail agus Gaeltachta (RFTPG) 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 saincheisteanna 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

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Board Members of the Language Body

The following served as Board Members during 2023

Joint-Chairpersons

*** Freddie Kettyle – Deputy Chairperson, Ulster-Scots Agency**
Freddie Kettyle is a farmer and businessman from Virginia, County Cavan. He served as Vice Chairperson of the Ulster-Scots Agency previously from 2015 to 2019. He is a former member of Cavan County Council and has previously served on the Management Board of Virginia College and the Cavan VEC.

Regina Uí Chollatáin
Professor Regina Uí Chollatáin is the College Principal and Dean of the College of Arts and Humanities in in Univerity College Dublin. She has been published extensively in academic and cultural journals in Ireland and internationally. She is the UCD Chair of Modern Irish and Literature and was the Head of the School of Irish, Celtic Studies and Folklore from 2015 to 2021. Regina founded the MA in Scríobh agus Cumarsáid na Gaeilge, and the de Bhaldraithe Centre for Irish Language Scholarship in University College Dublin.

Board members

***Karyn Devenney**
Karyn grew up in the Lagan Valley in East Donegal, where she experienced the traditions and the language of the Ulster-Scots community on a daily basis. Her father's passion for the Ulster-Scots community has inspired her to develop a deeper appreciation of her background. Her first teaching position was in St Louise's College on the Falls Road, Belfast, as a Drama and English teacher. This teaching opportunity influenced and shaped her greatly in her profession. She spent 2 years in The Rathgael Centre in Bangor, Co. Down working with young offenders and children in care. At present, she is the Deputy Principal of a primary school in Manorcunningham, Co. Donegal.

Dáithí Mac Cárthaigh
As a barrister, Dáithí has done significant work on protecting language rights. He has been the Law and Irish Coordinator at King's Inns since 2010, where he leads advanced diploma courses, training graduates who wish to become Irish language lawyer-linguists and legal translators with the European Union, as well as courses in legal practice through Irish. He campaigned for the Irish language to gain official status as a working language of the European Union.

Caoimhín Mac Giolla Mhín
Caoimhín was born and raised in West Belfast. He attended University of Ulster where he obtained an Honours Degree in Estate Management with Diploma in Industrial Studies. He has gained a wealth of experience and held a wide range of community roles in West Belfast and beyond in both the Irish and English medium community sectors. He has been employed as chief executive of Ciste

Comhaltaí Boird an Fhorais Teanga

Bhí na daoine seo a leanas ina gComhaltaí Boird in 2023

Comh-Chathaoirligh

*** Freddie Kettyle – Leas-Chathaoirleach, Gníomhaireacht na hUltaise**
Feirmeoir agus fear gnó is ea Freddie Kettyle, as Achadh an Iúir, Contae an Chabháin. Bhí sé ina Leaschathaoirleach ar Ghníomhaireacht na hUltaise roimhe seo, idir 2015 agus 2019. Bhí sé ina bhall de Chomhairle Contae an Chabháin agus bhí sé ar Bhord Bainistíochta Choláiste Achadh an Iúir agus ar Choiste Gairmoideachais an Chabháin.

Regina Uí Chollatáin
Is í an tOllamh Regina Uí Chollatáin, an Príomhoifigeach/Déan nua ar Choláiste na nEalaíon agus na nDaonnachtaí sa Choláiste Ollscoile, Baile Átha Cliath. Tá cuid mhaith foilsithe aici in irisí acadúla agus cultúrtha in Éirinn agus go hidirnáisiúnta. Is í Cathaoir na Nua-Ghaeilge agus na Litríochta í sa Choláiste Ollscoile, Baile Átha Cliath agus ba í Ceann Scoil na Gaeilge, an Léinn Cheiltigh agus an Bhéaloidis í idir 2015-2021. Bhunaigh Regina an cúrsa MA i Scríobh agus Cumarsáid na Gaeilge, agus Lárionad de Bhaldraithe do Léann na Gaeilge sa Choláiste Ollscoile, Baile Átha Cliath.

Comhaltaí Boird

***Karyn Devenney**
D'fhás Karyn aníos sa Lagán in Oirthear Dhún na nGall, áit a bhfaca sí traidisiún na nAlbanach Uladh, agus ar chuala sí an Ultais gach lá. Bhí a hathair an-díograiseach faoi phobal na nAlbanach Uladh, agus spreag sé sin í chun tuiscint níos doimhne ar a cúlra a fhorbairt. Fuair sí a céad phost múinteoireachta i gColáiste San Labhaoise ar Bhóthar na bhFál, Béal Feirste, mar mhúinteoir Drámaíochta agus Béarla. Bhí tionchar nár bheag ag an bpost múinteoireachta sin ar a gairm. Chaith sí dhá bhliain ag obair le hógchiontóirí agus páistí faoi chúram in Ionad Ráth Giall i mBeannchar, Co. an Dúin. Sa lá atá inniu ann, tá sí ina Leas-Phríomhoide i mbunscoil i Mainéar Uí Chuinneagáin, Co. Dhún na nGall.

Dáithí Mac Cárthaigh
Abhcóide is ea é Dáithí, le béim aige ar chúrsaí ceart teanga agus é i mbun na hoibre seo. Tá sé ina chomhordaitheoir dlí agus Gaeilge in Óstaí an Rí ó 2010. Riarann sé cúrsaí ard-dioplóma do chéimithe ar mian leo dul le gairmeacha leis an Aontas Eorpach mar dhlítheangeolaithe agus mar aistritheoirí dlíthiúla le Gaeilge, mar aon le cúrsaí sa dlí-chleachtadh trí Ghaeilge. Bhí sé páirteach san ollfheachtas chun stádas a bhaint amach don Ghaeilge mar theanga oifigiúil agus oibre den Aontas Eorpach.

Caoimhín Mac Giolla Mhín
Rugadh agus tógadh Caoimhín in Iarthar Bhéal Feirste. Bhain sé céim le honóracha amach in Ollscoil Uladh (Bainistiú Eastáit) agus dioplóma (Staidéar Tionsclaíoch). Fuair sé taithí leathan ar róil éagsúla sa phobal in Iarthar Bhéal

Infheistíochta na Gaeilge, a successful community capital investment fund for the Irish speaking community.

Wuraola Majekodunmi
Wuraola was born in Lagos, Nigeria, and was raised in Dublin. She is a broadcaster, writer, creative producer and Irish language project coordinator with Fighting Words. She has written articles for the Irish Times, Thejournal.ie, RTÉ.ie, NÓS.ie and more. In 2018 she was director/producer of *What does Irishness Look Like?* She has a BA in English, Media and Cultural Studies, and an MA in Broadcast Production from ó IADT/ National Film School. She has been nominated twice for the National Student Media Award in the Irish Language Journalism category.

***Allen McAdam**
Allen is a UCD Agricultural Science graduate, socio and economic development consultant, entrepreneur and part-time farmer from County Monaghan. He is recognised as an experienced advisor in the field of rural and local development in the border region and has previously held management positions with Lakeland Dairies, Terralift Fertilisers, DCI Energy and Cavan Monaghan LEADER. He is a former board member of the International Fund for Ireland and currently serves as member of numerous other organisations and bodies including as a Trustee of the Presbyterian Church in Ireland.

Conor McGuinness – Deputy Chairperson, Foras na Gaeilge
Conor McGuinness is a public representative who lives in Gaeltacht na nDéise in West Waterford. He obtained a Bachelor degree in Irish from the National University of Ireland, Galway, and a Master's degree in public advocacy and activism. His background is in the television production sector. He has worked on programmes for RTÉ and TG4. Conor spent a period of time in the Basque Country working with young people as part of a trilingual education project, where he had the opportunity to become familiar with that country's language policy and activism.

Neasa Ní Chiaráin
Neasa Ní Chiaráin was raised in Dublin and spent a lot of her youth in the West of Ireland. She graduated from Dublin City University with a degree in Applied Computational Linguistics with German. She acquired a Masters degree in Cognitive Science from University College Dublin and then worked with Bard na nGleann in the Múscraí Gaeltacht. She began her PhD studies in Trinity College Dublin as a member of the ABAIR.ie team. She now works as Ussher Assistant Professor in Irish Speech and Language Technology.

Maighréad Ní Chonghaile
Maighréad was born and raised in north Belfast. She graduated from Ulster University with a degree in Irish. She worked as an Irish-language development officer in Belfast before going on to earn a postgraduate certificate in Education from St Mary's University College. Maighréad was appointed as a teacher in Gaelscoil Éanna in 2008. In 2012, she was appointed as principal of the school. Maighréad is active in Irish-language development work and in Irish medium education in Belfast city and the surrounding area.

Feirste agus in áiteanna eile in earnáil na Gaeilge agus in earnáil an Bhéarla. Tá sé fostaithe mar phríomhfheidhmeannach ag Ciste Infheistíochta na Gaeilge, ciste rathúil infheistíochta caipitil pobail á bhainistiú acu do phobal na Gaeilge.

Wuraola Majekodunmi
Rugadh Wuraola i Lagos, an Nigéir agus tógadh í i mBaile Átha Cliath. Is craoltóir, scríbhneoir, léiritheoir cruthaitheach agus comhordaitheoir tionscadail Gaeilge í le Fighting Words. Scríobh sí ailt don Irish Times, Thejournal.ie, RTÉ.ie, NÓS.ie agus eile. In 2018 bhí sí mar stiúrthóir/léiritheoir ar an ngearrscannán *What does Irishness Look Like?* Tá BA i mBéarla, na Meáin agus Staidéar Cultúrtha aici, agus MA i Léiriúchán Craolacháin ó Institiúid Ealaíne, Deartha agus Teicneolaíochta/ Scoil Scannáin Náisiúnta. Ainmníodh í faoi dhó le haghaidh Ghradam Náisiúnta Meán na Mac Léinn sa chatagóir Iriseoireacht trí Ghaeilge.

***Allen McAdam**
Tá céim san Eolaíocht Talmhaíochta bainte amach ag Allen ó COBÁC, is comhairleoir forbartha sóisialta agus eacnamaíochta, fiontraí, agus feirmeoir páirtaimseartha é as Contae Mhuineacháin. Tá cáil air mar chomhairleoir a bhfuil taithí aige i réimse na forbartha tuaithe agus áitiúla i réigiún na teorann agus bhí poist bhainistíochta aige roimhe seo in Lakeland Dairies, Terralift Fertilisers, DCI Energy agus Comhpháirtíocht LEADER an Chabháin-Mhuineacháin. Is iar-chomhalta boird é sa Chiste Idirnáisiúnta d'Éirinn agus tá sé ina bhall de neart eagraíochtaí agus comhlachtaí eile faoi láthair - ina measc siúd, is iontaobhaí é san Eaglais Phreispitéireach in Éirinn.

Conor McGuinness – Leas-Chathaoirleach, Foras na Gaeilge
Is iondaí poiblí é Conor McGuinness a bhfuil cónaí air i nGaeltacht na nDéise in Iarthar Phort Láirge. Tá céim sa Ghaeilge bainte amach aige in Ollscoil na hÉireann Gaillimh, agus céim Máistir san abhcóideacht phoiblí agus gníomhaíochas. Tá obair déanta aige ar chláir do RTÉ agus TG4. Chaith Conor tréimhse i dTír na mBascach ag obair le daoine óga mar chuid de thionscadal oideachasúil trítheangach, áit a raibh deis aige dul i dtaithí ar pholasaithe agus ar ghníomhaíocht teanga na tíre sin.

Neasa Ní Chiaráin
Rugadh agus tógadh Neasa Ní Chiaráin i mBaile Átha Cliath agus chaith sí cuid mhaith dá hóige in iarthar na tíre. Bhain sí a bunchéim amach sa Ríomhtheangeolaíocht le Gearmáinis in Ollscoil Chathair Bhaile Átha Cliath. Bhain sí Céim Máistir amach san Eolaíocht Chognaíoch i gColáiste na hOllscoile, BÁC. D'oibrigh sí le Bard na nGleann i nGaeltacht Mhuscraí. Thosaigh sí Céim Dochtúra i gColáiste na Tríonóide mar bhall d'fhoireann ABAIR.ie. Tá sí anois ag obair mar Ollamh Cúnta Ussher le Teicneolaíocht Urlabhra agus Teanga don Ghaeilge.

Maighréad Ní Chonghaile
Rugadh agus tógadh Maighréad i dTuaisceart Bhéal Feirste. Bhain sí céim sa Ghaeilge amach in Ollscoil Uladh. D'oibrigh sí mar Oifigeach Forbartha Gaeilge i mBéal Feirste sula ndeachaigh sí go Coláiste Ollscoile Naomh Muire le Teastas Iarchéime Oideachais a bhaint amach. Ceapadh Maighréad mar mhúinteoir i nGaelscoil Éanna, sa bhliain 2008. Ceapadh í mar phríomhoide sa scoil i 2012. Tá Maighréad an-ghníomhach in obair fhorbartha na Gaeilge agus i gcúrsaí Ghaelscolaíochta i gcathair Bhéal Feirste agus sa cheantar máguaird.

Liadh Ní Riada
Liadh Ní Riada is from the Múscraí Gaeltacht. She is a former member of the European Parliament for Sinn Féin in the period 2014-2019. Liadh was a coordinator of the Committee on Culture and Minority Languages. She spent years working as a producer and director with RTÉ and TG4 and she was a member of the founding committee that established TG4. After she resigned as a language planning officer for the Múscraí Gaeltacht area, she was appointed manager and director of the Dr Ó Loinsigh cultural centre located in Baile Bhuirne.

Freda Nic Giolla Chatháin
Freda was born and reared outside of Athlone in Co. Westmeath. She has a BA in Modern Irish and Music from University College Cork, a Postgraduate Diploma in Arts Administration from the National University of Ireland, Galway, and an MA in Translation Studies from the National University of Ireland, Galway. She spent a period of training with the European Commission in Brussels and she has also gained the Seal of Accreditation for Translators. Freda started her career in Comhdháil Náisiúnta na Gaeilge. She worked as an Irish language development officer in Roscommon County Council and she worked in An Taibhdhearc, the National Irish Language Theatre.

Doiminic Ó Brolcháin
Previously Doiminic taught Irish at secondary level and was the Irish Language Devlopment Officer with the Southern Education and Library Board in counties Armagh, Down, and Tyrone. He was a founder of Tí Chulainn Cultural Activity Centre and Coláiste Bhlinne, an education editor of the newspaper *Lá*, and was an Irish language columnist for a number of local newspapers. As a member of a teachers' working group he published a series of Irish language textbooks for secondary schools and material for mature Irish language learners under the company Míle Fáilte.

Ian Ó Dochartaigh
Ian was born and raised in Derry. He studied at St Columb's College, where he learnt Irish, and he has an Honours Degree in history from Peterhouse, Cambridge University. Ian spent his business career in his family business, Doherty Meats, where he still works as a Non-Executive Director. He also has a wide experience working on various Boards of Directors, including Chairmanships with Northern Ireland Transport, with the Green Park Hospital Trust, and with Derry City Football Club.

Kevin Ó hEadhra
Kevin grew up in An Spidéal in Conamara and he currently lives in Cois Fharraige. He graduated from National University of Ireland Galway with an honours degree in Science in 2008. Kevin is employed as a co-ordinator of the Rural Social Scheme in the Gaeltacht of Conamara and Mayo, which is run under the aegis of Údarás na Gaeltachta. The Rural Social Scheme gives small farmers and fishermen an opportunity to support community work taking place in their area.

Liam Rushe
Liam was born and raised in Palmerston, Co. Dublin. He attended Gaelscoil Naomh Phádraig and Coláiste Cois Life in Lucan. He graduated with a bachelor's degree in law and history from University College Dublin in 2012. He qualified as a chartered accountant in 2017 and has been a member of the Institute of Chartered

Liadh Ní Riada
Is as Gaeltacht Mhúscraí í Liadh Ní Riada. Iar-Fheisire Eorpach í do Shinn Féin sa tréimhse 2014-2019. Bhí Liadh ina comhalta den Coiste um Chultúr agus Mionteangacha. Chaith sí blianta ag obair ina léirithóir agus stiúrthóir le RTÉ agus TG4 agus bhí sí ina comhalta den choiste bunaithe a chuir TG4 ar an bhfód. Tar éis di éirí as mar oifigeach pleanála teanga don limistéar Gaeltachta Múscraí, ceapadh í ina bainisteoir agus stiúrthóir ar Ionad Cultúrtha an Dr Ó Loinsigh, atá suite i mBaile Bhuirne.

Freda Nic Giolla Chatháin
Rugadh agus tógadh Freda taobh amuigh de Bhaile Átha Luain, i gCo. na hIarmhí. Tá BA sa Nua-Ghaeilge agus sa Cheol aici ó Choláiste na hOllscoile Corcaigh, Dioplóma Iarchéime i Riarachán na nEalaíon ó Ollscoil na hÉireann, Gaillimh, agus MA i Léann an Aistriúcháin ó Ollscoil na hÉireann, Gaillimh. Chaith sí tréimhse oiliúna leis an gCoimisiún Eorpach sa Bhruiséil agus tá an Séala Creidiúnaithe d'Aistritheoirí bainte amach aici chomh maith. Chuir Freda tús lena gairmréim i gComhdháil Náisiúnta na Gaeilge. D'oibrigh sí mar oifigeach forbartha Gaeilge i gComhairle Contae Ros Comáin agus d'oibrigh sí sa Taibhdhearc, Amharclann Náisiúnta na Gaeilge.

Doiminic Ó Brolcháin
Chaith Doiminic tréimhse mar mhúinteoir Gaeilge agus mar oifigeach Gaeilge don Bhord Oideachais agus Leabharlann i gcontaetha Ard Mhacha, an Dúin agus Thír Eoghain. Bhí sé i measc bhunaitheoirí Thí Chulainn agus Coláiste Bhlinne. Bhí sé ina eagarthóir oideachais leis an nuachtán *Lá* agus ina cholúnaí Gaeilge ag roinnt nuachtáin áitiúla i gceantar an Iúir. Mar bhall de mheitheal múinteoirí d'fhoilsigh sé sraith leabhar Gaeilge do mheánscoileanna an Tuaiscirt agus chuir sé amach ábhar d'fhoghlaimeoirí faoin chomhlacht Míle Fáilte.

Ian Ó Dochartaigh
Rugadh agus tógadh Ian i nDoire. Fuair sé a chuid scolaíochta in St Columb's College, áit ar fhoghlaim sé a chuid Gaeilge, agus tá céim onórach aige sa stair ó Peterhouse, Ollscoil Cambridge. Chaith sé a shaol gairme i ngnó a theaghlaigh, Doherty Meats, áit a bhfuil sé go fóill ag obair mar Stiúrthóir Neamh-Fheidhmiúcháin. Tá taithí fhairsing aige chomh maith ag obair ar bhoird stiúrtha, lena n-áirítear Cathaoirleachtaí ar Northern Ireland Transport, ar Green Park Hospital Trust, agus ar Chlub Peile Chathair Dhoire.

Kevin Ó hEadhra
D'fhás Kevin aníos sa Spidéal i gConamara agus tá cónaí air i gceantar Chois Fharraige. Bhain sé céim onóracha amach san Eolaíocht in Ollscoil na hÉireann, Gaillimh sa bhliain 2008. Tá sé fostaithe mar chomhordaitheoir ar an Scéim Sóisialta Tuaithe i nGaeltacht Chonamara agus Maigh Eo a reáchtáiltear faoi choimirce Údarás na Gaeltachta. Tugann an Scéim Sóisialta Tuaithe deis d'fheirmeoirí agus d'iascairí beaga tacú leis an obair phobail atá ar siúl ina gceantair féin.

Liam Rushe
Rugadh agus tógadh Liam i mBaile Phámar, Co. Baile Átha Cliath. D'fhreastal sé ar Ghaelscoil Naomh Phádraig agus Coláiste Cois Life i Leamhcán.
Bhain sé amach céim bhaitsiléara sa dlí agus stair i gColáiste na hOllscoile Baile Átha Cliath i 2012. Cháiligh sé mar cuntasóir cairte i 2017 agus tá sé mar bhaill de chomhlachas Cuntasóirí Cairte na hÉireann ó shin. D'oibrigh Liam mar iniúchóir

Accountants of Ireland since then. Liam worked as an auditor from 2014 to early 2018 with PwC. From 2018 to the present, he has been a senior manager in the transaction services department.

***Lavinia Tilson**
A native of Granard, Co. Longford, Lavinia has lived in Co. Cavan for the last 27 years. Prior to graduating from Trinity College in 1992 with a BEd degree, she received her secondary education in Ardscoil Phádraig in Granard followed by completing her Leaving Certificate through the medium of Irish in Coláiste Moibhí. Ms. Tilson commenced her teaching profession in Raphoe, Co. Donegal and is currently a primary teaching principal in Ballyconnell, Co. Cavan, a position she has held for over 20 years.

***Trevor Wilson**
Trevor Wilson is married with three children and has served the people of Cookstown as an Ulster Unionist Councillor since 1989. He is a past Council Chairman and past Chairman of the Council's Audit committee, Chairman of Cookstown Enterprise Centre, Chairman of Mid Ulster Pipe Band Section and a member of Friends of Killymoon Castle.Trevor has a lot of experience of serving on voluntary boards and is a founder member of Fairhill and District Credit Union. He is an avid Northern Ireland football fan and a member of Killymoon Golf club.

There were three vacancies (two Southern nominees and one Northern nominee) on the Board of Foras na Gaeilge as at 31st December 2023. There were three vacancies (all Northern nominees) on the Board of the Ulster-Scots Agency as at 31st December 2023.

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

The North/South Language Body Board 2023 (left-right, top-bottom)
Joint Chairpersons: Freddie Kettyle, Deputy Chairperson, Ulster-Scots Agency; Regina Uí Chollatáin, Chairperson, Foras na Gaeilge.
Ulster-Scots Agency members: Alan McAdam, Lavina Tilson, Trevor Wilson, Karyn Devenney.
Foras na Gaeilge members: Conor McGuinness, Deputy Chairperson; Wuraola Majekodunmi; Liam Rushe; Freda Nic Giolla Chatháin; Doiminic Ó Brolcháin; Liadh Ní Riada; Caoimhín Mac Giolla Mhín; Neasa Ní Chiaráin; Kevin Ó hEadhra; Dáithí Mac Cárthaigh; Maighréad Ní Chonghaile; Ian Ó Dochartaigh.

ó 2014 go dtí tús 2018 le PwC. Ó 2018 go dtí an lá inniú tá sé mar bhainisteoir sinsearach sa roinn seirbhísí idirbheart.

***Lavinia Tilson**
Is as Gránard, Co. an Longfoirt, ó dhúchas í Lavinia, agus tá sí ina cónaí i gCo. an Chabháin le 27 bliain anuas. Sular bhain sí céim Bhaitsiléara Oideachais amach ó Choláiste na Tríonóide in 1992, fuair sí a meánscolaíocht in Ardscoil Phádraig i nGránard agus rinne sí a hArdteistiméireacht trí mheán na Gaeilge i gColáiste Moibhí. Thosaigh Ms. Tilson ar ghairm na múinteoireachta i Ráth Bhoth, Co. Dhún na nGall, agus is múinteoir bunscoile í i mBéal Átha Conaill, Co. an Chabháin faoi láthair, post atá aici le níos mó ná 20 bliain.

***Trevor Wilson**
Tá Trevor Wilson pósta agus tá triúir páistí aige. Tá sé ag fónadh do mhuintir na Coirre Críochaí mar Chomhairleoir de chuid Pháirtí Aontachtach Uladh ó bhí 1989 ann. Is iar-Chathaoirleach ar an gComhairle agus iar-Chathaoirleach ar Choiste Iniúchóireachta na Comhairle é. Is Cathaoirleach é freisin ar Cookstown Enterprise Centre agus Mid Ulster Pipe Band Section, agus tá sé ina bhall de Friends of Killymoon Castle. Tá a lán taithí ag Trevor mar chomhalta ar bhoird dheonacha, agus tá sé ar dhuine de bhunaitheoirí Fairhill and District Credit Union. Tá an-dúil aige i bhfoireann sacair Thuaisceart Éireann agus tá sé ina bhall de Killymoon Golf Club.

Bhí trí fholúntas (beirt ainmnithe ón Deisceart agus duine ón Tuaisceart) ar Bhord Fhoras na Gaeilge ar 31 Nollaig 2023. Bhí trí fholúntas (na hainmnithe uile ón Tuaisceart) ar Bhord Ghníomhaireacht na hUltaise ar 31 Nollaig 2023.

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

Bord an Fhorais Teanga 2023 (clé-deis, barr-bun)
Comh-Chathaoirligh: Freddie Kettyle, Leas-Chathaoirleach Ghníomhaireacht na hUltaise; Regina Uí Chollatáin, Cathaoirleach Fhoras na Gaeilge.
Comhaltaí Ghníomhaireacht na hUltaise: Alan McAdam, Lavina Tilson, Trevor Wilson, Karyn Devenney.
Comhaltaí Fhoras na Gaeilge: Conor McGuinness, Leas-Chathaoirleach; Wuraola Majekodunmi; Liam Rushe; Freda Nic Giolla Chatháin; Doiminic Ó Brolcháin; Liadh Ní Riada; Caoimhín Mac Giolla Mhín; Neasa Ní Chiaráin; Kevin Ó hEadhra; Dáithí Mac Cárthaigh; Maighréad Ní Chonghaile; Ian Ó Dochartaigh.

Thegither Forethocht
Joint Introduction
Comhréamhrá

We are pleased to present the 2023 Annual Report of the North/South Language Body. 2023 was the first year of both body's 2023-2025 Corporate Plans; and it was a year marked by cultural vibrancy, educational outreach, and strengthened community engagement in both jurisdictions and beyond. Post-pandemic, the initiatives of the North South Language Body have strengthened community bonds, enriched educational experiences, and celebrated the unique contributions of the both the Ulster-Scots and Irish languages and traditions.

2023 was also the final year of a 10-year period of centenary celebrations of some of the most significant events in the island's history. During 2023 the Irish Government and the Northern Ireland Executive commemorated the 25th anniversary of the Good Friday Agreement and the arrangements between the Irish Government, the British Government and the parties in the Executive jurisdiction that led to the establishment of the North/South Bodies and the establishment of the Language Body.

Foras na Gaeilge

2023 was a busy year across a very wide range of statutory areas for Foras na Gaeilge, a range that encompasses all aspects of the development of the Irish language. These responsibilities include our advisory role to both governments and the public sector in both jurisdictions; our responsibilites relating to lexicography and terminology; publishing books, including textbooks and literary books; encouragement of writing and reading; distribution of books to bookshops; all aspects of the development of the Irish language in the community; supporting the teaching of Irish and teaching through Irish; language planning outside the Gaeltacht; supporting a wide range of activities through grant schemes; and building relations between Irish speakers in Ireland and Gaelic speakers in Scotland.

As in previous years, our partnership with the 6 Irish Language Lead-Organisations (Gaeloideachas, Gael Linn, Cumann na bhFiann, Oireachtas na Gaeilge, Conradh na Gaeilge and Glór na nGael) was particularly important in 2023. This year, other organisations, including Children's Books Ireland, World Book Day and the Council for Gaeltacht Education and Irish-medium Education, worked in partnership with us, adding great value to our work.

During 2023, over 50% of our resources went towards organisations, schemes and projects that support the development of the Irish language in the community. This includes the work of the 6 Lead-Organisations, the Irish Language Networks Development Scheme (our funding scheme to employ Irish language development officers in the community), support for Irish language community centres as well as youth schemes, summer camps, and arts schemes.

Thegither Forethocht
Joint Introduction
Comhréamhrá

Tá áthas orainn Tuarascáil Bhliantúil an Fhorais Teanga 2023 a chur i láthair. Ba é 2023 an chéad bhliain de Phleananna Corparáideacha 2023-2025 an dá ghníomhaireacht, agus ba bhliain í lán de bheocht chultúrtha, for-rochtain oideachasúil, agus rannpháirtíocht phobail neartaithe sa dá dhlínse agus níos faide i gcéin. Tar éis na paindéime tá tionscnaimh an Fhorais Teanga tar éis naisc phobail a neartú, eispéiris oideachasúla a shaibhriú, agus ionchuir uathúla theangacha agus thraidisiúin na hUltaise agus na Gaeilge araon a cheiliúradh.

Ba é 2023 freisin an bhliain dheireanach de thréimhse 10 mbliana de cheiliúradh 100 bliain cuid de na himeachtaí ba shuntasaí i stair an oileáin. Le linn 2023 chomóir Rialtas na hÉireann agus Feidhmeannas Thuaisceart Éireann 25 bliain Chomhaontú Aoine an Chéasta agus na socruithe idir Rialtas na hÉireann, Rialtas na Breataine agus na páirtithe i ndlínse an Fheidhmeannais ba chúis le bunú na bhForas Thuaidh/Theas agus le bunú an Fhorais Teanga.

Foras na Gaeilge

Ba bhliain ghnóthach é 2023 i raon an-leathan réimsí reachtúla d'Fhoras na Gaeilge, raon a chuimsíonn gach gné d'fhorbairt na Gaeilge. Áirítear leis na cúraimí sin ár ról comhairleach don dá rialtas agus don earnáil phoiblí sa dá dhlínse; ár gcúraimí a bhaineann le foclóireacht agus le téarmaíocht; foilsiú leabhar idir théacsleabhair agus leabhair liteartha; spreagadh na scríbhneoireachta agus na léitheoireachta; dáileachán leabhar ar shiopaí leabhar; gach gné d'fhorbairt na Gaeilge sa phobal; tacú le múineadh na Gaeilge agus le múineadh trí Ghaeilge; pleanáil teanga lasmuigh den Ghaeltacht; tacú le réimse leathan gníomhaíochtaí trí scéimeanna deontais; agus caidreamh a chothú idir lucht na Gaeilge in Éirinn agus lucht na Gaeilge in Albain.

Ach oiread le blianta eile, bhí tábhacht ar leith in 2023 lenár gcomhpháirtíocht leis na 6 Cheanneagraíocht Ghaeilge (Gaeloideachas, Gael Linn, Cumann na bhFiann, Oireachtas na Gaeilge, Conradh na Gaeilge agus Glór na nGael). I mbliana, d'oibrigh eagraíochtaí eile i gcomhpháirt linn, lena n-áirítear Leabhair Pháistí Éireann, Lá Domhanda na Leabhar agus an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta, rud a chuir luach mór breise lenár gcuid oibre.

Le linn 2023, chuaigh thar 50% dár n-acmhainní i dtreo eagraíochtaí, scéimeanna agus tionscadail a thacaíonn le forbairt na Gaeilge sa phobal. Cuimsíonn sin obair na 6 Cheanneagraíocht, an Scéim Forbartha Líonraí Gaeilge (ár scéim maoinithe le hoifigigh forbartha Gaeilge a fhostú sa phobal), tacaíocht d'ionaid phobail Ghaeilge chomh maith le scéimeanna óige, campaí samhraidh, agus scéimeanna ealaíon.

The Ulster-Scots Agency

In a landmark event exploring both heritage and the international diaspora of Ulster-Scots, the Agency partnered with the Public Record Office of Northern Ireland to host the first-ever display in Belfast of a Dunlap Broadside – the earliest printed version of the U.S. Declaration of Independence. The Declaration and accompanying exhibition highlighted the significant contributions of Ulster-Scots individuals to American independence and was officially opened by U.S. Special Envoy Joe Kennedy III.

2023 saw Ulster-Scots Language Week (Leid Week) continue to flourish, with dynamic programmes delivered in partnership with councils across the jurisdiction of the Executive. In Belfast, the City Hall hosted a celebration of Ulster-Scots music, dance, poetry, and storytelling. Lisburn & Castlereagh City Council facilitated Ulster-Scots themed language and storytelling workshops for local primary schools, providing young people with a unique opportunity to engage with the language and culture. Antrim and Newtownabbey Borough Council offered a series of free events, including walking tours and historical society gatherings, aimed at promoting and preserving the Ulster-Scots language and heritage. Derry City and Strabane District Council delivered a week-long programme featuring newly commissioned poetry, short films, creative writing workshops, and lectures, showcasing the rich heritage of the Ulster-Scots tradition.

The Agency continued its commitment to community development through various initiatives. The annual Ulster-Scots Music and Dance Tuition programme supported voluntary and community organisations by providing up to 30 weeks of Highland or Scottish Country dance tuition and up to 20 weeks of music tuition across a range of Ulster-Scots musical traditions. The Ulster-Scots Summer Schools Grant Scheme enabled community and voluntary groups to deliver 5-day Ulster-Scots summer schools to children aged 7–16 years, incorporating language workshops and cultural activities. Additionally, a pilot funding programme was launched to assist Ulster-Scots marching bands in the border counties of Cavan, Monaghan, and Donegal, providing support for the purchase of instruments and uniforms to enhance sustainability.

On behalf of the Language Body, we would like to express our sincere gratitude to all the partners, grantees and various communities for their collaboration and commitment throughout the year. We would also like to pay tribute to our fellow Board Members, our Chief Executives, and our colleagues in both Bodies. We deeply appreciate the experience and expertise shared during the year and the Language Body is indebted to you all.

Ulster-Scots Agency
Boord o Ulstèr-Scotch

Keith Gamble
Chairperson
Ulster-Scots Agency

Regina Uí Chollatáin
Chairperson
Foras na Gaeilge

Gníomhaireacht na hUltaise

I mórimeacht ag breathnú ar oidhreacht agus diaspóra idirnáisiúnta Albanaigh-Uladh, chuaigh an Ghníomhaireacht i gcomhpháirt le hOifig Taifead Poiblí Thuaisceart Éireann chun an chéad taispeántas riamh a óstáil i mBéal Feirste de Mhórbhileog Dunlap – an leagan clóite is luaithe d'Fhorógra Saoirse Mheiriceá. Tharraing an Forógra agus an taispeántas in éineacht leis aird ar chion suntasach Albanaigh Uladh i leith shaoirse Mheiriceá agus ba é Toscaire Speisialta na Stát Aontaithe Joe Kennedy III a d'oscail an taispeántas go hoifigiúil.

Bhí rath fós ar Sheachtain na hUltaise (Leid Week) in 2023, le cláir bhríomhara seachadta i gcomhpháirt le comhairlí ar fud dhlínse an Fheidhmeannais.
I mBéal Feirste, d'óstáil Halla na Cathrach ceiliúradh ar cheol, damhsa, filíocht agus scéalaíocht Ultaise. D'éascaigh Comhairle Cathrach Lios na gCearrbhach agus an Chaisleáin Riabhaigh ceardlanna teanga agus scéalaíochta Ultaise do bhunscoileanna áitiúla, ag cur ar fáil deis ar leith do dhaoine óga dul i ngleic leis an teanga agus leis an gcultúr. Chuir Comhairle Buirge Aontroma agus Bhaile na Mainistreach ar fáil sraith imeachtaí saor in aisce, lena n-áirítear turais siúil agus tionóil, a raibh d'aidhm acu teanga agus cultúr na hUltaise a chur chun cinn agus a chaomhnú. Reáchtáil Comhairle Chathair Dhoire agus Cheantar an tSratha Báin clár seachtaine a léirigh filíocht nuachoimisiúnaithe, gearrscannáin, ceardlanna scríbhneoireachta cruthaithí, agus léachtaí, ag léiriú oidhreacht shaibhir thraidisiún na hUltaise

Lean an Ghníomhaireacht dá tiomantas d'fhorbairt pobail trí thionscnaimh éagsúla. Thacaigh an clár bliantúil Teagaisc Ceoil agus Damhsa Ultaise le heagraíochtaí deonacha agus pobail trí suas le 30 seachtain de theagasc dhamhsa na nGarbhchríoch agus damhsa tuaithe na hAlban a chur ar fáil agus suas le 20 seachtain de theagasc ceoil i raon de thraidisiúin cheoil Ultaise. Chumasaigh Scéim Deontais na Scoileanna Samhraidh Ultaise grúpaí pobail agus deonacha scoileanna samhraidh Ultaise 5 lá a chur ar fáil do pháistí 7-16 bliana d'aois, ag cuimsiú ceardlanna teanga agus gníomhaíochtaí cultúrtha. Chomh maith leis sin, seoladh scéim deontais phíolótach chun tacú le bannaí máirseála i gcontaetha na teorann, an Cabhán, Muineachán, agus Dún na nGall, ag cur tacaíocht ar fáil chun uirlísí agus cultacha a cheannach chun inbhuanaitheacht a fheabhsú.

Thar ceann an Fhorais Teanga, ba mhaith linn buíochas ó chroí a ghabháil leis na comhpháirtithe uile, na deontaithe agus na pobail éagsúla as a gcomhoibriú agus as a dtiomantas le linn na bliana. Ba mhaith linn freisin ómós a léiriú dár gcomh-Chomhaltaí Boird, dár bPríomhfheidhmeannaigh, agus dár gcomhghleacaithe sa dá ghníomhaireacht. Ba mhór againn an taithí agus an saineolas a roinneadh le linn na bliana agus tá an Foras Teanga faoi chomaoin agaibh go léir.

Ulster-Scots Agency
Boord o Ulstèr-Scotch

Keith Gamble
Cathaoirleach
Gníomhaireacht na hUltaise

Regina Uí Chollatáin
Cathaoirleach
Foras na Gaeilge

Foras na Gaeilge

Tuairisc Fhoras na Gaeilge

Report of Foras na Gaeilge

2023 Highlights

Community

- €1.42 million of funding provided for Irish language officers in 36 areas across the island
- €360,000 of funding provided for 16 Irish language centres
- €2.6 million spent on language planning in 2023

Support

- 79 summer camps
- 75 youth events
- 78 festivals
- 8 major arts events
- 17 drama companies
- 63 businesses under the Business Support Scheme
- Q-Mharc seal awarded to 6 businesses
- 34 bursaries for courses in Scottish Gaelic
- €120,000 of funding provided to Gael Linn for Gaelbhratach.

Books

- 126 schools taking part in the Scríobh Leabhar scheme, an increase of 14% from 2022
- 20 Irish language books on the shortlists for the Publishing Awards
- 13 publishers, 65 books and 18 e-books funded by Clár na Leabhar Gaeilge
- A prize fund of €17,000 was awarded to the 3 Irish Language Publishing Awards winners.
- Almost €1m sales by ÁIS.
- 10 commissions awarded to 10 writers under the direction of 3 publishers.
- 8,000 copies of Rita agus an Dragún distributed to book shops for World Book Day 2023.
- IMRAM 2023, Irish Language Literature Festival: 61 events, 63 artists, 2,623 attendees.
- IMRAM na nÓG 2023: 1,106 attendees.
- ClubLeabhar.com Podcast: more than 3,000 listeners.

Lexicography and Terminology

- Progress on the new major dictionary project: more than 24,000 draft senses edited.
- Foclóir.ie: 1.9 million users.
- Teanglann.ie: 2.4 million users.
- 68% of users in Ireland and 21% in the United States.
- Comórtas Aistí Néill Uí Dhónaill was held for the third consecutive year.

The Partnership Approach

- €4.8 million invested in the 6 all-island Irish Language Lead-Organisations

Buaicphointí 2023

Pobal

- Maoiniú €1.42 milliún curtha ar fáil d'oifigigh Ghaeilge i 36 ceantar ar fud an oileáin
- Maoiniú €360,000 curtha ar fáil do 16 Ionad Gaeilge
- €2.6 milliún caite ar an bpleanáil teanga in 2023

Tacaíocht

- 79 campa samhraidh
- 75 imeacht óige
- 78 féile
- 8 mórimeacht ealaíon
- 17 compántas drámaíochta
- 63 gnólacht faoin Scéim Tacaíochta Gnó
- Séala an Q-Mharc bronnta ar 6 ghnólacht
- 34 sparánacht do chúrsaí i nGaeilge na hAlban
- Maoiniú €120,000 curtha ar fáil do Ghael Linn don Ghaelbhratach.

Leabhair

- 126 scoil páirteach sa scéim Scríobh Leabhar, méadú 14% ar 2022
- 20 leabhar Gaeilge ar ghearrliostaí na nGradam Foilsitheoireachta
- 13 fhoilsitheoir, 65 leabhar agus 18 ríomhleabhar maoinithe ag Clár na Leabhar Gaeilge
- Bronnadh duaischiste €17,000 ar bhuaiteoirí na 3 Ghradam Foilsitheoireachta Gaeilge.
- Díolachán beagnach €1 mhilliún ag ÁIS.
- 10 gcoimisiún bronnta ar 10 scríbhneoir faoi stiúir 3 fhoilsitheoir.
- 8,000 cóip de Rita agus an Dragún dáilte ar shiopaí leabhar do Lá Domhanda na Leabhar 2023.
- IMRAM 2023, Féile Litríochta na Gaeilge: 61 imeacht, 63 ealaíontóir, lucht freastail 2,623 duine.
- IMRAM na nÓG 2023: lucht freastail 1,106 duine.
- Podchraoladh ClubLeabhar.com: breis agus 3,000 éisteoir.

Foclóireacht agus Téarmaíocht

- Dul chun cinn sa mhórthionscadal nua foclóireachta: breis is 24,000 dréachtaonad céille curtha in eagar.
- Foclóir.ie: 1.9 milliún úsáideoir.
- Teanglann.ie: 2.4 milliún úsáideoir.
- 68% d'úsáideoirí in Éirinn agus 21% sna Stáit Aontaithe.
- Comórtas Aistí Néill Uí Dhónaill reáchtáilte den tríú bliain as a chéile.

An Cur Chuige Comhpháirtíochta

- €4.8 milliún infheistithe sna 6 Cheanneagraíocht Ghaeilge uile-oileáin

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Chief Executive's Review

2023 was a busy and productive year for Foras na Gaeilge over the various areas under our remit. This included schemes that support the use and development of the Irish language in the community, which ensures opportunities for the community to use Irish and gives them opportunities to develop social networks based on the Irish language; schemes that support books and reading, and funding provided by Foras na Gaeilge to the Lead-Organisations.

2023 was the first year of Foras na Gaeilge's 2023-2025 corporate period. The landscape of Irish language development is changing greatly due to major changes in society across the island and particularly as a result of new legislation and the policies of the Irish Government. As a result, community schemes such as the Summer Camps Scheme and the Festivals Scheme, are more important now than ever. Through our community schemes, Foras na Gaeilge are building year after year on the opportunities for Irish which are arising from the changes in society.

At the beginning of 2023, we managed to add an additional €190,000 to the funding of the Lead-Organisations to support their work over the various areas for which they are responsible. Accordingly, the budget of the 6 Irish language Lead-Organisations was increased from €4.63 million per year to €4.82 million to support their work in the community.[1] Among the most significant work was that of Glór na nGael, through their *Céimeanna* schemes which help community groups, and the Irish Business Awards. With support from Foras na Gaeilge, from the Department of Education in the jurisdiction of the Government of Ireland, and from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, Gael Linn managed to develop *Gaelbhratach* significantly. Foras na Gaeilge was also able to provide funding for an Irish language programme for English language primary schools in the jurisdiction of the Executive, *Scoil Spreagtha*.

Foras na Gaeilge continued to support publishers of Irish Language books during the year. Thanks to our support, 83 titles were published in 2023, both printed books and e-books, and Foras na Gaeilge itself managed to publish 6 new books during the year. The marketing work was very successful in this area and people were informed about the books now available for the Irish language reading community, through campaigns and occasions such as *Love Leabhair Ghaeilge*, World Book Day, our own Publishing Awards and the An Post Irish Book Awards. The publication chosen as the Irish language book for World Book Day 2023, *Rita agus an Dragún*, was on the list of most sold books in the jurisdiction of the Government of Ireland during the week of World Book Day 2023, and more than 1,000 copies of it were sold during that week alone.

[1] *An additional €190,000 was approved for the Lead-Organisations in 2023 on top of the baseline grant of €4.63 million.*

Athbhreithniú an Phríomhfheidhmeannaigh

Ba bhliain thairbheach ghnóthach í 2023 ag Foras na Gaeilge sna réimsí éagsúla a bhíonn faoinár gcúram. San áireamh bhí scéimeanna a thacaíonn le húsáid agus le forbairt na Gaeilge sa phobal, a chinntíonn deiseanna úsáide don phobal agus a thugann deis dóibh gréasáin shóisialta bunaithe ar an Ghaeilge a fhorbairt; scéimeanna a thacaíonn le réimse na leabhar agus na léitheoireachta, agus maoiniú a chuireann Foras na Gaeilge ar fáil do na Ceanneagraíochtaí.

Ba í 2023 an chéad bhliain de thréimhse chorparáideach 2023-2025 Fhoras na Gaeilge. Tá tírdhreach fhorbairt na Gaeilge ag athrú go mór de bharr athruithe móra sa tsochaí ar fud an oileáin agus go háirithe de thoradh na reachtaíochta nua agus de bharr pholasaithe Rialtas na hÉireann. Dá bharr sin, is mó anois ná riamh an tábhacht a bhaineann le scéimeanna pobail, macasamhail Scéim na gCampaí Samhraidh agus Scéim na bhFéilte. Lenár scéimeanna pobail, tá Foras na Gaeilge ag tógáil bliain i ndiaidh bliana ar na deiseanna don Ghaeilge atá ag éirí as na hathruithe sa tsochaí.

I dtús 2023, d'éirigh linn €190,000 breise a chur le maoiniú na gCeanneagraíochtaí le tacú lena gcuid oibre sna réimsí éagsúla a bhfuil freagracht orthu ina leith. Dá réir sin, méadaíodh buiséad na 6 Cheanneagraíocht Ghaeilge ó €4.63 milliún sa bhliain go €4.82 milliún le tacú lena gcuid oibre i measc an phobail.[1] I measc na nithe ba shuntasaí bhí obair Ghlór na nGael, trína scéimeanna *Céimeanna* a chuidíonn le grúpaí pobail, agus Gradaim Ghnó na hÉireann. Le tacaíocht ó Fhoras na Gaeilge, ón Roinn Oideachais i ndlínse Rialtas na hÉireann agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, d'éirigh le Gael Linn forbairt mhór a dhéanamh ar an *Ghaelbhratach*, agus bhí Foras na Gaeilge ábalta maoiniú a chur ar fáil le haghaidh clár Gaeilge do bhunscoileanna Béarla i ndlínse an Fheidhmeannais, *Scoil Spreagtha*.

Lean Foras na Gaeilge ag tacú le foilsitheoirí leabhair Ghaeilge le linn na bliana. A bhuí lenár dtacaíocht, foilsíodh 83 teideal idir leabhair chlóite agus ríomhleabhair in 2023 agus d'éirigh le Foras na Gaeilge féin 6 leabhar úra a fhoilsiú le linn na bliana. D'éirigh thar barr leis an obair mhargaíochta sa réimse seo agus cuireadh daoine ar an eolas faoi na leabhair atá ar fáil anois do phobal léitheoireachta na Gaeilge, trí fheachtais agus ócáidí ar nós *Love Leabhar Gaeilge*, Lá Domhanda na Leabhar, ár nGradaim Foilsitheoireachta féin agus Gradaim Leabhar Éireann An Post. Bhí an foilseachán a roghnaíodh do Leabhar Gaeilge Lá Domhanda na Leabhar, *Rita agus an Dragún*, ar liosta na leabhar is airde díol i ndlínse Rialtas na hÉireann le linn sheachtain Lá Domhanda na Leabhar 2023, agus díoladh os cionn 1,000 cóip de le linn na seachtaine sin amháin.

[1] *Ceadaíodh €190,000 breise do na Ceanneagraíochtaí in 2023 anuas ar an deontas bonnlíne €4.63 milliún.*

We continued our work on the online monolingual dictionary and the English-Irish dictionary, and we are almost half way through this 5 year project. There is still a great demand for current dictionary websites, Foclóir.ie and Teanglann.ie. As a result of the work of the Terminology Committee, 3,900 new terms or amendments were published on Téarma.ie.

A language plan was approved for Cahirsiveen (Co. Kerry) and draft language plans for Ballinrobe (Mayo) and Clifden (Galway), as Gaeltacht Service Towns, were submitted to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media. At the end of 2023, two more people were appointed to the Foras na Gaeilge team which deals with language planning.

During 2023, Foras na Gaeilge strongly emphasised its advisory and representative role with both governments. We had meetings with leaders of local authorities in both jurisdictions, with state bodies and with the Minister for Education in the jurisdiction of the Government of Ireland. As well as that, we have had representation on a range of state committees and boards, including the National Council for Curriculum and Assessment, the Council for Gaeltacht and Irish-Medium Education, the Steering Committee for the Development of a new Policy on Irish-medium Education outside of the Gaeltacht, the Irish Language Services Advisory Committee and an advisory group about implementation of a plan regarding the provision of Irish in early learning and childcare sites, and in childcare sites at school age.

Seán Ó Coinn
Chief Executive
Foras na Gaeilge

Seán Ó Coinn, CEO of Foras na Gaeilge.

Lean muid dár gcuid oibre ar an fhoclóir aonteangach ar líne agus ar an fhoclóir Gaeilge Béarla, agus muid beagnach leath bealaigh tríd an tionscadal 5 bliana seo. Tá ardéileamh ar na suíomhanna idirlín foclóireachta reatha Foclóir.ie agus Teanglann.ie go fóill. Mar thoradh ar obair an Choiste Téarmaíochta, foilsíodh 3,900 téarma úr nó leasaithe ar Téarma.ie.

Ceadaíodh plean teanga do Chathair Saidhbhín (Co. Chiarraí) agus cuireadh dréacht de phleananna teanga Bhaile an Róba (Co. Mhaigh Eo) agus an Chlocháin (Co. na Gaillimhe) mar Bhailte Seirbhíse Gaeltachta faoi bhráid na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán. I ndeireadh 2023, ceapadh beirt sa bhreis ar fhoireann Fhoras na Gaeilge a bhíonn ag plé leis an phleanáil teanga.

Chuir foireann Fhoras na Gaeilge an-bhéim le linn 2023 ar a ról comhairle agus ionadaíochta leis an 2 Rialtas. Bhí cruinnithe againn le lucht ceannasaíochta na n-údarás áitiúil sa 2 dhlínse, le comhlachtaí stáit agus leis an Aire Oideachais i ndlínse Rialtas na hÉireann. Chomh maith leis sin, rinne muid ionadaíocht ar raon coistí agus bord stáit, ina measc Bord na Comhairle Naisiúnta Curaclaim agus Measúnachta, Bord na Comhairle um Oideachas Gaeltachta agus Gaelscolaíochta, an Coiste Stiúrtha um Fhorbairt Polasaí nua don Oideachas Lán-Ghaeilge lasmuigh den Ghaeltacht, an Coiste Comhairleach um Sheirbhísí Gaeilge agus grúpa comhairleach faoi fheidhmiú plean maidir le soláthar Gaeilge i suíomhanna luathfhoghlama agus cúraim leanaí agus i suíomhanna cúraim leanaí in aois scoile.

Seán Ó Coinn
Príomhfheidhmeannach
Foras na Gaeilge

Seán Ó Coinn, Príomhfheidhmeannach Fhoras na Gaeilge.

Foras na Gaeilge

About us

Foras na Gaeilge, the body responsible for promoting Irish throughout Ireland, was established on 2 December 1999. 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.

Foras na Gaeilge

Fúinn

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 atá orainn tá cur chun cinn 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 ar ghlac Rialtas na Breataine léi 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 dtaca le gach 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 ndlínse Rialtas na hÉireann agus, i gcomhthéacs Chuid III den Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh, i ndlínse an Fheidhmeannais mar a mbeidh éileamh cuí ann.
- Comhairle a chur ar an 2 lucht riaracháin, ar chomhlachtaí poiblí agus ar 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.

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.

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. Professor Regina Uí Chollatáin was the Foras na Gaeilge Chairperson in 2023 and there were 12 other board members in post, which meant that there were 3 vacancies.

7 meetings of the Board were convened in 2023, 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 major 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 and they work together to promote them across the island. As will be shown in this Annual Report, Foras na

• 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.

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 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 Fheidhmeannas Thuaisceart Éireann 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 rialtacht agus cuibheas chuntais 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 na 24 sin, tá 16 dhuine ar Bhord Fhoras na Gaeilge agus ochtar ar Bhord Ghníomhaireacht na hUltaise. Ceapann an Chomhairle Aireachta Thuaidh Theas duine amháin de na 16 duine mar Chathaoirleach Fhoras na Gaeilge agus duine den ochtar mar Chathaoirleach Ghníomhaireacht na hUltaise, agus feidhmíonn an bheirt sin mar Chomhchathaoirligh an Fhorais Teanga. Ba í an tOllamh Regina Uí Chollatáin Cathaoirleach Fhoras na Gaeilge in 2023 agus bhí 12 chomhalta Boird eile i bhfeidhm, rud a d'fhág go raibh 3 fholúntas ann.

Reáchtáladh 7 gcruinniú den Bhord in 2023 agus bhí 5 choiste de chuid an Bhoird ag feidhmiú le linn na bliana: 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 Cheanneagraíocht a ghlacfadh 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 n-eagraíocht Ghaeilge a bhí á maoiniú

Gaeilge provides annual core funding to the Lead-Organisations, subject to the resources available, to implement a programme of work.

Lead-Organisation	Major Area of Work	Grant in 2023
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 development, raising families with Irish and development of entrepreneurship	€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

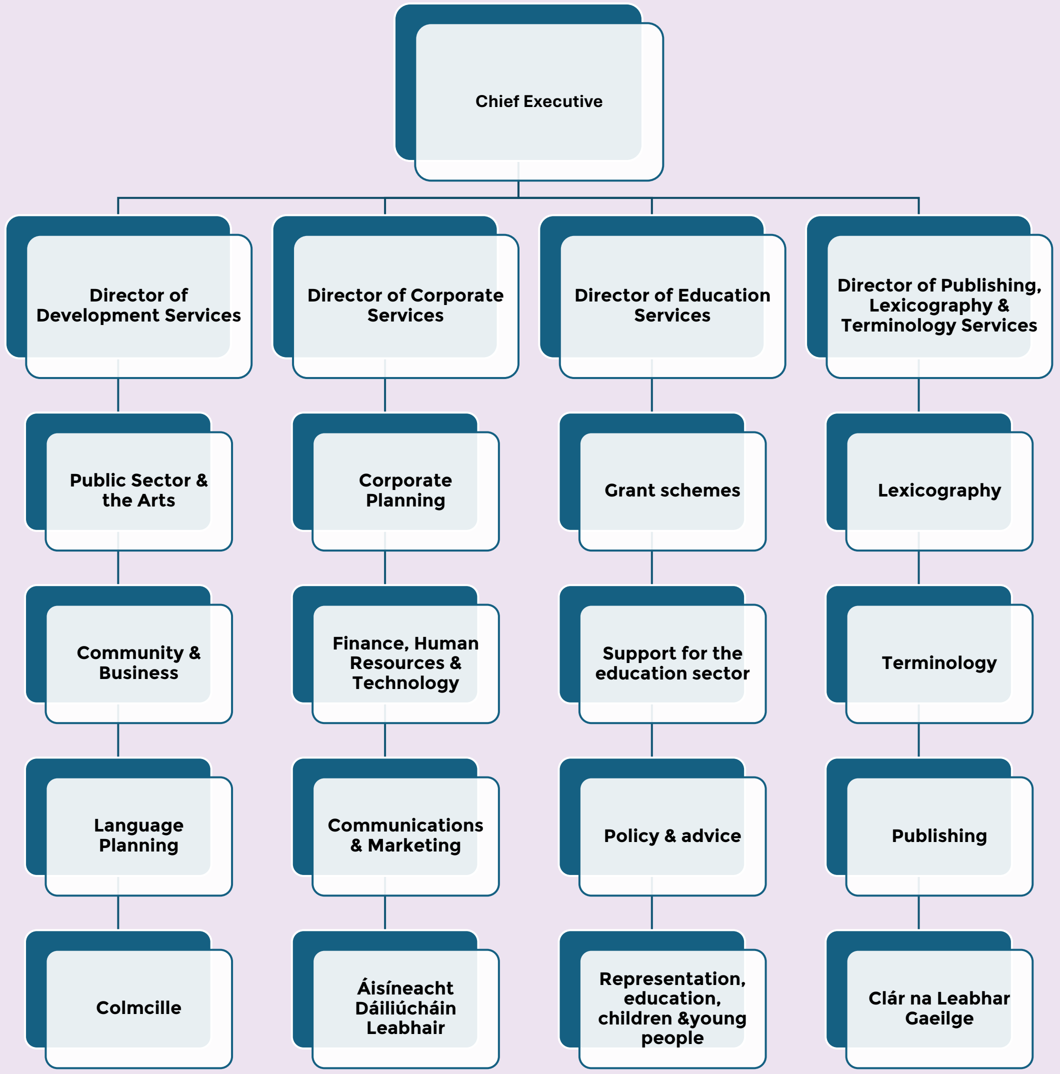
The 'Partnership Approach' means that the 6 Lead-Organisations and Foras na Gaeilge plan and implement their work in close cooperation with each other, in a way that will increase the benefit gained from resources and add to the changes gained in the use of Irish in the community. As part of the NSMC decision, two fora 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' major areas of work.

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 na n-acmhainní atá ar fáil, chun clár oibre a chur i bhfeidhm.

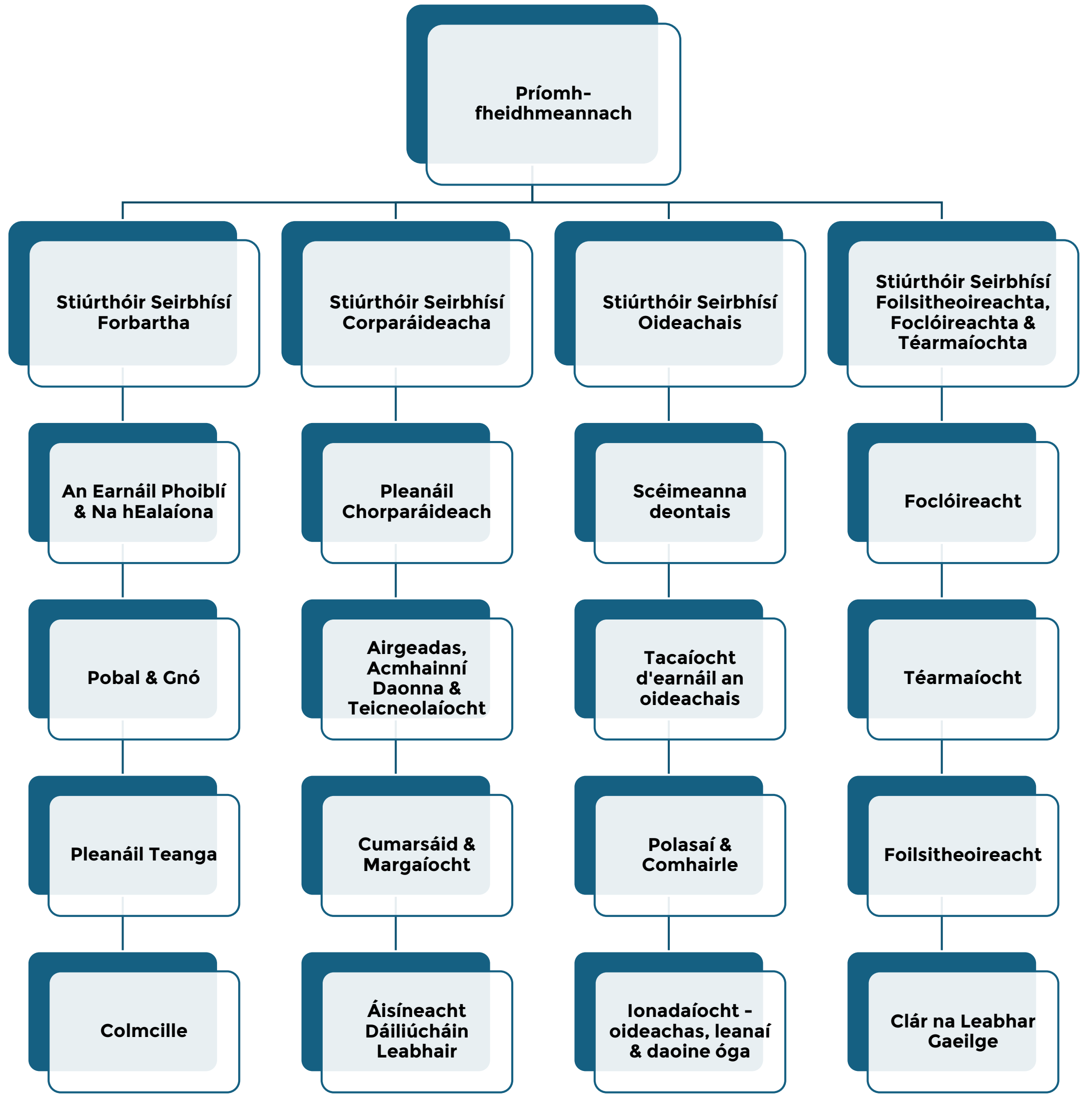
Ceanneagraíocht	Mór-Réimse Oibre	Deontas in 2023
Gaeloideachas	Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge	€708,562
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltaí scoile	€650,183
Glór na nGael	Forbairt pobail, tógáil teaghlaigh le Gaeilge agus forbairt na fiontraíochta	€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 Cheanneagraíocht 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 an athrú a bhainfear amach ó thaobh úsáid na Gaeilge sa phobal. Mar chuid de chinneadh na Comhairle Aireachta Thuaidh Theas, bunaíodh 2 fhóram chun tacú leis an struchtúr nua – an Fóram Comhpháirtíochta agus an Fóram Forbartha Teanga. Is é príomhchuspóir an Fhóraim Comhpháirtíochta comhpháirtíocht a chinntiú idir Foras na Gaeilge agus na Ceanneagraíochtaí agus idir na Ceanneagraíochtaí féin. Is é príomhchuspóir an Fhóraim Forbartha Teanga anailís a chur ar fáil ar riachtanais na Gaeilge i mór-réimsí oibre na gCeanneagraíochtaí.

Our Organisational Structure



Ár Struchtúr Eagraíochtúil



Foras na Gaeilge staff at Niall Ó Dónaill's house in Loch an Iúir

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 across the island.

Director of Development Services: Breandán Mac Craith

Director of Corporate Services: Shane Ó hEidhin

Director of Education Services: Edel Ní Chorráin (until 2 January 2023), Pól Deeds (from 2 October 2023)

Director of Publishing, Lexicography and Terminology Services Edel Ní Chorráin (from 3 January 2023)

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 2023.

An Fhoireann Ardbhainistíochta

Is é Seán Ó Coinn an **Príomhfheidhmeannach**. Faigheann sé tacaíocht ó cheathrar Stiúrthóirí, ó naonúr Clárbhainisteoirí agus ó fhoireann riaracháin eile atá lonnaithe i 5 oifig éagsúla ar fud na tíre.

An Stiúrthóir Seirbhísí Forbartha: Breandán Mac Craith

An Stiúrthóir Seirbhísí Corparáideacha: Shane Ó hEidhin

An Stiúrthóir Seirbhísí Oideachais: Edel Ní Chorráin (go dtí 2 Eanáir 2023), Pól Deeds (ó 2 Deireadh Fómhair 2023)

An Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta: Edel Ní Chorráin (ó 3 Eanáir 2023)

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 2023.

Foireann Fhoras na Gaeilge ag teach Néill Uí Dhónaill i Loch an Iúir

Minister of State for the Gaeltacht Patrick O'Donovan TD visiting Foras na Gaeilge's headquarters

Corporate Governance

Foras na Gaeilge is committed in its work to achieving the highest corporate governance standards. We are accountable to 2 government departments known as the Sponsoring 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 major areas of work: (1) reporting on corporate governance (2) organisational support with corporate governance (3) corporate planning and (4) research.

Reporting to the Sponsoring Departments

Regular meetings are organised between Foras na Gaeilge and the Sponsoring Departments in both jurisdictions to report on the progress of business plans and to consult with each other on strategic and operational issues. There were 4 such monitoring meetings in 2023.

Compliance with other policies

The Corporate Services Directorate 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, data protection, child safeguarding, hybrid working, freedom of information and whistleblowing. In 2023 the Board's Audit Committee carried out a review of the Whistleblowing Policy and the Fraud 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.

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 ar a dtugtar na Ranna Coimircíochta: an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán de chuid Rialtas na hÉireann agus an Roinn Pobal de chuid Fheidhmeannas Thuaisceart Éireann. 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 Pleanála Corparáidí freagracht as 4 mhór-réimse oibre: (1) tuairisciú faoi rialachas corparáideach (2) tacaíocht eagraíochtúil don rialachas corparáideach (3) pleanáil chorparáideach agus (4) taighde.

Tuairisciú do na 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 oibriúcháin. Tharla 4 chruinniú monatóireachta in 2023.

Géilliúlacht le Polasaithe Eile

Tá an Stiúrthóireacht 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, cosaint sonraí, cumhdach leanaí, obair chumaisc, saoráil faisnéise agus sceithireacht. In 2023, rinne an Coiste Iniúchta de chuid an Bhoird athbhreithniú ar an bPolasaí Sceithireachta agus ar an bPolasaí Calaoise. 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.

Aire Stáit na Gaeltachta, Patrick O'Donovan TD ar cuairt ar cheanncháras Fhoras na Gaeilge

Our Strategy

The Planning Context

Foras na Gaeilge operates in an all-island planning context that encompasses 2 jurisdictions, 2 governments and 2 different administrative systems as regards the status of the Irish language and community 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 a clear language element, especially the Gaeltacht Act 2012, which governs the language planning system, and the Official Languages Act (Amendment) 2021, which governs public services through the medium of Irish. In the jurisdiction of the Executive, we work in accordance with Part 3 of the European Charter for Regional or Minority Languages, and new legislation, 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 an impact 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 impacts 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. As well as the European Charter, in the jurisdiction of the Executive, since 2020 our work has been influenced by the *New Decade, New Approach* agreement, which resulted in the re-establishment of the Executive in 2020 and the enactment of the new identity and language legislation in Westminster in 2022. 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 for the Irish Language, 3-year Corporate Plans, annual Business Plans and the Annual Report.

Ár Straitéis

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 an phobail 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 (Leasú) 2021, a rialaíonn seirbhísí poiblí trí mheán na Gaeilge. I ndlínse an Fheidhmeannais, oibrímid faoi réir Chuid 3 den Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh agus na reachtaíochta nua, 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. Chomh maith leis an gCairt Eorpach, ó 2020 i ndlíse an Fheidhmeannais 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 in 2022. 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 Ghaeilge a fhorbairt do dhlínse an Fheidhmeannais.

Feidhmíonn Foras na Gaeilge mar chuid amháin den Fhoras Teanga, arb í Gníomhaireacht na hUltaise an chuid eile de. Oibrímid go dlúth le Gníomhaireacht na hUltaise in ullmhú na Tuarascála Bliantúla seo. Go hinmheánach, stiúrann próisis éagsúla chorparáideacha pleanáil na heagraíochta: an Treo Straitéiseach 5 bliana, Pleananna Gníomhaíochta 5 bliana de chuid na Straitéise 20 Bliain don Ghaeilge, 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 cultural richness 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 cultural richness 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 our planning duties 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 English as a major dominant global 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 the development of technological opportunities and lexicography and terminology, as part of status planning. This includes the family as well, both families that use Irish as their first or main language and parents/guardians with little Irish.
- **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, 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 therefore we set aside space and resources for that consideration.

Misean agus Fís

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 Físe
Leagann ár bhfís 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 le deimhniú 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 an Bhéarla mar mhórtheanga cheannasach dhomhanda.

- **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 forbairt deiseanna teicneolaíochta agus foclóireacht agus téarmaíocht, mar chuid den phleanáil stádais. Tá an teaghlach san áireamh anseo chomh maith, idir theaghlaigh a úsáideann an Ghaeilge mar chéad nó mar phríomhtheanga agus tuismitheoirí/caomhnóirí ar bheagán Gaeilge.
- **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 na grúpaí pobail a fhaigheann tacaíocht uainn. Bímid ag iarraidh na líonraí sóisialta Gaeilge atá ann cheana a threisiú, 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 ó thaobh shealbhú agus úsáid teanga agus maidir 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 mar sin fágaimid spás agus acmhainní ar leataoibh le haghaidh an mhachnaimh sin.

Our Major Strategic Objectives

The Foras na Gaeilge Corporate Plan 2023-2025 includes 4 Major Strategic Objectives. The first chapter of this Annual Report is a performance review based on reporting of progress in respect of these Major Objectives in 2023. Below we describe what is meant by the Major Objectives and the secondary objectives arising from them.

Major Objective 1: Education, Training and Employment

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 area, 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 etc.), 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, Foras na Gaeilge's advisory function is very important, and to that end we place particular emphasis on that element in the period of this Corporate Plan. We also recognise the close link between access to Irish being available to everyone in the education system and further education opportunities, for example in the business of translation.

Major Objective 1 includes the following secondary objectives:

- Promote the learning, consolidation and enrichment of the Irish language.
- Support the training of trainee teachers, graduates and trained teachers and primary school teachers in the L2 system.
- Support the accreditation system and the development of the proficiency of the translation sector.

Ár Mórchuspóirí Straitéiseacha

Cuimsíonn Plean Corparáideach Fhoras na Gaeilge 2023-2025 4 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 2023. Anseo thíos, déanaimid cur síos ar a bhfuil i gceist leis na Mórchuspóirí agus na fochuspóirí a eascraíonn astu.

Mórchuspóir 1: Oideachas, Oiliúint agus Fostaíocht

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 sna córais oideachais is mó a thugtar faoi fhoghlaim 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 srl.), tá sé tábhachtach go ndíreoimis aird ar ghnéithe den réimse oibre nach bhfuil dreamanna eile ag tabhairt fúthu a chuirfidh le héifeachtacht na bpáirtithe sin. De bharr ár stádais reachtúil, tá feidhm chomhairle Fhoras na Gaeilge an-tábhachtach agus chuige sin táimid ag cur béim ar leith ar an ngné sin i dtréimhse an Phlean Chorparáidigh seo. Aithnímid chomh maith an dlúthnasc idir rochtain a bheith ag cách ar an nGaeilge sa chóras oideachais agus deiseanna breise fostaíochta, mar shampla i ngnó an aistriúcháin.

Cuimsíonn Mórchuspóir 1 na fochuspóirí seo a leanas:

- Foghlaim, daingniú agus saibhriú na Gaeilge a chur chun cinn.
- Tacú le hoiliúint ábhar oidí, céimithe agus múinteoirí oilte agus múinteoirí bunscoile sa chóras T2.
- Tacú le córas creidiúnaithe agus forbairt inniúlachta na hearnála aistriúcháin.

Major Objective 2: Spaces and Venues, Networks and Opportunities

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 in all areas of life. 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. Specific funding is provided for Foras na Gaeilge outside of our baseline budget to support communities seeking status as an Irish language Network, to help them undertake language plans. 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. This Major Objective includes broadcasting, the media (especially on-line), Irish language publishing and the physical and virtual infrastructure of the language.

Major Objective 2 includes the following secondary objectives:

- Perpetuate and increase the daily use of Irish in all areas of life.
- The Irish language to be visible in environment both real and virtual.
- Develop the local language community by enhancing physical and virtual infrastructure.

Mórchuspóir 2: Spásanna agus Láithreacha, Gréasáin agus Deiseanna

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 agus ar mhéadú úsáid na Gaeilge i ngach réimse den saol. Tá an phleanáil teanga ríthábhachtach chuige sin agus tá socruithe reachtúla i bhfeidhm 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 Ghaeilge agus cabhrú leo tabhairt faoi na pleananna teanga. Is ag Údarás na Gaeltachta go príomha 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. San áireamh sa Mhórchuspóir seo chomh maith tá an chraoltóireacht, na meáin (go háirithe ar líne), foilsitheoireacht na Gaeilge agus bonneagar fisiciúil agus fíorúil na teanga.

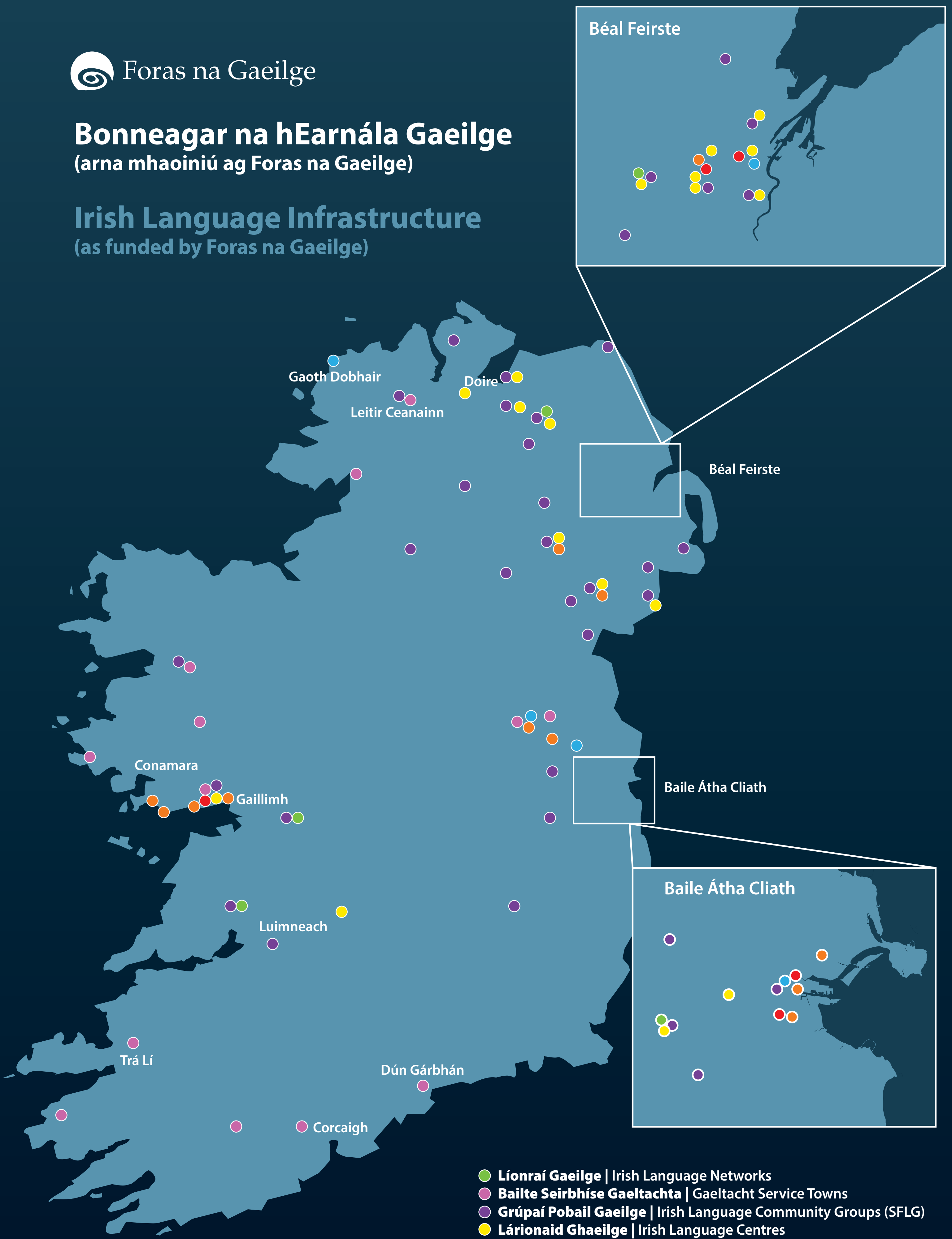
Cuimsíonn Mórchuspóir 2 na fochuspóirí seo a leanas:

- Úsáid laethúil na Gaeilge a bhuanú agus a mhéadú i ngach réimse den saol.
- An Ghaeilge a bheith le feiceáil sa timpeallacht idir fhíor agus fhíorúil.
- Forbairt a dhéanamh ar na pobail áitiúla theanga trí chur le bonneagar fisiciúil agus fíorúil.

Foras na Gaeilge

Bonneagar na hEarnála Gaeilge
(arna mhaoiniú ag Foras na Gaeilge)

Irish Language Infrastructure
(as funded by Foras na Gaeilge)



- **Líonraí Gaeilge** | Irish Language Networks
- **Bailte Seirbhíse Gaeltachta** | Gaeltacht Service Towns
- **Grúpaí Pobail Gaeilge** | Irish Language Community Groups (SFLG)
- **Lárionaid Ghaeilge** | Irish Language Centres
- **Ceanneagraíochtaí Gaeilge** | Irish Language Lead-Organisations
- **Na Meáin Ghaeilge** | Irish Language Media
- **Foras na Gaeilge – Oifigí** | Offices

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Cathair na Gaillimhe, atá ina Baile Seirbhíse Gaeltachta
Galway city, a Gaeltacht Service Town

Major Objective 3: Communication, Awareness and Advocacy

Communication is the very fabric of Foras na Gaeilge's work because it adheres to the first of our statutory functions: to promote the Irish language. Therefore, we continually endeavour to foster a positive attitude towards the Irish language and enhance its status in society. We also have a statutory role in terms of influence and therefore we use our resources to advise the 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 have on other institutions and their leaders. The well-being of the Irish language is largely dependent on parties in various areas of state and society, and Foras na Gaeilge places particular emphasis on this function of ours to influence at government level and in local authorities.
Major Objective 3 includes the following secondary objectives:

- Consolidate and develop the status and place of Irish in society through influence and consultancy.
- Increase understanding, awareness and a positive attitude towards Irish in both jurisdictions and amongst the diaspora.
- Strengthen policy advocacy in the public sector, especially in education, and local authorities and language planning communities.

Major Objective 4: Resources, Funding and Valuation

It is important that the public, both governments, and other stakeholders can have confidence in the systems and processes that are in place in the organisation for planning, working, as we carry out our work. There should be confidence that the strategies and initiatives we have in place are evidence-based, that they will be effective and that we are carrying out research to confirm their effectiveness on an ongoing basis. Additionally, the Irish language sector must be confident that Foras na Gaeilge has the appropriate experience and expertise to undertake the various duties effectively, and that the funding provided for Irish is treated effectively on behalf of the taxpayer. Foras na Gaeilge's Corporate Services team is of particular importance in relation to this Major Objective. In this corporate plan we are also placing emphasis on reviewing our schemes and projects to ensure they are achieving the results we expect.
Major Objective 4 includes the following secondary objectives:

- Develop organisational systems to direct resources towards strategic priorities as appropriate.
- Embed evaluation systems to regularly review all aspects of the organisation's work.
- Have appropriate technical infrastructure in place that will administer the working conditions/needs of the coming era.

Mórchuspóir 3: Cumarsáid, Feasacht agus Abhcóideacht

Tá an chumarsáid de dhlúth agus d'inneach obair Fhoras na Gaeilge mar tagann sí leis an gcéad cheann dár bhfeidhmeanna reachtúla: an Ghaeilge a chur chun cinn. Mar sin, déanaimid iarracht leanúnach dearcadh dearfach i leith na Gaeilge a chothú agus cur leis an stádas atá aici sa tsochaí. Tá ról reachtúil againn i dtaca le tionchar chomh maith agus mar sin úsáidimid ár n-acmhainní 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 eile 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.
Cuimsíonn Mórchuspóir 3 na fochuspóirí seo a leanas:

- Stádas agus ionad na Gaeilge sa tsochaí trí chéile a dhaingniú agus a fhorbairt trí mheán tionchair agus comhairle.
- Tuiscint, feasacht agus dearcadh dearfach ar an nGaeilge a mhéadú sa 2 dhlínse agus i measc an diaspóra.
- Treisiú ar abhcóideacht polasaí san earnáil phoiblí, go háirithe i réimse an oideachais, agus i réimse na n-údarás áitiúil agus i bpobail na pleanála teanga.

Mórchuspóir 4: Acmhainní, Maoiniú agus Luacháil

Tá sé tábhachtach gur féidir leis an phobal, an 2 rialtas, agus páirtithe leasmhara eile muinín a bheith acu as na córais agus na próisis pleanála, oibre agus monatóireachta atá i bhfeidhm san eagraíocht agus sinn ag tabhairt faoinár gcuid oibre. Ba chóir go mbeifí 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 dhearbhú 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 leis 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 an Mórchuspóir seo. Tá béim á cur againn chomh maith sa phlean corparáideach seo ar athbhreithniú ar ár gcuid scéimeanna agus tionscadal lena chinntiú go bhfuil siad ag baint amach na dtorthaí a bhfuil súil againn leo.
Cuimsíonn Mórchuspóir 4 na fochuspóirí seo a leanas:

- Córais eagraíochtúla a fhorbairt chun acmhainní a chur i dtreo tosaíochtaí straitéiseacha de réir mar is cuí.
- Córais luachála a neadú chun breithniú tráthrialta a dhéanamh ar gach gné d'obair na heagraíochta.
- Bonneagar teicniúil cuí a bheith i bhfearas a riarfaidh ar dhálaí/riachtanais oibre na ré atá romhainn.

Performance Review

Major Objective A: Education, Training and Employment

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 the learning of Irish is undertaken mostly through the education systems, 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 Major Objective includes the publishing of An Gúm, the section of Foras na Gaeilge that generally deals with textbooks and school materials. It also covers lexicography and terminology, 2 resources which are greatly utilised in the context of education. Also included here is the business of translation, another sector that depends on Foras na Gaeilge's lexicographical and terminological work.

Secondary objective A1: Promote the learning, consolidation and enrichment of the Irish language

Scríobh Leabhar

The Scríobh Leabhar project was very successful again in 2023 under the direction of Clár na Leabhar Gaeilge, which encourages school children to write their own books in Irish. The Áisionad in the jurisdiction of the Executive and 13 education centres in the jurisdiction of the Irish government took part in Scríobh Leabhar 2022-23. The number of participants from education centres and primary schools, and the number of books which are written is significantly and consistently increasing, as indicated in the table below.

Athbhreithniú Feidhmíochta

Mórchuspóir A: Oideachas, Oiliúint agus Fostaíocht

Tá ról lárnach ag an gcóras oideachais i gcumasú an phobail sa Ghaeilge ón réamhscolaíocht go dtí an t-oideachas tríú leibhéal agus an t-oideachas do dhaoine fásta. 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 foilsitheoireacht an Ghúim, an rannóg de chuid Fhoras na Gaeilge a phléann le téacsleabhair agus áiseanna scoile den chuid is mó. Tá an fhoclóireacht agus an téarmaíocht, 2 acmhainn a mbaintear úsáid go leor astu i gcomhthéacs oideachais, san áireamh chomh maith. Cuimsítear anseo freisin gnó an aistriúcháin, earnáil eile a bhraitheann ar obair foclóireachta agus téarmaíochta Fhoras na Gaeilge.

Fochuspóir A1: Foghlaim, daingniú agus saibhriú na Gaeilge a chur chun cinn

Scríobh Leabhar

Bhí an-rath arís in 2023 ar an tionscadal Scríobh Leabhar, faoi stiúir Chlár na Leabhar Gaeilge, a spreagann páistí scoile le leabhair Ghaeilge dá gcuid féin a scríobh. Ghlac an tÁisaonad i ndlínse an Fheidhmeannais agus 13 ionad oideachais i ndlínse Rialtas na hÉireann páirt in Scríobh Leabhar 2022-23. Tá méadú suntasach ag dul go leanúnach ar líon na rannpháirtithe ó ionaid oideachais agus ó bhunscoileanna agus ar líon na leabhar a scríobhtar, mar a léirítear sa tábla thíos.

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

Number of participants	Scríobh Leabhar 2021-2022	Scríobh Leabhar 2022-2023	Increase
Education centres	9	14	+56%
Primary schools	111	126	+14%
Children	6584	8186	+24%
Books written	4997	7171	+44%

A selction of books from *Scríobh Leabhar 2021-22* and *Scríobh Leabhar 2022-23* can be viewed on the Scríobh Leabhar microsite. [2]

Gaeltacht Scholarships

Foras na Gaeilge gave Gaeltacht scholarships to young people, adults and families by providing funding to Gael Linn (€32,577), Conradh na Gaeilge (€37,947) and Glór na nGael (€10,000). 287 young people and 21 adults benefited from the scheme in 2023.

[2] *www.forasnagaeilge.ie/scriobhleabhar/*

Líon rannpháirtithe	Scríobh Leabhar 2021-2022	Scríobh Leabhar 2022-2023	Ardú
Ionaid oideachais	9	14	+56%
Bunscoileanna	111	126	+14%
Páistí	6584	8186	+24%
Leabhair scríofa	4997	7171	+44%

Tá rogha leabhar ó *Scríobh Leabhar 2021-22* agus *Scríobh Leabhar 2022-23* le feiceáil ar mhicreashuíomh Scríobh Leabhar.[2]

Scoláireachtaí Gaeltachta

Thug Foras na Gaeilge scoláireachtaí Gaeltachta do dhaoine óga, daoine fásta agus teaghlaigh trí mhaoiniú a chur ar fáil do Ghael Linn (€32,577), Conradh na Gaeilge (€37,947) agus Glór na nGael (€10,000). Bhain 287 duine óg agus 21 duine fásta tairbhe as an scéim in 2023.

Tugann an scéim Scríobh Leabhar deis do pháistí bunscoile a gcuid leabhar féin a scríobh, a dhearadh agus a fhoilsiú as Gaeilge.

[2] *www.forasnagaeilge.ie/scriobhleabhar/*

Duolingo

Foras na Gaeilge supported Duolingo to review and update the Irish language courses on the renowned platform during 2023. Those courses are available to learners throughout the world.

Irish medium education in the jurisdiction of the Executive

An Irish medium nursery education project from Naíscoil na Seolta was completed during 2023 and it is hoped that an Irish medium primary school will be opened in East Belfast in September 2024. We had a discussion with Comhairle na Gaelscolaíochta regarding new pre-school provision in Derry city and development plans are in place to open a new provision in 2024. A representative from Foras na Gaeilge was on the board of Comhairle na Gaelscolaíochta as Chairperson throughout the year.

Lexicography and Terminology

Significant progress was made on the new dictionary project that Foras na Gaeilge began in September 2022. By the end of 2023, there were more than 24,000 draft senses edited and a lot of proofreading work was completed - 2,500 pages. The Terminology Committee continued their regular hybrid meetings (11 this year) to approve new terms. Significant growth was seen in the fields of technology, chemistry and medicine, and it was noted that there was a significant increase in the number of inquiries about pharmaceuticals, in particular. Amendments were made to the public interface of Téarma.ie, which helps to conduct more effective searches, and to copy information.

Duolingo

Thacaigh Foras na Gaeilge le Duolingo chun athbhreithniú agus uasdátú a dhéanamh ar na cúrsaí Gaeilge atá ar an ardán clúiteach le linn 2023. Tá na cúrsaí sin ar fáil d'fhoghlaimeoirí ar fud an domhain.

An Gaeloideachas i ndlínse an Fheidhmeannais

Cuireadh tionscadal naíscolaíochta de chuid Naíscoil na Seolta i gcrích le linn 2023 agus táthar ag dúil le bunscoil lán-Ghaeilge a oscailt in Oirthear Bhéal Feirste i Meán Fómhair 2024. Rinneamar plé le Comhairle na Gaelscolaíochta maidir le soláthar nua réamhscolaíochta i gCathair Dhoire agus tá pleananna forbartha i bhfeidhm chun soláthar nua a oscailt ann in 2024. Bhí ionadaí Fhoras na Gaeilge ar bhord Chomhairle na Gaelscolaíochta ag feidhmiú mar Chathaoirleach i gcaitheamh na bliana.

Foclóireacht agus Téarmaíocht

Rinneadh dul chun cinn suntasach sa tionscadal nua foclóireachta ar chuir Foras na Gaeilge tús leis i Meán Fómhair 2022. Faoi dheireadh 2023, bhí breis is 24,000 dréachtaonad céille curtha in eagar agus bhí obair mhór phrofála 2,500 leathanach curtha i gcrích. Lean an Coiste Téarmaíochta dá chruinnithe rialta hibrideacha (11 sa bhliain seo) chun téarmaí nua a fhaomhadh. Chonacthas borradh suntasach i réimsí na teicneolaíochta, na ceimice agus an leighis agus tugadh faoi deara go raibh ardú mór i líon na bhfiosruithe faoin gcógaisíocht, go háirithe. Rinneadh leasuithe ar chomhéadan poiblí Téarma.ie, a chuidíonn le cuardaigh níos éifeachtaí a dhéanamh, agus le heolas a chóipeáil.

Megan Ní Ifearnáin (author of the series Céilim agus Rírá) and Orla Ní Fhinneadha (compere) at An Gúm's book launch at Oireachtas na Gaeilge in Killarney.

An Gúm

An Gúm published new books in 2023 and a wide range of books in the following areas were reprinted: early reading, children's books, books (picture books and literary books), books for adults as well as school publications.

- *Croí an Teaghlaigh an Grá*. A picture book for young people on the theme of inclusion. This book was chosen to address an identified gap in provision.
- *Áiteanna Iontacha Aisteacha*. In information book for children in the higher primary classes and an online activity pack as a resource for teachers. The Council for Gaeltacht and Irish Medium Education (COGG) put this book on the pilot scheme An Pacáiste Leabharlainne which was distributed to schools.
- *Céilim & Rírá*. A series of 4 books for children in lower classes at primary school on the theme of the single parent.
- Editorial work on 2 books in the *Réics Carló* series was completed (*An Corpán sa Trunc* and *Dúnmharú i bPáirc an Chrócaigh*), which would be suitable for teenagers or the wider Irish language community.
- 2 audiobooks were completed in the *Réics Carló* series which would be published and publicised alongside the new books in the series (which will be published during the 1st quarter of 2024).
- *Féach Thart Rang 6: Eolaíocht* was completed and the workbook *Féach Thart Rang 6, Eolaíocht: Leabhar Oibre* was published.
- Progress was made on *Féach Thart Rang 3*. A review on *Féach Thart* was carried out to ensure that the programme will adhere to the curriculum and meet the needs of the teachers and the pupils.
- Progress was made on the *Atlas Nua Bunscoile* (to be published in 2024).
- Progress was made on textbooks in the following post primary subjects: Leaving Certificate Mathematics and Wood Technology at Junior Certificate.

The Department for Tourism, Culture, Arts, Gaeltacht, Sport and Media confirmed in 2023 that funding would be provided to reprint books that are not available anymore. A specific reprint program was begun, and this work will continue in 2024.

We discussed and made progress with the other stakeholders in this sector with the aim of filling the gaps in the current provision. As well as that, we liaised with the stakeholders in the primary education sector regarding *Séideán Sí* and the amendments to be made to the pack to update it for pupils and teachers today. We distributed a survey to primary school teachers concerning the way the pack is used, and we will use the results of that survey as a framework for the review programme during 2024.

An Gúm

D'fhoilsigh an Gúm leabhair nua in 2023 agus cuireadh athchló ar réimse leathan leabhar sna réimsí seo a leanas: an luathléitheoireacht, leabhair do pháistí, leabhair (pictiúrleabhair agus leabhair litheartha), leabhair do dhaoine fásta chomh maith le foilseacháin scoile.

- *Croí an Teaghlaigh an Grá*. Pictiúrleabhar do dhaoine óga a bhfuil téama na hionchuimsitheachta ag gabháil leis. Roghnaíodh an leabhar sin chun freastal ar bhearna aitheanta sa soláthar.
- *Áiteanna Iontacha Aisteacha*. Leabhar eolais do pháistí sna hardranganna bunscoile agus pacáiste gníomhaíochtaí ar líne mar áis do mhúinteoirí. Chuir an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) an leabhar seo sa scéim phíolótach An Pacáiste Leabharlainne a scaipeadh ar scoileanna.
- *Céilim & Rírá*. Sraith 4 leabhar do pháistí sna bunranganna ar an mbunscoil a bhfuil téama an tuismitheora aonair i gceist léi.
- Tugadh an obair eagarthóireachta chun críche ar 2 leabhar léitheoireachta i sraith Réics Carló (*An Corpán sa Trunc* agus *Dúnmharú i bPáirc an Chrócaigh*) a bheadh oiriúnach do dhéagóirí nó pobal mór na Gaeilge i gcoitinne.
- Réitíodh 2 chlosleabhar i sraith Réics Carló a bheadh le foilsiú agus le poibliú in éineacht leis na leabhair nua sa tsraith (a fhoilseofar le linn ráithe 1 2024).
- Tugadh *Féach Thart R6: Eolaíocht* chun críche agus foilsíodh an leabhar oibre *Féach Thart Rang 6, Eolaíocht: Leabhar Oibre*.
- Rinneadh dul chun cinn ar *Féach Thart Rang 3*. Cuireadh tús le hathbhreithniú ar *Féach Thart* chun a chinntiú go mbeidh an clár ag freastal ar an gcuraclam agus ar riachtanais na múinteoirí agus na ndaltaí.
- Rinneadh dul chun cinn ar an *Atlas Nua Bunscoile* (le foilsiú in 2024).
- Rinneadh dul chun cinn ar théacsleabhair sna hábhair iar-bhunscoile seo: Matamaitic na hArdteistiméireachta agus Teicneolaíocht Adhmaid ag an Teastas Sóisearach.

Dhearbhaigh an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán in 2023 go gcuirfí maoiniú ar fáil chun athchlónna a chur ar leabhair nach raibh fáil orthu níos mó. Cuireadh tús le clár ar leith athchlónna agus leanfaidh an obair sin ar aghaidh in 2024.

Rinneamar plé agus dul chun cinn leis na páirtithe leasmhara eile san earnáil seo d'fhonn na bearnaí sa soláthar reatha a líonadh. Chomh maith leis sin, chuamar i gcomhairle le páirtithe leasmhara in earnáil an bhunoideachais maidir le *Séideán Sí* agus na leasuithe is gá a dhéanamh ar an bpacáiste chun é a uasdátú do dhaltaí agus do mhúinteoirí an lae inniu. Scaipeamar suirbhé ar mhúinteoirí bunscoile mar gheall ar an tslí a n-úsáidtear an pacáiste agus bainfimid úsáid as torthaí an tsuirbhé sin mar chreatlach don chlár athbhreithnithe le linn 2024.

Megan Ní Ifearnáin (údar na sraithe Céilim agus Rírá) agus Orla Ní Fhinneadha (bean an tí) ag seoladh leabhar de chuid An Ghúim ag Oireachtas na Gaeilge i gCill Áirne.

Dr Máire Mhic Mhathúna speaking about membership for naíonraí at Gaeloideachas AGM 2023

Lead Organisations

We gave a grant to the following Lead-Organisations to implement pre-agreed work programmes that supports the implementation of this Major Objective in 2023.

Gaeloideachas

A Gaeloideachas Development Assembly was held in County Cavan on the 10th November 2023. It was an all-island training and education conference in conjunction with COGG. A wide-ranging relevant programme was developed for the Assembly and top-quality resources, supports and advice were provided to teachers and parents. A key part of the Assembly in 2023 was 50-year anniversary celebrations for Gaeloideachas.

Gaeloideachas took a central advocacy role regarding various projects on behalf of the sector again in 2023 and advocated and petitioned on issues relating to the policy for all-Irish education with a particular focus on the process for establishing a school, patronage divestment, provision of teachers, the status and funding system for early years. Gaeloideachas influenced the political system to raise awareness of the sector and to have a positive influence to ensure that the needs of schools and nursery schools were taken into account in the lobbying.

Gaeloideachas concentrated heavily on special educational needs (SEN) throughout 2023 by providing information, support, and advice to parents. As well as that, the organisation dealt with the SEN issues with the aim that parents would be confident in choosing Irish medium education for a child with SEN, and to ensure appropriate supports and services would be available. Information and advice were provided to the public regarding access to existing nurseries and schools, the possibilities of establishing new nurseries and schools, and the processes involved. Ongoing discussions were held with the Department of Children, Equality, Disability, Integration and Youth in the jurisdiction of the Irish Government and stakeholders regarding the comprehensive plan to further develop Irish language provision in the sector.

Ceanneagraíochtaí

Thugamar deontas do na Ceanneagraíochtaí seo a leanas chun cláir oibre réamhaontaithe a thacaíonn leis an Mórchuspóir seo a chur i bhfeidhm in 2023.

Gaeloideachas

Reáchtáladh Tionól Forbartha Gaeloideachas i gContae an Chabháin ar 10 Samhain 2023. Comhdháil uile-oileáin oiliúna agus oideachais i bpáirt le COGG a bhí inti. Forbraíodh clár leathan ábhartha don Tionól agus cuireadh acmhainní, tacaíochtaí agus comhairle den chéad scoth ar fáil do mhúinteoirí agus do thuismitheoirí. Bhí ceiliúradh 50 bliain Gaeloideachas mar dhlúthchuid den Tionól in 2023.

Ghlac Gaeloideachas ról lárnach abhcóideachta i leith tionscadail éagsúla thar ceann na hearnála arís in 2023 agus rinneadh abhcóideacht agus achainí ar shaincheisteanna a bhaineann leis an bpolasaí don oideachas lán-Ghaeilge le fócas ar leith ar phróiseas bunaithe scoile, dífheistiú pátrúnachta, soláthar múinteoirí, stádas agus córas maoinithe na luathbhlianta. Chuaigh Gaeloideachas i bhfeidhm ar an gcóras polaitiúil chun feasacht ar an earnáil a ardú agus tionchar dearfach a imirt go dtógfaí riachtanais na scoileanna agus na naíonraí san áireamh sa stocaireacht.

Dhírigh Gaeloideachas go mór ar riachtanais speisialta oideachais (RSO) i rith 2023 trí eolas, tacaíocht agus comhairle a thabhairt do thuismitheoirí. Chomh maith leis sin, phléigh an eagraíocht le saincheisteanna RSO leis an sprioc go mbeidh tuismitheoirí muiníneach as rogha an oideachais lán-Ghaeilge le haghaidh páistí le RSO agus lena chinntiú go mbeidh tacaíochtaí agus seirbhísí cuí ar fáil. Cuireadh eolas agus comhairle ar fáil don phobal maidir le rochtain ar naíonraí agus scoileanna reatha, na féidearthachtaí naíonraí agus scoileanna nua a bhunú agus na próisis lena mbaineann. Rinneadh plé leanúnach leis an Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige i ndlínse Rialtas na hÉireann agus páirtithe leasmhara maidir leis an bplean cuimsitheach chun breis forbartha a dhéanamh ar sholáthar lán-Ghaeilge san earnáil.

An Dr Máire Mhic Mhathúna ag labhairt faoi bhallraíocht i naíonraí ag Cruinniú Ginearálta Bliantúil Gaeloideachas 2023

Winners of Cómortas Tráchtaireachta (sports commentary competition) in Croke Park

Gael Linn

Gael Linn fulfilled its responsibility regarding education in the English language sector by organising workshops for newly qualified teachers, making submissions, and having representation on the issue of Irish in various fora. They provide a consultation service for the Network for Irish language Teachers by providing a database and a newsletter of classes and Gaeltacht courses which will support Irish language teachers and learners. They continued with the work in the area of 'adult education' by running workshops for Irish language teachers, sharing resources on the teaching of Irish, providing Irish language courses and courses on communication skills through Irish.

Gael Linn continued to facilitate and coordinate extra-curricular events to encourage school pupils and third-level students to use their Irish, for example, debating competitions, public speaking competitions, football festivals and the Abair schemes (a public speaking competition for post-primary schools in Ulster) and *Scléip na hÓige* (a 3-day all-island event aimed at young people aged 14-17). Societies in 3rd level colleges were supported through sponsorship and advice. Over 11,000 students participated in these opportunities to use Irish across the country and strong Irish language usage networks were created as a result. Additional funding was provided to Gael Linn in 2023 for *Scoil Spreagtha*, a pilot scheme to provide English medium primary schools in the jurisdiction of the Executive with an opportunity to learn and use Irish.

Foras na Gaeilge provided a grant of €120,000 for the *Gaelbhratach* project to support teachers and young people to promote spoken Irish in their school communities. The project is being managed by Gael Linn. Gael Linn received additional funding from the Department for Tourism, Culture, Arts, Gaeltacht, Sport and Media for *Gaelbhreatach* during 2023. More than 700 school pupils, at both primary and secondary level, participated in *Gaelbhratach* that year.

Gael Linn

Chomhlíon Gael Linn a ndualgas maidir le hoideachas in earnáil an Bhéarla trí bheith ag eagrú ceardlanna do mhúinteoirí nuacháilithe agus ag déanamh aighneachtaí agus ionadaíochta ar cheist na Gaeilge i bhfóraim éagsúla. Tugann siad seirbhís comhairleoireachta do Ghréasán na Múinteoirí Gaeilge trí bhunachar agus nuachtlitir a sholáthar de ranganna agus cúrsaí Gaeltachta a thacódh le múinteoirí agus foghlaimeoirí Gaeilge. Lean siad leis an obair sa réimse oibre 'oideachas d'aosaigh' trí cheardlanna do múinteoirí Gaeilge a reáchtáil, acmhainní maidir le múineadh na Gaeilge a roinnt, cúrsaí Gaeilge a sholáthar agus cúrsaí ar scileanna cumarsáide trí Ghaeilge a sholáthar.

Lean Gael Linn ag éascú agus ag comhordú imeachtaí seach-churaclaim chun daltaí scoile agus scoláirí tríú leibhéal a spreagadh le húsáid a bhaint as a gcuid Gaeilge, mar shampla, comórtais díospóireachta, comórtais chainte poiblí, féilte peile agus na scéimeanna Abair (comórtas cainte poiblí d'iarbhunscoileanna i gCúige Uladh) agus *Scléip na hÓige* (imeacht uile-oileáin 3 lá dírithe ar dhaoine óga ó aois 14-17). Tugadh tacaíocht do chumainn i gcoláistí 3ú leibhéal idir urraíocht agus chomhairle. Ghlac breis agus 11,000 dalta páirt sna deiseanna úsáide seo fud fad na tíre agus cruthaíodh líonraí láidre úsáide Gaeilge dá bharr sin. Cuireadh maoiniú breise ar fáil do Gael Linn i 2023 do *Scoil Spreagtha*, scéim phíolótach chun deis a thabhairt do bhunscoileanna Béarla i ndlínse an Fheidhmeannais an Ghaeilge a fhoghlaim agus a úsáid.

Chuir Foras na Gaeilge deontas €120,000 ar fáil don tionscadal *Gaelbhratach* chun tacú le múinteoirí agus daoine óga an Ghaeilge labhartha a chur chun cinn ina gcuid scoilphobal. Tá an tionscadal á bhainistiú ag Gael Linn. Fuair Gael Linn maoiniú breise ón Roinn Oideachais agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán don *Ghaelbhratach* le linn 2023. Bhí breis is 700 dalta scoile, idir bhunleibhéil agus mheánleibhéil, páirteach sa *Ghaelbhratach* an bhliain sin.

Bua na mBéal Bán - Buaiteoirí an Chómortais Tráchtaireachta i bPáirc an Chrócaigh

Cumann na bhFiann, Drumshanbo, Leitrim

Cumann na bhFiann

Cumann na bhFiann organises a network of weekly clubs and in 2023, new clubs were opened in Cork, Athlone, Limerick, Clontarf (Dublin), Kildare and Ballinamore (Co. Leitrim). There were 28 clubs functioning weekly by the end of the year with 600 children regularly attending them. Emphasis was placed on developing a new leadership academy, as well as a specific transition year event to encourage the leaders of the future.

8 days of *Carnabhal na nGaelscoileanna* were organised in the four provinces in 2023 (Derry, Belfast, Meath, Cork and Limerick) and 1,149 pupils from 21 schools attended them. 200 young people attended *Scléip na hÓige* (talent competition for Irish-medium post primary schools only) in Ionad Óige na hÉireann in Drumree and Carlingford Adventure Centre, Co. Louth - these were attended by the youth organisations *Feachtas, Spleodar*, and *Ógras. Tóstal na bhFiann* (an all-island event for the country's youth through the medium of Irish) was organised in 2023 for the first time since 2019 and 220 young people attended from all over the island, as well as *Turas na nÓg* (a special day for youth club members). *Slua le Bua* and *Slua Bua na nÓg* (talent competition for young people according to their age group) was organised again in 2023 and 101 applications were made to the competition with 164 people taking part in it. A series of events for young people were organised which included a wide range of special interests. These included specialist workshops, networking events, online competitions and workshops at summer camps (funded by Foras na Gaeilge's Summer Camps Scheme) as well as training workshops aimed at leaders and youth workers.

An tÁisaonad

The Áisaonad was established in 1998 to provide educational resources to the Irish medium education sector in the jurisdiction of the Executive, to the same standard and at the same price as its equivalent in English. In 2023 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 sector.

Cumann na bhFiann

Eagraíonn Cumann na bhFiann gréasán clubanna seachtainiúla agus in 2023, osclaíodh clubanna nua i gCorcaigh, Áth Luain, Luimneach, Cluain Tarbh (Baile Átha Cliath), Cill Dara agus Béal an Átha Móir (Co. Liatroma). Bhí 28 club ag feidhmiú go seachtainiúil faoi dheireadh na bliana agus 600 páiste ag freastal go rialta orthu. Cuireadh béim ar acadamh ceannaireachta nua a fhorbairt, chomh maith le himeacht ar leith idirbhliana le cinnirí na todhchaí a spreagadh.

Eagraíodh 8 lá de *Charnabhal na nGaelscoileanna* sna ceithre cúigí in 2023 (Doire, Béal Feirste, An Mhí, Corcaigh agus Luimneach) agus d'fhreastail 1,149 dalta orthu ó 21 scoil. D'fhreastail 200 duine óg ar *Scléip na hÓige* (comórtas tallainne d'iarbhunscoileanna lán-Ghaeilge amháin) in Ionad Óige na hÉireann i nDroim Rí agus in Ionad Eachtraíochta Chairlinn, Co. Lú agus bhí freastal ann ó na hóg-eagraíochtaí *Fheachtas, Speodar* agus *Ógras. Eagraíodh Tóstal na bhFiann* (imeacht uile-oileáin d'óige na tíre trí mheán na Gaeilge) in 2023 don chéad uair ó 2019 agus bhí 220 duine óg i láthair ó fud fad an oileáin, chomh maith le *Turas na nÓg* (lá speisialta do lucht na gclubanna óige). Eagraíodh *Slua le Bua* agus *Slua Bua na nÓg* (comórtais tallainne de réir aoisghrúpa do dhaoine óga) arís in 2023 agus rinneadh 101 iarratas ar an gcomórtas le 164 duine ag glacadh páirte ann. Eagraíodh sraith imeachtaí do dhaoine óga a chuimsigh raon leathan sainspéiseanna. Ina measc bhí ceardlanna sainspéise, imeachtaí gréasánaíochta, comórtais ar líne agus ceardlanna ag campaí samhraidh (atá maoinithe ag Scéim Champaí Samhraidh Fhoras na Gaeilge) chomh maith le ceardlanna oiliúna dírithe ar cheannairí agus oibrithe óige.

An tÁisaonad

Bunaíodh an tÁisaonad i 1998 le háiseanna oideachais a sholáthar d'earnáil na Gaelscolaíochta i ndlínse an Fheidhmeannais, ar comhchaighdeán agus ar chomhphraghas lena gcomhionann i mBéarla. In 2023, cheadaíomar deontas £272,486 do Choláiste Ollscoile Naomh Muire, Béal Feirste, le haghaidh an Áisaonaid chun áiseanna a sholáthar d'earnáil na Gaelscolaíochta.

Cumann na bhFiann, Droim Seanbhó, Co. Liatroma

Secondary objective A2: Support the training of trainee teachers, graduates and trained teachers and primary school teachers in the L2 system

Through funding from Foras na Gaeilge for its annual work programme, Gael Linn provided support to the Network of Irish Language Teachers, which organised talks and online training sessions during the year for teachers throughout the island. The Network exists to support Irish language teachers and represent them. It is a network for teachers, organised by the teachers themselves, which gives the members opportunities for discussion and learning. In 2023, the Network made a submission to the State Examinations Commission regarding the Junior Cycle Irish examinations that year.

An Gúm had a stall at the following education conferences, which drew the sector's attention to books and resources aimed at schools and young people: The Vice Principals' Conference, the Irish National Teachers' Organisation Conference, the IPPN Conference and the Gaeloideachas/COGG Conference. An Gúm also had a book launch at Oireachtas na Samhna.

Secondary objective A3: Support the accreditation system and the development of the proficiency of the translation sector

The Seal of Accreditation for Translators

Foras na Gaeilge started the Accreditation System in 2006 in conjunction with the Translation Section in the Houses of the Oireachtas. The highest standards are therefore ensured in the translation industry and the reputation of capable translators is protected, and the Accreditation System has a central role in the continuous development of the language. 239 translators have been accredited under the system to date.

Freagra

Freagra provides a service and advice to the Irish language community and to those who deal with translation and terminology. Most of the queries come from the public service, government departments, state bodies, local authorities and educational institutions but the service is also available for the general public. During 2023, Freagra dealt with more than 5,500 enquiries.

Aistear

We provided funding to Aistear.ie so it could continue to provide training and resources to translators, editors and to people who deal with written Irish. Aistear.ie caters to a target audience of readers, i.e. translators and editors and a broader public with through the Ceimaraghaidh.ie website. Aistear.ie was redesigned during 2023 as a result of a consultation process with users of the site.

Fochuspóir A2: Tacú le hoiliúint ábhar oidí, céimithe agus múinteoirí oilte agus múinteoirí bunscoile sa chóras T2

Trí mhaoiniú ó Fhoras na Gaeilge dá chlár oibre bliana, chuir Gael Linn tacaíocht ar fáil do Ghréasán na Múinteoirí Gaeilge a d'eagraigh cainteanna agus seisiúin oiliúna ar líne le linn na bliana do mhúinteoirí ar fud an oileáin. Tá an Gréasán ann le tacú le múinteoirí Gaeilge agus le hionadaíocht a dhéanamh ar a son. Is gréasán do mhúinteoirí atá ann, arna eagrú ag múinteoirí féin, a chuireann deiseanna plé agus foghlama ar fáil do na baill. In 2023, rinne an Gréasán aighneacht chuig Coimisiún na Scrúduithe Stáit maidir le scrúduithe Gaeilge na Sraith Sóisearaí an bhliain sin.

Bhí seastán ag an nGúm ag na comhdhálacha oideachais seo a leanas, rud a tharraing aird na hearnála ar leabhair agus acmhainní atá dírithe ar scoileanna agus ar dhaoine óga: Comhdháil na Leas-Phríomhoidí, Comhdháil Chumann Múinteoirí Éireann, Comhdháil IPPN agus Comhdháil Ghaeloideachas/COGG. Bhí seoladh leabhar ag an nGúm ag Oireachtas na Samhna chomh maith.

Fochuspóir A3: Tacú le córas creidiúnaithe agus forbairt inniúlachta na hearnála aistriúcháin

An Séala Creidiúnaithe d'Aistritheoirí

Chuir Foras na Gaeilge tús leis an gCóras Creidiúnaithe in 2006 i gcomhar le Rannóg an Aistriúcháin i dTithe an Oireachtais. Cinntítear mar sin na caighdeáin is airde i dtionscal an aistriúcháin agus cosnaítear cáil na n-aistritheoirí cumasacha, agus tá ról lárnach ag an gCóras Creidiúnaithe i bhforbairt leanúnach na teanga. Tá 239 aistritheoir creidiúnaithe faoin gcóras go dtí seo.

Freagra

Cuireann Freagra seirbhís agus comhairle ar fáil do phobal na Gaeilge agus do dhreamanna a bhíonn ag plé le haistriúchán agus téarmaíocht. Tagann formhór na bhfiosruithe ón tseirbhís phoiblí, ranna rialtais, comhlachtaí stáit, údaráis áitiúla agus institiúidí oideachais ach tá an tseirbhís ar fáil don ghnáthphobal freisin. Le linn 2023 phléigh Freagra le níos mó ná 5,500 fiosrú.

Aistear

Chuireamar maoiniú ar fáil do Aistear.ie chun gur féidir leis leanúint le hoiliúint agus acmhainní a chur ar fáil d'aistritheoirí, d'eagarthóirí agus do dhaoine a bhíonn ag plé leis an nGaeilge scríofa. Bíonn Aistear.ie ag freastal ar spriocluchta léitheoireachta, i.e. aistritheoirí agus eagarthóirí, agus ar phobal níos leithne tríd an suíomh Ceimaraghaidh.ie. Rinneadh athdhearadh ar Aistear.ie le linn 2023 de thoradh ar phróiseas comhairliúcháin le húsáideoirí an tsuímh.

Major Objective B: Spaces and Venues, Networks and Opportunities

Promoting the Irish language and encouraging the use of the language are among Foras na Gaeilge's main functions, and therefore we spend much of our resources on the achievement of this Major Objective in partnership with Irish language groups, Lead-Organisations and grantees. A significant portion of the organisation's budget is spent on language planning, which aims to increase the use of Irish in various communities in both jurisdictions. We will also carry out major investment in the communications media and publishing to increase the number of people who use media material in Irish and to encourage reading.

Mórchuspóir B: Spásanna agus Láithreacha, Gréasáin agus Deiseanna

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 an Mhórchuspóra seo 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.

Cathair Saidhbhín, Co. Kerry, a Gaeltacht Service Town

Secondary objective B1: Perpetuate and increase the daily use of Irish in all areas of life

Language Planning

Language planning means the intervention of the state to support the Irish language in various areas 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 takes responsibility for the Gaeltacht Language Planning Areas and 3 of the Gaeltacht Service Towns situated in the Gaeltacht, and Foras na Gaeilge is responsible for supporting work in the Gaeltacht Service Towns outside the Gaeltacht and in the Irish Language Networks. As well as that process, our Irish Language Networks Development Scheme supports language planning at different levels in different communities in both jurisdictions. In 2023, Foras na Gaeilge spent a total of €2,614,752 on language planning in the community.

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 nominated by the government as towns which could achieve recognition as a Gaeltacht Service Town. As well as Letterkenny (Co. Donegal), Galway City and Dungarvan (Co. Waterford) which started to implement language plans with the appointment of a Language Planning Officer, support continued in 2023 in the Gaeltacht Service Towns where a language plan is ready to commence: Tralee (Co. Kerry), Castlebar (Co. Mayo), Cahersiveen (Co. Kerry), Ballinrobe (Co. Mayo) and Clifden (Co. Galway).

Fochuspóir B1: Úsáid laethúil na Gaeilge a bhuanú agus a mhéadú i ngach réimse den saol

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 3 leibhéal thíreolaíocha sa phróiseas sin: Limistéir Pleanála Teanga Ghaeltachta, Bailte Seirbhísí Gaeltachta agus Líonraí Gaeilge. Glacann Údarás na Gaeltachta cúram de na Limistéir Pleanála Teanga Ghaeltachta agus 3 cinn de na Bailte Seirbhíse Gaeltachta atá suite sa Ghaeltacht, agus tá Foras na Gaeilge freagrach as tacú leis an obair sna Bailte Seirbhíse Gaeltachta lasmuigh den Ghaeltacht agus sna Líonraí Gaeilge. Chomh maith leis an bpróiseas sin, tacaíonn ár Scéim Forbartha Líonraí Gaeilge leis an bpleanáil teanga ag leibhéil éagsúla i bpobail éagsúla sa 2 dhlínse. In 2023, chaith Foras na Gaeilge €2,614,752 ar fad ar an bpleanáil teanga sa phobal.

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 atá ainmnithe ag an rialtas mar bhailte a d'fhéadfadh aitheantas mar Bhaile Seirbhíse Gaeltachta a bhaint amach. Anuas ar Leitir Ceanainn (Co. Dhún na nGall), Cathair na Gaillimhe agus Dún Garbhán (Co. Phort Láirge) a thosaigh ar chur i bhfeidhm pleananna teanga le ceapachán oifigeach pleanála teanga, leanadh in 2023 den tacaíocht sna Bailte Seirbhíse Gaeltachta ina bhfuil plean teanga réidh le tosú: Trá Lí (Co. Chiarraí), Caisleán an Bharraigh (Co. Mhaigh Eo), Cathair Saidhbhín (Co. Chiarraí), Baile an Róba (Co. Mhaigh Eo) agus an Clochán (Co. na Gaillimhe).

Cathair Saidhbhín i gContae Chiarraí, atá ina Bhaile Seirbhíse Gaeltachta

Foras na Gaeilge Board and Staff with Brian Ó Gáibhín (Áras Chrónáin) outside the round tower in Clondalkin, an area that is an Irish Language Network

Irish Language Networks

There are 5 officially recognised Irish Language Networks: Ennis (Co. Clare), Clondalkin (Co. Dublin) and Loughrea (Co. Galway) in the jurisdiction of the Government of Ireland and 2 in the jurisdiction of the Executive, Carntogher (Co. Derry) and West Belfast (Co. Antrim). In 2023, the Networks continued to implement their 7-year language plans under the direction of the Language Planning Officer appointed in each of the Networks with the support of Foras na Gaeilge.

The Irish Language Networks Development Scheme

The Irish Language Networks Development Scheme (Scéim Forbartha Líonraí Gaeilge, SFLG) is the major Foras na Gaeilge support scheme in both jurisdictions to implement an Irish language community development programme. We provided funding of €1.42 million for 36 grantees of the SFLG during 2023 and there are 28 Irish language development officers employed through the scheme. We approved a fund of more than €4.3 million for this 3-year scheme which commenced in January 2022 and the details of the grantees over the period are given in the table below.

A graduated approach is proposed in the SFLG with a directed focus depending on the development status of the applicant. There are 3 separate stages of development recognised in it: Advanced Stage, Intermediate Stage and Basic Stage. In the Advanced stage, areas which have achieved status as Irish Language Networks or as Gaeltacht Service Towns are recognised through a language plan having been approved or an area which has submitted a language plan to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media for approval. The Intermediate stage 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 stage is aimed at areas in which there are groups/ committees that have not been engaged in work for as long and that have not made the same progress in the recognised fields of language planning.

Líonraí Gaeilge

5 Líonra Gaeilge atá aitheanta go hoifigiúil: Inis (Co. an Chláir), Cluain Dolcáin (Co. Bhaile Átha Cliath) agus Baile Locha Riach (Co. na Gaillimhe) i ndlínse Rialtas na hÉireann agus 2 cheann i ndlínse an Fheidhmeannais, Carn Tóchair (Co. Dhoire) agus Iarthar Bhéal Feirste (Co. Aontroma). In 2023, lean na Líonraí orthu de bheith ag cur a bpleananna teanga 7 mbliana i bhfeidhm faoi stiúir na n-oifigeach pleanála teanga a ceapadh i ngach Líonra le tacaíocht ó Fhoras na Gaeilge.

Scéim Forbartha Líonraí Gaeilge

Is éard atá sa Scéim Forbartha Líonraí Gaeilge (SFLG) ná mórscéim tacaíochta Fhoras na Gaeilge atá dírithe ar choistí Gaeilge san earnáil dheonach sa 2 dhlínse le cláir forbartha pobail Gaeilge a chur i bhfeidhm. Sholáthraíomar maoiniú €1.42 milliún do 36 deontaí de chuid an SFLG le linn 2023 agus tá 28 oifigeach forbartha Gaeilge fostaithe tríd an scéim sin. Cheadaíomar ciste breis agus €4.3 milliún don scéim 3 bliana seo ar cuireadh tús léi in Eanáir 2022 agus tugtar sonraí na ndeontaithe thar an tréimhse sa tábla thíos.
Cur chuige céimnitheach atá beartaithe sa SFLG le fócas dírithe ag brath ar staid forbartha an iarratasóra. 3 chéim forbartha ar leith atá aitheanta faoin scéim seo: 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 Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán 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/coistí nach bhfuil an fhad sin i mbun oibre agus nach bhfuil an méid céanna dul chun cinn déanta acu sna réimsí aitheanta pleanála teanga.

Bord agus Foireann Fhoras na Gaeilge le Brian Ó Gáibhín (Áras Chrónáin) lasmuigh den Chloigtheach i gCluain Dolcáin, ceantar atá ina Líonra Gaeilge.

ADVANCED STAGE			
Name of the Organisation:	**County**	**€**	**£**
Muintir Chrónáin Teo.	Dublin	€141,000	
Líonra Leitir Ceanainn	Donegal	€141,000	
Gaelfhorbairt na Gaillimhe	Galway	€141,000	
Ionadh 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
MEDIUM STAGE			
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 Spéiríní	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
Cumann Gaelach na hEaglaise	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 STAGE			
Glór Dhún Geimhin	Derry		£39,000
Tús Nua	Fermanagh		£39,000
Glór Léim an Mhadaigh	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 Fuiseoige	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
Comhluadar 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	

The Meánrang (intermediate class) enjoying their break in the social space in Turas - East Belfast Mission

Along with that, additional support was provided to grantees of the scheme as follows:

- Glór na nGael organised a training and networking workshop with the Irish language development officers/language planning officers in Athlone and Monaghan. A specialist online session on human resource supports for community committees was also organised.
- A series of meetings between Foras na Gaeilge, Údarás na Gaeltachta, Conradh na Gaeilge and Glór na nGael were organised to plan an agreed calendar for meetings/fora for community/language planning committees.
- In conjunction with Foras na Gaeilge, Glór na Gael organised a training workshop and networking forum for community committees in Killarney as part of Oireachtas na Gaeilge.
- A series of site visits to SFLG grantees were organised, attended by Foras executives and Glór na nGael development officers.

Turas - East Belfast Mission

Foras na Gaeilge provided strategic funding in 2023 for the unique Turas project to promote, foster and perpetuate the Irish language in Protestant and Unionist areas in the jurisdiction of the Executive. This project is located in East Belfast, where there is a public learning centre led by the Irish Language Development Officer Linda Ervine along with a wide range of Irish language events and awareness raising activities about the Irish language: Irish language classes, Seachtain na Gaeilge celebrations, an event as part of Good Relations Week, intensive courses, talks, presentations, videos, social nights as well as singing and dancing classes. Naíscoil na Seolta, the first integrated Irish language nursery school (under the Northern Ireland Council for Integrated Education), arose out of this project and they managed to acquire a new site on which Irish language primary school provision will be offered in East Belfast in the future.

Ina theannta sin, cuireadh tacaíocht bhreise ar fail do dheontaithe na scéime mar seo a leanas:

- D'eagraigh Ghlór na nGael ceardlann oiliúna agus gréasánaíochta leis na hoifigigh forbartha Gaeilge/oifigigh pleanála teanga i mBaile Átha Luain agus i Muineachán. Eagraíodh sainseisiún ar líne faoi thacaíochtaí acmhainní daonna do choistí pobail chomh maith.
- Eagraíodh sraith cruinnithe idir Foras na Gaeilge, Údarás na Gaeltachta, Conradh na Gaeilge agus Glór na nGael le féilire comhaontaithe a phleanáil do chruinnithe/fóraim do choistí pobail/pleanála teanga.
- I gcomhar le Foras na Gaeilge, d'eagraigh Glór na nGael ceardlann oiliúna agus fóram gréasánaíochta do choistí pobail i gCill Airne mar chuid d'Oireachtas na Gaeilge.
- Eagraíodh sraith cuairteanna suímh le deontaithe SFLG a raibh feidhmeannaigh Fhoras na Gaeilge agus oifigigh forbartha Ghlór na nGael i láthair iontu.

Turas – Misean Oirthear Bhéal Feirste

Sholáthair Foras na Gaeilge maoiniú straitéiseach in 2023 don tionscadal uathúil Turas leis an Ghaeilge a chur chun cinn, a chothú agus a bhuanú i gceantair Phrotastúnacha agus aontachtacha i ndlínse an Fheidhmeannais. Tá an tionscadal seo lonnaithe in Oirthear Bhéal Feirste, áit a bhfuil ionad foghlamtha poiblí faoi stiúir an Oifigigh Forbartha Gaeilge Linda Ervine mar aon le raon leathan imeachtaí Gaeilge agus gníomhaíochta ardaithe feasachta faoin Ghaeilge: ranganna Gaeilge, ceiliúradh Sheachtain na Gaeilge, imeacht de chuid Sheachtain an Dea-chaidrimh, dianchúrsaí, cainteanna, cur i láthair, físeáin, oícheanta sóisialta chomh maith le ranganna amhránaíochta agus damhsa. D'eascair an chéad naíscoil imeasctha lán-Ghaeilge (faoi Chomhairle Thuaisceart Éireann um an Oideachas Imeasctha), Naíscoil na Seolta, ón tionscadal seo agus d'éirigh léi suíomh úr a shealbhú ar a mbeidh soláthar bunscolaíochta lán-Ghaeilge á thairiscint amach anseo in Oirthear Bhéal Feirste.

An Meánrang ag baint taitneamh as a sos i spás sóisialta Turas - Misean Oirthear Bhéal Feirste

Summer camps and youth events

Foras na Gaeilge provided opportunities for young people to use Irish by administering funding schemes (summer camps and youth events) in collaboration with community groups, schools and other stakeholders in the field, for example Ógras, Feachtas and Spleodar. We provided funding to 79 camps and 75 youth events in 2023.

The Projects Fund

We organised the Projects Fund again during 2023 and approved 16 grants in total to the value of €128,215 to carry out a wide range of projects. These included the following projects:

- Corcra Media: a series of podcasts to provide a contemporary insight into one of the great Irish stories, the Pursuit of Diarmuid and Gráinne.
- Glór na Maoile: a series of videos for parents which presents Irish that can be used in the household every day with young children.
- Taisce Cheol Dúchais Éireann: a project that gives the public an insight into the richness and importance of culture that has been preserved by pioneers of music, dance and song in the Gaeltacht. This includes a documentary about the music of the Dingle Peninsula.
- Doireann Ní Ghlacáin and Dána Press: develop an Irish language cookbook in collaboration with Pota Café in the Connemara Gaeltacht which draws on the local environment.
- Irish Society for the Prevention of Cruelty to Children: develop an Irish version of the support programme Smart Moves for primary school children, which will improve their resilience as they transfer from primary school to secondary school.

Campaí samhraidh agus imeachtaí óige

Chuir Foras na Gaeilge deiseanna úsáide Gaeilge ar fáil do dhaoine óga trí scéimeanna maoinithe a riar (campaí samhraidh agus imeachtaí óige) i gcomhair le grúpaí pobail, scoileanna agus geallsealbhóirí eile sa réimse, mar shampla Ógras, Feachtas agus Spleodar. Chuireamar maoiniú ar fáil do 79 campa agus 75 imeacht óige in 2023.

An Ciste Tionscadal

D'eagraíomar an Ciste Tionscadal arís le linn 2023 agus cheadaíomar 16 dheontas ar fad ar luach €128,215 chun réimse leathan tionscadal a chur i gcrích. Ina measc bhí na tionscadail seo a leanas:

- Corcra Media: sraith podchraoltaí chun léargas nua-aimseartha a thabhairt ar cheann de mhórscéalta na hÉireann, Tóraíocht Dhiarmada agus Ghráinne.
- Glór na Maoile: sraith físeán do thuismitheoirí ina léirítear an Ghaeilge is féidir a úsáid sa teaghlach gach lá le páistí óga.
- Taisce Cheol Dúchais Éireann: tionscadal a thugann léargas don phobal ar shaibhreas agus ar thábhacht an chultúir atá caomhnaithe ag ceannródaithe ceoil, rince agus amhránaíochta sa Ghaeltacht. Tá clár faisnéise faoi cheol Chorca Dhuibhne san áireamh anseo.
- Doireann Ní Ghlacáin agus Dána Press: leabhar cócaireachta Gaeilge a fhorbairt i gcomhar le Pota Café i nGaeltacht Chonamara a tharraingíonn ar an timpeallacht áitiúil.
- Cumann na hÉireann um Chosaint Leanaí: leagan Gaeilge a fhorbairt den chlár tacaíochta Smart Moves do leanaí bunscoile a chuirfidh lena dteacht aniar agus iad ag aistriú ón mbunscoil go dtí an mheánscoil.

Students from Scoil Chaoimhín, Dublin taking part in Spraoi Raidió na Life during Seachtain na Gaeilge 2023.

Community Radio Scheme

The Community Radio Scheme was reannounced in 2021 and €840,000 was approved for Raidió na Life in Dublin and £730,800 for Raidió Fáilte in Belfast over 3 years, 2022-2024.

In 2023, Raidió na Life was very active with CRAOL - Community Radio Ireland, the umbrella organisation for community radio stations in the jurisdiction of the Government of Ireland. Raidió na Life also worked regularly with Raidió Fáilte in Belfast, and the other community radio stations in Dublin, such as NEAR FM, Dublin City FM etc., and with broadcasters throughout the country for whom they provide Irish language programmes to broadcast on their own stations. In 2023, Raidió na Life successfully built new partnerships with the likes of Dublin City Council's Bram Stoker Festival and new radio series such as *Ceiliúradh na mBan*, which won the award for best Irish language podcast at the 2023 Irish Podcast Awards.

An Bantíogar Ceilteach at the Drag Brunch at Raidió Fáilte during Belfast Pride 2023

Raidió Fáilte also created many new partnerships during 2023, with the likes of the Chinese Welfare Association (with the *SínÉire* programme), Falls Partnership, Turas, Lower Shankill Community Association and Divis Youth Project with cross community work. As well as that, they did outreach work with groups who record and broadcast programmes and podcasts, such as Raidió Uidhilín in Castlewellan, which is part of the Irish language group, Glór Uachtar Tíre. A series of Irish language lessons were provided in the form of podcasts on the Raidío Fáilte website also, as well as lessons in English, French, Spanish and Polish.[3]

[3] *https://raidiofailte.com/podcast/learning/*

Daltaí ó Scoil Chaoimhín, Baile Átha Cliath ag glacadh páirt i Spraoi Raidió na Life i Seachtain na Gaeilge 2023.

An Scéim Raidió Pobail

Athfhógraíodh an Scéim Raidió Pobail in 2021 agus ceadaíodh €840,000 do Raidió na Life i mBaile Átha Cliath agus £730,800 do Raidió Fáilte i mBéal Feirste thar thrí bliana, 2022-2024.

In 2023, bhí Raidió na Life an-ghníomhach le CRAOL/Raidió Pobail na hÉireann, an scáth-eagraíocht do stáisiúin raidió pobail i ndlínse Rialtas na hÉireann. Chomhoibrigh Raidió na Life go rialta le Raidió Fáilte i mBéal Feirste freisin agus leis na stáisiúin raidió pobail eile i mBaile Átha Cliath, leithéidí NEAR FM, Dublin City FM srl. mar aon le craoltóirí fud fad na tíre a soláthraíonn siad cláir Ghaeilge dóibh le craoladh ar a stáisiúin féin. In 2023, d'éirigh le Raidió na Life comhpháirtíochtaí úra a thógáil le leithéidí Fhéile Bram Stoker de chuid Chomhairle Cathrach Bhaile Átha Cliath agus sraitheanna raidió úra ar nós *Ceiliúradh na mBan*, a fuair an duais don phodchraoladh Gaeilge is fearr ag Gradaim Phodchraoltaí na hÉireann 2023.

An Bantíogar Ceilteach ag an mBróinse Drag ar siúl i Raidió Fáilte mar chuid den fhéile Bród i mBéal Feirste in 2023

Chruthaigh Raidió Fáilte an-chuid comhpháirtíochtaí úra le linn 2023 chomh maith, le leithéidí Chumann Leasa na Síneach (leis an gclár *SínÉire*), Páirtnéireacht na bhFál, Turas, Muintir Íochtar na Seanchille agus Óige Dhuibhise leis an obair thrasphobail. Chomh maith leis sin, rinne siad obair fhor-rochtana le grúpaí a bhíonn ag taifeadadh agus ag craoladh cláir agus podchraoltaí, leithéid Raidió Uidhilín i gCaisleán Uidhilín atá mar chuid den ghrúpa Gaeilge Ghlór Uachtar Tíre. Cuireadh sraitheanna ceachtanna Gaeilge i bhfoirm podchraoltaí ar fáil ar shuíomh Raidió Fáilte fosta, chomh maith le ceachtanna i mBéarla, i bhFraincis, i Spáinnis agus i bPolainnis. [3]

[3] *https://raidiofailte.com/podcast/learning/*

Digital and Print Media

In 2020, Foras na Gaeilge approved a 5-year grant of €1,700,000 to Tuairisc.ie until June 2025. The online newspaper was published daily and in 2023 the website had 621,408 visitors, 205,709 advanced users and 1,298,946 page views and the Tuairisc.ie social media had 37,324 followers.

In 2020, we granted a 5-year grant of €400,000 to the *Comhar* magazine until December 2025. 12 editions of the magazine and c.7,000 copies of the printed magazine were published in 2023, between subscriptions and copies in shops. There were 23,349 to the site and it had 15,701 advanced users. *Comhar* social media had 10,449 followers in 2023.

In 2020, we approved a 5-year grant of £344,000 to Rua Media until June 2025 to publish the lifestyle magazine, Nós.ie, on-line. Articles were published regularly during 2023. There were 112,052 visitors to Nós.ie, 59,776 advanced users and 25,412 followers on social media.

Publishing Awards 2023

The Publishing Awards are very important in marketing excellent Irish language books each year and providing a national platform and significant funding for both authors and publishers. Oireachtas na Gaeilge, the Lead Organisation, were awarded an administrative contract to run the Publishing Awards 2023.[4] As well as that contract, Foras na Gaeilge provided a marketing budget of €25,000 for national and regional publicisation for those on the shortlist and for the winners. With a prize fund of €17,000, the winners of the 2023 Publishing awards were as follows:

- Gradam Uí Shúilleabháin: The author Fionntán de Brún and the publishers, Cló Iar-Chonnacht, for the novel *Béal na Péiste*.
- Gradaim Réics Carló: the children's book *Amuigh Faoin Spéir* by Sadhbh Devlin, which was published by Futa Fata.
- Gradam de Bhaldraithe: the translation, *Cuairt san Nioclás*, by Darach Ó Scolaí and the publisher Leabhar Breac.

Clár na Leabhar Gaeilge

Clár na Leabhar Gaeilge provided support for writers and publishers and the Irish language reading community through the following schemes and projects during 2023.

Publishing Scheme

In 2023, a comprehensive review process was completed and a revised scheme was announced, Publishing Scheme 2024-2026. Thanks to one off funding of €300,000 for Clár na Leabhar Gaeilge which will be used in 2024, there will be significant increases for the majority of publishers as a result of that review process. As well as that, there will be 2 new publishers to fund under the basic stage of that scheme, which is support for new publishers who did not receive support under the old scheme. Publishers who qualified under the scheme have certainty of funding for the next 3 years instead of a 1-year period, which will greatly support the planning of the Irish language publishing sector.

[4] *https://www.antoireachtas.ie/gradaim-foilsitheoireachta/*

Na Meáin Dhigiteacha agus Chlóite

In 2020 cheadaigh Foras na Gaeilge deontas 5 bliana €1,700,000 do Tuairisc.ie go dtí Meitheamh 2025. Foilsíodh an nuachtán ar líne go laethúil agus in 2023 bhí 621,408 cuairteoir, 205,709 sainúsáideoir agus 1,298,946 amharc leathanaigh ag an suíomh idirlín agus 37,324 leantóir ag meáin shóisialta Tuairisc.ie.

In 2020, cheadaíomar deontas 5 bliana €400,000 don iris liteartha *Comhar* go dtí Nollaig 2025. Foilsíodh 12 eagrán den iris in 2023 agus díoladh c. 7,000 cóip den iris chlóite, idir shíntiúsóirí agus chóipeanna sna siopaí. Tugadh 23,349 cuairt ar an suíomh agus bhí 15,701 sainúsáideoir aige. Bhí 10,449 leantóir ag meáin shóisialta *Comhar* in 2023.

In 2020, cheadaíomar deontas 5 bliana £344,000 do Rua Media go dtí Meitheamh 2025 chun an iris stíl mhaireachtála Nós.ie a fhoilsiú ar líne. Foilsíodh ailt go rialta le linn 2023. Bhí 112,052 cuairteoir ag suíomh Nós.ie, 59,776 sainúsáideoir agus 25,412 leantóir ar na meáin shóisialta.

Gradaim Foilsitheoireachta 2023

Baineann an-tábhacht leis na Gradaim Foilsitheoireachta chun margaíocht a dhéanamh gach bliain ar leabhair Ghaeilge den scoth agus chun ardán náisiúnta agus maoiniú suntasach a chur ar fáil d'údair agus d'fhoilsitheoirí araon. Bronnadh conradh riartha ar an gCeanneagraíocht Oireachtas na Gaeilge le Gradaim Foilsitheoireachta 2023 a reáchtáil.[4] Chomh maith leis an gconradh sin, chuir Foras na Gaeilge buiséad margaíochta €25,000 ar fáil chun phoiblíocht náisiúnta agus réigiúnach a dhéanamh ar lucht an ghearrliosta agus ar na buaiteoirí. Le duaischiste €17,000, ba iad seo buaiteoirí 2023 sna Gradaim Foilsitheoireachta:

- Gradam Uí Shúilleabháin: An t-údar Fionntán de Brún agus na foilsitheoirí Cló Iar-Chonnacht don úrscéal *Béal na Péiste*.
- Gradaim Réics Carló: an leabhar do pháistí *Amuigh Faoin Spéir* le Sadhbh Devlin, a d'fhoilsigh an comhlacht Futa Fata.
- Gradam de Bhaldraithe: an saothar aistrithe, *Cuairt San Nioclás*, le Darach Ó Scolaí agus an foilsitheoir Leabhar Breac.

Clár na Leabhar Gaeilge

Chuir Clár na Leabhar Gaeilge tacaíocht ar fáil do scríbhneoirí, d'fhoilsitheoirí agus don phobal léitheoireachta Gaeilge trí na scéimeanna agus na tionscadail seo a leanas le linn 2023.

Scéim na Foilsitheoireachta

In 2023, cuireadh próiseas athbhreithnithe cuimsitheach i gcrích agus fógraíodh scéim athbhreithnithe, Scéim na Foilsitheoireachta 2024-2026. A bhuí leis an maoiniú aon uaire €300,000 do Chlár na Leabhar Gaeilge a úsáidfear in 2024, beidh arduithe suntasacha ag dul d'fhormhór na bhfoilsitheoirí mar thoradh ar an bpróiseas athbhreithnithe sin. Chomh maith leis sin, beidh 2 fhoilsitheoir nua le maoiniú faoi bhunchéim na scéime sin, is é sin tacaíocht d'fhoilsitheoirí nua nach bhfuair tacaíocht faoin tseanscéim. Tá cinnteacht maoinithe ag na foilsitheoirí a cháiligh faoin scéim go ceann 3 bliana in áit tréimhse bliana, rud a thacóidh go mór le pleanáil earnáil na foilsitheoireachta Gaeilge.

[4] *https://www.antoireachtas.ie/gradaim-foilsitheoireachta/*

Commissions Scheme

In 2023, a comprehensive review process was completed and a revised scheme was announced for the first time since 2018, Commissions Scheme 2023-2025. 10 commissions were awarded to ten writers under the direction of 3 publishers.

Literature Scheme

In 2023, a comprehensive review process was completed and a revised scheme was announced, Literature Scheme 2024. Thanks to the extra one off-funding, Clár na Leabhar Gaeilge was able to accommodate the significant increase in the number of eligible applicants under the 2024 Literature Scheme. In 2023, Clár na Leabhar Gaeilge funded 7 literature projects (not including Clubleabhar.com and IMRAM). As a result of the effective publicisation of the revised scheme, 18 organisations will be eligible under the 2024 Literature Scheme, which will greatly contribute to the promotion of Irish language literature on an all-island basis.

IMRAM 2023 - Irish Language Literature Festival

A mix of various events were held spanning prose, poetry and music, including events for children and young people under the *IMRAM 2023* programme,[5] which included 61 events, 63 artists and more than 2,000 attendees. *IMRAM na nÓG 2023* was a great success and the children, the schools, the libraries and the writers who took part gave very positive feedback. There were more than 1,000 people attending the festival which included a wide range of events for the youth under the *IMRAM na nÓG 2023* programme. [6]

Clubleabhar.com

A public tender competition was completed regarding the provision of an online book club (Clubleabhar.com) and related services for the Irish language reading community. Gaelchultúr were awarded a contract for the period 2024-2026.

Clár na Leabhar Gaeilge Partnership Projects

We provided funding to COGG for a pilot reading scheme. It aims to foster and sustain young readers in Irish-medium and Gaeltacht schools, primary and post-primary, as a partnership project of Clár na Leabhar Gaeilge.
We provided funding to Children's Books Ireland to develop a guide to 100 Irish-language books for 0-18 years, Give Leabhar Gaeilge, to develop as a partnership project of Clár na Leabhar Gaeilge.

[5] *https://imram.ie/clar-imram-2023/*
[6] *https://imram.ie/imram-na-nog-2023/*

Scéim na gCoimisiún

In 2023, cuireadh próiseas athbhreithnithe cuimsitheach i gcrích agus fógraíodh scéim athbhreithnithe, Scéim na gCoimisiún 2023-2025 den chéad uair ó 2018. Bronnadh 10 gcoimisiún ar dheichniúr scríbhneoirí faoi stiúir 3 fhoilsitheoir.

Scéim na Litríochta

In 2023, cuireadh próiseas athbhreithnithe cuimsitheach i gcrích agus fógraíodh scéim athbhreithnithe, Scéim na Litríochta 2024. A bhuí leis an maoiniú breise aon uaire, bhí sé d'acmhainn ag Clár na Leabhar Gaeilge freastal ar an ardú suntasach a tháinig ar líon na n-iarratasóirí incháilithe faoi Scéim na Litríochta 2024. In 2023, mhaoinigh Clár na Leabhar Gaeilge 7 dtionscadal litríochta (gan Clubleabhar.com agus IMRAM san áireamh). Mar thoradh ar phoibliú éifeachtach na scéime athbhreithnithe, beidh 18 n-eagraíocht incháilithe faoi Scéim na Litríochta 2024, rud a chuirfidh go mór le cur chun cinn litríocht na Gaeilge ar bhonn uile-oileáin.

IMRAM 2023 - Féile Litríochta na Gaeilge

Reáchtáladh meascán d'imeachtaí éagsúla a chuimsíonn prós, filíocht agus ceol, imeachtaí do ghasúir agus do dhaoine óga san áireamh faoi chlár IMRAM 2023 a chuimsigh 61 imeacht, 63 ealaíontóir agus lucht freastail breis is 2,000 duine. D'éirigh go geal le hIMRAM na nÓG 2023 agus tháinig aiseolas an-dearfach ó na páistí, na scoileanna, na leabharlanna agus na scríbhneoirí a bhí páirteach ann. Bhí lucht freastail os cionn 1,000 duine ar an bhféile a chuimsigh réimse leathan d'imeachtaí don aos óg faoi chlár IMRAM na nÓG 2023.

Clubleabhar.com

Cuireadh comórtas tairisceana poiblí i gcrích maidir le club leabhar ar líne (Clubleabhar.com) agus seirbhísí gaolmhara a chur ar fáil do phobal léitheoireachta na Gaeilge. Bronnfar conradh ar an eagraíocht Gaelchultúr don tréimhse 2024-2026.

Tionscadail Chomhpháirtíochta de chuid Chlár na Leabhar Gaeilge

- Chuireamar maoiniú ar fáil do COGG le haghaidh scéim phíolótach léitheoireachta. Tá sé d'aidhm aici léitheoirí óga a chothú agus a bhuanú sna scoileanna lán-Ghaeilge agus Gaeltachta, bunleibhéal agus iar-bhunleibhéal mar thionscadal comhpháirtíochta de chuid Chlár na Leabhar Gaeilge.
- Chuireamar maoiniú ar fáil do Leabhair Pháistí Éireann le treoirleabhar faoi 100 leabhar Gaeilge dírithe ar aoiseanna 0-18, Give Leabhar Gaeilge, a fhorbairt mar thionscadal comhpháirtíochta de chuid Chlár na Leabhar Gaeilge.

[5] *https://imram.ie/clar-imram-2023/*
[6] *https://imram.ie/imram-na-nog-2023/*

A bit of fun at the 2023 Saoire Gaeltachta, a yearly event for families organised by Glór na nGael.

Lead Organisations

We gave a grant to the following Lead Organisations to implement pre-agreed work programmes that supports the implementation of this Major Objective in 2023.

Glór na nGael

In addition to over 340 outreach activities and training workshops with Irish language community and language planning committees, Glór na nGael ran a number of major projects in 2023. 76 community committees registered with Comórtas Ghlór na nGael and a prize fund of €81,500 was awarded to participants. Gradaim Gnó na hÉireann was officially launched and 120 businesses registered.

Regarding the Joe McDonagh Foundation, (a support scheme for GAA clubs who want to promote the Irish language), there were 252 clubs registered with the scheme and 555 meetings were held with clubs in the scheme. Through the Teanga Tí scheme (a resource for parents who are raising their children through Irish), 22 newsletters were sent out to the 1,669 families who are registered, Gaeltacht holidays were organised for 35 families and 4 online workshops were organised online for families with young children.

The work with Céimeanna continued, (a development scheme for new groups and for small Irish language groups) and 6 new groups were registered. Three new staff members were appointed to administer Scéim na gCúntóirí Teanga, a support scheme for schools to provide pupils with opportunities for Irish language enrichment and acquisition. The organisation's online presence was increased significantly through Glornangael.ie, and regarding social media, the online following on various Glór na Gael platforms increased by 10%.

Ceanneagraíochtaí

Thugamar deontas do na Ceanneagraíochtaí seo a leanas chun cláir oibre réamhaontaithe a thacaíonn leis an Mórchuspóir seo a chur i bhfeidhm in 2023.

Glór na nGael

Anuas ar bhreis agus 340 gníomh timireachta agus ceardlanna oiliúna le coistí pobail Gaeilge agus pleanála teanga, b'iomaí mórthionscadal a reáchtáil Glór na nGael in 2023. Chláraigh 76 coiste pobail le Comórtas Ghlór na nGael agus bronnadh duaischiste €81,500 ar rannpháirtithe. Seoladh Gradaim Gnó na hÉireann go hoifigiúil agus chláraigh 120 gnólacht leo.

Maidir le Fondúireacht Sheosaimh Mhic Dhonncha, (scéim tacaíochta do chlubanna Chumann Lúthchleas Gael ar mian leo an Ghaeilge a chur chun cinn), bhí 252 club cláraithe leis an scéim agus reáchtáladh 555 cruinniú le clubanna de chuid na scéime. Tríd an scéim Teanga Tí (áis do thuismitheoirí atá ag tógáil a gclainne le Gaeilge), seoladh 22 nuachtlitir amach chuig an 1,669 teaghlach atá cláraithe, eagraíodh saoire Gaeltachta do 35 teaghlach agus eagraíodh 4 cheardlann ar líne do theaghlaigh le leanaí óga.

Leanadh den obair le Céimeanna (scéim forbartha do ghrúpaí úra agus do ghrúpaí beaga Gaeilge) agus cláraíodh 6 ghrúpa úra leis. Ceapadh triúr ball foirne úra le riar a dhéanamh ar Scéim na gCúntóirí Teanga, scéim tacaíochta do scoileanna chun deiseanna saibhrithe agus sealbhaithe Gaeilge a thabhairt do dhaltaí. Cuireadh go mór le láithreacht ar líne na heagraíochta trí Glornangael.ie agus ó thaobh na meán sóisialta de, tháinig méadú 10% ar an meán ar an líon leantóirí ar ardáin éagsúla Ghlór na nGael.

Blaiseadh den chraic ag Saoire Gaeltachta 2023, imeacht bliantúil do theaglaigh a eagraíonn Glór na nGael.

President of Oireachtas na Gaeilge, Prof. Gearóid Denvir with sean-nós dancing winners

Oireachtas na Gaeilge

Oireachtas na Samhna 2023 was held in Killarney between 1-5 November. It was a major all-island event which gave the Irish language community an opportunity to establish, strengthen and perpetuate networks as well as to providing opportunities to use Irish. The 2023 Oireachtas na Samhna was the biggest one ever in terms of attendance. There were more than 11,000 people present and 855 contestants took part in 60 on-stage competitions. There were 44 exhibitors present, 169 official events and 27 networking events were organised and 4 live television programmes and 19 live radio programmes were broadcast. The *Gradaim Chumarsáide an Oireachtais* awards ceremony was convened at the beginning of the festival itself in Killarney. 172 people were nominated and 15 prizes were awarded. 300 people attended the event.

Oireachtas na Gaeilge held a Culture Night in partnership with the Arts Council and there was a significant increase in attendance compared to 2022. 48 events were organised, attended by 8,286 people. #Parkrunabú, a series of events for special interest Irish language running groups, was again very successful. The number of groups taking part was increased and the attendance increased. 32 events were organised, attended by 2,536 people.

Oireachtas na Gaeilge had shows at cultural events throughout the country in 2023. Seó an Oireachtais was held at *Féile na Gealaí* in the Ráth Chairn Gaeltacht, Co. Meath on 10 June, where the previous year's winners were also present. Oireachtas na Gaeilge continued its partnership with Cumann Cultúrtha Mhic Reachtain in Belfast to hold *Sean-Nós na Fearsaide* on 24 and 25 February, a festival that promotes sean-nós singing. An tOireachtas joined up with Acadamh na hOllscolaíochta Gaeilge to restart the sean-nós singing for 3rd level students, *Corn Cuimhneacháin Chiaráin Uí Chon Cheanainn*, for the first time since the pandemic. The competition was held on 11 March in the University of Galway.

Oireachtas na Gaeilge was responsible for organising 20 performance arts competitions at the International Pan Celtic Festival 2023, which took place in Carlow from 11 to 16 April. An tOireachtas also provided administrative support for the festival. The festival was a great success, with participants from the 6 Celtic nations. As well as that, Oireachtas na Gaeilge published a serious of podcasts to present the best of Irish language literary to a new target audience. There were 6 editions in which a wide range of newly published books were discussed.

Oireachtas na Gaeilge

Reáchtáladh Oireachtas na Samhna 2023 i gCill Airne idir an 1 agus an 5 Samhain. Mórimeacht uile-oileáin a bhí ann a thug deis do phobal na Gaeilge gréasáin a bhunú, a threisiú agus a bhuanú chomh maith le deiseanna úsáide Gaeilge a chur ar fáil. Bhí Oireachtas na Samhna 2023 ar an bhféile ba mhó riamh ó thaobh tinrimh de. Bhí níos mó ná 11,000 duine i láthair agus ghlac 855 iomaitheoir páirt i 60 comórtas ardáin. Bhí 44 taispeántóir i láthair, eagraíodh 169 imeacht oifigiúil agus 27 ócáid gréasánaíochta agus craoladh 4 chlár teilifíse beo agus 19 gclár raidió beo. Tionóladh ócáid bhronnta *Ghradaim Chumarsáide an Oireachtais* ag tús na féile féin i gCill Áirne. Tugadh ainmniúchán do 172 duine agus bronnadh 15 ghradam. D'fhreastail 300 duine ar an ócáid.

Reáchtáil Oireachtas na Gaeilge Oíche Chultúir i gcomhpháirt leis an gComhairle Ealaíon agus bhí ardú suntasach ar an tinreamh ó 2022. Eagraíodh 48 imeacht agus d'fhreastail 8,286 duine orthu. Bhí an-rath arís ar #Parkrunabú, sraith imeachtaí do ghrúpaí sainspéise reathaithe le Gaeilge. Cuireadh le líon na ngrúpaí rannpháirteacha agus bhí ardú sa tinreamh. Eagraíodh 32 ócáid ar fhreastail 2,536 duine orthu.

Bhí seónna ag Oireachtas na Gaeilge ag ócáidí cultúrtha éagsúla ar fud na tíre in 2023. Reáchtáladh Seó an Oireachtais ag *Féile na Gealaí* nGaeltacht Ráth Chairn, Co. na Mí ar an 10 Meitheamh, a raibh buaiteoirí na féile ón mbliain roimhe sin i láthair ann. Lean Oireachtas na Gaeilge dá chomhpháirtíocht le Cumann Cultúrtha Mhic Reachtain i mBéal Feirste chun *Sean-Nós na Fearsaide* a reáchtáil ar an 24 agus an 25 Feabhra, féile a chuireann amhránaíocht ar an sean-nós chun cinn. Chuaigh an tOireachtas i bpáirt le hAcadamh na hOllscolaíochta Gaeilge chun an comórtas amhránaíochta ar an sean-nós do mhic léinn 3ú leibhéal, *Corn Cuimhneacháin Chiaráin Uí Chon Cheanainn*, a atosú den chéad uair tar éis na paindéime. Reáchtáladh an comórtas ar an 11 Márta in Ollscoil na Gaillimhe.

Ba é Oireachtas na Gaeilge a bhí freagrach as 20 comórtas taibhealaíne a eagrú ag an bhFéile Idirnáisiúnta Phan-Cheilteach 2023 a bhí ar siúl i gCeatharlach ón 11 go dtí an 16 Aibreán. Thug an tOireachtas tacaíocht riaracháin don fhéile chomh maith. Bhí an-rath ar an bhFéile a raibh rannpháirtíocht ag na 6 náisiún Cheilteacha inti. Chomh maith leis sin, d'fhoilsigh Oireachtas na Gaeilge sraith podchraoltaí chun scoth na saothar liteartha Gaeilge a chur i láthair spriocphobal úr. Bhí 6 eagrán i gceist inar pléadh réimse leathan leabhar nuafhoilsithe.

Uachtarán Oireachtas na Gaeilge, an tOll. Gearóid Denvir, le buaiteoirí damhsa ar an sean-nós.

Secondary objective B2: The Irish language to be visible in both the real and virtual environments, so that it has a presence in the lives of people outside their own area and school

The Festivals Scheme

This scheme focuses on fostering and promoting Irish language arts, language-based arts and Irish language heritage through the medium of Irish or bilingually, as a central part of the festival, and to provide a platform for the Irish language community, the general public and the arts sector. A fund of over €167,000 was provided to 78 different festivals during 2023.

The Drama Companies' Scheme

This scheme focuses on Irish language drama companies which aim to foster and develop Irish language drama, and provide it to the Irish language community, the general public and the education sector. As well as that, this scheme focuses on developing attendance and audiences at drama events. €262,813 was provided to 17 different festivals in both jurisdictions during 2023.

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, the general public and the arts sector on an all-island basis and internationally. €70,000 was provided to 7 groups in both jurisdictions during 2023.

Fochuspóir B2: An Ghaeilge a bheith le feiceáil sa timpeallacht idir fhíor agus fhíorúil, ionas go mbeidh láithreacht aici i saol daoine taobh amuigh dá gceantar agus dá scoil féin

Scéim na bhFéilte

Díríonn an scéim seo ar na healaíona Gaeilge, na healaíona teangabhunaithe agus oidhreacht na Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach, mar dhlúthchuid d'fhéile, agus ardán a chur ar fáil do phobal na Gaeilge, don mhórphobal agus d'earnáil na n-ealaíon. Cuireadh ciste os cionn €167,000 ar fáil do 78 féile éagsúil le linn 2023.

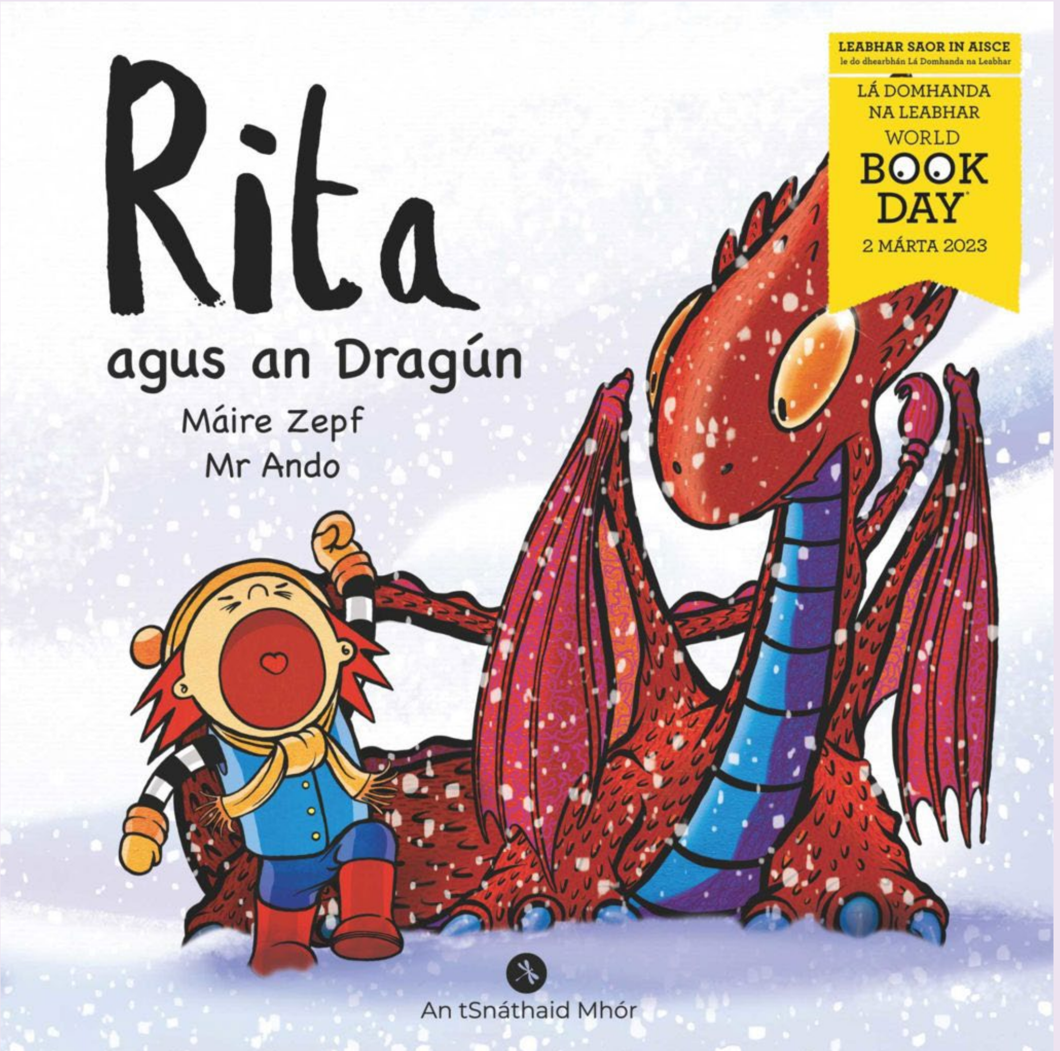
Scéim na gCompántas Drámaíochta

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, is ar fhorbairt an phobail freastail agus féachána ar imeachtaí drámaíochta a dhíríonn an scéim seo. Cuireadh €262,813 ar fáil do 17 compántas drámaíochta sa 2 dhlínse le linn 2023.

Scéim na Mór-Imeachtaí Ealaíon

Cuireann an scéim seo tacaíocht ar fáil do mhór-imeachtaí a bhfuil sé d'aidhm acu an Ghaeilge agus na healaíona teangabhunaithe Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach mar dhlúthchuid de mhórimeacht. Lena chois sin díríonn an scéim ar na gréasáin shóisialta Ghaeilge, ar an mórphobal agus ar earnáil na n-ealaíon ar bhonn uile-oileáin agus go hidirnáisiúnta. Cuireadh €70,000 ar fáil do 7 ngrúpa sa 2 dhlínse le linn 2023.

Rita agus an Dragún written by Máire Zepf and illustrated by Mr. Ando (An tSnatháid Mhór)



World Book Day

On 2 March 2023 World Book Day was held,[7] an annual celebration of books and reading. Foras na Gaeilge and Children's Books Ireland partnered with World Book Day to promote Irish language books. *Rita agus an Dragún* by Máire Zepf and Mr Ando, published by An tSnáthaid Mhór, was among the major titles which were promoted. ÁIS provided 8,000 copies of *Rita agus an Dragún* to book shops who participated in the campaign. For the first time in 2023, Braille and digital copies of World Book Day books were available for €1.50/£1, thanks to support from the National Council for the Blind of Ireland. *Rita agus an Dragún* was included in those books.

Clár na Leabhar Gaeilge gave support to Children's Books Ireland to livestream the World Book Day event about *Rita agus an Dragún* on the big day.[8] Foras na Gaeilge continued in its partnership with World Book Day for 2024. Inis Mara by Tristan Rosenstock published by LeabhairCOMHAIR,[9] was chosen for World Book Day 2024. The campaign was launched in Ireland on 10 November 2023. A new bilingual video was developed for the campaign in Ireland with support from Foras na Gaeilge.[10]

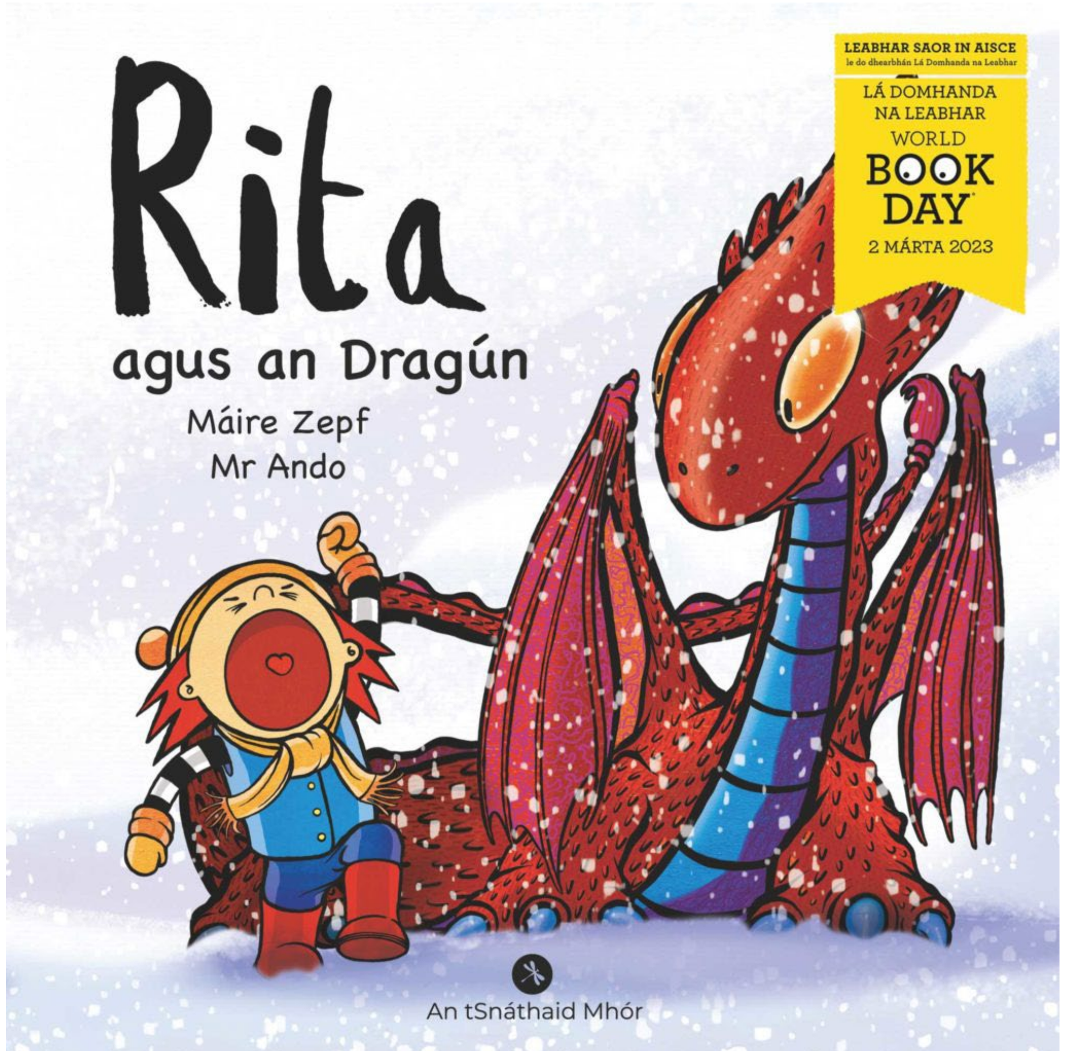
[7] *https://www.worldbookday.com/about-us/ireland/*
[8] *https://www.youtube.com/watch?v=OkjHASpJbCg*
[9] *https://www.worldbookday.com/book/inis-mara/*
[10] *https://www.youtube.com/watch?v=i3jCl9pNxog*

Lá Domhanda na Leabhar

Ar 2 Márta 2023 a reáchtáladh Lá Domhanda na Leabhar,[7] ceiliúradh bliantúil ar leabhair agus ar léitheoireacht. Chuaigh Foras na Gaeilge agus Leabhair Pháistí Éireann i gcomhpháirt le Lá Domhanda na Leabhar chun leabhar Gaeilge a chur chun cinn. Bhí *Rita agus an Dragún* le Máire Zepf agus Mr Ando, foilsithe ag An tSnáthaid Mhór, i measc teidil mhóra eile a cuireadh chun cinn. Chuir ÁIS 8,000 cóip de *Rita agus an Dragún* ar fáil do shiopaí leabhar a bhí rannpháirteach san fheachtas. Den chéad uair in 2023, bhí leabhair €1.50/£1 de chuid Lá Domhanda na Leabhar ar fáil i bhformáidí braille agus digiteacha, a bhuí le tacaíocht ón gComhairle Náisiúnta do na Daill, Éire. Bhí *Rita agus an Dragún* san áireamh sna leabhair sin.

Thug Clár na Leabhar Gaeilge tacaíocht do Leabhair Pháistí Éireann le sruthú beo a dhéanamh ar ócáid Lá Domhanda na Leabhar faoi *Rita agus an Dragún* ar an lá mór.[8] Lean Foras na Gaeilge leis an gcomhpháirtíocht le Lá Domhanda na Leabhar do 2024. Inis Mara le Tristan Rosenstock, foilsithe ag LeabhairCOMHAR,[9] a roghnaíodh do Lá Domhanda na Leabhar 2024. Seoladh an feachtas in Éirinn ar an 10 Samhain 2023. Forbraíodh físeán dátheangach nua don fheachtas in Éirinn le tacaíocht ó Fhoras na Gaeilge.[10]

Rita agus an Dragún scríofa ag Máire Zepf agus maisithe ag Mr. Ando (An tSnatháid Mhór)



[7] *https://www.worldbookday.com/about-us/ireland/*
[8] *https://www.youtube.com/watch?v=OkjHASpJbCg*
[9] *https://www.worldbookday.com/book/inis-mara/*
[10] *https://www.youtube.com/watch?v=i3jCl9pNxog*

Game of camogie at Iomain Cholmcille, a yearly hurling competition between Ireland and Scotland held in Belfast for the first time.

Colmcille

The Colmcille programme focuses primarily on the connection with Scottish Gaelic but welcomes cooperation with the Isle of Man also. During 2023, the Colmcille Minor Grants Scheme was announced which supports research and joint planning initiatives and the Colmcille Project Scheme, to assist larger projects to foster relationships between the Scottish Gaelic and Irish language communities, and to strengthen the languages through this relationship. Funding was provided for 6 applications under the Minor Grants Scheme and 12 applications under the Projects Scheme. 34 bursaries were provided to people who have Irish and who wish to learn Scottish Gaelic. The bursaries are specifically for Sabhal Mòr Ostaig courses on the Isle of Skye.

Colmcille

Díríonn clár Colmcille go príomha ar an nasc le Gaeilge na hAlban ach tá fáilte roimh chomhoibriú le hOileán Mhanann chomh maith. Le linn 2023 fógraíodh Scéim Miondeontais Colmcille a thacaíonn le taighde a dhéanamh agus le comhthionscnaimh a phleanáil agus Scéim Tionscadail Colmcille, le cuidiú le tionscadail níos mó caidreamh a chothú idir pobail theanga Ghaeilge na hAlban agus na hÉireann, agus le Gaeilge na hAlban agus na hÉireann a neartú tríd an gcaidreamh seo. Cuireadh maoiniú ar fáil do 6 iarratas faoin Scéim Miondeontas agus do 12 ceann faoin Scéim Tionscadail. Cuireadh 34 sparánacht ar fáil do dhaoine a bhfuil Gaeilge ar a dtoil acu agus ar mian leo Gaeilge na hAlban a fhoghlaim. Baineann na sparánachtaí go háirithe leis na cúrsaí ag Sabhal Mòr Ostaig san Eilean Sgitheanach.

Cluiche camógaíochta ag Iomain Cholmcille, comórtas iomána bliantúil idir Éirinn agus Albain i mBéal Feirste don chéad uair riamh.

Lexicography

A large recording project was completed in collaboration with an external company in which almost 30,000 new sound files were recorded (10,000 in each one of the three major dialects). It is intended that those sound files are put on the dictionary sites in 2024. In 2023, Foclóir.ie had 1.9 million users and Teanglann.ie had 2.4 million users.

Foclóir.ie:	2023
Users	1.9 million
Sessions	5.8 million
Hits	28 million

Teanglann.ie	2023
Users	2.4 million
Sessions	6.4 million
Hits	34 million

68% of the users were located in Ireland (both jurisdictions), 21% in the United States, 4% in Britain and 7% in other countries. 58% of people used their mobile phone to access the sites, 39% used a desktop and 3% used a tablet.

Overall, Focloir.ie users searched for small simple words, which is consistent with other bilingual dictionaries. Research shows that the words most used in speech are the ones most searched for in dictionaries.

The ten most searched words on Focloir.ie		
	2023	2022
1	for	for
2	go	go
3	be	to
4	play	play
5	to	be
6	get	fun
7	do	help
8	help	get
9	show	love
10	love	do

Regarding Teanglann.ie, the site's consistently high number of users is noteworthy. Foclóir Uí Dhónaill had 47% of the traffic in 2023, 19% on Foclóir de Bhaldraithe, 13% on the sound files and 10% on grammar files.

Foclóireacht

Cuireadh críoch le tionscadal mór taifeadta i gcomhar le comhlacht seachtrach ina ndearnadh taifeadadh ar nach mór 30,000 comhad nua fuaime (10,000 i ngach ceann de na 3 mhórchanúint). Tá i gceist na comhaid fuaime sin a chur ar na suíomhanna foclóireachta in 2024. In 2023, bhain 1.9 milliún úsáideoir úsáid as Foclóir.ie agus 2.4 milliún úsáideoir úsáid as Teanglann.ie.

Foclóir.ie	2023
Úsáideoir	1.9 milliún
Seisiún	5.8 milliún
Amas	28 milliún

Teanglann.ie	2023
Úsáideoir	2.4 milliún
Seisiún	6.4 milliún
Amas	34 milliún

Ba in Éirinn (an 2 dhlínse) a bhí 68% de na húsáideoirí lonnaithe, 21% sna Stáit Aontaithe, 4% sa Bhreatain agus 7% i dtíortha eile. D'úsáid 58% de dhaoine an fón póca chun teacht ar na suíomhanna, 39% an ríomhaire deisce agus 3% an táibléad.

Tríd is tríd, is focail bheaga shimplí a bhí á lorg ag úsáideoirí Foclóir.ie, rud atá ag teacht le foclóirí dátheangacha eile. Léiríonn an taighde gurb iad na focail is mó úsáid sa chaint is mó a chuardaítear sna foclóirí.

Na deich bhfocal is mó cuardach ar Foclóir.ie		
	2023	2022
1	for	for
2	go	go
3	be	to
4	play	play
5	to	be
6	get	fun
7	do	help
8	help	get
9	show	love
10	love	do

Maidir le Teanglann.ie, is díol suntais líon ard na n-úsáideoirí atá ag an suíomh i gcónaí. Ba ar Fhoclóir Uí Dhónaill a bhí 47% den trácht in 2023, 19% ar Fhoclóir de Bhaldraithe, 13% ar na comhaid fuaime agus 10% ar na comhaid ghramadaí.

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

Secondary objective B3: Community groups: Develop local language communities by adding to the physical and virtual infrastructure in those areas

The Cultúrlann Scheme

We provided funding to the 2 *cultúrlann*, Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanáin in Derry, under this scheme for a 3-year period from 2021 to 2023 with a total investment of £672,000.

Irish Language Community Centres Scheme

We provided funding to 16 Irish Language Community Centres in both jurisdictions under a newly established scheme for a 2-year period from 2022 to 2023 with a total investment of €720,000.

The Business Support Scheme

Through the Business Support Scheme in 2023, we provided match funding to 63 private sector businesses who decided to have bilingual branding, including signage, packaging and digital marketing. With a fund of €77,000 approved through the scheme, the successful businesses provided match funding from their own resources to the value of each grant they received.

Fochuspóir B3: Grúpaí pobail: Forbairt a dhéanamh ar na pobail áitiúla teanga trí chur le bonneagar fisiciúil agus fíorúil sna ceantair sin

Scéim na gCultúrlann

Chuireamar maoiniú ar fáil don 2 chultúrlann, Cultúrlann McAdam Ó Fiaich i mBéal Feirste agus Cultúrlann Uí Chanáin i nDoire, faoin scéim seo ar bhonn tréimhse 3 bliana ó 2021 go 2023 le £672,000 d'infheistíocht iomlán.

Scéim na nIonad Pobail Gaeilge

Chuireamar maoiniú ar fáil do 16 Ionad Pobail Gaeilge sa 2 dhlínse faoi scéim nuabhunaithe ar bhonn tréimhse 2 bhliain ó 2022 go 2023 le €720,000 d'infheistíocht iomlán.

An Scéim Tacaíochta Gnó

Tríd an Scéim Tacaíochta Gnó in 2023, chuireamar maoiniú meaitseála ar fáil do 63 gnólacht san earnáil phríobháideach a chinn ar bhrandáil dhátheangach, idir chomharthaíocht, phacáistíocht agus mhargaíocht dhigiteach, a dhéanamh. Le ciste €77,000 a ceadaíodh tríd an scéim, sholáthair na gnólachtaí rathúla maoiniú meaitseála as a n-acmhainní féin ar luach gach deontas a fuair siad.

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

Winners of the Q-Mharc Gnó le Gaeilge

Business Support Resources

A selection of specialist support facilities for the business sector has been developed and is available free of charge from the self-ordering system on Foras na Gaeilge's website.[11] Included in the pack are self-adhesive signs, badges, posters, leaflets and other support goods to enhance the visibility of the Irish language in a business environment. In 2023 a total of 15,319 business resources were distributed to 21 counties across the 2 jurisdictions.

Q-Mharc Gnó le Gaeilge (Irish language business excellence)

The Q-Mark is a high-quality assurance of excellence which covers various areas of public and private life. The National Standards Authority of Ireland (NSAI) have annually examined the processes involved with the Q-Mharc Gnó le Gaeilge, to recognise Irish langugage business excellence under the direction of Foras na Gaeilge, and they recertified this seal of recognition as an ISO 9001:2015 standard, a system of excellence which is agreed by experts and recognised internationally. The Q-Mharc Gnó le Gaeilge Seal was awarded to 5 successful businesses at a ceremony in Dublin in November 2023.

[11] https://www.forasnagaeilge.ie/maidir-le-foras-na-gaeilge/ar-rol-ag-tacu-leatsa/gno-means-business/acmhainni-gno/

Áiseanna Tacaíochta Gnó

Tá rogha saináiseanna tacaíochta don earnáil gnó forbartha agus ar fáil saor in aisce ón gcóras féinordaithe ar shuíomh gréasáin Fhoras na Gaeilge.[11] San áireamh tá comharthaí féinghreamaithe, suaitheantais, póstaeir, bileoga agus earraí tacaíochta eile sa phacáiste chun cur le hinfheictheacht na Gaeilge i dtimpeallacht ghnó. In 2023 dáileadh 15,319 áis ghnó ar fad chuig 21 contae sa 2 dhlínse.

An Q-Mharc Gnó le Gaeilge

Is dearbhú ardchaighdeáin feabhais é an Q-Mharc a chlúdaíonn réimsí éagsúla den saol poiblí agus príobháideach. Rinne an tÚdarás um Chaighdeáin Náisiúnta na hÉireann scrúdú bliantúil ar na próisis a bhaineann leis an Q-Mharc faoi stiúir Fhoras na Gaeilge agus d'athdheimhnigh siad an séala aitheantais ardchaighdeáin seo mar chaighdeán de chuid ISO 9001:2015, córas feabhais a aontaíonn saineolaithe agus atá aitheanta go hidirnáisiúnta. Bronnadh Séala an Q-Mhairc Gnó le Gaeilge ar 5 ghnólacht rathúla ag searmanas i mBaile Átha Cliath i Samhain 2023.

Buaiteoirí Q-Mharc Gnó le Gaeilge

[11] https://www.forasnagaeilge.ie/maidir-le-foras-na-gaeilge/ar-rol-ag-tacu-leatsa/gno-means-business/acmhainni-gno/

Major Objective C: Communication, Awareness and Advocacy

Secondary objective C1: Strengthen and develop the status and place of Irish in society through influence and advice

Subject to Foras na Gaeilge's founding legislation, the organisation has a duty to promote the Irish language and to provide advice on the Irish language to the administrations in both jurisdictions, to public bodies, and to other groups in the private and voluntary sectors. The organisation's awareness and advisory work continued during 2023 to increase understanding of the Irish language among a wide range of stakeholders.

Irish Language Careers

To raise awareness of employment opportunities with Irish, the *Do Ghairm le Gaeilge* campaign was promoted by GradIreland and Foras na Gaeilge sponsored the first Gaeltacht Quarter as part of a *Higher Options* event in association with *The Irish Times*. Up to 30,000 people attended the event over 3 days in September, where Irish language organisations had a number of stands, discussion panels on employment opportunities as well as promotional material for students and teachers alike.

We sponsored a wide range of awards to recognise best practice through Irish in different areas as well as sporting events and arts and history projects. These included the Rennes manuscript exhibition at the Glucksman Gallery in University College Cork and sponsorship of a blue plaque unveiled by the Ulster Historical Circle as part of the 100th anniversary of the birth of Cardinal Tomás Ó Fiaich.

Mórchuspóir C: Cumarsáid, Feasacht agus Abhcóideacht

Fochuspóir C1: Stádas agus ionad na Gaeilge sa tsochaí trí chéile a dhaingniú agus a fhorbairt trí mheán tionchair agus comhairle

Faoi réir reachtaíocht bhunaidh Fhoras na Gaeilge, leagtar dualgas ar an eagraíocht an Ghaeilge a chur chun cinn agus comhairle faoin nGaeilge a chur ar lucht riaracháin an 2 dhlínse, ar fhorais phoiblí, agus ar ghrúpaí eile sna hearnálacha príobháideacha agus deonacha. Leanadh d'obair feasachta agus chomhairleach na heagraíochta le linn 2023 le tuiscint ar an nGaeilge a ardú i measc réimse leathan páirtithe leasmhara.

Gairmeacha Gaeilge

Le feasacht a ardú faoi dheiseanna fostaíochta le Gaeilge, rinneadh poiblíocht ar an bhfeachtas *Do Ghairm le Gaeilge* le GradIreland agus rinne Foras na Gaeilge urraíocht ar an gcéad Cheathrú Ghaeltachta mar chuid d'ócáid *Higher Options* i gcomhar le *The Irish Times*. D'fhreastail suas le 30,000 duine ar an ócáid thar 3 lá i Meán Fómhair, áit a raibh iliomad seastán ag eagraíochtaí Gaeilge, painéil chainte faoi dheiseanna fostaíochta chomh maith le hábhar bolscaireachta ar fáil do mhic léinn agus do mhúinteoirí araon.

Rinneamar urraíocht ar raon leathan gradam le haitheantas a thabhairt don sárchleachtas trí Ghaeilge i réimsí difriúla chomh maith le hócáidí spóirt agus tionscadail ealaíon agus staire. San áireamh bhí taispeántas lámhscríbhinní Rennes i nDánlann Glucksman i gColáiste na hOllscoile, Corcaigh agus urraíocht ar phlaic ghorm a nocht Ciorcal Staire Uladh mar chuid de chomóradh 100 bliain ar bhreith an Chairdinéil Tomás Ó Fiaich.

At an event in Ulster University in Belfast, Caoimhe Quinn was presented with the Niall Ó Dónaill Medal.(L-R: Gearóid Ó Domagáin and Caoimhín Ó Dónaill, Department of Irish, Ulster University; Caoimhe Quinn; and Pádraig Ó Mianáin, Lexicography Editor, Foras na Gaeilge)

Comórtas Aistí Néill Uí Dhónaill

This competition is aimed at 3rd level students who are interested in lexicography with the aim of securing the importance of lexicography amongst that target group. Comórtas Aistí Néill Uí Dhónaill was held for the 3rd consecutive year in 2023 and Caoimhe Quinn from Ulster University won the first prize. She wrote an essay entitled 'Tá cinntí le déanamh ag lucht foclóireachta maidir le forainmneacha sa lá atá inniu ann'.

Lead-Organisations

We gave a grant to the following Lead-Organisations to implement a pre-agreed work programme that supports the implementation of this Major Objective in 2023.

Conradh na Gaeilge

Seachtain na Gaeilge le Energia was held from 1 -17 March 2023, in which thousands of people took part. On the festival's social media, #SnaG23 had 109 million impressions, and 11 million accounts were reached. The conversation circles that were being held online continued throughout the year and *Lá na gCiorcal* was organised to celebrate them during Seachtain na Gaeilge le Energia. Over 600 secondary school pupils and 3rd level students took part in #Dúshlán23 in 2023, a programme that provides young people in the education system with an opportunity to use Irish in an enjoyable and natural way outside the classroom. Regarding PEIG.ie, 594 vacancies with Irish were announced on the platform in 2023 and 50 Irish language centres registered with the service.

[12]*https://peig.ie/folúntais/*

Comórtas Aistí Néill Uí Dhónaill

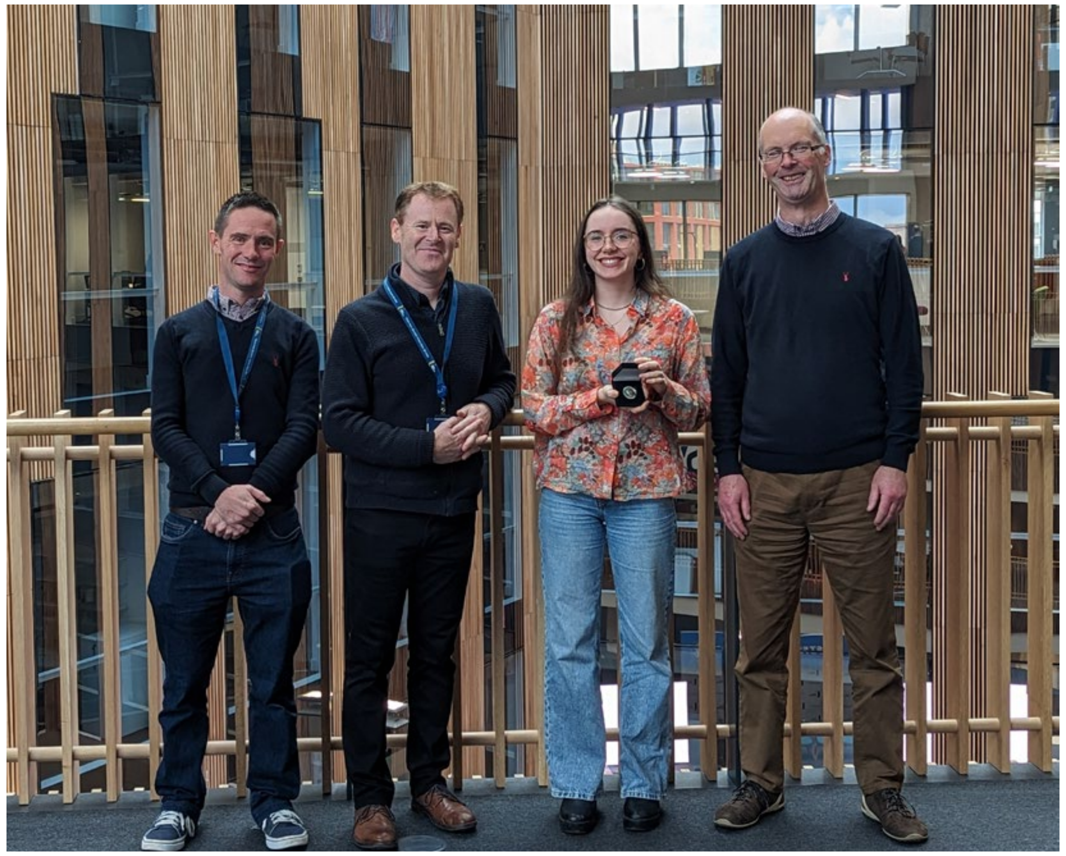
Tá an comórtas seo dírithe ar mhic léinn 3ú leibhéal a bhfuil spéis acu san fhoclóireacht agus é mar aidhm aige tábhacht na foclóireachta a dhaingniú i measc an spriocghrúpa sin. Reáchtáladh Comórtas Aistí Néill Uí Dhónaill den 3ú bliain as a chéile in 2023 agus ba í Caoimhe Quinn ó Ollscoil Uladh a bhuaigh an chéad duais. Scríobh sí aiste dar teideal 'Tá cinntí le déanamh ag lucht foclóireachta maidir le forainmneacha sa lá atá inniu ann'.

Ceanneagraíochtaí

Thugamar deontas don Cheanneagraíocht seo a leanas chun cláir oibre réamhaontaithe a thacaíonn leis an Mórchuspóir seo a chur i bhfeidhm in 2023.

Conradh na Gaeilge

Reáchtáladh Seachtain na Gaeilge le Energia ón 1 go dtí an 17 Márta 2023 a raibh na mílte daoine páirteach inti. Maidir le meáin shóisialta na féile bhí 109 milliún imprisean ag #SnaG23 agus sroicheadh 11 mhilliún cuntas. Lean na ciorcail chomhrá a bhí á reáchtáil ar líne ar aghaidh le linn na bliana agus eagraíodh *Lá na gCiorcal* le ceiliúradh a dhéanamh orthu le linn Sheachtain na Gaeilge le Energia. Ghlac os cionn 600 dalta meánscoile agus mic léinn 3ú leibhéal páirt in #Dúshlán23 in 2023, clár a thugann deis do dhaoine óga sa chóras oideachais úsáid a bhaint as an nGaeilge i slí thaitneamhach agus nádúrtha lasmuigh den seomra ranga. Maidir le PEIG.ie, fógraíodh 594 folúntas le Gaeilge ar an ardán in 2023 agus chláraigh 50 lárionad Gaeilge leis an tseirbhís.



Bronnadh Bonn Néill Uí Dhónaill ar Chaoimhe Quinn ag ócáid in Ollscoil Uladh i mBéal Feirste. (C-D: Gearóid Ó Domagáin agus Caoimhín Ó Dónaill, Roinn na Gaeilge, Ollscoil Uladh; Caoimhe Quinn; agus Pádraig Ó Mianáin, Eagarthóir Foclóireachta, Foras na Gaeilge)

[12]*https://peig.ie/folúntais/*

Plean Fáis was launched at the Mansion House in Dublin, which set out funding priorities for the Irish language and the Gaeltacht between 2024-2029

In the jurisdiction of the Executive, the issue of language legislation was at the forefront of the agenda, particularly Conradh na Gaeilge's lobbying with politicians, the community work they were doing and their participation in the Department for Communities' Irish language Strategy Co-Design Group. In the Government of Ireland jurisdiction, the provision of advertising in the Official Languages Act (Amendment) 2021 came into effect and every public body is now obliged to have at least 20% of its annual advertising in Irish and to spend 5% of its advertising budgets on advertising in Irish in the Irish language media. Significant work was done on various education campaigns, ranging from the development of an Irish-medium education bill in the jurisdiction of the Executive to the #Gaeilge4All campaign in the jurisdiction of the Irish Government. #Gaeilge4All is a campaign to protect and strengthen the Irish language in the education system so that every student from pre-school to third level has a satisfactory learning experience of Irish. Much effort was also spent on the issue of exemptions from Irish. Conradh na Gaeilge published the *Céard é an Scéal 2023?* report, research on the attitude of the public towards the Irish language, including housing planning in the Gaeltacht.

I ndlínse an Fheidhmeannais, bhí ceist na reachtaíochta teanga go mór ar an gclár oibre, go háirithe an stocaireacht a rinne Conradh na Gaeilge le polaiteoirí, an obair phobail a bhí ar bun acu agus an pháirt a ghlac siad i nGrúpa Comhdheartha Straitéis na Gaeilge de chuid na Roinne Pobal. I ndlínse Rialtas na hÉireann, tugadh feidhm d'fhoráil na fógraíochta in Acht na dTeangacha Oifigiúla (Leasú) 2021 agus tá dualgas anois ar gach comhlacht poiblí 20% ar a laghad dá fhógraíocht bhliantúil a dhéanamh i nGaeilge agus 5% dá bhuiséid fógraíochta a chaitheamh ar fhógraíocht i nGaeilge sna meáin Ghaeilge. Rinneadh obair mhór ar fheachtais éagsúla oideachais, idir bhille gaelscolaíochta a fhorbairt i ndlínse an Fheidhmeannais agus an feachtas #Gaeilge4All i ndlínse Rialtas na hÉireann. Feachtas é #Gaeilge4All leis an nGaeilge a chosaint agus a láidriú sa chóras oideachais chun go mbeidh eispéireas sásúil foghlama Gaeilge ag gach dalta ón réamhscoil go dtí an tríú leibhéal. Caitheadh dua le ceist na ndíolúintí ón nGaeilge chomh maith. D'fhoilsigh Conradh na Gaeilge tuarascáil *Céard é an Scéal 2023?*, taighde ar dhearcadh an phobail ar an nGaeilge, pleanáil tithíochta sa Ghaeltacht san áireamh.

Seoladh an Phlean Fáis i dTeach an Ard-Mhéara, Baile Átha Cliath, a leag amach tosaíochtaí maoinithe don Ghaeilge agus don Ghaeltacht idir 2024-2029

Minister for Tourism, Culture, Arts, Gaeltacht, Sports and Media, Catherine Martin at the launch of Cúla4 at Baile na hAbhann

Secondary objective C2: Increase understanding, awareness and a positive attitude towards Irish in both jurisdictions and amongst the diaspora.

Awareness projects

Various awareness campaigns were organised to support Foras na Gaeilge projects including World Book Day, Oireachtas na Gaeilge Publishing Awards and many of the organisation's funding schemes. Foras na Gaeilge had a presence at major national events, including An Puball Gaeilge at Electric Picnic and the science education programme for primary schools, including Science Blast. Opportunities to use Irish were provided to the diaspora through sponsorship of Scoil Scairte with The Trailblazery, an online programme that helps the public around the world regain their Gaelic heritage and the Irish language. New podcasts were sponsored to raise awareness of the Irish language, including *What the Focal?* by Ciara Ní É.

Communications media and social media

Foras na Gaeilge was in regular contact with Irish language and English language media during 2023. Representatives and spokespersons were provided and press releases and promotional materials were issued on an ongoing basis. Communication plans were put in place to share important information with the media and to explore relevant issues with appropriate parties. Foras na Gaeilge's presence on social media and awareness of Foras na Gaeilge among the public was developed through a 4% increase in followers during 2023. We welcomed the new television channel for young people, Cúla4, and attended the launch event in Baile na hAbhann in the Conamara Gaeltacht on 8 September 2023.

Fochuspóir C2: Tuiscint, feasacht agus dearcadh dearfach ar an nGaeilge a mhéadú sa 2 dhlínse agus i measc an diaspóra

Tionscadail fheasachta

Eagraíodh feachtais fheasachta éagsúla le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Lá Domhanda na Leabhar, Gradaim Foilsitheoireachta Oireachtas na Gaeilge agus go leor scéimeanna maoinithe de chuid na heagraíochta. Bhí láithreacht ag Foras na Gaeilge ag mórimeachtaí náisiúnta, An Puball Gaeilge ag Electric Picnic agus an clár oideachais eolaíochta do bhunscoileanna Bleaist Eolaíochta ina measc. Cuireadh deiseanna úsáide ar fáil don diaspóra trí urraíocht ar Scoil Scairte le The Trailblazery, clár ar líne a chuidíonn leis an bpobal ar fud na cruinne athshealbhú a dhéanamh ar a n-oidhreacht Ghaelach agus ar an nGaeilge. Rinneadh urraíocht ar phodchraoltaí nua le feasacht a ardú faoin nGaeilge, *What the Focal?* le Ciara Ní É ina measc.

Na meáin chumarsáide agus shóisialta

Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2023. Cuireadh ionadaithe agus urlabhraithe ar fáil agus eisíodh preaseisiúintí agus ábhar poiblíochta 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. Rinneadh forbairt ar láithreacht Fhoras na Gaeilge ar na meáin shóisialta agus ar fheasacht faoi Fhoras na Gaeilge i measc an phobail trí ardú 4% a chur ar leantóirí le linn 2023. Chuireamar fáilte mhór roimh an gcainéal nua teilifíse do dhaoine óga, Cúla4, agus d'fhreastalaíomar ar an ócáid seolta i mBaile na hAbhann i nGaeltacht Chonamara ar an 8 Meán Fómhair 2023.

An t-Aire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, Catherine Martin ag seoladh an chainéil Cúla4 i mBaile na hAbhann

Foras na Gaeilge won the award for the best Influencer-Led Campaign for its campaign Creidim Ionat at the prestigious Spider awards

Creidim Ionat

In March 2023, Foras na Gaeilge won the *Spider* award for Best Influencer-Led Campaign, *Creidim Ionat*, which was run with support from RTÉ in 2022. This award was presented to Foras na Gaeilge and Lorg Media, who worked closely with us on the development and running of the campaign. The online community from around the globe took part in the campaign in 2022, which influenced people far and wide, reaching 4.3 million people online in 83 countries, resulting in over 83 million impressions and 1.3 million online video views.

Book marketing

In August 2023, a 4-year book marketing campaign (2023-2026) was initiated to raise awareness of Irish language books in the community and among shops. Gradam Fhoras na Gaeilge was sponsored at the An Post Irish Book Awards and *Imram agus Scéalta Eile* by Róise Ní Bhaoill, published by Éabhlóid, won the prize at a public ceremony on 22 November 2023.

Creidim Ionat

I Márta 2023, ghnóthaigh Foras na Gaeilge gradam *Spider* don Fheachtas Tionchaire-Threoraithe is Fearr, *Creidim Ionat*, a reáchtáladh le tacaíocht ó RTÉ in 2022. Bronnadh an duais seo ar Fhoras na Gaeilge agus ar Lorg Media, a d'oibrigh go dlúth linn ar fhorbairt agus ar reáchtáil an fheachtais. Ghlac an pobal ar líne ó gach cearn den chruinne páirt san fheachtas in 2022, a chuaigh i bhfeidhm ar dhaoine i gcéin is i gcóngar, le 4.3 milliún duine sroichte ar líne in 83 tír, a raibh de thoradh air breis is 83 milliún imprisean agus 1.3 milliún amharc físeáin ar líne.

Margaíocht leabhar

I Lúnasa 2023, cuireadh tús le feachtas margaíochta leabhar 4 bliana (2023-2026) le feasacht a ardú faoi leabhair Ghaeilge i measc an phobail agus i measc siopaí. Rinneadh urraíocht ar Ghradam Fhoras na Gaeilge ag Gradaim Leabhar Éireann An Post agus gnóthaigh *Imram agus Scéalta Eile* le Róise Ní Bhaoill, foilsithe ag Éabhlóid, an duais ag searmanas poiblí ar an 22 Samhain 2023.

Bhuaigh Foras na Gaeilge duais don Fheachtas Tionchaire-Treoraithe is fearr a bhuachan dá bhfeachtas Creidim Ionat, ag an gradaim iomráiteacha The Spiders.

Secondary objective C3: Strengthening of policy advocacy in the public sector, especially in education, and local authorities and language planning communities

Influence on the governments and advice for them

In 2023, Foras na Gaeilge's Chairperson, Chief Executive and senior management team held a series of meetings with the lead figures of public sector organisations and cultural bodies to discuss the Irish language. We took the opportunity to inform them of their Irish language obligations, especially organisations based in the areas with Irish Language Networks or Gaeltacht Service Towns. Members of the senior management team were representatives in government advisory committees in both jurisdictions, for example the Irish Language Strategy Co-Design Group and the Strategy Taskforce for Culture, Arts and Heritage in the jurisdiction of the Executive and the Irish Language Services Advisory Committee in the jurisdiction of the Irish Government.

Influence on the education sector

Foras na Gaeilge successfully influenced and advised the education departments in both jurisdictions and stakeholders in the education sector by attending meetings and preparing submissions. We have representation on various fora and attended meetings relating to the Policy on Gaeltacht Education, the Policy on Irish-Medium Education, the National Early Years Supervision Group, An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG), Comhairle na Gaelscolaíochta and the National Council for Curriculum and Assessment (NCCA). Foras na Gaeilge has a representative role on the National Early Years Supervision Group in the Department of Children, Equality, Disability, Integration and Youth (jurisdiction of the Irish Government) in conjunction with the relevant educational organisations. We also have representation on an advisory group regarding the implementation of a plan for Irish language provision in early learning and childcare settings and in school-age childcare settings.

Fochuspóir C3: Treisiú ar abhcóideacht polasaí san earnáil phoiblí, go háirithe i réimse an oideachais, agus i réimse na n-údarás áitiúil agus i bpobail na pleanála teanga

Tionchar agus comhairle ar na rialtais

In 2023, bhí sraith cruinnithe ag Cathaoirleach, Príomhfheidhmeannach agus foireann ardbhainistíochta Fhoras na Gaeilge le lucht ceannais eagraíochtaí san earnáil phoiblí agus leis na forais chultúir le ceist na Gaeilge a phlé. Thapaíomar an deis lena ndualgais i leith na Gaeilge a chur in iúl dóibh, go háirithe eagraíochtaí atá lonnaithe sna ceantair ina bhfuil Líonraí Gaeilge nó Bailte Seirbhíse Gaeltachta. Bhí baill den fhoireann ardbhainistíochta ina n-ionadaithe ar choistí comhairleacha rialtais sa 2 dhlínse, mar shampla Grúpa Comhdheartha Straitéis na Gaeilge agus Tascfhórsa na Straitéise do Chultúir, do na hEalaíona agus don Oidhreacht i ndlínse an Fheidhmeannais agus an Coiste Comhairleach um Sheirbhísí Gaeilge i ndlínse Rialtas na hÉireann.

Tionchar ar earnáil an oideachais

D'éirigh le Foras na Gaeilge tionchar a imirt agus comhairle a chur ar na ranna oideachais sa 2 dhlínse agus na páirtithe leasmhara in earnáil an oideachais trí fhreastal ar chruinnithe agus trí aighneachtaí a ullmhú. Tá ionadaíocht againn ar fhóraim éagsúla agus d'fhreastalaíomar ar chruinnithe a bhaineann leis an bPolasaí don Oideachas Gaeltachta, an Polasaí don Oideachas Lán-Ghaeilge, an Grúpa Náisiúnta um Mhaoirseacht ar Luathbhlianta, an Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG), Comhairle na Gaelscolaíochta agus an Chomhairle Náisiúnta Curaclaim agus Measúnachta (CNCM).
Tá ról ionadaíochta ag Foras na Gaeilge ar an nGrúpa Náisiúnta um Maoirseacht Luathbhlianta de chuid na Roinne Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige (dlínse Rialtas na hÉireann) i gcomhar leis na heagraíochtaí oideachasúla ábhartha. Tá ionadaíocht againn chomh maith ar ghrúpa comhairleach faoi fheidhmiú plean maidir le soláthar Gaeilge i suíomhanna luathfhoghlama agus cúraim leanaí agus i suíomhanna cúraim leanaí in aois scoile.

Delegates at the NPLD meeting in Helsinki in September.

Support the implementation of language legislation

Foras na Gaeilge welcomed the appointment of the new Language Commissioner, Séamas Ó Concheanainn on 6 December 2023. We intend to agree a memorandum of understanding with the Language Commissioner to increase public bodies' awareness regarding the new statutory provisions in the Official Languages Act (Amendment) 2021 in the jurisdiction of the Government of Ireland.

Commemoration of the Good Friday Agreement

2023 marked the 25th anniversary of the signing of the Good Friday Agreement, which gave way to the North South Bodies established in 1999, including the Language Body. The Chairperson and Chief Executive attended a conference entitled *Agreement 25* in Queen's University Belfast from 17 to 19 April 2023. The former President of the United States, Bill Clinton and the Chancellor of Queen's University, Hillary Clinton, were amongst the world leaders attending the event. The Chairperson and Chief Executive attended another commemorative event, *Sharing Peace, Sharing Futures: 25 Years of the Good Friday Agreement*, which was convened in the Abbey Theatre in Dublin on 2 April 2023.

Exchange of information with other European language bodies

Foras na Gaeilge continued to be active in 2 European networks which maintain contact between policy makers regarding minority languages: NPLD (Network for the Promotion of Linguistic Diversity)[13] and EFNIL (European Federation of National Institutions for Language).[14] Representatives from Foras na Gaeilge attended meetings of the NPLD in Helsinki, Finland and Dublin, and a meeting of the EFNIL in Ljubljana, Slovenia. The topics discussed at those meetings included the provision of health and care services in minority languages, attending to people with disabilities through minority languages and lexicography matters in minority languages.

[13] *https://www.npld.eu/*
[14] *https://efnil.org/*

Tacú le feidhmiú na reachtaíochta teanga

Chuir Foras na Gaeilge fáilte roimh cheapachán an Choimisinéara Teanga nua, Séamas Ó Concheanainn, ar an 6 Nollaig 2023. Tá rún againn meamram tuisceana a aontú le hOifig an Choimisinéara Teanga chun cur le feasacht comhlachtaí poiblí ar na forálacha nua reachtúla in Acht na dTeangacha Oifigiúla (Leasú) 2021 i ndlínse Rialtas na hÉireann.

Comóradh Chomhaontú Aoine an Chéasta

Rinneadh comóradh in 2023 ar na 25 bliain a bhí caite ó síníodh Comhaontú Aoine an Chéasta, an socrú a thug ann do na Forais Thuaidh Theas a bunaíodh in 1999, an Foras Teanga ina measc. D'fhreastail an Cathaoirleach agus an Príomhfheidhmeannach ar chomhdháil dar teideal *Agreement 25* in Ollscoil na Ríona, Béal Feirste, ón 17 go dtí an 19 Aibreán 2023. Bhí iar-Uachtarán na Stát Aontaithe, Bill Clinton agus Seansailéar Ollscoil na Ríona, Hillary Clinton, i measc na gceannairí domhanda a bhí i láthair ag an ócáid. D'fhreastail an Cathaoirleach agus an Príomhfheidhmeannach ar ócáid chomórtha eile, *Sharing Peace, Sharing Futures: 25 Years of the Good Friday Agreement*, a tionóladh in Amharclann na Mainistreach i mBaile Átha Cliath ar an 2 Aibreán 2023.

Malartú eolais le forais theanga Eorpacha eile

Lean Foras na Gaeilge de bheith gníomhach in 2 líonra Eorpacha a chothaíonn teagmháil idir lucht déanta polasaí maidir le mionteangacha: NPLD (Network for the Promotion of Linguistic Diversity)[13] agus EFNIL (European Federation of National Institutions for Language).[14] Bhí ionadaithe ó Fhoras na Gaeilge i láthair ag cruinnithe de chuid NPLD i Heilsincí san Fhionlainn agus i mBaile Átha Cliath agus de chuid EFNIL in Liúibleána sa tSlóivéin. I measc na nithe a pléadh ag na cruinnithe sin bhí soláthar seirbhísí sláinte agus cúraim i mionteangacha, freastal trí mheán mionteangacha ar dhaoine faoi mhíchumas agus cúrsaí foclóireachta i mionteangacha.

Toscairí ag cruinniú NPLD in Heilsincí i mí Mheán Fómhair

[13] *https://www.npld.eu/*
[14] *https://efnil.org/*

Frisian and Welsh delegations visiting the Raidió na Life studio at Foras na Gaeilge headquarters

As a result of our work in the NPLD, delegations from the Friesland (Netherlands) government and the Welsh government visited Foras na Gaeilge headquarters on 23 November 2023. Through the NPLD, we also sought advice from the research body Klusterra Soziolinguistika in the Basque Country about the ongoing valuable survey on Basque and other languages on the street.[15]

Research

2025 will mark 10 years since the latest analysis on public attitude towards the Irish language was published, a major project which commissioned by Foras na Gaeilge, from the ESRI and Amárach Consulting.[16] In 2023 we began the preparation of the next survey and to that end, we submitted a case to the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media to fund the research. That funding was approved and the major project will be commenced in 2024. We intend to publish the results in 2025.

[15] *https://soziolinguistika.eus/eu/*
[16] *https://www.esri.ie/publications/attitudes-towards-the-irish-language-on-the-island-of-ireland*

Mar thoradh ar ár gcuid oibre in NPLD, thug toscaireachtaí ó rialtas na Freaslainne (An Ísiltír) agus rialtas na Breataine Bige cuairt ar cheanncháras Fhoras na Gaeilge ar an 23 Samhain 2023. Trí NPLD chomh maith, lorgaíomar comhairle ón bhforas taighde Klusterra Soziolinguistika i dTír na mBascach faoin tsuirbhéireacht luachmhar a dhéantar go leanúnach ar labhairt na Bascaise agus teangacha eile ar an tsráid.[15]

Taighde

Beidh 10 mbliana ann in 2025 ó foilsíodh an anailís is déanaí ar dhearcadh an phobail i leith na Gaeilge, mórthionscadal taighde a choimisiúnaigh Foras na Gaeilge ón ESRI agus Amárach Consulting.[16] Chuireamar tús in 2023 le hullmhú an chead suirbhé eile agus chuige sin, chuireamar cás faoi bhráid na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán chun an taighde a mhaoiniú. Ceadaíodh an maoiniú sin agus cuirfear tús leis an mórthionscadal taighde seo in 2024. Tá sé i gceist againn na torthaí a fhoilsiú in 2025.

Toscaireachtaí ó Rialtais na Freaslainne agus na Breataine Bige ar cuairt ar Raidió na Life i gCeanncháras Fhoras na Gaeilge

[15] *https://soziolinguistika.eus/eu/*
[16] *https://www.esri.ie/publications/attitudes-towards-the-irish-language-on-the-island-of-ireland*

Foras na Gaeilge attended a conference in the University of Edinburgh regarding the relationship between researchers and policy makers on European minority languages.

In 2023, we advised Coimisiún na Meán about their planned comprehensive review of the landscape, funding and content of Irish language media. That cooperation will continue in 2024. We took part in a conference at the University of Edinburgh on building better relations between researchers and policy makers regarding the minority languages of Europe. We also advised Queen's University on the Irish language aspect of the *Northern Ireland Life and Times Survey.*

Irish Language Officers Scheme

Under this scheme, match funding (50% of salary costs) is provided to district councils in the jurisdiction of Executive to appoint an Irish Language Officer. The current scheme was extended by a year during 2023. The following council areas are currently covered in the Irish Language Officers Scheme:

- Derry and Strabane District Council – one officer funded.
- Fermanagh & Omagh District Council – one officer funded.
- Belfast City Council – one officer funded.

In 2023, chuireamar comhairle ar Choimisiún na Meán faoin athbhreithniú cuimsitheach atá beartaithe acu a dhéanamh ar thírdhreach, maoiniú agus ábhar na meán cumarsáide Gaeilge. Leanfar leis an gcomhoibriú sin in 2024. Ghlacamar páirt i gcomhdháil in Ollscoil Dhún Éideann maidir le caidreamh níos fearr a chothú idir taighdeoirí agus lucht déanta polasaí i leith mhionteangacha na hEorpa. Chuireamar comhairle ar Ollscoil na Ríona faoi ghné na Gaeilge den *Northern Ireland Life and Times Survey chomh maith.*

Scéim na nOifigeach Gaeilge

Faoin scéim seo cuirtear maoiniú meaitseála (50% ar chostais tuarastail) ar fáil do chomhairlí ceantair i ndlínse an Fheidhmeannais le hOifigeach Ghaeilge a cheapadh. Cuireadh síneadh bliana leis an scéim reatha le linn 2023. Tá na ceantair chomhairle seo a leanas clúdaithe i Scéim na nOifigeach Gaeilge faoi láthair:

- Comhairle Chathair Dhoire agus Cheantar an tSratha Báin – oifigeach amháin maoinithe.
- Comhairle Ceantair Fhear Manach agus na hÓmaí – oifigeach amháin maoinithe.
- Comhairle Cathrach Bhéal Feirste – oifigeach amháin maoinithe.

D'fhreastail Foras na Gaeilge ar chomhdháil in Ollscoil Dhún Éideann maidir leis an gcaidreamh idir taighdeoirí agus lucht déanta polasaí i leith mhionteangacha na hEorpa.

Main objective D: Resources, Funding and Evaluation

As a public organisation, it is important to ensure that the public, administrations of both jurisdictions, and other stakeholders 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. This major objective is even more important in the context that we as an organisation have limited resources, and we continue to suffer the budget cuts caused by the recession in 2008. A wide range of actions were taken during 2023 to ensure the proper administration of the organisation.

Secondary objective D1: Develop organisational systems to direct resources towards strategic priorities as appropriate

Online grants application system

The use of a new online grant management system was commenced. The system was still being developed at the end of 2023.

Annual reports and accounts and other corporate documents

The Annual Report and Accounts for 2021 were published during 2023 and the work on those documents continued for 2022. The 2024 Business Plan was submitted to both Sponsor Departments and work continued on Foras na Gaeilge's new Strategic Direction for 2025-2030.

General compliance

A wide range of statutory duties in regard to financial affairs and corporate governance were fulfilled. These included answers to Dáil and Assembly questions, reporting on statutory responsibilities regarding disability, and reporting on climate and environment issues.

Review of policies and practices

A review of policies and practices was carried out to support our systems and processes. The policies which were reviewed included the organisation's Whistleblowing and Fraud policies.

Mórchuspóir D: Acmhainní, Maoiniú agus Luacháil

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 pleanála, oibre agus monatóireachta atá i bhfeidhm i bhForas na Gaeilge agus sinn ag tabhairt faoinár gcuid dualgas reachtúil agus cúraimí éagsúla. Is tábhachtaí an mórchuspóir seo arís sa chomhthéacs go bhfuil acmhainní teoranta againn mar eagraíocht, atá ag fulaingt na gciorruithe buiséid de dheasca an chúlaithe eacnamaíochta in 2008 go fóill. Glacadh réimse leathan gníomhartha le linn 2023 le ceartriar na heagraíochta a chinntiú.

Fochuspóir D1: Córais eagraíochtúla a fhorbairt chun acmhainní a chur i dtreo tosaíochtaí straitéiseacha de réir mar is cuí

Córas bainistíochta deontas ar líne

Cuireadh tús le húsáid córas nua bainistíochta deontas ar líne. Bhí an córas fós á fhorbairt ag deireadh 2023.

Tuarascálacha bliantúla agus cuntais agus cáipéisí corparáideacha eile

Foilsíodh Tuarascáil Bhliantúil agus Cuntais 2021 i rith 2023 agus leanadh den obair ar na cáipéisí sin do 2022. Cuireadh Plean Gnó 2024 faoi bhráid an 2 Roinn Coimircíochta agus leanadh den obair ar Threo Straitéiseach nua Fhoras na Gaeilge do 2025-2030.

Géilliúlacht ghinearálta

Comhlíonadh réimse leathan dualgais reachtúla i dtaca le gnóthaí airgeadais agus rialachas corparáideach. Ina measc bhí freagraí ar cheisteanna Dála agus Tionóil, tuairisciú maidir le freagrachtaí reachtúla sa réimse míchumais agus tuairisciú faoi chúrsaí aeráide agus fuinnimh.

Athbhreithniú ar pholasaithe agus cleachtais

Rinneadh athbhreithniú ar pholasaithe agus cleachtais le tacú lenár gcórais agus próisis. I measc na bpolasaithe a ndearnadh athbhreithniú orthu bhí Polasaithe Sceithireachta agus Calaoise na heagraíochta.

Develop and implement standard processes

A wide range of processes were implemented in the organisation relating to employee performance (performance management), trade union relations and internal communication and information sharing (meetings at management and staff level during the year).

Secondary objective D2: Embed evaluation systems to regularly review all aspects of the organisation's work, including the work of the Board and delegated tasks

The Partnership Approach

We once again began the evaluation on the effectiveness of the Partnership Approach during 2023. An external supplier is undertaking this work and the findings are expected in 2024.

Review of Foras na Gaeilge's schemes

We commissioned Mary Immaculate College in Limerick to review 6 of the Foras na Gaeilge schemes: Aistear, an Ciste Réamhscolaíochta, Gaelbhratach, Colmcille, Féach Thart and Q-Mharc. The first 3 of these research reports were received in 2023.

Terminology research

The first part of the test being carried out by the Terminology Committee and our research colleagues in Gaois (Dublin City University) was conducted to track and investigate the use and circulation of new terminology over the years. An initial examination of those results was carried out and the design of a broader testing kit has begun for the second stage of this long-term project.

Secondary objective D3: have appropriate technical infrastructure in place that will administer the working conditions/needs of the coming era

We developed and broadened the use of technical software to support hybrid working. As well as that, we worked on good practice guidance regarding good file management. We noted the Digital Plan issued by the Department for Tourism, Culture, Arts, Gaeltacht, Sport and Media and Foras na Gaeilge hopes to be taking part in these developments in the future depending on resources.

Próisis chaighdeánacha a fhorbairt agus a fheidhmiú

Feidhmíodh réimse leathan próiseas san eagraíocht a bhain le dea-fheidhmíocht fostaithe (bainistiú feidhmíochta), caidreamh le ceardchumainn agus cumarsáid agus roinnt eolais go hinmheánach (cruinnithe ag leibhéal bainistíochta agus foirne i rith na bliana).

Fochuspóir D2: Córais luachála a neadú chun breithniú tráthrialta a dhéanamh ar gach gné d'obair na heagraíochta, obair an Bhoird agus cúraimí tarmligthe san áireamh

Cur Chuige Comhpháirtíochta

Chuireamar tús, in athuair, leis an luacháil ar éifeachtacht an Chur Chuige Comhpháirtíochta le linn 2023. Tá soláthróir seachtrach ag tabhairt faoin obair sin agus tá súil le toradh na hoibre in 2024.

Athbhreithniú ar scéimeanna Fhoras na Gaeilge

Choimisiúnaíomar Coláiste Mhuire gan Smál i Luimneach chun athbhreithniú a dhéanamh ar 6 cinn de scéimeanna Fhoras na Gaeilge: Aistear, an Ciste Réamhscolaíochta, an Ghaelbhratach, Colmcille, Féach Thart agus Q-Mharc. Fuarthas na chéad 3 cinn de na tuarascálacha taighde sin in 2023.

Taighde téarmaíochta

Rinneadh an chéad chuid den tástáil atá ar bun ag an gCoiste Téarmaíochta agus ár gcomhghleacaithe taighde in Gaois (Ollscoil Chathair Bhaile Átha Cliath) chun úsáid agus cúrsaíocht na nuathéarmaíochta in imeacht na mblianta a rianadh agus a fhiosrú. Tá scrúdú tosaigh déanta ar thorthaí na tástála sin agus tús curtha leis an dearadh ar thacar tástála níos leithne don dara céim den tionscadal fadtéarmach seo.

Fochuspóir D3: Bonneagar teicniúil cuí a bheith i bhfearas a riarfaidh ar dhálaí/riachtanais oibre na ré atá romhainn

Rinneamar forbairt agus leathnú ar úsáid na mbogearraí teicniúla le freastal ar an obair chumaisc. Chomh maith leis sin, d'oibríomar ar threoir dea-chleachtais maidir le dea-bhainistiú comhad. Thugamar suntas don Phlean Digiteach atá eisithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus tá súil ag Foras na Gaeilge a bheith páirteach sna forbairtí seo ag brath ar acmhainní.

Equality

External work of the organisation

Through its Lead-Organisation funding to Conradh na Gaeilge, Foras na Gaeilge supports Céad Míle Fáilte (one hundred thousand welcomes), a project which aims to support people who have come to Ireland from other countries to learn the Irish language. The project organises cases, awards scholarships to school students to attend Gaeltacht courses, organises workshops on using the appropriate dictionary, and provides handbooks on learning the Irish language through Ukrainian, Arabic, and Yoruba, one of the languages spoken in Nigeria. In January 2023, Foras na Gaeilge and Conradh na Gaeilge organised an event for new Irish communities to get to know each other through Irish.

In 2023, An Gúm published the book *Croí an Teaghlaigh an Grá* (Love Makes a Family). This picturebook for young people recognises diversity in the makeup of contemporary families.

It is part of our social media practices to consider diversity when creating new visual material. We publicise festivals and events relating to minority groups in Ireland, such as Ramadan and Eid. In 2023, we funded the arts collective Aerach Aiteach Gaelach to support the production of *Grindr, Saghdar agus Cher* and *An Chos Eile*, plays which deal with LGBTQ+ themes.

Equality is a very important aspect of lexicography and terminology, 2 areas which Foras na Gaeilge has a big responsibility over. The lexicography team always pays particular attention to equality when composing sample sentences to use in printed and digital resources. In the editing handbook, it is advised to be attentive of the use and frequency of the pronouns he vs. she vs. they etc, and to be cautious of stereotyping. On the basis of circulation in the general public, 'neamh-dhénártha' (the Irish for 'non-binary') was one of the new entries added to Foclóir.ie in 2023.

Comhionannas

Obair sheachtrach na heagraíochta

Trí mhaoiniú na Ceanneagraíochta Conradh na Gaeilge, tacaíonn Foras na Gaeilge 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, bronntar 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. In Eanáir 2023, d'eagraigh Foras na Gaeilge agus Conradh na Gaeilge ócáid do ghrúpaí ó phobail nua na hÉireann chun aithne a chur ar a chéile trí Ghaeilge.

In 2023, d'fhoilsigh An Gúm an leabhar *Croí an Teaghlaigh an Grá*. Pictiúrleabhar do dhaoine óga é an leabhar seo a aithníonn an éagsúlacht i gcomhdhéanamh an teaghlaigh chomhaimseartha.

Ar na meáin shóisialta bíonn sé mar chleachtas againn i gcónaí an éagsúlacht a chur san áireamh in aon ábhar nua físe a chruthaímid. Déanaimid poiblíocht ar fhéilte agus ar ócáidí a bhaineann le pobail mhionlaigh in Éirinn, ar nós Ramadan agus Eid. In 2023, thugamar deontas don chomharghrúpa ealaíne Aerach Aiteach Gaelach chun tacú le léiriú na ndrámaí *Grindr, Saghdar agus Cher* agus *An Chos Eile*, a bhfuil téamaí LADTA+ iontu.

Baineann an-tábhacht le gné an chomhionannais i gcúrsaí foclóireachta agus téarmaíochta, dhá 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 stéiréitíopáil. Ar bhonn cúrsaíochta sa mhórphobal, bhí 'neamh-dhénártha' ar cheann de na hiontrálacha nua a cuireadh le Foclóir.ie in 2023.

In accordance with Section 75 of the Northern Ireland Act, Foras na Gaeilge must have regard to the desirability of promoting good relations between people of different religions, political opinions, or ethnic identities. As an example of the promotion of good relations, Foras na Gaeilge supported the East Belfast Mission and Naíscoil na Seolta, two Irish-language projects in east Belfast.

Internal work of the organisation

In the jurisdiction of the Republic of Ireland, Foras na Gaeilge reports on the employment of people with disabilities as required under the Disability Act 2005. Every employee and job applicant (actual or potential) is dealt with equally and fairly, and decisions relating to employment, promotion, training opportunities, or any other benefit are made on the basis of suitability and ability. In 2024, a staff survey was conducted that showed 8.4% of the respondents had a disability in the previous calendar year (ie 2023) as per the definition of the Disability Act 2005.

Foras na Gaeilge shows its commitment to equality in every job posting: 'Foras na Gaeilge is committed to the equality of opportunities and we welcome applications from suitably qualified applicants, regardless of religion, gender, disability, race, political opinion, age, marital status, sexual orientation or whether or not they have dependents. Every application is assessed on merit alone'.

Faoi Alt 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 2023 leis an East Belfast Mission agus Naíscoil na Seolta, dhá thionscadal Ghaeilge in oirthear Bhéal Feirste.

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. 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 2024, rinneadh suirbhé foirne a léirigh go raibh 8.4% de na freagróirí sa bhliain féilire roimhe (mar sin, 2023) faoi mhíchumas de réir shainmhíniú an Achta um Mhíchumas 2005.

Tugann Foras na Gaeilge an tiomantas seo don chomhionannas i ngach fógra poist a fhoilsítear: 'Tá Foras na Gaeilge tiomanta don chomhionannas deise agus cuirimid fáilte roimh iarratas 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'.

Report on energy consumption

Office	Elec-tricity	Fossil Fuels					Steps and Planning	
Location / County	**kWh Elec-tricity**	**kWh Natural Gas (heat)**	**kWh Gas Oil**	**kWh Transport fuel (petrol, diesel)**	**kWh Transport fuel (LPG)**	**kWh Total fossil fuels**	**Steps taken 2023**	**Planning for 2024**
Amiens Street / Dublin	131,300	138,416	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.	Foras na Gaeilge will establish a Green Team in 2024 which will have representatives from each of our offices and will systematically plan measures which will reduce our energy consumption.
Gaoth Dobhair / Dún na nGall	12,149	N/a	N/a	N/a	N/a	N/a	We continued to fit low energy bulbs when possible. We switched off lights and kept doors closed as much as possible.	Foras na Gaeilge will establish a Green Team in 2024 which will have representatives from each of our offices and will systematically plan measures which will reduce our energy consumption.
ÁIS - Dún Seachlainn / Co. na Mí	41,178	121,662	N/a	N/a	N/a	N/a	New offices & trade store, grade C3. We continued to close doors and switch off lights as much as possible. LED lights installed in the offices, and in the trade store.	Foras na Gaeilge will establish a Green Team in 2024 which will have representatives from each of our offices and will systematically plan measures which will reduce our energy consumption.
Ráth Chairn (RC) / Co. na Mí	20,301	N/a	N/a	N/a	N/a	N/a	Údarás na Gaeltachta began renovating this building in 2023 which will improve its energy efficiency.	Foras na Gaeilge will establish a Green Team in 2024 which will have representatives from each of our offices and will systematically plan measures which will reduce our energy consumption.

Tuairisciú ar úsáid fuinnimh

Oifig	Leic-treachas	Breosla Iontaise					Céimeanna agus Pleanáil	
Láthair / Contae	**kWh Leic-treachas**	**kWh Gás Nádúr-tha (teas)**	**kWh Gás Ola**	**kWh Breosla iompair (Peitreal, artola)**	**kWh Breosla iompair (LPG)**	**kWh Breosla Iontaise iomlán**	**Céimeannatógtha 2023**	**Pleanáil do 2024**
Sráid Amiens / Baile Átha Cliath	131,300	138,416	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.	Bunófar Foireann Ghlas Fhoras na Gaeilge in 2024 a mbeidh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a dhéanfadh pleanáil chórasach ar bhearta a laghdódh ár n-úsáid fuinnimh.
Gaoth Dobhair / Dún na nGall	12,149	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.	Bunófar Foireann Ghlas Fhoras na Gaeilge in 2024 a mbeidh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a dhéanfadh pleanáil chórasach ar bhearta a laghdódh ár n-úsáid fuinnimh.
ÁIS - Dún Seachlainn / Co. na Mí	41,178	121,662	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.	Bunófar Foireann Ghlas Fhoras na Gaeilge in 2024 a mbeidh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a dhéanfadh pleanáil chórasach ar bhearta a laghdódh ár n-úsáid fuinnimh.
Ráth Chairn (RC) / Co. na Mí	20,301	N/bh	N/ bh	N/bh	N/bh	N/bh	Chuir Údarás na Gaeltachta tús le hathchóiriú ar an bhfoirgneamh seo in 2023 a chuirfeadh lena éifeachtúlacht fuinnimh.	Bunófar Foireann Ghlas Fhoras na Gaeilge in 2024 a mbeidh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a dhéanfadh pleanáil chórasach ar bhearta a laghdódh ár n-úsáid fuinnimh.

Remuneration Report

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

The Senior Management team consists of the Chief Executive and Directors.
The Chief Executive is the Accountable Person for Foras na Gaeilge.

Remuneration Policy

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

Recruitment and Selection Policy

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

Termination, compensation or severance payments

During 2023 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 2023.

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.

	2023 €	2023 £	2022 €	2022 £
The highest paid director	143,209.00	124,563.19	138,326	117,964
Median remuneration of staff	56,682.00	49,302	57,941	49,412
Ratio	2.53	2.53	2.39	2.39

In 2023 and 2022 no employee received remuneration in excess of the highest paid director.

Tuairisc ar Luach Saothair

Éilíonn Tuarascálacha Bliantúla agus Treoracha do Chuntais na gComhlachtaí Forfheidhmithe Thuaidh/Theas, atá comh-eisithe ag an Roinn Airgeadais i dTuaisceart Éireann agus ag an Roinn Caiteachais Phoiblí agus Athchóirithe i bPoblacht na hÉireann, go nochtfaí luach saothair agus teidlíochtaí pinsin i gcás baill shinsearacha foirne áirithe.

Is é atá san Fhoireann Ardbhainistíochta ná an Príomhfheidhmeannach agus na Stiúrthóirí.
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 a leanúint i dtaobh tuarastail de ar oileán na hÉireann, agus faoi ordú na ranna urraíochta sa dlínse chuí.

Polasaí Earcaíochta agus Roghnaithe

Earcaítear baill foirne de réir chód earcaíochta an Fhorais Teanga, agus de réir an chóid sin ní mór ceapacháin a dhéanamh ar phrionsabal an fhiúntais agus ar bhonn na hiomaíochta córa agus oscailte.

Íocaíochtaí Foirceanta, i gCúiteamh nó Téarfa

Le linn 2023, níor íocadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfa.

Sochar Comhchineáil

Clúdaíonn luach airgeadais na sochar comhchineáil aon sochar tugtha ag an bhfostaí don fhoireann agus caitear leis mar luach saothair inchánach. Ní bhfuair éinne san Fhoireann Ardbhainistíochta aon sochar comhchineáil in 2023.

Bónais

Ní polasaí é i bhForas na Gaeilge bónais a íoc le lucht na hardbhainistíochta nó leis an bhfoireann. Níor íocadh aon bhónas 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.

	2023 €	2023 £	2022 €	2022 £
An stiúrthóir is airde pá	143,209.00	124,563.19	138,326	117,964
Luach saothair airmheánach na foirne	56,682.00	49,302	57,941	49,412
Cóimheas	2.53	2.53	2.39	2.39

Ní bhfuair aon fhostaí in 2023 ná 2022 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 2023	€141,093	€69,260	€116,634	€92,348	£52,578
Accrued Pension at Pension Age as at 31 12 22	€20,500	€36,100	€7,700	€7,500	£-
Accrued Lump Sum as at 31 12 22	€54,700	€66,400	€30,800	€-	£-
Accrued Pension at Pension Age as at 31 12 23	€22,900	€40,600	€9,700	€8,200	£300
Accrued Lump Sum as at 31 12 23	€58,100	€73,400	€38,100	€-	£-
Real increase in Pension	€2,400	€4,500	€2,000	€700	£300
Real increase in lumpsum	€3,400	€7,000	€7,300	€-	£-
CETV @ 31/12/22	€459,200	€442,700	€106,300	€70,700	£-
CETV @ 31/12/23	€518,600	€570,100	€130,800	€95,600	£3,700
Real increase in CETV	€59,400	€127,400	€24,500	€24,900	£3,700
Value of Pension benefits accrued in 2022	€69,100	€98,200	€28,800	€12,000	£-
Value of Pension benefits accrued in 2023	€51,400	€97,000	€47,300	€14,000	£6,000

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 2022 and 31 December 2023. The calculations in the table above are based on salary as at 31 March 2023 which is the renewal date for the North South Pension Scheme.

** Seán Ó Coinn's term of office as CEO ended on 1 December 2021. From 2 December 2021 until 7 April 2024 Seán Ó Coinn remained as interim CEO until the outcome of the recruitment process carried out in 2021 could be formally ratified by NSMC .*
Seán Ó Coinn was formally reappointed as CEO on 8 April 2024
***This member changed jurisdiction on 03/01/23*
****new member*

Teidlíochtaí tuarastail agus pinsin na Foirne Ardbhainistíochta

	Príomh-Fheidhmeannach*	Stiúrthóir Seirbhísí Forbartha	Stiúrthóir Seirbhísí Corparáideacha	Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta*	Leas-Príomh-fheidhmeannach/ StiúrthóirSeirbhísí Oideachais**
	S. Ó Coinn				
Tuarastal 2023	€141,093	€69,260	€116,634	€92,348	£52,578
Pinsean fabhraithe ag Aois an Phinsin amhail ar an 31 12 22	€20,500	€36,100	€7,700	€7,500	£-
Cnapshuim fhabhraithe amhail ar an 31 12 22	€54,700	€66,400	€30,800	€-	£-
Pinsean fabhraithe ag Aois an Phinsin amhail ar an 31 12 23	€22,900	€40,600	€9,700	€8,200	£300
Cnapshuim fhabhraithe de réir 31 12 23	€58,100	€73,400	€38,100	€-	£-
Méadú iarbhír ar Phinsean	€2,400	€4,500	€2,000	€700	£300
Méadú iarbhír ar Chnapshuim	€3,400	€7,000	€7,300	€-	£-
LACA@ 31/12/22	€459,200	€442,700	€106,300	€70,700	£-
LACA@ 31/12/23	€518,600	€570,100	€130,800	€95,600	£3,700
Méadú iarbhír ar LACA	€59,400	€127,400	€24,500	€24,900	£3,700
Luach na Sochar Pinsin a fabhraíodh in 2022	€69,100	€98,200	€28,800	€12,000	£-
Luach na Sochar Pinsin a fabhraíodh in 2023	€51,400	€97,000	€47,300	€14,000	£6,000

Nótaí:
Níl an Luach Aistrithe Coibhéis Airgid (LACA) cinnte agus foilsítear é chun críocha léiriúcháin amháin.
Ríomhadh Luach Aistrithe Coibhéis Airgid (LACA) bunaithe ar shochair phinsin réamh-mheasta ar an 31 Nollaig 2022 agus an 31 Nollaig 2023. Tá na ríomhanna sa tábla thuas bunaithe ar thuarastal amhail dáta athbhreithnithe na Scéime Pinsin Thuaidh Theas, an 31 Márta 2023.

** Tháinig deireadh le téarma oifige Sheán Ó Coinn mar Phríomhfheidhmeannach ar 1 Nollaig 2021. D'fhan sé mar Phríomhfheidhmeannach eatramhach ón 2 Nollaig 2021 go dtí an 7 Aibreán 2024 go dtí go bhféadfadh CATT toradh an phróisis earcaíochta a rinneadh in 2021 a dhaingniú go foirmiúil,*
Athcheapadh Seán Ó Coinn mar Phríomhfheidhmeannach ar an 8 Aibreán 2024
***Athraigh an ball seo dlínse ar 03/01/23*
**** ball nua*

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:

	2023	2022
	No.	**No.**
Less than €40,000	21	22
€40,001 - €50,000	4	2
€50,001 - €60,000	5	7
€60,001 - €70,000	13	14
€70,001 - €80,000	4	3
€80,001 - €90,000	7	7
€90,001 - €100,000	2	1
€100,001 - €110,000	1	0
€110,001 - €120,000	1	1
€120,001 - €130,000	0	0
€130,001 - €140,000	0	1
€140,001 - €150,000	1	0

Bandaí Tuarastail na Foirne

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

	2023	2022
	Líon	**Líon**
Níos lú ná €40,000	21	22
€40,001 - €50,000	4	2
€50,001 - €60,000	5	7
€60,001 - €70,000	13	14
€70,001 - €80,000	4	3
€80,001 - €90,000	7	7
€90,001 - €100,000	2	1
€100,001 - €110,000	1	0
€110,001 - €120,000	1	1
€120,001 - €130,000	0	0
€130,001 - €140,000	0	1
€140,001 - €150,000	1	0

Board members' remuneration

Board Members' emoluments (the Chairperson included) for the year ended 31 December 2023 were as follows:

Board 01 January - 31 December 2023	2023 €	2023 Stg£
Regina Uí Chollatáin - Chairperson	Note (i)	Note (i)
Conor Mc Guinness	9,830	8,550
Maighréad Ní Chonghaile	6,019	5,235
Wuraola Majekodunmi	7,695	6,693
Dáithí Mac Cárthaigh	7,695	6,693
Neasa Ní Chiaráin	Note (i)	Note (i)
Liam Rushe	7,695	6,693
Liadh Ní Riada	7,695	6,693
Kevin Ó hEadhra (ii)	3,591	3,123
Caoimhín Mac Giolla Mhín	6,019	5,235
Doiminic Ó Brolcháin	6,019	5,235
Freda Nic Giolla Chatháin	7,695	6,693
Ian ó Dochartaigh	7,695	6,693
Northern Nominee *(to be confirmed)*	n/a	n/a
Southern Nominee *(to be confirmed)*	n/a	n/a
Southern Nominee *(to be confirmed)*	n/a	n/a
	77,648	67,536

There were 3 vacancies (two southern nominees and one northern nominee) on the Board of Foras na Gaeilge at 31 December 2023.
Board Members' expenses were €27,347 (Stg£23,786) in 2023.
Note (i) No board fees payable under the Department of Public Expenditure and Reform's, One Person One Salary' principle.
Note (ii) No boards fees payable under the Department of Public Expenditure and Reform's One Person One Salary' principle from 19 June 2023 onwards.
Board members received no bonus payments benefits in kind or pension benefits during 2023.

Luach saothair an Bhoird

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

An Bord 01 Eanáir - 31 Nollaig 2023	2023 €	2023 Stg£
Regina Uí Chollatáin - Cathaoirleach	Nóta (i)	Nóta (i)
Conor Mc Guinness	9,830	8,550
Maighréad Ní Chonghaile	6,019	5,235
Wuraola Majekodunmi	7,695	6,693
Dáithí Mac Cárthaigh	7,695	6,693
Neasa Ní Chiaráin	Nóta (i)	Nóta (i)
Liam Rushe	7,695	6,693
Liadh Ní Riada	7,695	6,693
Kevin Ó hEadhra (ii)	3,591	3,123
Caoimhín Mac Giolla Mhín	6,019	5,235
Doiminic Ó Brolcháin	6,019	5,235
Freda Nic Giolla Chatháin	7,695	6,693
Ian ó Dochartaigh	7,695	6,693
Ainmní ó thuaidh *(le deimhniú)*	n/bh	n/bh
Ainmní ó dheas *(le deimhniú)*	n/bh	n/bh
Ainmní ó dheas *(le deimhniú)*	n/bh	n/bh
	77,648	67,536

Bhí trí fholúntas (dhá ainmní ó dheas agus ainmní amháin ó thuaidh) ar bhord Fhoras na Gaeilge ar an 31 Nollaig 2023.
Ba é an caiteachas ar chostais thaistil na gComhaltaí Boird in 2023 ná €27,347 (Stg£23,786)
Nóta (i) Ní raibh aon táillí boird iníoctha faoin bprionsabal Duine Amháin Tuarastal Amháin de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe.
Nóta (ii) Ní raibh aon táillí boird iníoctha faoin bprionsabal Duine Amháin Tuarastal Amháin de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe ón 19 Meitheamh 2023 ar aghaidh.
Ní bhfuair comhaltaí boird bónais, sochair chomhchineáil ná sochair phinsin le linn 2023.

Ulster-Scots Agency
Boord o Ulstèr-Scotch

Annual Report
Tuarascáil Bhliantúil
Tha Boord o Ulstèr-Scotch
Ulster-Scots Agency
Gníomhaireacht na hUltaise

2023

Ballyclare Mayfair: Antrim and Newtownabbey District Borough Council Mayor Stephen Ross with Agency staff

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CEO Ian Crozier

Chief Executive's Review

2023

Guid freen,
I am delighted to present this Annual Report highlighting the significant achievements of the Ulster-Scots Agency during 2023. As we reflect on the past year, it's evident that for a small complement of staff, we've navigated through unprecedented budgetary and political challenges with resilience, adaptability, and a shared commitment to our mission. Despite the myriad of obstacles, we've remained steadfast in our pursuit of excellence and innovation delivering value and positively impacting the community we serve.

Athbhreithniú an Phríomhfheidhmeannaigh

2023

Guid freen,
Tá lúcháir orm an Tuarascáil Bhliantúil seo a chur i láthair, ina léirítear na héachtaí suntasacha a bhain Gníomhaireacht na hUltaise amach le linn 2023. Agus sinn ag machnamh ar an mbliain seo, is léir gur éirigh leis an bhfoireann bheag s'againn ár mbealach a dhéanamh trí dhúshláin bhuiséid agus pholaitiúla, agus rinneamar sin le teacht aniar, le solúbthacht, agus le tiomantas comhroinnte dár misean. In ainneoin an iliomad constaicí, bhíomar diongbháilte i gcónaí agus sinn ag iarraidh a bheith nuálach agus barr feabhais a bhaint amach – sholáthraíomar luach agus bhí dea-thionchar againn ar an bpobal a bhfreastalaímid air.

POF Ian Crozier

US Special Envoy Joe Kennedy III with dignitaries opening the Declaration of Independence Exhibition

CEO Ian Crozier at the launch of the Declaration of Independence Exhibition

2023 Performance

Throughout the year, the Ulster-Scots Agency continued to focus on the strategic priorities outlined in our 2023-2025 Corporate Plan and Business Plan.

Inspire

In line with our strategic aim to Inspire, the Agency has identified, interpreted and animated Ulster-Scots language, heritage and culture. We have established and will further develop an Ulster-Scots Day in May each year, celebrating the recognition of the Ulster-Scots community as a national minority of the UK. We have successfully held our 5th annual Leid (language) Week in November, engaging with local councils across Ulster to deliver a diverse range of events and learning opportunities. We continue to work with cultural institutions such as the Linen Hall Library and Union Theological College to promote and preserve Ulster-Scots heritage assets. We have also worked with schools across Ulster to promote awareness of Ulster-Scots identity through our established pathways – over 600 students achieved qualifications in Ulster-Scots music and dance.

Empower

The Agency continues to equip individuals and groups with knowledge and skills to engage with Ulster-Scots language, heritage and culture. The wider sector is resourced through core funding for the Ulster-Scots Community Network, Monreagh Ulster-Scots Heritage and Education Centre and sustaining our successful Community Impact Programme.

We continue to assist the community, and this is evident in that nearly 60% of our budget is spent in grants and partnership working alone. This year we distributed €50,000 to 139 groups in response to the energy pricing increases and offered €100,000 for instruments and uniforms to groups from the border counties.

Feidhmíocht 2023

I rith na bliana, lean Gníomhaireacht na hUltaise de bheith ag díriú ar na tosaíochtaí straitéiseacha atá leagtha amach inár bplean corparáideach 2023-2025 agus plean gnó 2023.

Spreag

De réir na haidhme straitéisí s'againn chun daoine a Spreagadh, rinne an Ghníomhaireacht teanga, oidhreacht agus cultúr na nAlbanach Uladh a shainaithint, a léirmhíniú, agus a chur i láthair. Bhunaíomar agus rinneamar tuilleadh forbartha ar Lá Oidhreachta na nAlbanach Uladh, a bhíonn ar siúl i mí na Bealtaine gach bliain, ina ndéantar ceiliúradh ar aitheantas phobal na nAlbanach Uladh mar mhionlach náisiúnta sa RA. D'éirigh linn Leid Week a reáchtáil den 5ú bliain as a chéile i mí na Samhna, d'oibríomar i gcomhar le comhairlí áitiúla fud fad Chúige Uladh chun réimse éagsúil imeachtaí agus deiseanna foghlama a sholáthar. Leanaimid de bheith ag obair le forais chultúrtha amhail Leabharlann Halla an Línéadaigh agus Coláiste Diagachta an Aontais chun buanna oidhreachta na nAlbanach Uladh a chur chun cinn agus a chaomhnú. D'oibríomar le scoileanna ar fud Chúige Uladh freisin chun feasacht ar fhéiniúlacht na nAlbanach Uladh a chur chun cinn trínár gconairí bunaithe – fuair breis agus 600 dalta cáilíochtaí i gceol agus damhsa na nAlbanach Uladh.

Cumasaigh

Leanann an Ghníomhaireacht de bheith ag tabhairt eolais agus scileanna do dhaoine agus grúpaí le dul i mbun theanga, oidhreacht agus chultúr na nAlbanach Uladh. Chun acmhainní a chur ar fáil don earnáil i gcoitinne, faightear bunchistiú do Líonra Pobail na nAlbanach Uladh, Ionad Oidhreachta na Móna Riabhaí, agus cothaítear ár gClár Tionchair Pobail, a bhfuil rath air.

Leanaimid de bheith ag cabhrú leis an bpobal agus is léir é sin mar go gcaithimid beagnach 60% dár mbuiséad ar dheontais agus obair chomhpháirtíochta amháin. Dháileamar €50,000 ar 139 grúpa i mbliana mar fhreagairt ar na harduithe ar phraghas an fhuinnimh, agus chuireamar €100,000 ar fáil le haghaidh uirlisí agus éidí do ghrúpaí sna contaetha cois teorann.

Joe Kennedy III, Saintoscaire SAM, le piardaí, ag oscailt an taispeántais ar Fhorógra na Saoirse

POF Ian Crozier, i láthair ag seoladh an taispeántais ar Fhorógra na Saoirse

Engage

The Agency continues to 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.

In June we delivered a hugely successful Declaration of Independence exhibition in conjunction with the Public Records Office of Northern Ireland that featured an original Dunlap Broadside kindly loaned from The National Archives (UK). The project highlighted the Ulster-Scots links to the establishment of the USA, to the men involved with the Declaration of Independence and to the wider American diaspora. President Biden in his speech marking the 25th anniversary of the Belfast Agreement said ***"This is real … the pride in those Ulster-Scots immigrants, … who helped found and build my country, they run very deep. Your history is our history."*** This relationship was further developed by a working trip to Boston in November to mark the 250th anniversary of the Boston Tea Party.

The Agency also continues to extend our range of engagement with other cultural minority communities in Ulster. We also extend our range of relationships with Scotland and deliver a programme of east/west school twinnings with a view to a more structured relationship with the mither country.

Meall

Leanann an Ghníomhaireacht de bheith ag dul i dteagmháil le daoine go háitiúil agus ar fud an domhain, chun cairdeas a dhéanamh le daoine i gCúige Uladh nach Albanaigh Uladh iad de réir a bpríomhfhéiniúlachta, agus chun dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht linn.

I mí an Mheithimh, sholáthraíomar taispeántas rathúil ar Fhorógra na Saoirse i gcomhar le hOifig na dTaifead Poiblí i dTuaisceart Éireann, ina raibh bun-Mhórbhileog Dunlap a bhronn an Chartlann Náisiúnta (RA). Tharraing an tionscadal aird ar na naisc a bhí ag Albanaigh Uladh le bunú SAM, leis na fir a bhí páirteach i bhForógra na Saoirse, agus le diaspóra Mheiriceá i gcoitinne. Is é a dúirt an tUachtarán Biden ina óráid chun 25 bliain ó bhí Comhaontú Bhéal Feirste ann a cheiliúradh: ***"Is fíor-rud é seo … an bród as na hAlbanaigh Uladh siúd a chuaigh ar imirce, … daoine a chabhraigh le mo thír féin a bhunú agus a thógáil, tá an bród sin ionainn go smior. Is linne agus libhse an stair chéanna."*** Chun tuilleadh forbartha a dhéanamh ar an gcaidreamh sin, bhí turas oibre go Bostún ar siúl i mí na Samhna chun 250 bliain ó bhí an Boston Tea Party ann a cheiliúradh.

Leanann an Ghníomhaireacht de bheith ag cur lenár raon teagmhála le grúpaí mionlaigh chultúrtha eile i gCúige Uladh. Cuirimid lenár raon ceangal le hAlbain freisin agus soláthraímid clár nasctha soir-siar ar mhaithe le caidreamh níos struchtúrtha a fhorbairt leis an máthairthír.

The Ulster-Scots Agency

Who we are

The Ulster-Scots Agency (Tha Boord o Ulster-Scotch) is an agency of the North/South Language Body established under the British/Irish Agreement Act 1999 and the North/South Co-operation (Implementation Bodies) (NI) Order 1999. Its 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 for both administrations, public bodies and other groups in the private and voluntary sector;
- Undertake research and promotional campaigns; and
- Support projects and grant aid bodies and groups.

The Agency has a board of 8 members (currently 3 vacancies), appointed by the North South Ministerial Council. These members, taken together with the 16 similarly appointed board members of Foras na Gaeilge, comprise the membership of the North South Language Body.
The Agency currently has an approved staff complement of 15.77 FTE and is headed by the Chief Executive.

Gníomhaireacht na hUltaise

Cé Muid?

Gníomhaireacht de chuid an Fhorais Teanga Thuaidh/Theas is ea Gníomhaireacht na hUltaise, a cuireadh ar bun faoin Acht um Chomhaontú na Breataine-na hÉireann 1999 agus faoin Ordú um Chomhoibriú Thuaidh Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) 1999. Is é sainchúram reachtúil na gníomhaireachta "níos mó feasachta ar an Ultais agus a húsáid, agus níos mó feasachta ar shaincheisteanna cultúrtha na nAlbanach Uladh, a chur chun cinn laistigh de Thuaisceart Éireann agus ar fud an oileáin". Agus í ag comhlíonadh a cuid feidhmeanna maidir le teanga agus saincheisteanna cultúrtha na nAlbanach Uladh, 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 feachtais fógraíochta; agus
- Tacaíocht a thabhairt do thionscadail agus comhlachtaí agus grúpaí deontaschabhracha.

Tá 8 gcomhalta boird ag an nGníomhaireacht (tá 3 fholúntas ann faoi láthair), atá ceaptha ag an gComhairle Aireachta Thuaidh/Theas. Ballraíocht an Fhorais Teanga Thuaidh/Theas is ea na comhaltaí seo in éineacht leis na 16 chomhalta boird ag Foras na Gaeilge, atá ceaptha ar an mbealach céanna.

Is é 15.77 i gcoibhéis lánaimseartha líon na foirne atá faofa ag an nGníomhaireacht faoi láthair, agus tá siad faoi cheannas an Phríomhfheidhmeannaigh.

Special Envoy to NI for Economic Affairs Joe Kennedy III

2024 Outlook

As we look to the future, we are cautiously optimistic about the opportunities that lie ahead. While challenges may persist, we are confident in our ability to navigate through them with resilience, adaptability, and a steadfast commitment to our core values. With a clear strategic direction in our Corporate Plan, a talented team, and a strong foundation in place, we are well-positioned to capitalize on the groundwork completed, drive sustainable growth, and create long-term value for our community.

I would like to thank our customers, our strategic partners, local authorities, contractors and suppliers for your support and collaboration in contributing to the achievements I have mentioned.

Similarly, our Ministers and Sponsor Departments officials have been receptive, positive, and supportive.

Finally, I am extremely proud of our staff throughout 2023 who continue to go above and beyond in their roles. I thank you for your efforts, commitment, and resilience.

Wi'ivry guid wish.
Ian Crozier LLB FSAScot
Chief Executive

Ionchais do 2024

Agus sinn ag amharc ar an am atá le teacht, tá dóchas áirithe againn faoi na deiseanna atá romhainn. Cé go mb'fhéidir go mbeidh dúshláin ann fós, tá muinín againn as ár gcumas lenár mbealach a dhéanamh tríothú le teacht aniar, solúbthacht agus tiomantas diongbháilte dár mbunluachanna. Tá treo straitéiseach soiléir inár bPlean Corparáideach, tá foireann chumasach agus bonn láidir againn, is dá bharr sin atáimid in áit mhaith chun tairbhe a bhaint as an obair atá déanta cheana féin, fás inbhuanaithe a chur chun cinn, agus luach fadtéarmach a chruthú dar bpobal.

Ba mhaith liom buíochas a ghabháil lenar gcustaiméirí, ár bpáirtithe straitéiseacha, údaráis áitiúla, conraitheoirí agus soláthraithe as bhur dtacaíocht agus comhoibriú, a chabhraigh linn na héachtaí thuasluaite a bhaint amach.

Ar an mbealach céanna, bhí na hAirí agus na Ranna Coimircíochta s'againn fáilteach, dearfach, agus tacúil.

Mar fhocal scoir, táim an-bhródúil as ár bhfoireann don obair a rinne siad in 2023, a dhéanann a ndualgas agus i bhfad níos mó ná sin i rith an ama. Go raibh maith agaibh as bhur n-iarrachtaí, bhur dtiomantas, agus bhur dteacht aniar.

Wi'ivry guid wish.
Ian Crozier LLB FSAScot
Príomhfheidhmeannach

Joe Kennedy III, Saintoscaire do TÉ maidir le Gnóthaí Eacnamaíochta

Ulster-Scots Agency
Boord o Ulstèr-Scotch

2023 HIGHLIGHTS

€50,000
to **139** Ulster-Scots voluntary and community groups impacted by energy costs.

€100,000
pilot scheme to improve Ulster-Scots community bands in **Donegal, Cavan, and Monaghan.**

40 small community led events to celebrate the **Coronation.**

CRACK AYE

5TH **Annual Leid** (language) **Week**

40+ **events** across 6 NI and 2 ROI counties

600 achieved **qualifications** in Ulster-Scots music and dance.

65 **music and dance** school programmes delivered.

60 **educational workshops**

30 **after-school** workshops to schools and the community.

3rd year of the **Ulster-Scots writing Competition**.

3,000+
visitors viewed **Declaration of Independence** at PRONI partnership exhibition.

www.ulsterscotsagency.com

Ulster-Scots Agency
Boord o Ulstèr-Scotch

2023 BUAICPHOINTÍ

€50,000
íoctha le **139** grúpa deonach agus pobail Albanach Uladh a bhí thíos le costais fuinnimh.

€100,000
scéim phíolótach le bannaí pobail Albanach Uladh a fheabhsú **i nDún na nGall, sa Chabhán, agus i Muineachán.**

40 imeacht beag pobail leis an g**Corónú** a cheiliúradh

CRACK AYE

5ú Seachtain bhliantúil na hUltaise **(Leid Week)**

40+ **Imeacht** thar 6 chontae i ndlínse an Fheidhmeannais agus 2 chontae i ndlínse Rialtas na hÉireann

600 **Cáilíocht** bainte amach i gceol agus damhsa Albanach Uladh

65 clár scoile **i gceol agus damhsa** curtha ar fáil.

60 **ceardlann oideachais**

30 ceardlann **iarscoile** curtha ar fáil do scoileanna agus don phobal

3ú bliain den **chomórtas scríbhneoireachta Ultaise.**

3,000+
cuairteoir chuig **Forógra Saoirse Mheiriceá**, a taispeánadh i gcomhpháirt le hOifig Taifead Poiblí Thuaisceart Éireann

www.ulsterscotsagency.com

Piper Grahame Harris and Lee Lawson at Cockle Row

How we operate

The Sponsor Departments for the North South Language Body are the Department for Communities (DfC) in Northern Ireland and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) in Ireland. The Ulster-Scots Agency is funded by grants voted by the Northern Ireland Assembly (75%) and by Dáil Éireann (25%).

We operate under the policy direction of the North/South Ministerial Council and the two Governments and are accountable to the NI Assembly and the Houses of the Oireachtas.

Our Annual Report and Accounts are audited externally by the Comptrollers and Auditor Generals who are heads of the NI Audit Office and the Office of the Comptroller and Auditor General in Ireland.

Our offices

The Agency is headquartered in Belfast, with a regional office in Raphoe, Donegal.

The Corn Exchange
31 Gordon Street
Belfast
BT1 2LS
028 90 231 113
info@ulsterscotsagency.org.uk

William Street
Raphoe
Donegal
F93 N5EK
+353 7 4917 3876

An chaoi a bhfeidhmímid

Is iad an Roinn Pobal (RP) i dTuaisceart Éireann agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) i rialtas na hÉireann na Ranna Coimircíochta don Fhoras Teanga Thuaidh/Theas. Tá Gníomhaireacht na hUltaise cistithe ag deontais atá vótáilte ag Tionól Thuaisceart Éireann (75%) agus ag Dáil Éireann (25%).

Feidhmímid faoi threoir bheartais na Comhairle Aireachta Thuaidh/Theas agus an dá Rialtais agus táimid freagrach do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Déanann na hArd-Reachtairí Cuntas agus Ciste iniúchadh seachtrach ar ár dTuarascáil Bhliantúil agus Cuntais, tá siad ina gceannasaithe in Oifig Iniúchóireachta TÉ agus Oifig an Ard-Reachtaire Cuntas agus Ciste i bPoblacht na hÉireann.

Ár n-oifigí

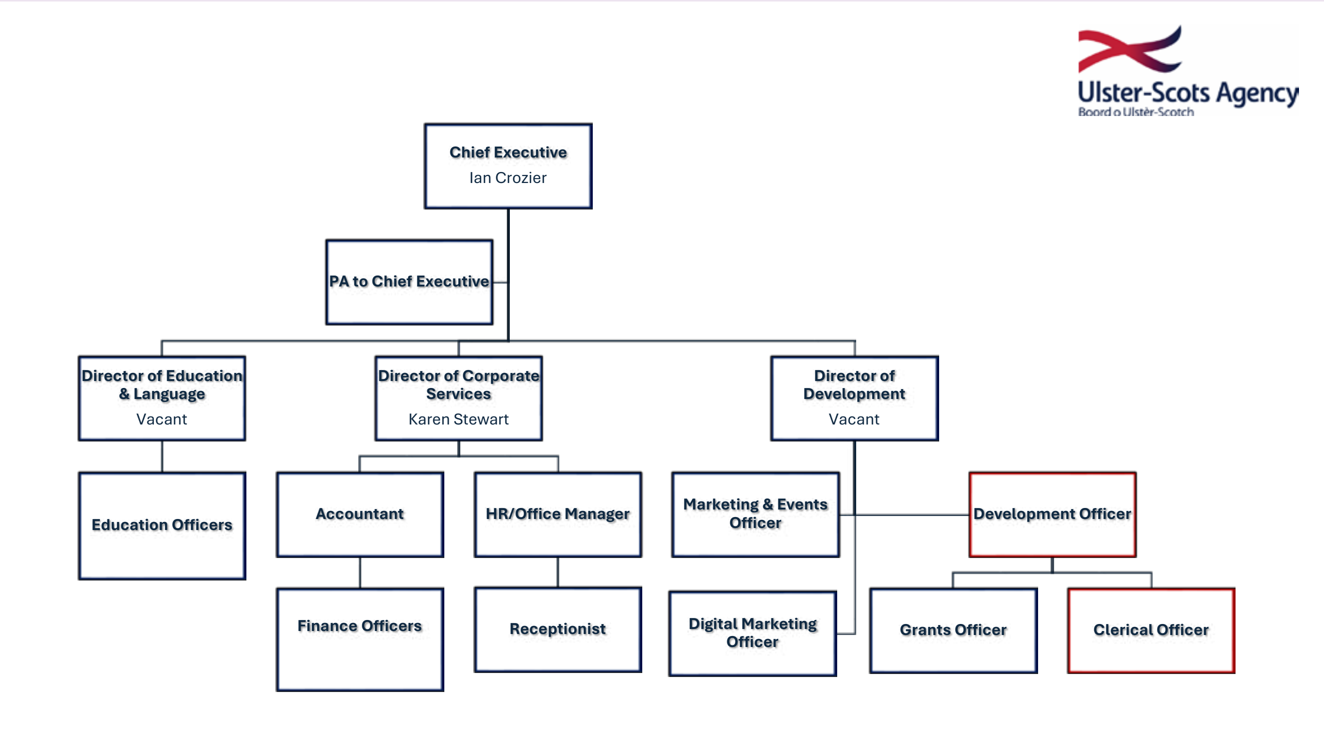
Tá ceanncheathrú na Gníomhaireachta i mBéal Feirste, agus tá oifig réigiúnach aici i Ráth Bhoth, Dún na nGall.

Malartán an Arbhair
31 Sráid Gordon
Béal Feirste
BT1 2LS
028 90 231 113
info@ulsterscotsagency.org.uk

Sráid Liam
Ráth Bhoth
Dún na nGall
F93 N5EK
+353 7 4917 3876

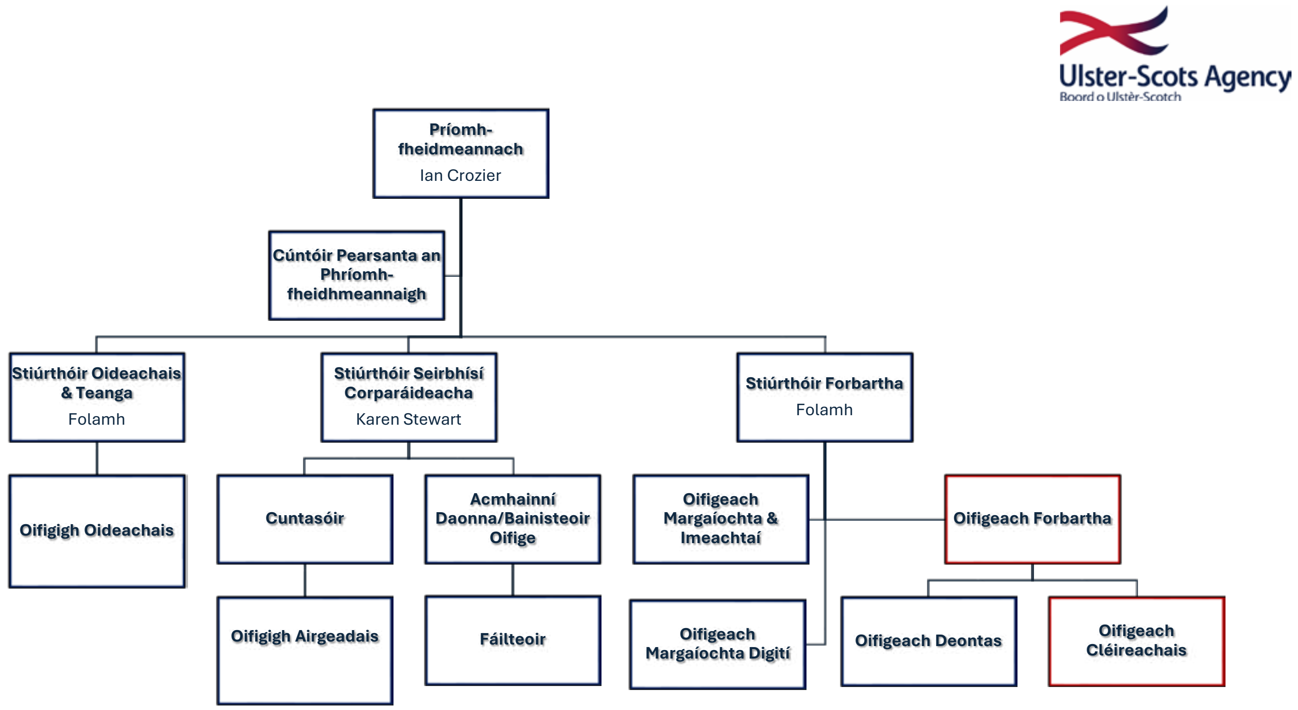
An píobaire Grahame Harris agus Lee Lawson ag Ró na Ruacan

Our Organisational Structure



Presentation to Monaghan Model of their Flagship Award

Ár Struchtúr Eagraíochtúil



Bronnadh Duaise ar Mhodhscoil Mhuineacháin

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. We currently have 3 vacancies, but the Agency continues to have a quorum and operate within standing orders. Further information about the membership of the Board can be found in the preliminary pages of this annual report.

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

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

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

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

- Strategy – contribute to the development of, and agree, the Agency's strategy.
- Financial and operational performance – review and monitor the performance of the Agency, 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.

An Chaoi a bhFeidhmíonn an Bord

Tá an Cathaoirleach i gceannas ar an mBord agus cinntíonn sé 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. Tá 3 fholúntas againn faoi láthair, ach tá córam ag an nGníomhaireacht fós agus feidhmíonn sí laistigh d'orduithe seasta. Tá tuilleadh eolais maidir le ballraíocht an Bhoird le fáil sna chéad leathanaigh den tuarascáil bhliantúil seo.

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 CATT. Tá an fhreagracht tarmligthe ag an mBord don Fhoireann Ardbhainistíochta as bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil na spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus cinnte a dhéanamh de go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an Bord athbhreithniú ar fheidhmíocht de réir spriocanna, lena n-áirítear aon bheart ceartaitheach dá bharr sin, impleachtaí riosca agus bearta teagmhasacha.

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

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

Is iad príomhfhreagrachtaí agus réimsí fócais an Bhoird ná:

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

During 2023, the Board of the Agency met on 10 occasions and the following table sets out the attendance:

Board Member	Number of meetings potentially able to attend	Number of meetings actually attended
Mr Freddie Kettyle (Vice-Chairperson)	10	9
Mr Allen McAdam	10	10
Mrs Lavinia Tilson	10	10
Ms Karyn Devenney	10	9
Mr Trevor Wilson	10	10

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 Northern Board members, the Agency operated with 2 Board members and 2 members co-opted from other bodies as follows:

Audit and Risk Committee Member	Number of meetings potentially able to attend	Number of meetings actually attended
Mr Allen McAdam (Chairperson)	4	4
Mr Freddie Kettyle	4	4
Mr Ray Dolan (co-opted from *Safe*food)	4	4
Ms Patricia McCaffrey (co-opted from Waterways Ireland)	4	4

Senior Management Team

Ian Crozier is the Chief Executive. The Chief Executive is supported by three Directors and professional, operational and administration staff.

Director of Development .... Vacant
Director of Education and Language .... Vacant
Director of Corporate Services .... K Stewart

Our 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.

Our 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.

Le linn 2023, tháinig Bord na Gníomhaireachta le chéile 10 n-uaire agus leagtar an tinreamh amach sa tábla seo thíos:

Comhalta Boird	Líon na gcruinnithe arbh fhéidir freastal orthu	Líon na gcruinnithe ar freastalaíodh orthu
Mr Freddie Kettyle (Leas-Chathaoirleach)	10	9
Mr Allen McAdam	10	10
Mrs Lavinia Tilson	10	10
Ms Karyn Devenney	10	9
Mr Trevor Wilson	10	10

An Coiste Iniúchta agus Riosca

Ba chóir go mbeadh triúr comhaltaí Boird agus beirt chomhaltaí atá comhthofa ó chomhlachtaí eile ar an gCoiste Iniúchta agus Riosca. De bharr nár ceapadh Comhaltaí Boird ó thuaidh, d’fheidhmigh an Ghníomhaireacht le beirt Chomhaltaí Boird agus beirt chomhaltaí a bhí comhthofa ó chomhlachtaí eile:

Comhalta an Choiste Iniúchta agus Riosca	Líon na gcruinnithearbh fhéidir freastal orthu	Líon na gcruinnithe ar freastalaíodh orthu
Mr Allen McAdam (Cathaoirleach)	4	4
Mr Freddie Kettyle	4	4
Mr Ray Dolan (comhthofa ó Biaslán)	4	4
Ms Patricia McCaffrey (comhthofa ó Uiscebhealaí Éireann)	4	4

An Fhoireann Ardbhainistíochta

Is é Ian Crozier an Príomhfheidhmeannach. Faigheann an Príomhfheidhmeannach tacaíocht ó thriúr Stiúrthóirí agus ón fhoireann phroifisiúnta, oibriúcháin agus riaracháin.

Stiúrthóir Forbartha .... Folamh
Stiúrthóir Oideachais agus Teanga .... Folamh
Stiúrthóir Seirbhísí Corparáideacha .... K Stewart

Ár bhFís

Is é fís Ghníomhaireacht na hUltaise ná go mbeidh cultúr na nAlbanach Uladh faoi bhláth mar chultúr saibhir beoga atá ag fás, a bhfuil oidhreacht dhomhanda aige agus aitheantas sa bhaile agus thar lear.

Ár Misean

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

Our strategic goals

Inspire

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

Empower

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

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.

Ár Spriocanna Straitéiseacha

Spreag

Déanfaidh an Ghníomhaireacht teanga, oidhreacht agus cultúr na nAlbanach Uladh a shainaithint, a léirmhíniú, agus a chur i láthair.

Cumasaigh

Tabharfaidh an Ghníomhaireacht eolas agus scileanna do dhaoine agus grúpaí le dul i mbun teanga, oidhreacht agus chultúr na nAlbanach Uladh.

Meall

Rachaidh an Ghníomhaireacht i dteagmháil le daoine go háitiúil agus ar fud an domhain, chun cairdeas a dhéanamh le daoine i gCúige Uladh nach Albanaigh Uladh iad de réir a bpríomhfhéiniúlachta, agus chun dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht linn.

Review of the Year 2023

Introduction

2023 has been a significant year of growth with activity returning to, or improving on, pre-pandemic levels. 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.

The 2022 Annual Report and Accounts are behind schedule with various issues delaying certification and laying. It is our hope that these will be laid and published as soon as possible, and we strive toward no further delay. Staffing challenges in all organisations involved have slowed the normal process. The 2023 audit will begin in May 2024, and we anticipate a more normal audit this year, staff dependent.

In 2022/3, the Agency drafted the 2023-2025 Corporate Plan and the 2023 and 2024 Business Plans and performed well to meet targets under challenging circumstances. Due to the absence of NSMC, these documents have yet to be formally approved. Performance against targets is reviewed at every Board meeting and at external monitoring meetings with Sponsor Departments. The Agency attended 4 monitoring meetings with Sponsor Departments by year end. During 2023 the Agency also secured further funding to support the community with rising energy costs which resulted in extra funding delivered of €50,000 from DTCAGSM.

DTCAGSM also provided €100,000 in additional funding to support bands in the border counties of Donegal, Cavan and Monaghan with instruments and uniforms. This scheme was over-subscribed, demonstrating the appetite, but also the competitive nature of funding during 2023.

A further €50,000 of funding from DTCAGSM was received to support transition year students and this will be rolled out during 2024.

Strategic Themes

The business plan has three strategic goals. These strategic goals recognise ‘learning’ about Ulster-Scots at the core of all the Agency’s work.

Athbhreithniú ar an mBliain 2023

Intreoir

Bliain shuntasach ó thaobh fáis de a bhí in 2023, mar bhí leibhéal na hoibre ar ais ag an leibhéal ag a raibh sé roimh an phaindéim, nó ní b’fhearr ná sin. Tá Ceanncheathrú na Gníomhaireachta i mBéal Feirste agus ár n-oifig réigiúnach i Ráth Bhoth oscailte go fisiciúil go laethúil arís, agus tá baill foirne ag obair ar bhonn hibrideach. Bhí an modh nua oibre seo tairbheach don Ghníomhaireacht, mar tá laghdú ar an tsaoire bhreoiteachta san fhoireann agus tá méadú ar mheanma na foirne. Agus úsáid á baint as córais nua TF a tástáladh le linn thréimhse COVID-19, is féidir leis an nGníomhaireacht anois a bheith ag obair gan stró sa bhaile agus san oifig araon.

Tá moill ar Thuarascáil Bhliantúil agus Cuntais 2022, déanfar iad a dheimhniú agus a chur faoi bhráid na gcomhaltaí níos moille dá bharr sin. Táimid ag súil go ndéanfar iad a chur faoi bhráid na gcomhaltaí agus a fhoilsiú chomh luath agus is féidir, agus táimid ag iarraidh moill eile a sheachaint. Tá dúshláin foirne i ngach eagraíocht atá i gceist, agus tá sé sin tar éis an ngnáthphróiseas a mhoilliú. Tosófar iniúchadh 2023 i mí na Bealtaine 2024, agus táimid ag súil le hiniúchadh níos normálta i mbliana, ag brath ar an bhfoireann.

In 2022/2023, dhréachtaigh an Ghníomhaireacht Plean Corparáideach 2023-2025 agus Pleananna Gnó 2023 agus 2024, agus d’éirigh go maith léi spriocanna a bhaint amach i gcúinsí dúshlánacha. Ó tharla nach raibh CATT ag feidhmiú, tá na cáipéisí seo fós le formheas go hoifigiúil. Déantar athbhreithniú ar fheidhmíocht de réir spriocanna ag gach cruinniú Boird agus ag cruinnithe monatóireachta seachtracha leis na Ranna Coimircíochta. D’fhreastail an Ghníomhaireacht ar 4 chruinniú monatóireachta leis na Ranna Coimircíochta faoi dheireadh na bliana. Le linn 2023, d’éirigh leis an nGníomhaireacht cistiú breise a fháil chun tacú leis an bpobal le costais fuinnimh atá ag ardú, agus sholáthair RTCEGSM cistiúchán breise de €50,000 dá thoradh sin.

Chuir RTCEGSM cistiúchán breise de €100,000 ar fáil freisin chun tacú le bannaí i gcontaetha na teorann - Dún na nGall, an Cabhán agus Muineachán, chun huirlisí agus éidí a fháil. Bhí ró-éileamh ar an scéim, rud a léiríonn an ráchairt agus an iomaíocht a bhí ann ó thaobh cistithe in 2023 de.

Fuarthas cistiúchán breise de €50,000 ó RTCEGSM chun tacú le daltaí san idirbhliain, agus déanfar é sin a dháileadh in 2024.

Téamaí Straitéiseacha

Tá trí sprioc straitéiseacha sa phlean gnó. Aithnítear sna spriocanna straitéiseacha seo go bhfuil ‘foghlaim’ faoi thraidisiún na nAlbanach Uladh i gcroílár obair na Gníomhaireachta.

SA1 – Inspire

2023 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 hosted a week of events for Burns Week 2023. The celebrations included Burns Celebration in the Discover Ulster-Scots Centre, 'Big Burns Day' in the Theatre at the Mill with local school children, 'Burns Night Supper' in Theatre at the Mill and 'Burns Celebration' in Belfast City Hall on Friday with local school children.

The Agency attended the Balmoral Show in May 2023, a key demographic for Ulster-Scots. Over the 4 days, Agency staff met with the public to raise awareness of its work. This year with a bigger stand, 3,600+ goodie bags and over 5,000 items of literature and promotional items were distributed to visitors to the stand. The Agency also hosted a number of demonstrations on the stand over the 4 days including piping, basket weaving and flax spinning.

Agency and USCN staff with Piper Philip Murphy at the Balmoral Show Stand 2023

AS1 – Spreag

Bliain lán gníomhaíochta ag Gníomhaireacht na hUltaise ba ea 2023, ina ndearnadh mórán tionscadal corraitheach agus nuálach a fhorbairt agus a chur i gcrích.

D'óstáil Gníomhaireacht na hUltaise seachtain imeachtaí le haghaidh Seachtain Burns 2023. I measc na n-imeachtaí ceiliúrtha, bhí Ceiliúradh Burns in Ionad Eolais na nAlbanach Uladh, Lá Mór Burns san Amharclann sa Mhuileann le páistí scoile áitiúla, Suipéar Oíche Burns san Amharclann sa Mhuileann agus Ceiliúradh Burns i Halla na Cathrach, Béal Feirste le páistí scoile áitiúla.

D'fhreastail an Ghníomhaireacht ar Sheó Balmoral i mí na Bealtaine 2023, a raibh a lán Albanaigh Uladh ann. Le linn na 4 lá, bhuail foireann na Gníomhaireachta leis an bpobal chun feasacht ar a cuid oibre a ardú. Bhí seastán ní ba mhó ag an nGníomhaireacht i mbliana, agus tugadh 3,600+ mála féiríní agus níos mó ná 5,000 earra litríochta agus bolscaireachta do chuairteoirí a tháinig chuig an seastán. Rinne an Ghníomhaireacht roinnt taispeántas ag an seastán le linn na 4 lá freisin – píobaireacht, fíodóireacht ciseán agus sníomh lín san áireamh.

Foireann na Gníomhaireachta agus Líonra Pobail na nAlbanach Uladh leis an bpíobaire Philip Murphy ag an seastán ag Seó Bhaile Mhoireil 2023

The Agency in partnership with Antrim and Newtownabbey Borough Council, delivered a programme of Ulster-Scots activities, events and workshops to promote Ulster-Scots culture, heritage and language at the Ballyclare May Fair 2023.

The programme included Ulster-Scots walking tours, a film screening, Ulster-Scots Cookery, a Songs of Praise event (Ulster-Scots traditional hymns), language and dance workshops and storytelling for schools, an Ulster-Scots Ceilidh and an Ulster-Scots history of Whiskey event.

The Agency also held a stand at 4 of the markets throughout the week handing out promotional items and literature to the public.

Agency CEO Ian Crozier and the Mayor of Antrim and Newtownabbey Borough Council at the launch of Ballyclare May Fair 2023

The Agency hosted the 7th annual Ulster-Scots Heritage Day in May. The event planned to build awareness of Ulster-Scots in Donegal was well attended, with the programme including a concert with a new traditional Ulster-Scots folk group Elbowed Out, a display of Highland dance with 40 dancers and a drum majors display. There was also a fun fair and food stalls.

The event also included pipe band performances in the arena, a parade of Raphoe town and the finale was a massed band performance led by Pipe Major Alec Brown.

I gcomhar le Comhairle Buirge Aontroma agus Bhaile Nua na Mainistreach, sholáthair an Ghníomhaireacht clár gníomhaíochtaí, imeachtaí, agus ceardlann le cultúr, oidhreacht agus teanga na nAlbanach Uladh a chur chun cinn ag Aonach na Bealtaine 2023, Bealach Cláir.

Mar chuid den chlár, bhí réimse imeachtaí a bhain leis na hAlbanaigh Uladh – mar shampla, turais siúil, taispeáint scannáin, cócaireacht, imeacht Duanta Molta (iomainn thraidisiúnta de chuid na nAlbanach Uladh), ceardlanna teanga agus damhsa, agus scéalaíocht do scoileanna, Céilí agus imeacht ar stair an Uisce Beatha.

Bhí seastán ag an nGníomhaireacht ag 4 cinn de na margaí le linn na seachtaine freisin, agus thug siad amach earraí bolscaireachta agus litríochta don phobal.

Ian Crozier, POF na Gníomhaireachta agus Méara Chomhairle Buirge Aontroma agus Bhaile Nua na Mainistreach i láthair ag seoladh Aonach na Bealtaine 2023, Bealach Cláir

D'óstáil an Ghníomhaireacht Lá Oidhreachta na nAlbanach Uladh den 7ú bliain as a chéile. D'fhreastail go leor daoine ar an imeacht, agus sé beartaithe go gcuirfeadh sé daoine ar an eolas faoi na hAlbanaigh Uladh i gCo. Dhún na nGall. I gclár an imeachta, bhí ceolchoirm le Elbowed Out, grúpa nua a sheinneann ceol traidisiúnta na nAlbanach Uladh, taispeántas dhamhsa na nGarbhchríoch ina raibh níos mó ná 40 damhsóir agus taispeántas maor drumadóireachta. Bhí aonach siamsaíochta agus stainníní bia ann freisin.

Chomh maith leis sin, mar chuid den imeacht bhí taispeántas ó bhannaí píob san airéine, paráid i Ráth Bhoth – agus mar chríoch, bhí oll-taispeántas bannaí, faoi stiúir Alec Brown, an maor píob.

Highland Dancer, Demi Walker performing to the public at Cockle Row Cottages

The Ulster-Scots and the Declaration of Independence exhibition was on display in the Public Record Office of Northern Ireland (PRONI), Belfast. This was extended from the 24 July to 11 August 2023. The high-profile launch for the event was extremely well attended and into the months after. The promotional campaign to encourage visitors to the exhibition at PRONI continued throughout July and up until the date extension through traditional and digital marketing.

The Agency in partnership with Antrim and Newtownabbey Borough Council attended the Spinning Yarns Festival at the Mill. The Agency handed out 800 goodie bags and other literature items to the 1,212 visitors who attended the event.

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 September 2023. The Ulster-Scots activities included Piping and Drumming, Soda bread making and tasting, Highland dancing and falconry displays. The Council provided a selection of arts and crafts on each date.

Bhí an taispeántas maidir leis na hAlbanaigh Uladh agus Forógra na Saoirse ar taispeáint don phobal in Oifig na dTaifead Poiblí i dTuaisceart Éireann (PRONI), Béal Feirste. Cuireadh síneadh leis an taispeántas, ón 24 Iúil go dtí an 11 Lúnasa 2023. D'fhreastail a lán daoine ar sheoladh an imeachta agus ar an taispeántas féin ar feadh na míonna ina dhiaidh sin. Lean an feachtas bolscaireachta chun daoine a mhealladh chuig an taispeántas in PRONI ar aghaidh le linn mhí Iúil agus suas leis an dáta sínte i mí Lúnasa, baineadh úsáid as margaíocht thraidisiúnta agus dhigiteach.

I gcomhar le Comhairle Buirge Aontroma agus Bhaile Nua na Mainistreach, d'fhreastail an Ghníomhaireacht ar an bhféile Spinning Yarns, ag an Amharclann sa Mhuileann. Thug an Ghníomhaireacht 800 mála féiríní agus earraí eile litríochta do 1,212 cuairteoir a d'fhreastail ar an imeacht.

I gcomhar le Comhairle Buirge na hArda agus an Dúin Thuaidh, reáchtáil an Ghníomhaireacht clár ceoil agus damhsa de chuid na nAlbanach Uladh ag Teachíní Ró na Ruacan i bPort an Ghiolla Ghruama idir mí an Mheithimh agus mí Dheireadh Fómhair 2023. I measc na n-imeachtaí Albanach Uladh, bhí píobaireacht agus drumadóireacht, déanamh agus blaiseadh aráin sóide, damhsa na nGarbhchríoch agus taispeántais seabhcóireachta. Chuir an Chomhairle ealaíona agus ceardaíocht ar fáil ar gach dáta.

Demi Walker, an Damhsóir i stíl na nGarbhcríoch, ag damhsa don phobal ag Teachíní Ró na Ruacan

McClintock PS with their Wheen o Wurds certificates

Sponsored by the Ulster-Scots Agency, the Linen Hall Library launched its Ulster-Scots Writing Competition for the third consecutive year in June 2023. There were 2 categories – one for prose and one for poetry. The winning entries were published in a special edition anthology revealed in an awards ceremony during Language Week, November 2023. A distinguished panel of judges adjudicated the competition for us - Dr Frank Ferguson, Ally Heather and Dr Carol Baraniuk.

Patsy Horton, the Arts and Cultural Programmer of The Linen Hall, said, 'The Linen Hall takes immense pride in championing and celebrating the exceptional creative talents within the Ulster-Scots writing community. We are committed to continuing our support for emerging writers. As we celebrate the competition's third year, we've witnessed incredible support from the Ulster-Scots community, which has warmly embraced this initiative. The overwhelming number of entries and the outstanding quality of the submissions stand as a testament to the competition's resounding success. On behalf of The Linen Hall, I extend warm congratulations to the four deserving winners. I would also like to express our deepest appreciation to the judges for their hard work and dedication. Additionally, our sincere gratitude goes to our funder, the Ulster-Scots Agency.'

Le hurraíocht ó Ghníomhaireacht na hUltaise, sheol Leabharlann Halla an Línéadaigh a comórtas scríbhneoireachta Ultaise i mí an Mheithimh 2023 den 3ú bliain as a chéile. Bhí 2 chatagóir ann – prós agus filíocht. Foilsíodh na hiontrálacha a bhuaigh i ndíolaim speisialta a fógraíodh ag searmanas bronnta le linn Leid Week, i mí na Samhna 2023. Rinne painéal moltóirí mór le rá moltóireacht ar an gcomórtas dúinn – an Dr. Frank Ferguson, Ally Heather agus an Dr. Carol Baraniuk.

Is é a dúirt Patsy Horton, Cláraitheoir Ealaíon agus Cultúir i Leabharlann Halla an Línéadaigh, 'tá bród ar Leabharlann Halla an Línéadaigh as na buanna iontacha i bpobal scríbhneoireachta na hUlaise a chur chun cinn agus a cheiliúradh. Tá sé i gceist againn leanúint den tacaíocht a thugaimid d'ábhair scríbhneora. Agus an 3ú bliain den chomórtas á ceiliúradh againn, mhothaíomar an-tacaíocht ó phobal na nAlbanach Uladh, dream a ghlac go croíúil leis an togra seo. D'éirigh go geal leis an gcomórtas, agus is léiriú air sin é líon ollmhór na n-iontrálacha agus ardchaighdeán na saothar a cuireadh isteach. Ar son Leabharlann Halla an Línéadaigh, déanaim comhghairdeas ó chroí leis an gceathrar buaiteoirí a raibh an bua tuillte go maith acu. Ba mhaith liom buíochas ó chroí a chur in iúl do na moltóirí as an obair chrua a rinne siad agus an díograis a léirigh siad. Chomh maith leis sin, táimid thar a bheith buíoch dár mbunaitheoir, Gníomhaireacht na hUltaise.'

Bunscoil McClintock lena dteastais Wheen o Wurds

The Mayor of Derry City and Strabane District Council, Councillor Patricia Logue, with, L-R Derek Reaney, Ulster-Scots Agency Community Development Officer and Pól Ó Frighil, Policy Officer Languages Team Derry City and Strabane District Council

The Agency continues to support growth in the use of the Ulster-Scots language which was 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 N.I. 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.

Ulster-Scotch Leid (Language) Week returned for 2023 and featured a packed programme of events to show people across Ulster that we all have a 'wheen o wurds' 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 craiturs – 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 Larne to honour Dr James McHenry who published *The Wilderness 1824, A Tale of the West*, and this was followed by other novels including *Hearts of Steel*, another County Antrim-based novel like *O'Halloran*.

Leanann an Ghníomhaireacht de bheith ag tacú le húsáid na hUltaise, agus is léir é sin ó thorthaí dhaonáireamh 2021, inár mhaígh 140,000 duine go raibh cumas éigin acu san Ultais. Is sa stua ar chósta Thuaisceart Éireann i gcontaetha an Dúin, Aontroma agus Dhoire atá na ceantair is láidre ó thaobh labhairt na hUltaise de. Tá giota beag Ultaise ag gach duine agus labhraíonn tromlach na ndaoine i dTuaisceart Éireann í gach lá i ngan fhios dóibh. Is ón Ultais a tháinig na focail 'aye' (tá), 'footery' (ciotach), 'quare' (suntasach), agus 'wee' (beag). Spreagadh cuairteoirí ar leathanach Facebook agus ardáin eile meán shóisialta de chuid Ghníomhaireacht na hUltaise chun triail a bhaint as an tráth na gceist ar líne, 'Wheen o Wurds', lena gcuid eolais ar an Ultais a thástáil.

Bhí Leid Week ar siúl arís in 2023, ina raibh clár lán d'imeachtaí lena léiriú do dhaoine ar fud Chúige Uladh go bhfuil 'wheen o wurds' Ultaise againn ar fad. San áireamh leis seo, bhí ceardlanna teanga, scéalaíocht, turais siúil, seoltaí leabhar, taispeántais, ealaíona agus ceardaíocht chun daoine de gach aois a mhealladh - idir pháistí agus sheandaoine - agus lena muinín agus a mbród san Ultais a chothú. Táimid buíoch de na comhairlí áitiúla as na himeachtaí seo a óstáil agus na cláir ghníomhaíochta a fhorbairt linn.

Nochtadh plaic ghorm i Latharna le linn Leid Week freisin in ómós don Dr. James McHenry, a d'fhoilsigh *The Wilderness 1824*, *A Tale of the West*, agus úrscéalta eile ina dhiaidh sin amhail *Hearts of Steel* agus *O'Halloran*, úrscéal bunaithe ar Aontroim.

An Comhairleoir Patricia Logue, Méara Chomhairle Chathair Dhoire agus Cheantar an tSratha Báin, le (clé go deas) Derek Reaney, Oifigeach Forbartha Pobail Ghníomhaireacht na hUltaise agus Pól Ó Frighil, Oifigeach Beartais, An Fhoireann Teangacha, Comhairle Chathair Dhoire agus Cheantar an tSratha Báin

Education Interventions

The Education Team continued to work with the Education Authority NI delivering 8 training sessions throughout the year, tailored for teachers, board of governors and their own staff. They have also been working to develop an educational hub as a resource for teachers.

During 2023, the education team delivered language talks to 26 schools and community groups throughout Ulster. During Leid Week, there were an additional 33 schools involved from Cavan, Monaghan, Donegal and NI. Activities included choral and poetry.

Celebrating achievement

The Ulster-Scots Agency supported a total of 650 learners to achieve recognised qualifications in Ulster-Scots music and dance.

Young Ulster-Scots musicians on the steps of Stormont

The Ulster-Scots Agency presented 200 foundation certificates to piping and drumming learners, 59 graded fiddle certificates (Grade 1 up to Grade 8), 382 highland certificates from UKA, Corporate Member of Royal Scottish Official Board of Highland Dance as well as 9 OCN certificates in Lambeg drumming.

Idirghabhálacha Oideachais

Lean an Fhoireann Oideachais de bheith ag obair leis an Údarás Oideachais TÉ, agus sholáthair siad 8 seisiún oiliúna i rith na bliana, saincheaptha do mhúinteoirí, boird gobharnóirí agus a bhfoireann féin. Bhí siad ag obair ar mhol oideachais a fhorbairt mar acmhainn do mhúinteoirí freisin.

Le linn 2023, rinne an fhoireann oideachais cainteanna teanga in 26 scoil agus grúpa pobail ar fud Chúige Uladh. Le linn Leid Week, bhí 33 scoil sa bhreis páirteach, ó chontaetha an Chabháin, Mhuineacháin, Dhún na nGall, agus TÉ. I measc na ngníomhaíochtaí, bhí córchantain agus filíocht.

Éachtaí a cheiliúradh

Thacaigh Gníomhaireacht na hUltaise le 650 foghlaimeoir san iomlán chun cáilíochtaí aitheanta a bhaint amach i gceol agus damhsa na nAlbanach Uladh.

Ceoltóirí óga Albanach Uladh ar chéimeanna Stormont

Bhronn Gníomhaireacht na hUltaise 200 teastas bonnleibhéil ar fhoghlaimeoirí píobaireachta agus drumadóireachta, 78 teastas grádaithe fidle (Grád 1 go Grád 8), 383 teastas Garbhchríche ó UKA, ball corparáideach de Bhord Ríoga na hAlban um Dhamhsa na nGarbhchríoch, agus 9 dteastas OCN sa drumadóireacht ar an druma Lann Bheag.

Lord and Lady Bruce, Ulster-Scots Agency Board members and NSMC representatives at Faughart

Youth organisations

The Ulster-Scots Agency has been working with 3 of the main uniformed organisations for youth in Northern Ireland, Girls Brigade NI, Girlguiding Ulster and Scouts NI providing funding and support to develop bespoke Ulster-Scots resources for their various organisations. BB NI work will commence in 2024.
The new Ulster-Scots educational resources have been shared with all GB NI companies; Girlguiding companies; and Scout Groups.
"The leaders thought it was a great resource, full of educational but fun activities."
"I was bowled over by the quality of the Ulster Scots materials... the team did such a good job... presenting it in a very accessible and inclusive way. I think this is a great template of good practice."
"Clear, attractive and accessible resource."
"I have been very impressed with the quality of resource."

Unveiling of Bruce Boulder, Faughart Old Graveyard, Dundalk

The Ulster-Scots Agency held a special event at Faughart Old Graveyard on Friday 13th October 2023 inviting Lord Charles Bruce, a direct descendant of Edward the Bruce to official unveil a commemorative stone and interpretive panel telling the story of Edward Bruce, the last declared High King of Ireland.

According to local tradition Edward was buried there after his death at the Battle of Faughart in 1318. The boulder and interpretive panel are sited near Edward's grave and is now an integral part of the Edward Bruce 700 Heritage Trail. The trail highlights the crucial sites associated with Edward Bruce around Ulster.

Eagraíochtaí óige

Bhí Gníomhaireacht na hUltaise ag obair le 3 cinn de na príomheagraíochtaí óige i dTuaisceart Éireann a chaitheann éidí, Girls' Brigade NI, Girlguiding Ulster agus Scouts NI, ag cur cistiú agus tacaíocht ar fáil le hacmhainní saincheaptha Ultaise a fhorbairt do na heagraíochtaí. Tosófar ar obair Boys' Brigade NI in 2024.
Roinneadh na hacmhainní oideachais nua Ultaise le gach comhlacht Girls Brigade NI; comhlachtaí Banóglach; agus grúpaí Gasóga.
"Shíl na ceannairí gur acmhainn den scoth a bhí ann, lán d'imeachtaí a bhí oideachasúil ach spraíúil ag an am céanna."
"Chuaigh caighdeán na n-ábhar Ultaise go mór i bhfeidhm orm... rinne an fhoireann sárjab... agus chuir siad i láthair é ar bhealach sothuigthe agus ionchuimsitheach. Ceapaim gur teimpléad iontach den dea-chleachtas é."
"Acmhainn shoiléir, tharraingtheach agus shothuigthe."
"Bhí mé an-tógtha le caighdeán na hacmhainne."

Nochtadh Bhollán Bruce, Seanreilig Fhochairde, Dún Dealgan

Reáchtáil Gníomhaireacht na hUltaise imeacht speisialta ag Seanreilig Fhochairde Dé hAoine 13 Deireadh Fómhair 2023. Thug siad cuireadh don Tiarna Charles Bruce, a shíolraigh go díreach ó 'Edward the Bruce', chun leac cuimhneacháin agus painéal eolais ar a bhfuil scéal Edward Bruce, an tArdrí is déanaí ar Éirinn, a nochtadh go hoifigiúil.

De réir an tseanchais áitiúil, is anseo a cuireadh Edward i ndiaidh a bháis ag Cath Fhochairde sa bhliain 1318. Tá an bollán agus an painéal eolais suite in aice le Edward, agus is cuid lárnach anois iad de Chonair Oidhreachta 700 Edward Bruce. Tarraingíonn an chonair aird ar na suíomhanna tábhachtacha timpeall Chúige Uladh a bhaineann le Edward Bruce.

An Tiarna agus an Bhantiarna Bruce, comhaltaí Boird Ghníomhaireacht na hUltaise agus ionadaithe CATT ag Fochaird

SA2- Empower

Core funded Groups

Investment of £446,091 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 nine 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 border county groups as well as supporting picnics 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 2023 we funded 30 dance projects 28 of which were for Highland Dance and 2 for Scottish Country Dance projects.

We funded 123 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 another increase in music applications from the previous year. This program has seen the Agency invest £290,000 in developing skills in the community in both music and dance.

AS2- Cumasaigh

Grúpaí bunchistithe

Gealladh infheistíocht £446,091 do ghrúpaí bunchistithe a thug faoi ghníomhaíochtaí Albanach Uladh.

Le linn na bliana, lean Líonra Pobail na nAlbanach Uladh de bheith ag obair le grúpaí ar fud Chúige Uladh.

Leanamar de bheith ag obair le grúpaí chun cabhrú leo maidir lena riachtanais chistithe agus chabhraíomar leo thart faoi £480k a thabhairt isteach san earnáil. Tháinig méadú ar an obair a rinneamar i réimse an rialachais agus chabhraíomar le níos mó ná 50 grúpa i dtaca le comhairle rialachais agus nuashonruithe ar pholasaithe, agus sholáthraíomar beagnach 200 teastas AccessNI. D'óstálamar thart faoi 20 imeacht cultúrtha san ionad Discover Ulster-Scots agus rinneamar obair le caidrimh a chothú. I measc na n-imeachtaí sin, bhí 94 caint le grúpaí pobail agus 116 ceardlann i scoileanna, chomh maith le 5 cheardlann do ghrupaí i gcontaetha na teorann agus thacaíomar le picnicí i Muineachán agus sa Chabhán.

Teagasc Ceoil agus Damhsa sa Phobal

Sa Chlár Teagasctha Ceoil agus Damhsa, cuirtear tacaíocht ar fáil don teagasc creidiúnaithe agus neamhchreidiúnaithe araon i nDamhsa na nGarbhchríoch agus Damhsa Tuaithe na hAlban agus i réimse leathan uirlisí traidisiúnta de chuid na nAlbanach Uladh. Sa bhliain 2023, chuireamar airgead ar fáil do 30 tionscadal damhsa, 28 tionscadal do Dhamhsa na nGarchríoch agus 2 cheann do Dhamhsa Tuaithe na hAlban.

Chistíomar 123 tionscadal teagasctha ceoil agus sholáthraíomar réimse leathan teagaisc, ar an bpíb mhála, an druma, an fheadóg mhór, an druma Lann Bheag, bosca ceoil, fidil, agus scileanna maoir ar na drumaí. Mhothaíomar méadú eile ar líon na n-iarratas ceoil ón mbliain roimhe seo.

Mar chuid den chlár, rinne an Ghníomhaireacht infheistíocht £290,000 i bhforbairt scileanna sa phobal, scileanna ceoil agus damhsa.

Festivals

The Agency's Community Festival programme funded 12 community festivals in 2023 to the value of over £97,000. 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.

Language and Dance workshop - Fairview PS, Ballynure PS and Thompson PS

Summer Schools

The Summer School program seeks to support voluntary and community groups to deliver a weeklong program to children aged 7 to 16 years. In 2023 we supported 22 projects to deliver Summer Schools to over 600 children. 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 sough funding specifically for post primary school children.

Féilte

Bhí 12 fhéile phobail cistithe faoi chlár Féilte Pobail na Gníomhaireachta in 2023 ar luach níos mó ná £97,000. Thacaigh an clár le réimse éagsúil féilte pobail, féilte a chabhraíonn le feasacht a mhéadú ar chultúr, teanga agus oidhreacht na nAlbanach Uladh.

I measc na bhféilte a fuair tacaíocht, bhí Tha Hairtlan Festival i gCill Chaoil. Sholáthair an fhéile 15 imeacht Albanach Uladh, a mheall breis agus 12,000 cuairteoir go Cill Chaoil agus na ceantair máguaird. Bhí réimse leathan imeachtaí Albanach Uladh ar fáil ag Féile Imill an Gheata Nua i nDoire, lena n-áirítear damhsa, ceol, filíocht, drámaíocht, athléiriú, agus scéalaíocht.

Ceardlann Teanga agus Damhsa – Bunscoil Fairview, Bunscoil Bhaile an Iúir agus Bunscoil Thompson

Scoileanna Samhraidh

Is é is sprioc do chlár na Scoileanna Samhraidh ná tacú le grúpaí deonacha agus pobail chun clár seachtaine a sholáthar do pháistí ó 7 go 16 bliana d'aois. In 2023 thacaíomar le 22 tionscadal chun Scoileanna Samhraidh a sholáthar do níos mó ná 600 páiste. Bhí réimse imeachtaí cultúrtha Albanach Uladh agus ceardlanna teanga ar fáil mar chuid de na tionscadail a cistíodh. Aois bhunscoile atá ag bunús na bpáistí a fhreastalaíonn ar na scoileanna samhraidh, ach lorg cúpla grúpa cistiú go sainiúil do pháistí iar-bhunscoile.

Small Events

The Agency provided a Small Events programme in 2023 around language week and Burns week and other key events in the Ulster-Scots calendar. The Agency received a very favourable response from the community towards this program.

These included a wide range of celebrations including Ulster-Scots nights, Tattoo's, 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 2022 we opened a second phase of the Small Events program, which supported events from 1st December to the 31st of March 2023. Under this phase we awarded funding to 120 projects.

Community Impact

The Agency has continued to support the three Community Impact Projects The projects have delivered a wide range of action points through their community plans. During 2023 the Community Impact groups have been able to support the delivery of Summer Schools, Festivals, and supported several groups with tuition and small events projects. The projects have delivered a range of training events, 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 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 schools to assist in the delivery of a wide range of Ulster-Scots educational activities.

Mion-imeachtaí

Chuir an Ghníomhaireacht clár Mion-imeachtaí ar fáil in 2023 le linn Leid Week agus Burns Week, agus thart ar na príomhimeachtaí eile ar fhéilire na nAlbanach Uladh. Fuair an Ghníomhaireacht aiseolas an-mhaith ón bpobal maidir leis an gclár seo.

San áireamh leis na himeachtaí sin, bhí réimse ócáidí ceiliúrtha – mar shampla, oícheanta d'Albanaigh Uladh, tatúnna, bricfeastaí pobail, agus imeachtaí seóthaispeántais Ultaise. Thacaigh an ciste freisin le raon níos leithne imeachtaí Albanach Uladh 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 2022, 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 cistiú ar 120 tionscadal.

Tionchar ar an bPobal

Lean an Ghníomhaireacht de bheith ag tacú le trí Thionscadal Tionchair Pobail. Sholáthair na tionscadail raon leathan pointí gníomhaíochta trína bpleananna pobail. Le linn 2023 bhí na grúpaí Tionchair Pobail ábalta tacú le scoileanna samhraidh agus féilte a sholáthar, agus thacaigh siad le roinnt grúpaí maidir le teagasc agus tionscadail mion-imeachtaí. Sna tionscadail, soláthraíodh raon imeachtaí oiliúna, rud a chabhraigh le pobal na nAlbanach Uladh a mhuinín agus acmhainneacht a thógáil.

Bhí ról ríthábhachtach acu freisin i dtaca le teagmháil a dhéanamh leis na grúpaí pobail agus deonacha chun tacú leo iarratas a dhéanamh ar dheontais a bhí casta agus deacair a thuiscint do roinnt mhaith grúpaí. Bhí ról tábhachtach ag na tionscadail Tionchair Pobail freisin trína rannpháirtíocht le scoileanna, chun cabhrú le réimse gníomhaíochtaí oideachais Ultaise a sholáthar.

SA3 – Engage

There were 4 school twinnings in total, 2 east/west and 2 North/South:

East/West

- Between Lisbellaw Primary School, Fermanagh and Drumlanrig in the Scottish Borders. The schools met in March 2023 as part of the Hawick Reivers Festival exploring and celebrating their shared Reivers background. Lisbellaw Primary School won first place in the schools sporting competition.
- Between Creavery Primary School, Antrim and Sorn Primary School, Mauchline. The schools met in Mauchline in June 2023 to jointly explore Burns built heritage in East Ayrshire.

North/South

- Between Castleroe Primary, Coleraine and Killeshandra National School, Cavan with a meeting in the Ulster American Folk Park.
- This was also the meeting place for the second North/South twinning between Augher Central Primary School, Tyrone and Monaghan Model National School.

School Twinning - Killeshandra NS and Castleroe PS

AS3- Meall

Bhí 4 nascadh scoileanna san iomlán, 2 cheann soir/siar agus 2 cheann thuaidh/theas:

Soir/Siar

- Idir Bunscoil Lios Béal Átha, Fear Manach, agus Druim Lannraig i gceantar Chríoch na hAlban. Tháinig na scoileanna le chéile i mí an Mhárta 2023 lena gcúlra coiteann sna Creachadóirí a phlé agus a cheiliúradh i bhFéile na gCreachadóirí in Hamhaig. Bhuaigh Bunscoil Lios Béal Átha an chéad áit i gcomórtas spóirt na scoileanna.
- Idir Bunscoil Chré Aimhréidh, Aontroim agus Bunscoil Sorn, Maghlinn. Tháinig na scoileanna le chéile in Maghlinn i mí an Mheithimh 2023 le hoidhreacht thógtha Burns in Siorrachd Àir an Ear a phlé le chéile.

Thuaidh/Theas

- Idir Bunscoil Chaisteal Rua, Cúil Raithin, agus Scoil Náisiúnta Chill na Seanrátha, an Cabhán – tháinig siad le chéile i nDaonpháirc Uladh-Mheiriceá.
- Is anseo a tháinig an dara nasc thuaidh/theas le chéile freisin idir Bunscoil Láir Eochrach, Tír Eoghain agus Modhscoil Náisiúnta Mhuineacháin.

Nasc Scoileanna - SN Chill na Seanrátha agus Bunscoil Chaisteal Rua

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.

Corporate

During 2023 our grants were more competitive, this period being heavily impacted by challenges in budget and staffing.

We continued to monitor our IT systems and upgraded systems to cloud based environments. The Agency plans to commence implementing a grant management system in 2024 to improve service to grants claimants and improve overall efficiency within the grants department.

Internal Audit

Internal audit is an important part of the overall corporate governance of the Agency and is carried out by an external contractor so as to operate an independent appraisal function. During 2023 the Agency achieved a rating of satisfactory (highest available) in the 5 key areas audited.

Section 75

During the year the Agency continued to review new policies for Section 75 purposes. All policies were screened out (meaning the policies did not give any due concern in relation to S75 and did not require an Equality Impact Assessment conducted).

Freedom of Information, Complaints and Subject Access Requests

The Agency received 2 FOI requests in year regarding funding and technology used. The Agency received no complaints and received 1 SAR from a servicing member of staff.

Investors in People Accreditation

The Agency continued to work consistently in terms of IIP structure in the hope of attaining the next higher award.

Comhthionscadail

Lean an fhoireann um Chumhdach de bheith ag obair leis an bhFóram um Chumhdach de chuid 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.

Corparáideach

Bhí an t-éileamh ar ár ndeontas ní b'iomaíche le linn 2023, mar chuaigh dúshláin bhuiséid agus foirne go mór i bhfeidhm ar an tréimhse sin.

Leanamar de bheith ag déanamh monatóireacht ar ár gcórais TF, agus d'uasghrádaíomar na córais le go mbeidís ina néaltimpeallachtaí. Tá sé beartaithe ag an nGníomhaireacht córas bainistithe deontas a chur i bhfeidhm in 2024 chun an tseirbhís d'éilitheoirí deontas a fheabhsú, agus chun an éifeachtúlacht a fheabhsú go ginearálta sa rannán deontas.

Iniúchadh Inmheánach

Is cuid thábhachtach de Rialachas Corparáideach iomlán na Gníomhaireachta é an t-iniúchadh inmheánach. Tugann conraitheoir seachtrach faoin iniúchadh inmheánach chun breithmheas neamhspleách a chur i bhfeidhm. Le linn 2023, fuair an Ghníomhaireacht rátáil 'sásúil' (an rátáil is airde is féidir a fháil) sna cúig réimse a ndearnadh iniúchadh orthu.

Alt 75

Le linn na bliana lean an Ghníomhaireacht de bheith ag athbhreithniú polasaithe nua maidir le hAlt 75. Rinneadh scagadh ar gach polasaí (is é sin le rá nach raibh aon ábhar imní cuí le sonrú sna polasaithe maidir le hAlt 75, agus níorbh éigean Measúnú Tionchair Comhionannais a dhéanamh).

Saoráil Faisnéise, Gearáin agus Iarratais Daoine ar a Sonraí

Fuair an Ghníomhaireacht 2 iarratas ar Shaoráil Faisnéise sa bhliain, maidir le cistiú agus teicneolaíocht a úsáidtear. Ní bhfuair an Ghníomhaireacht aon ghearán agus fuair siad iarratas amháin ó dhuine ar a shonraí.

Creidiúnú Infheisteoirí i nDaoine

Lean an Ghníomhaireacht de bheith ag obair go leanúnach i dtaca le struchtúr IIP, ag súil go bhfaighidh sí an chéad dámhachtain eile is airde.

Young Ulster-Scots musicians in the Great Hall at Stormont

HR

Policy development remains a focus with over 20 policies reviewed or amended as appropriate.

We recruited a permanent Grants Officer, Receptionist and Marketing Officer in 2023 with 4 other temporary roles also filled. The Agency will focus on filling permanent vacancies including senior management team posts in 2024.

The Agency completed applicable training due for renewal but also specific training courses to aid professional development. Staff are encouraged to apply for relevant training opportunities. The Agency signed up to HRLinks, the central learning resource for NICS and has now a comprehensive training schedule planned for 2024 covering equality, governance, safeguarding, health and safety and general well-being.

Pension Management

The Agency is required to offer a pension scheme to all employees, to automatically enrol 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 2023, the next auto-enrolment is due 2025.

The Agency continued to administer the pension scheme and work through the McCloud Judgement which impacted some pension members. The Agency has consulted with legal advisors on working through the Class Act taken by NISPA on behalf of public sector pension members (current, deferred or retired). The Agency has worked with the N/S Pension Scheme to implement the McCloud Remedy following consultation with its members.

Acmhainní Daonna

Tá forbairt polasaithe fós ina príomhfhócas agus rinneadh níos mó na 20 polasaí a athbhreithniú nó a leasú de réir mar is cuí.

D'earcaíomar Oifigeach Deontas buan, Fáilteoir agus Oifigeach Margaíochta le linn 2023, agus líonadh 4 phost shealadacha eile. Díreoidh an Ghníomhaireacht ar na folúntais bhuana a líonadh in 2024, poist san fhoireann ardbhainistíochta san áireamh.

Rinne an Ghníomhaireacht oiliúint bhainteach atá le hathnuachan ach rinne siad sainchúrsaí oiliúna freisin chun cabhrú le forbairt ghairmiúil. Spreagtar an fhoireann le cur isteach ar na deiseanna cuí oiliúna. Chláraigh an Ghníomhaireacht le HRLinks, an acmhainn lárnach foghlama do SSTÉ agus tá sceideal cuimsitheach oiliúna beartaithe aici anois do 2024, ina gcuimsítear comhionannas, rialachas, cumhdach, sláinte agus sábháilteacht agus folláine ghinearálta.

Bainistíocht Pinsean

Tá de cheangal ar an nGníomhaireacht scéim pinsin a thairiscint do gach fostaí, baill foirne incháilithe a chlárú go huathoibríoch agus ranníocaíochtaí a dhéanamh don scéim. Tugtar clárú uathoibríoch air seo agus chloígh an Ghníomhaireacht go hiomlán lena dualgais sa bhliain reatha. Ní mór don Ghníomhaireacht baill foirne a athchlárú gach 3 bliana. 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 maidir le clárú uathoibríoch i mí Aibreáin 2023, tá an chéad chlárú uathoibríoch eile le déanamh in 2025.

Lean an Ghníomhaireacht de bheith ag riar an scéim pinsin, agus d'oibrigh sí trí Rialú McCloud, rud a chuaigh i bhfeidhm ar roinnt ball den scéim pinsin. Chuaigh an Ghníomhaireacht i gcomhairle le comhairleoirí dlí le bheith ag obair ag an gCaingean Aicmeach a rinne NIPSA ar son oibrithe san earnáil phoiblí atá sa scéim pinsin (faoi láthair, iarchurtha nó ar scor). D'oibrigh an Ghníomhaireacht leis an Scéim Pinsin Thuaidh/Theas chun an Rialú McCloud a chur i bhfeidhm i ndiaidh comhairliúchán lena mbaill.

Ceoltóirí óga Albanach Uladh sa Halla Mór ag Stormont

Big Burns Day 2023 - 700 weans and teachers from 13 schools took part in 2 performances at Theatre at the Mill, Newtownabbey

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.

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 tambours units to charities and local organisations. 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.

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 2023 we have nearly completed moving all of 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.

Looking Forward

We are looking forward to a wealth of activity in 2024. The Agency is committed to listening to our community, engaging with representatives at all levels while evolving internally to provide exceptional service.

Fostaithe

Tá fostaithe na Gníomhaireachta ag baint tairbhe fós as buntáistí breise, mar atá ballraíocht na Gníomhaireachta sa scéim dearbhán cúraim leanaí, Cumann Spórt Státseirbhís Thuaisceart Éireann agus tacaíocht neamhspleách agus faoi rún freisin don mheabhairshláinte trí Inspire Workplaces. Spreagtar fostaithe na Gníomhaireachta go gníomhach chun leanúint ar aghaidh lena bhforbairt ghairmiúil mar chuid den pholasaí Forbartha agus Oiliúna Foirne.

Freagracht Chomhshaoil

De bhrí go bhfuil polasaí inbhuanaitheachta ag an nGníomhaireacht, leanaimid de bheith ag díriú ar ár n-ídiú plaistigh, agus athúsáidimid ábhair nuair is féidir, agus athchúrsálaimid ár gcuid dramhaíola. Leanaimid de bheith ag úsáid an limistéir ainmnithe athchúrsála san oifig, agus dá thoradh sin, tá a lán dramhaíl in-athchúrsáilte nach dtéann isteach sa líonadh talún, amhail cairtchlár, plaisteach agus páipéar. Leanann an Ghníomhaireacht de bheith ag deonú cartúis dúigh chaite chun cabhrú le carthanais áitiúla, agus le deireanas, bhronnamar seanchófraí tambóir ar charthanais agus eagraíochtaí áitiúla. Agus an fhoireann ag obair ó chian, tháinig laghdú ar úsáid inmheánach páipéir na Gníomhaireachta mar tá bunús na ndoiciméad á stóráil go digiteach. Déanann an Ghníomhaireacht iarracht freisin le táirgí agus ábhair a fhoinsiú go hinbhuanaithe.

Leanann an Ghníomhaireacht de bheith ag déanamh monatóireachta ar ár lorg carbóin. Tá raon beart déanta cheana féin chun úsáid leictreachais a laghdú. Tá soilsiú uathoibríoch ag an nGníomhaireacht agus tá sí ag iarraidh gach aschur eile a íoslaghdú. Ag deireadh 2023 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 de bheith ag fiosrú féidearthachtaí níos radacaí maidir le laghdú carbóin.

Ag Breathnú Chun Cinn

Táimid ag breathnú chun cinn ar fhlúirse gníomhaíochtaí in 2024. Tá an Ghníomhaireacht tiomanta do bheith ag éisteacht lenár bpobal, ag dul i dteagmháil le hionadaithe ar gach leibhéal agus, ag an am céanna, ag forbairt go hinmheánach chun seirbhís den scoth a sholáthar.

Lá Mór Burns 2023 - Ghlac 700 páiste agus múinteoir páirt in dhá thaispeántas ag an Amharclann sa Mhuileann, Baile Nua na Mainistreach

Remuneration Report

Report on the Remuneration of Senior Management

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

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

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

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

Service contracts

Senior management appointments are made in accordance with the North/South Language Recruitment Code, which requires appointment to be on merit principle on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made. Termination payments are in accordance with contractual terms. During the year 2023 there were no compensation or severance payments to senior management.

Salary and pension entitlements

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

Tuairisc Ar Luach Saothair

Tuairisc ar Luach Saothair na hArdbhainistíochta

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

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

Ag tús na bliana, socraítear cuspóirí d'ardbhainisteoirí 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 aonair 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, agus déanann Cathaoirleach an Bhoird é sin a athbhreithniú agus a chomhshíniú ina dhiaidh sin. Déanann Cathaoirleach an Bhoird measúnú chomh maith ar fheidhmíocht an Phríomhfheidhmeannaigh.

Tá scálaí pá na nArdbhainisteoirí, atá go léir lonnaithe i ndlínse 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 ligeann do dhul chun cinn i dtreo an bhairr, bunaithe ar fheidhmíocht. Eisítear na hincrimintí bliantúla don Ghníomhaireacht trí na Ranna Coimircíochta sa dlínse ábhartha (RP) ón Roinn Airgeadais. Sula gcuirtear i bhfeidhm iad, ceadaíonn Bord na Gníomhaireachta agus an dá Roinn Coimircíochta sa dá dhlínse (RP agus RTCEGSM) na harduithe molta tuarastail.

Conarthaí seirbhíse

Déantar ceapacháin na hardbhainistíochta de réir Chód Earcaíochta an Fhorais Teanga Thuaidh/Theas. Dá réir sin, ní mór ceapacháin a dhéanamh ar bhonn fiúntais, bunaithe ar chomórtas cothrom oscailte, ach cuimsítear freisin na tosca a bhféadfar ceapacháin a dhéanamh ar aon bhealach eile. Tá íocaíochtaí foirceanta de réir téarmaí conartha. Le linn 2023, ní dhearnadh aon chúiteamh ná scaoilíocaíocht le hardbhainisteoirí.

Teidlíochtaí tuarastail agus pinsin

Sna codanna seo a leanas, tá sonraí na n-íocaíochtaí agus na leasanna pinsin d'ardbhainisteoirí na Gníomhaireachta.

Remuneration (including salary) and pension entitlements of Senior Management Staff – CEO (Chief Executive Officer), DOCS (Director of Corporate Services), DOD (Director of Development)

	2023				2022			
	Salary £	Salary €	Pension Benefits £*	Benefits in kind	Salary £	Salary €	Pension Benefits £*	Benefits in kind
Ian Crozier (CEO)	56,641	65,119	30,000	Nil	58,485	68,580	36,200	Nil
Gillian Pearson (DOD)	34,993	40,231	20,000	Nil	33,459	39,234	-	Nil
Karen Stewart (DOCS)	42,792	49,198	22,100	Nil	37,638	44,135	-	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.

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.

	2023 £	2023 €	2022 £	2022 €
The highest paid Director	56,641	65,120	58,485	68,580
Median remuneration of staff	34,011	39,102	34,164	40,061
Ratio	1.67		1.71	

The remuneration of the highest paid director in 2023 was £56,641 (2022: £58,485). This was 1.67 times the median salary of the workforce which in 2023 was £34,011. In 2023 no employee received remuneration in excess of the highest paid director.

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

Salary

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

Benefits in Kind

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

Luach saothair (tuarastal san áireamh) agus teidlíochtaí pinsin na Foirne Ardbhainistíochta – POF (Príomhfheidhmeannach), SSC (Stiúrthóir Seirbhísí Corparáideacha), SF (Stiúrthóir Forbartha)

	2023				2022			
	Tuarastal £	Tuarastal €	Sochair Phinsin £*	Sochair Chomh-chineáil	Tuarastal £	Tuarastal €	Sochair Phinsin £*	Sochair Chomh-chineáil
Ian Crozier (PF)	56,641	65,119	30,000	Nialas	58,485	68,580	36,200	Nialas
Gillian Pearson (SF)	34,993	40,231	20,000	Nialas	33,459	39,234	-	Nialas
Karen Stewart (SSC)	42,792	49,198	22,100	Nialas	37,638	44,135	-	Nialas

*Déantar luach na sochar pinsin a fhabhraítear le linn na bliana a ríomh mar (an fíorardú pinsin iolraithe faoi 20) móide (an fíorardú ar aon chnapshuim) lúide (na ranníocaíochtaí a dhéanann an duine). Sna fíorarduithe, ní áirítear arduithe mar gheall ar bhoilsciú agus aon ardú nó ísliú mar gheall ar aistriú ceart pinsin.

Iolraithe pá

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

	2023 £	2023 €	2022 £	2022 €
An Stiúrthóir is airde pá	56,641	65,120	58,485	68,580
Luach saothair airmheánach na foirne	34,011	39,102	34,164	40,061
Cóimheas	1.67		1.71	

Ba é luach saothair an stiúrthóra ab airde pá in 2023 £56,641 (2022: £58,485). Bhí sé seo 1.67 uair níos airde ná tuarastal airmheánach an lucht oibre in 2023, a bhí ag £34,011. In 2023, ní bhfuair aon fhostaí luach saothair níos mó ná an stiúrthóir ab airde pá.

Cuimsítear le luach saothair iomlán tuarastal agus pá neamh-chomhdhlúite i gcoibhneas le feidhmíocht. Ní chuimsítear ranníocaíochtaí pinsin an fhostaí agus luach aistrithe coibhéise airgid thirim na bpinsean.

Tuarastal

Cuimsítear in '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 ná íocaíochtaí ex gratia le haon bhall foirne sa bhliain.

Sochair Chomhchineáil

Clúdaíonn luach airgid na sochar comhchineáil aon sochar a thugann an fostóir, agus a gcaitheann Coimisinéirí Ioncaim agus Custam na Ríona/na Coimisinéirí Ioncaim i ndlínse Rialtas na hÉireann leis mar shaothar oifige inchánach. Níor tugadh aon sochar comhchineáil don fhoireann i mbliana.

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 31/12/23 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/23	CETV at 31/12/22	Real increase in CETV
	£	£	£	£	£
Mr Ian Crozier *Chief Executive*	Pension £15,400 Lump Sum £9,800	Pension £1,500 Lump Sum £-	206,500	154,100	52,400
Mrs Gillian Pearson *Director of Development**	Pension £ 1,800 Lump Sum £ -	Pension £ 1,000 Lump Sum £ -	23,200	9,000	14,200
Mrs Karen Stewart *Director of Corporate Services*	Pension £ 7,700 Lump Sum £ 1,900	Pension £ 1,100 Lump Sum £ 100	90,100	61,300	28,800

** Left the Agency 12/10/23*

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

Pension Arrangements - General Description of the Scheme

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

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

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

Bónais

Níl sé de pholasaí 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 31/12/23 agus an chnapshuim ghaolmhar	Fíorardú ar an bpinsean agus an chnapshuim ghaolmhar ag aois phinsin	LACA ar an 31/12/23	LACA ar an 31/12/22	Fíorardú ar LACA
	£	£	£	£	£
An tUasal Ian Crozier *Príomhfheidhmeannach*	Pinsean £15,400 Cnapshuim £9,800	Pinsean £1,500 Cnapshuim £-	206,500	154,100	52,400
An tUasal Gillian Pearson *Stiúrthóir Forbartha**	Pinsean £ 1,800 Cnapshuim £-	Pinsean £ 1,000 Cnapshuim £-	23,200	9,000	14,200
An tUasal Karen Stewart *Stiúrthóir Seirbhísí Corparáideacha*	Pinsean £ 7,700 Cnapshuim £ 1,900	Pinsean £ 1,100 Cnapshuim £ 100	90,100	61,300	28,800

** D'fhág sí an Ghníomhaireacht ar an 12/10/23*

Ní fhaigheann comhaltaí Boird sochair phinsin. Féach thíos chun liosta den Bhord ar fad agus a luach saothair iomlán a fheiceáil.

Socruithe Pinsin – Cur Síos Ginearálta ar an Scéim

Tá roinnt rannán sa scéim pinsin seo ina bhfuil struchtúir éagsúla i dtaca le sochair. Is iad na príomhrannáin:

An Croí-Rannán Tuarastail Dheiridh – is socrú pinsin tuarastail dheiridh le sochair é seo, atá bunaithe ar an rannán 'Classic' i bPríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Faoin scéim, soláthraítear pinsean (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsean do chéilí agus leanaí. Is é an ghnáthaois scoir ná 60ú breithlá an bhaill. Téann pinsin atá á n-íoc (agus iarchurtha) i méid i gcomhréir le gnáthbhoilsciú praghasanna.

An Croí-Rannán Alpha – is socrú pinsin bunaithe ar mheántuilleamh gairmréime athluacháilte (nó CARE) le sochair é seo, bunaithe ar an rannán 'Alpha' i bPríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Faoin scéim, soláthraítear pinsean bunaithe ar chéatadán (2.32%) den phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach bliana den scéim i gcomhréir le gnáthbhoilsciú praghsanna) agus pinsin do chéilí agus leanaí. Is í an Ghnáthaois Scoir ná Aois Phinsin Stáit an bhaill sa dlínse ábhartha, agus faoi láthair 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 67 ón 1 Eanáir 2021 agus go 68 ón 1 Eanáir 2028, ach aisghairmeadh an reachtaíocht inar foráladh na harduithe seo.

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 2023 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 2023.

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.

Tá sochair ag an gcuid is mó de bhaill an Chroí-rannán sa rannán Tuarastail Dheiridh agus sa rannán Alpha araon, agus i dtromlach na gcásanna, beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh an 1 Aibreán 2015 ina mball den Chroí-rannán Alpha.

Tá an luacháil a úsáidtear do nochtuithe CTA 102 ar an 31 Nollaig 2023 déanta ag achtúire neamhspleách cáilithe (XPS). Rinneadh torthaí na bliana seo a ullmhú ach luacháil iomlán a dhéanamh ar dhliteanais na Scéime, inar cuimsíodh dálaí sa mhargadh agus sonraí na scéime ar an 31 Nollaig 2023.

Luachanna Aistrithe Coibhéise Airgid (LACA)

Is é Luach Aistrithe Coibhéise Airgid (LACA) ná luach caipitlithe na sochar i scéim pinsin, measúnaithe go hachtúireach, atá fabhraithe ag ball ag am ar leith. Is iad na sochair a luacháiltear ná sochair atá fabhraithe ag an mball agus aon phinsean céile teagmhasach atá iníoctha ón scéim. Is íocaíocht é LACA a dhéanann scéim nó socrú pinsin chun sochair phinsin a chinntiú i scéim nó socrú pinsin eile nuair a imíonn an ball ó scéim agus socraíonn sé na sochair atá fabhraithe ina seanscéim a aistriú. Baineann na figiúirí pinsin a thaispeántar leis na sochair atá fabhraithe ag an duine mar thoradh ar a bhallraíocht iomlán sa scéim pinsin, ní hamháin a sheirbhís i gcáil shinsearach lena mbaineann nochtadh.

Áirítear ar fhigiúir LACA luach aon sochair pinsin i scéim nó socrú eile atá aistrithe ag an duine chuig socruithe pinsin na Gníomhaireachta. Áirítear orthu chomh maith aon socrú pinsin breise a fhabhraíonn an ball de bharr gur cheannaigh sé blianta breise de sheirbhís pinsin 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 ar na sochair mar thoradh ar Cháin Liúntais Saoil, a d'fhéadfadh a bheith le híoc nuair a ghlactar sochair phinsin.

Fíorardú ar LACA

Léiríonn sé seo an t-ardú ar LACA atá maoinithe ag an bhfostóir. Ní chuimsíonn sé an t-ardú ar phinsean fabhraithe de bharr boilscithe, ranníocaíochtaí déanta ag an bhfostaí (lena n-áirítear luach aon sochair a aistrítear ó scéim nó sochar pinsin eile), agus úsáideann sé gnáthchúinsí luachála margaidh do thús agus deireadh na tréimhse.

Cúiteamh as cailleadh oifige

Le linn na bliana airgeadais reatha agus roimhe seo ní raibh aon iomarcaíochtaí éigeantacha nó deonacha sa Ghníomhaireacht. Mar sin de, níor thabhaigh an Ghníomhaireacht aon chostas ná níl aon íocaíochtaí cúitimh déanta.

Board Members' Remuneration

	2023	2023	2022	2022
	£	€	£	€
Allen McAdam ^	6,693	7,695	6,562	7,695
Frederick Kettyle ^	8,550	9,830	8,383	9,830
Karyn Devenney ^	4,462	5,771	6,562	7,695
Lavinia Tilson ^	-	-	-	-
Trevor Wilson +	5,235	6,019	5,235	6,139

Board members received no bonus payments, benefits in kind or pension benefits during the year ended 31 December 2023. The amounts above reflect their total remuneration. Northern Board members retired 12th December 2021 and 3 were not immediately replaced. Southern Board members (^) were appointed on 5th May 2021.
1 Northern Board member (+) was appointed on 13th December 2021.

Board Members expenses in 2023 were £5,416 (€6,226) (2022: £3,992 (€4,681)).

Salary bands for all employees

Number of employees whose emoluments for the twelve months ending 31 December 2023 fell within the following bands:

Salary bands (£)	**2023 (Number of employees)**	**2022 (Number of employees)**
Less than 40,000	10	10
40,000 – 49,999	1	2
50,000 – 59,999	2	2
60,000 – 69,999	0	0

Luach Saothair Bhaill an Bhoird

	2023	2023	2022	2022
	£	€	£	€
Allen McAdam ^	6,693	7,695	6,562	7,695
Freddie Kettyle ^	8,550	9,830	8,383	9,830
Karyn Devenney ^	4,462	5,771	6,562	7,695
Lavinia Tilson ^	-	-	-	-
Trevor Wilson +	5,235	6,019	5,235	6,139

Ní bhfuair comhaltaí boird íocaíochtaí bónais, sochair chomhchineáil ná sochair phinsin le linn na bliana dar críoch an 31 Nollaig 2023. Léiríonn na méideanna thuas a luach saothair iomlán. Chuaigh comhaltaí Boird ó thuaidh ar scor ar an 12 Nollaig 2021 agus i gcás triúr acu, níor cuireadh comhaltaí nua ina n-áit. Ceapadh comhaltaí Boird ó dheas (^) ar an 5 Bealtaine 2021.
Ceapadh comhalta Boird amháin ó thuaidh (+) ar an 13 Nollaig 2021.

Costais na gComhaltaí Boird in 2023 ba ea £5,416 (€6,226) (2022: £3,992(€4,681)).

Bandaí tuarastail do gach fostaí

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

Bandaí tuarastail (£)	**2023 (Líon na bhfostaithe)**	**2022 (Líon na bhfostaithe)**
Níos lú ná 40,000	10	10
40,000 – 49,999	1	2
50,000 – 59,999	2	2
60,000 – 69,999	0	0

Financial Statements of The Language Body 2023

Ráitis Airgeadais An Foras Teanga 2023

Financial Statements of The Language Body 2023

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Ráitis Airgeadais An Foras Teanga 2023

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Foreword to the Consolidated Statement of Account

The Language Body (An Foras Teanga/Tha Boord o Leid) is a North/South Implementation Body sponsored by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM) and the Department for Communities (DfC). It was established under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. It reports to the North South Ministerial Council.

The Language Body comprises two agencies:

- Foras na Gaeilge
- The Ulster-Scots Agency

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 226 and page 284.

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 59.

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 227 agus leathanach 285.

Leagtar amach treoir ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal ar leathanach 59.

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 27/06/2025

Ian Crozier
Chief Executive - Ulster-Scots Agency
Date 27/06/2025

Ráiteas i leith Freagrachtaí

Tá an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais seo.

Ullmhaítear na Cuntais, atá déanta den Ráiteas Comhdhlúite ar Chuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Ghníomhaireacht na hUltaise a bhfuil an Cuntas Ioncaim agus Caiteachais, Clár Chomhardaithe, Ráiteas Sreabhadh Airgid, nótaí agus aguisíní le gach ceann acu, réitítear iad ar bhonn fabhruithe agus ní mór dóibh léargas fírinneach agus cothrom a thabhairt ar staid chúrsaí an Fhorais mar atá, ar ioncam agus caiteachas, ar ghnóthacháin agus caillteanais aitheanta iomlána, agus ar an sreabhadh airgid don bhliain.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasaíocht agus faisnéisiú agus beartais chuntasaíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasaíochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Foras de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar an dá aonad cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana. Leagtar amach freagrachtaí cuntasacha an dá aonad sna cuntais éagsúla.

Leagtar amach na freagrachtaí atá ar an mbeirt Phríomhfheidhmeannach sna Ráitis i leith Freagrachtaí atá ag an dá aonad faoi seach.

Seán Ó Coinn
Príomhfheidhmeannach
Foras na Gaeilge
Dáta 27/06/2025

Ian Crozier
Príomhfheidhmeannach
Gníomhaireacht na hUltaise
Dáta 27/06/2025

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 2023 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 2023 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in appendix 3 to the accounts.

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

Basis 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.

An Foras Teanga

DEIMNIÚ NA nARD-REACHTAIRÍ CUNTAS AGUS CISTE DO THIONÓL THUAISCEART ÉIREANN AGUS DO THITHE AN OIREACHTAIS

Tuairim ar na cuntais

Dearbhaímid go bhfuil iniúchadh déanta againn ar chuntais an Fhorais Teanga (an Foras) don bhliain dar chríoch 31 Nollaig 2023 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 2023 agus ar a chuid ioncaim agus caiteachais don bhliain dar chríoch chéanna; agus
- ullmhaíodh na cuntais i gceart de réir na gCaighdeán Tuarascála Airgeadais i bhfeidhm sa Ríocht Aontaithe agus i bPoblacht na hÉireann (FRS 102) agus de réir treorach do chuntais in aguisín 3.

Tuairim ar rialtacht

Dar linn, i ngach slí ábhartha, cuireadh an caiteachas agus an t-ioncam i bhfeidhm ar son na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus tá na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

An Bunús lenár dtuairimí

Rinneamar ár n-iniúchadh ag teacht leis na Caighdeáin Idirnáisiúnta Iniúchóireachta (CII). Tabharfar tuilleadh sonraí faoinár bhfreagrachtaí faoi na caighdeáin seo sa chuid den teastas seo dar teideal Freagrachtaí na nIniúchóirí i leith an iniúchta ar na cuntais. Táimid neamhspleách ar an bhForas, ag teacht leis na riachtanais eitice de chuid Chaighdeán Athbhreithnithe Eitice 2016 na Comhairle um Thuairisciú Airgeadais, agus leis an gCód Eitice, arna eisiúint ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúchóireachta; agus tá ár gcuid dulgas eitice á gcomhlíonadh againn de réir na riachtanas sin.

Creidimid go bhfuil an fhaisnéis iniúchta a fuaireamar dóthanach agus cuí le bunús a thabhairt dár dtuairim.

Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the forewords to the accounts, the statements on the system of internal control and the remuneration reports. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we report by exception

We have nothing to report in respect of the following matters which we report if, in our opinion:

- we have not received all the information and explanations we required for our audit, or
- the accounting records were not sufficient to permit the accounts to be readily and properly audited, or
- the accounts are not in agreement with the accounting records, or
- the statement on the system of internal control 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.

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.

Ábhar nach mar chuid de na cuntais é

Chuir an Foras eolas áirithe sa bhreis inár láthair chomh maith leis na cuntais. Cuimsíonn sé seo an tuarascáil bhliantúil, na réamhráite leis na cuntais, na ráitis maidir le córas an rialúcháin inmheánaigh agus na tuarascálacha ar luach saothair. Ní chuimsíonn ár dtuairim ar na cuntais an t-eolas sa bhreis agus ní chuirimid aon chonchlúid bharántais in iúil ina leith.

I gcomhpháirt lenár n-iniúchadh ar na cuntais, tá sé mar fhreagracht againn an t-eolas sa bhreis a léamh agus, mar chuid den léitheoireacht, caithfimid a mheas an réitíonn an fhaisnéis sa bhreis leis na cuntais nó leis an bhfaisnéis atá againn féin ón bpróiseas iniúchóireachta, nó cé acu a réitíonn an fhaisnéis leis na Cuntais ar bealach ábhartha eile nó nach réitíonn. Má chreidimid go bhfuil mínochtadh suntasach faisnéise ann, agus an tuairim sin bunaithe ar an obair atá déanta againn; tá orainn an fhíric sin a fhógairt.

Níl dada le fógairt againn ina leith seo.

Ábhar ar a ndéanaimid tuairisc eisceachtúil

Níl dada le fógairt againn i leith na nithe seo a leanas a bhíonn le fógairt againn má chreidimid, inár dtuairim

- nach bhfuaireamar an t-eolas agus na míniúcháin a bhí ag teastáil le linn an iniúchta, nó
- nár leor na taifeadtaí ar na cuntais le go bhféadfaí iniúchadh ceart gan mhoill a dhéanamh orthu, nó
- nár réitigh na cuntais leis na taifid ar na cuntais, nó
- go léiríonn na ráitis ar an gcórás rialaithe inmheánach nach bhfuiltear ag leanúint na treorach cuí maidir leis an rialiú corparáideach.

Freagrachtaí an Fhorais agus na nOifigeach Cuntasach i leith na gcuntas

Mar a mhínítear níos iomláine sa Ráiteas i leith Freagachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoir do chuntais in aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh fírinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh, mar Oifigigh Chuntasacha, freagrach as cuimheas agus an rialiú i leith airgead poiblí a chaitheamh.

Freagrachtaí na nIniúchóirí

Tá sé d'fhreagracht orainn iniúchadh a dhéanamh ar na cuntais bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/ (Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 agus tuairisc a dhéanamh ar an iniúchadh sin do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is é ár gcuspóir le linn an iniúchta ná dearbhú réasúnta a fháil go bhfuil na cuntais ina n-iomláine saor ó mhínochtadh suntasach faisnéise, bíodh calaois nó botún ina chúis leis. Is dearbhú ardleibhéil é an dearbhú réasúnta, ach ní barántas é go dtabharfaidh iniúchadh de réir na gCII mínochtadh faisnéise faoi deara i gcónaí; más ann dó. D'fhéadfadh mínochtadh teacht aníos de bharr calaoise nó botúin agus áirítear é mar mhínochtadh suntasach más féidir a bheith ag súil leis, go

As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so:

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

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

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which govern them.

Seamus mccarthy
Irish Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1
Ireland
DO1 PF72

Dorinnia Carville
Comptroller and Auditor General for Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU

30 June 2025

réasúnta, go n-imreodh sé, as féin nó ar bhonn comhiomlán, tionchar a imirt ar bhearta eacnamaíochta a dhéanfaí amach anseo bunaithe ar na cuntais seo.

Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; Cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca leis na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnaimh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmhéanaigh bainteach leis an gcalaois.
- Faighimid tuiscint ar an rialiú inmheánach ata ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chuinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmhéanaigh a mheas.
- Measaimid feiliúnacht na bpolasaithe cuntasaíochta atá in úsáid, agus réasúntacht na meastachán cuntasaíochta mar aon leis an nochtadh a bhunaítear orthu sin.
- Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas arc é acu atá nó nach bhfuil éiginnteacht ann i dtaca le eachtraí agus cúinsí a d'fhéadfadh amhras a chaitheamh ar chumas an Fhorais leanúint air mar ghnóthas leantach. Má chreidimid go bhfuil éiginnteacht suntasach ann, ceanglaítear orainn aird a tharraingt ar an nochtadh cuí sna cuntais inár dtuairisc nó, murar leor an nochtadh, ár dtuairim a athrú. Tá ár mbreithiúnas bunaithe ar faisnéis an iniúchta atá faighte go dtí dáta ár dtuairisce. D'fhéadfadh eachtraí nó cúinsí sa todhchaí stop a chur ar an bhForas leanúint air mar ghnóthas leantach, áfach.
- Déanaimid cur i láthair iomlán, struchtúr agus ábhar na gcuntas, nochtadh an áireamh, ina mheasc, agus measaimid an dtugann na cuntais léargas ar chroí-idirbhearta agus eachtraí ar bealach atá cóir agus cothrom.

Cuirimid in iúil dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus thorthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an t-ioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus go bhfuil na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

Seamus McCarthy
Ardreachtaire Cuntas agus Ciste na hÉireann
3A Sráid an Mhéara Uachtarach
Baile Átha Cliath 1
Éire
D01 PF72

Dorinnia Carville
Ardreachtaire Cuntas agus Ciste Thuaisceart Éireann
Oifig Iniúchta Thuaisceart Éireann
106 Sráid na hOllscoile
Béal Feirste
BT7 1EU

30 Meitheamh 2025

The Language Body

Consolidated statement of account for the year ended 31 December 2023

	2023 €	2023 Stg £	2022 €	2022 Stg £
GRANTS RECEIVED				
Revenue grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	15,518,630	13,498,104	15,737,943	13,421,352
Department for Communities	6,478,196	5,634,734	8,456,528	7,211,727
Department of Education	230,000	200,054	170,000	144,976
	22,226,826	19,332,892	24,364,471	20,778,055
Capital Grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	27,343	23,782	43,002	36,672
Department for Communities	12,422	10,805	57,259	48,830
	39,765	34,587	100,261	85,502
Total grants received	22,266,591	19,367,479	24,464,732	20,863,557
FUNDING APPLIED TO				
Foras na Gaeilge				
Revenue grants	19,014,708	16,538,993	20,201,656	17,228,007
Capital grants	34,803	30,271	35,873	30,592
	19,049,511	16,569,264	20,237,529	17,258,599
Ulster-Scots Agency				
Revenue grants	3,212,118	2,793,899	4,162,815	3,550,048
Capital grants	4,962	4,316	64,388	54,910
	3,217,080	2,798,215	4,277,203	3,604,958
Total grants paid	22,266,591	19,367,479	24,464,732	20,863,557

Seán Ó Coinn
Seán Ó Coinn
Chief Executive – Foras na Gaeilge 27/06/2025

Ian Crozier
Ian Crozier
Chief Executive – Ulster-Scots Agency 27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Chairperson – Foras na Gaeilge 27/06/2025

Keith Gamble
Keith Gamble
Chairperson – Ulster-Scots Agency 27/06/2025

An Foras Teanga

Ráiteas comhdhlúite cuntais don bhliain dar chríoch 31 Nollaig 2023

	2023 €	2023 Stg £	2022 €	2022 Stg £
DEONTAIS A FUARTHAS				
Deontais Ioncaim				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	15,518,630	13,498,104	15,737,943	13,421,352
An Roinn Pobal	6,478,196	5,634,734	8,456,528	7,211,727
An Roinn Oideachais	230,000	200,054	170,000	144,976
	22,226,826	19,332,892	24,364,471	20,778,055
Deontais Chaipitil				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	27,343	23,782	43,002	36,672
An Roinn Pobal	12,422	10,805	57,259	48,830
	39,765	34,587	100,261	85,502
Iomlán na nDeontas a fuarthas	22,266,591	19,367,479	24,464,732	20,863,557
MAOINIÚ CURTHA I BHFEIDHM DO				
Foras na Gaeilge				
Deontais Ioncaim	19,014,708	16,538,993	20,201,656	17,228,007
Deontais Chaipitil	34,803	30,271	35,873	30,592
	19,049,511	16,569,264	20,237,529	17,258,599
Gníomhaireacht na hUltaise				
Deontais Ioncaim	3,212,118	2,793,899	4,162,815	3,550,048
Deontais Chaipitil	4,962	4,316	64,388	54,910
	3,217,080	2,798,215	4,277,203	3,604,958
Iomlán na nDeontas a íocadh	22,266,591	19,367,479	24,464,732	20,863,557

Seán Ó Coinn
Seán Ó Coinn
Príomhfheidhmeannach – Foras na Gaeilge
27/06/2025

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – Gníomhaireacht na hUltaise
27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Cathaoirleach – Foras na Gaeilge
27/06/2025

Keith Gamble
Keith Gamble
Cathaoirleach – Gníomhaireacht na hUltaise
27/06/2025

Appendix 1
Foras na Gaeilge
Accounts and notes to the accounts
For the year ended 31 December 2023

Aguisín 1
Foras na Gaeilge
Cuntais agus nótaí a ghabhann leis na cuntai
Don bhliain dar críoch an 31 Nollaig 2023

Foreword to the accounts

Background Information

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

The principal function of Foras na Gaeilge is the promotion of the Irish language on an all-Island basis. These accounts have been prepared in accordance with:

- the financial arrangements which are applicable to the Body set out in Part 7 of Annex 2 of the British-Irish Agreement establishing Implementation Bodies;
- the form directed by and approved by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities, as provided for in The Language Body's Financial Memorandum;
- the Annual Report and Accounts guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.

Business Overview

An overview of Foras na Gaeilge's activities is given within its Annual Report. The results for Foras na Gaeilge are laid out in detail on the Statement of Income and Expenditure. The deficit for the year was €61,948 / £53,878

Fixed Assets

Details of the movements of fixed assets are set out in note 9 to the accounts.

Research & Development

The costs of research contracts included in the Statement of Income and Expenditure are based on the expenditure due and payable in the year arising from approved research contracts.

Future Developments

In 2023 the Foras na Gaeilge Corporate Plan 2023-2025 was published and the 2024 Business Plan was drafted to be approved by sponsor departments. The Corporate Plan set out the mission and vision of the organisation along with how it is intended to fullfill each of Foras na Gaeilge's functions over the three-year period. A review of the Corporate Plan is carried out annually as part of the prepartion of the annual Business Plan.

Réamhrá leis na cuntais

Cúlra

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an 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 tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn aige. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Is í príomhfheidhm Fhoras na Gaeilge ná an Ghaeilge a chur chun cinn ar bhonn uile-oileáin.

Ullmhaíodh na cuntais seo de réir:

- na socruithe airgeadais atá infheidhme i leith an Chomhlachta arna leagan amach i gCuid 7 d'Aguisín 2 de Chomhaontú na Breataine-na hÉireann lena mbunaítear Comhlachtaí Forfheidhmithe;
- na foirme atá ordaithe agus ceadaithe ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, dá bhforáiltear i Meamram Airgeadais an Fhorais Teanga;
- na treorach do Thuarascáil Bhliantúil agus Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais agus an Roinn Caiteachas Poiblí agus Athchóirithe.

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Fhoras na Gaeilge laistigh dá Thuarascáil Bhliantúil. Tá na torthaí d'Fhoras na Gaeilge leagtha amach go mion ar an Ráiteas Ioncaim agus Caiteachais. Ba é an t-easnamh a bhí ann don bhliain ná €61,948 / £53,878

Sócmhainní Seasta

Tá mionsonraí faoi ghluaiseachtaí sócmhainní seasta leagtha amach i nóta 9 a ghabhann leis na cuntais.

Taighde agus Forbairt

Tá na costais chonarthaí taighde atá san áireamh sa chuntas Ioncaim agus Caiteachais bunaithe ar an gcaiteachas a bhí dlite agus iníoctha le linn na bliana de bhun conarthaí taighde faofa.

Forbairtí sa todhchaí

I 2023 Foilsíodh Plean Corparáideach Fhoras na Gaeilge 2023-2025 agus dréachtaíodh Plean Gnó 2024 le faomhadh ag na ranna coimircíochta. Sa Phlean Corparáideach, leagtar amach misean agus fís na heagraíochta agus mínítear conas mar a bheartaítear gach ceann dá feidhmeanna a chur i gcrích thar thréimhse trí bliana. Déantar athbhreithniú ar an bPlean Corparáideach gach bliain i gcomhthéacs an Phlean Gnó bhliantúil.

Hybrid Working

In 2022, a hybrid work policy was agreed with staff and trade unions. This policy which allows staff to work remotely three days a week will be in place and under review during 2023.

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 2023. The Sponsor Departments approved five additional posts, specified for dictionary projects, for a fixed term of five years DTCAGSM approved three additional posts, specified for language planning, for a fixed term of three years in 2023. DTCAGSM approved a permanent post, Programme Manager for books, in 2023.
Details of the average weekly number of employees (full time equivalent) are set out in note 5 to the accounts.

Corporate Governance

The organisation was re-accredited in 2022 in relation to the SWiFT 3000 Code of Practice for Corporate Governance Assessment in Ireland (this qualification will be valid up until 2025).

Important Events Occurring After The Year End

No important events took place after 31 December 2023 which would affect the accounts.

Charitable Donations

Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2023.

Board Members

The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2023.

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 (two southern nominees and one northern nominee) on the Board of Foras na Gaeilge at 31 December 2023.

Obair Chumaisc

Aontaíodh Polasaí ar Obair Chumaisc leis an fhoireann agus leis na ceardchumainn in 2022, agus beidh an polasaí seo, a cheadaíonn do bhaill foirne obair ó chian trí lá sa tseachtain, i bhfeidhm agus faoi athbhreithniú le linn 2023.

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 Urraíochta agus Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2023. D'fhaomh na Ranna Urraíochta cúig phost breise, sonraithe do na tionscadail foclóireachta, ar téarma seasta cúig bliana. D'fhaomh RTCGS&M trí phost breise, sonraithe do phleanáil teanga, ar téarma seasta 3 bliana in 2023. D'fhaomh RTCGS&M post buan mar Chlárbhainsteoir na Leabhar in 2023.
Tá sonraí maidir le meánlíon seachtainiúil fostaithe (coibheas lánaimseartha) i nóta 5 a ghabhann leis na cuntais.

An Rialú 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 cáilíocht seo bailí go 2025).

Nithe suntasacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon imeacht suntasach tar éis 31 Nollaig 2023 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 2023.

Comhaltaí Boird

Is ar Bhord Fhoras na Gaeilge atá sé feidhmeanna Fhoras na Gaeilge a chur i bhfeidhm. D'fhreastail na daoine seo a leanas ar Bhord Fhoras na Gaeilge mar chomhaltaí boird le linn na bliana 2023.

Regina Uí Chollatáin– Cathaoirleach
Conor Mc Guinness – Leaschathaoirleach
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 (dhá ainmní ó dheas agus ainmní amháin ó thuaidh) ar bhord Fhoras na Gaeilge amhail 31 Nollaig 2023.

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 2023, 99% 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.A full independent review was carried out in Dunshaughlin in 2023.

Equality and Employees with Disabilities

In the South, 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 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 2024, in which 8.4% of respondents to the survey indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005.

In compliance with the requirements of Section 75 of the Northern Ireland Act 1998 the two agencies of The Language Body jointly prepared a revised Equality Scheme in 2013. This was approved by the Equality Commission for Northern Ireland on the 13th of December 2013 which included provision for disabled employees. Foras na Gaeilge and the Ulster-Scots Agency co-operated on an annual progress report (2015-16) on Equality and Good Relations Duties.

Employee Involvement

Employees were members of various trade unions during 2023, 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.

Íocaíocht le Soláthraithe

Tá Foras na Gaeilge tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir 'Rialacháin um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002' in Éirinn, agus an 'Late Payment of Commercial Debts (Interest) Act, 1998', arna leasú agus arna fhorlíonadh ag an 'Late Payment of Commercial Debts Regulations 2002' sa Ríocht Aontaithe. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc údaraithe nó éileamh den sórt céanna isteach, cibé acu atá ag teastáil de réir reachtaíochta. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Foras na Gaeilge a bhillí agus fuarthas gur íocadh 99% de bhillí laistigh den chaighdeán sa bhliain 2023.

Beartas Sláinte agus Sábháilteachta

Rinneadh athbhreithnú in 2014 ar Ráitis Sábháilteachta Fhoras na Gaeilge (de réir an Achta um Shábháilteacht, Sláinte agus Leas ag an Obair 2005 agus na Rialachán um Shábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Ghinearálta (Leasú) 2010). Chuir an tÚdarás Sláinte & Sabháilteachta measúnú caighdeánach ar an gcóras bainistíochta ar Shláinte & Shábháilteacht Cheirde atá in úsáid ag Foras na Gaeilge, a críochnaíodh in 2017 gan aon cheist maidir le comhlíonadh na rialacha a bheith ardaithe aige. Rinne an eagraíocht athbhreithniú ar a Ráitis Sábháilteachta dá Cheannáras i mBaile Átha cliath i ndiaidh a bhogtha in 2017. Rinneadh athbhreithniú iomlán neamhspleách ar gach fhoirgneamh de chuid Fhoras na Gaeilge 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. Rinneadh athbhreithniú ar an trásdstóras i nDún Seachlainn in 2023.

Comhionannas agus Fostaithe atá faoi Mhíchumas

Ó dheas, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. Le linn 2024, rinneadh suirbhé foirne a léirigh go raibh 8.4% díobh siúd a ghlac páirt sa suirbhé (sa bhliain féilire roimhe) faoi mhíchumas de réir sainmhíniú an Achta um Mhíchumais 2005.

Ag comhlíonadh riachtanas Alt 75 d'Acht Thuaisceart Éireann 1998, d'ullmhaigh an dá ghníomhaireacht den Fhoras Teanga, i gcomhpháirt lena chéile, athbhreithniú ar an Scéim Comhionannais in 2013. Cheadaigh an Coimisiún Comhionannais i dTuaisceart Éireann an t-athbhreithniú seo ar 13 Nollaig 2013 ina raibh foráil d'fhostaithe faoi mhíchumas. Chomhoibrigh Foras na Gaeilge agus Gníomhaireacht na hUltaise ar thuarascáil bhliantiúil ar dhul chun cinn (2015-16) ar Chomhionannas agus Dualgais Dhea-Chaidrimh.

Rannpháirtíocht Fostaithe

Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumainn éagsúla le linn 2023, is iad sin: SIPTU agus FÓRSA. Níor tháinig aon deacrachtaí ó thaobh caidreamh tionsclaíoch de aníos le linn na bliana. I rith na bliana, coinníodh fostaithe ar an eolas faoi aon fhorbairtí nua go rialta agus chuathas i gcomhairle leo ag cruinnithe foirmiúla agus neamhfhoirmiúla, ag cúrsaí agus ag seisiúin eolais, ina raibh deis ag baill foirne cur le nó trácht a dhéanamh ar nósanna imeachta nó polasaithe nua.

Statement of Responsibilities for Board Members

The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public. Board members are required to:

- Contribute to decision-making and to be jointly responsible for the decisions taken.
- Attend board meetings on a regular basis and to be well prepared by reading relevant papers in advance.
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation.
- Contribute to the work of board committees.
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a board member.

Seán Ó Coinn
Chief Executive – Foras na Gaeilge 27/06/2025

Ráiteas i leith Freagrachtaí do Chomhaltaí an Bhoird

Is é ról gach comhalta boird ceannaireacht, fís agus leanúnachas cuspóra a sholáthar agus a bheith freagrach don phobal. Iarrtar ar chomhaltaí boird:

- Cuidiú le cinnteoireacht agus a bheith freagrach i bpáirt lena chéile as na cinntí a dhéantar.
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith dóibh trí na cáipéisí cuí a léamh roimh ré.
- Freastal ar imeachtaí oiliúna agus coinneáil cothrom le dáta le hábhair a bhaineann le hobair na heagraíochta.
- Páirt a ghlacadh in obair na gcoistí boird.
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar chomhalta boird a nochtadh.

Seán Ó Coinn
Príomhfheidhmeannach – Foras na Gaeilge 27/06/2025

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 – Foras na Gaeilge 27/06/2025

Ráiteas i leith freagrachtaí

Freagrachtaí Fhoras na Gaeilge

Tá an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na cuntais seo. Ullmhaítear na cuntais ar bhonn fabhruithe agus caithfidh siad léargas fírinneach cóir a thabhairt ar staid chúrsaí an Fhorais ag deireadh na bliana agus ar a ioncam agus a chaiteachas, a ghnóthacháin agus a chaillteanais aitheanta iomlán, agus a shreabhadh airgid don bhliain airgeadais.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasaíocht agus faisnéisiú agus beartais chuntasaíochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin infheidhme cuntasaíochta agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh Foras na Gaeilge de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar Fhoras na Gaeilge cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach 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
Príomhfheidhmeannach – Foras na Gaeilge 27/06/2025

Statement on internal financial 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 financial control is operated and maintained.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded and that relevant errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures

The system of internal control operated is based on detailed administrative procedures, segregation of duties, specific authorisations and monthly management review of reports outlining the actual and budgeted results of programmes operated by Foras na Gaeilge. In particular, it includes the following:

- An established organisational structure with clearly defined lines of responsibility;
- A Programme Manager for Finance and Information Technology who is a qualified accountant and is responsible for the financial procedures of the organisation and reports to the senior management team;
- 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 Organistational 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, (reviewed November 2021);
- 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;
- 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;

Ráiteas maidir le rialúchán inmheánach airgeadais

Freagracht as an gCóras Rialaithe Inmheánaigh Airgeadais

Mar Phríomhfheidhmeannach Fhoras na Gaeilge, admhaím mo fhreagracht as córas éifeachtach rialaithe inmheánaigh airgeadais a fheidhmiú agus a choimeád. Ní féidir leis an gcóras ach urrús réasúnta seachas urrús absalóideach a chur ar fáil go gcumhdaítear sócmhainní, go n-údaraítear agus go dtaifeadtar go cuí idirbhearta agus go gcosctar nó go n-aimseofaí go tráthúil earráidí nó mírialtachtaí ábhartha.

Príomhnósanna Imeachta Rialaithe

Tá an córas rialaithe inmheánaigh a fheidhmítear bunaithe ar nósanna mionsonraithe riaracháin, deighilt dualgas, údaruithe sonracha agus athbhreithniú bainistíochta míosúil ar thuairiscí a thugann breac-chuntas ar thorthaí iarbhír agus buiséadaithe cláir atá á bhfeidhmiú ag Foras na Gaeilge. Áirítear air go sonrach na nithe seo a leanas:

- Struchtúr eagraíochtúil, le línte soiléire freagrachtaí;
- Clárbhainisteoir Airgeadais agus Theicneolaíocht na Faisnéise atá ina chuntasóir cáilithe agus atá freagrach as nósanna imeachta airgeadais na heagraíochta agus a thuairiscíonn don fhoireann ardbhainistíochta;
- Stiúrthóir Seirbhísí Corparáideacha atá ina chuntasóir cáilithe agus a thuairiscíonn don Choiste Iniúchta agus don Bhord;
- Cuirtear próisis mheasúnaithe agus mhaolaithe rioscaí i bhfeidhm ag leibhéal na Stiúrthóireachtaí agus ag leibhéal na heagraíochta ina hiomláine;
- Cuirtear córas cuimsitheach i bhfeidhm maidir le buiséadú, le bogearra 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 atá eisithe ag na Ranna Coimircíochta (athbhreithnithe Samhain 2021);
- Cuirtear Beartas um Choimhlint Leasa agus na nósanna imeachta gaolmhara i bhfeidhm don fhoireann agus don Bhord;
- Cuireann gnólacht seachtrach cuntasaíochta agus comhairle gnó feidhm an iniúchta inmheánaigh ar fáil. Tuairiscíonn an tIniúchóir Inmheánach go comhuaineach do chathaoirleach an Choiste Iniúchta agus don Phríomhfheidhmeannach;
- Coiste Iniúchta atá comhdhéanta de cheathrar comhaltaí boird (duine amháin díobh a fheidhmíonn mar Chathaoirleach), agus de bheirt cheapachán sheachtracha. Bhuail an Coiste Iniúchta le chéile 5 uair sa bhliain chun athbhreithniú a dhéanamh ar thuarascálacha an Iniúchóra Inmheánaigh, agus le saincheisteanna a tháinig chun cinn maidir leis an gclár rioscaí a phlé agus chuir sé comhairle ar an mBord dá réir;
- Rianaítear moltaí iniúchta an Iniúchóra Inmheánaigh, agus cuirtear na cinn a bhíonn fós le réiteach faoi bhráid an Choiste Iniúchta mar mhír sheasta ar an gclár, cuirtear na moltaí seo faoi bhráid na Ranna Coimircíochta ag Cruinnithe Monatóireachta chomh maith;

- 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.

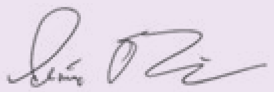
My review of the effectiveness of the System of Internal Control is informed by the work of the internal auditor, the Audit Committee which oversees the work of the internal auditor, the managers within Foras na Gaeilge who have responsibility for the development and maintenance of the control processes 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 2024 and to the Board in April 2024.

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 occured 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;
- The following policies were reviewed and updated by the Audit Committee and the Board:
  - the Whistleblowing Policy;
  - the Fraud Policy;
- A report on the internal audit activities for 2023 was carried out by the Internal Auditor. The systems of internal control were found in their view to be adequate and effective overall. The report was considered by the Audit Committee in March 2024.
- The Audit Committee received reports from the Internal Auditor on the following topics:
  - the annual stock take of stocks in Áis;
  - Banking;
  - the Risk Management Policy; and
  - The Internal Auditor’s Auditing Plan
- Hybrid working:
  - A hybrid working policy was developed and the trial period for this policy began in February 2023.



Seán Ó Coinn

Chief Executive – Foras na Gaeilge 27/06/2025

- Faigheann ionadaí ón Roinn Pobal cuireadh freastal ar chruinnithe de chuid an Coiste Iniúchta, agus cuirtear an cháipéisíocht chuí ar fáil dó;
- 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, a dhéanann imscrúdú mionsonraithe ar na Ráitis agus ar saincheisteanna ábhartha eile ag Cruinnithe ráithiúla Monatóireachta leis na Ranna. Cuirtear faoi bhráid an Choiste Iniúchta iad freisin mar eolas don Choiste.

Athbhreithniú Bliantúil ar Rialúcháin

Tá Foras na Gaeilge tiomanta do chóras rialaithe inmheánaigh atá éifeachtach agus eacnamúil a fheidhmiú.

Tagann eolas i gcomhair m’athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh ó obair an Iniúchóra Inmheánaigh, an Choiste Iniúchta a mhaoirsíonn obair an iniúchóra inmheánaigh, ó na bainisteoirí laistigh d’Fhoras na Gaeilge a bhfuil an fhreagracht orthu as forbairt agus cothabháil na bpróiseas agus an chreata rialaithe, agus ó na ráitis a dhéanann iniúchóirí seachtracha i bhfoirm a litreach bainistíochta agus tuairiscí eile. Cuireadh an Ráiteas seo maidir le Rialachán Inmheánach Airgeadais faoi bhráid an Choiste Iniúchta i mí an Mhárta 2024 agus faoi bhráid an Bhoird i mí Aibreáin 2024.

Thug an tIniúchóir Inmheánach, bainisteoirí laistigh d’Fhoras na Gaeilge, agus an Coiste Iniúchta comhairle dom ar impleachtaí thorthaí m’athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais. Níor tháinig aon saincheisteanna suntasacha rialúcháin aníos le linn na bliana.

Glacadh céimeanna le feabhsú leanúnach a chinntiú le linn na bliana. Ina measc seo tá na nithe seo a leanas:

- Déanann an Coiste Iniúchta, an Bord agus na Ranna Coimircíochta athbhreithniú rialta ar an gclár riosca;
- Rinne an Coiste Iniúchta agus an Bord athbhreithniú agus uasdátú ar na polasaithe seo a leanas:
  - An Polasaí Sceithireachta;
  - An Polasaí Calaoise;
- Chuir an tIniúchóir Inmheánach tuairisc i gcrích ar ghníomhaíochtaí iniúchta sa bhliain 2023. Measadh sa tuairisc go raibh na córais rialaithe inmheánacha sásúil agus éifeachtach ar an iomlán. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i mí an Mhárta 2024.
- Cuireadh tuairiscí ón Iniúchóir Inmheánach faoi bhráid an Choiste Iniúchta sna réimsí seo a leanas:
  - An stocáireamh bliantúil ar stoic in ÁIS;
  - Baincéireacht;
  - Bainistíocht Rioscaí; agus
  - Plean Iniúchta an Iniúchóra Inmheánaigh
- Obair chumaisc:
  - Forbraíodh polasaí ar an obair chumaisc agus cuireadh tús le tréimhse thrialach an pholasaí sin i mí Feabhra 2023.

Seán Ó Coinn

Príomhfheidhmeannach – Foras na Gaeilge 27/06/2025

Foras na Gaeilge

Statement of income & expenditure for the year ended 31 December 2023

	Notes	2023 €	2023 Stg£	2022 €	2022 Stg£
INCOME					
Revenue from Departments	2	19,014,708	16,538,993	20,201,656	17,228,007
Deferred funding for Pensions	15.4.4	1,063,000	924,597	2,194,000	1,871,043
Release from Capital Grant Reserve	13	34,007	29,580	38,496	32,829
Income from from Book Distribution and Sales		989,727	860,864	1,014,958	865,557
Other Operating Income	4	21,184	18,426	64,243	54,786
Total Income		21,122,626	18,372,460	23,513,353	20,052,222
EXPENDITURE					
Staff Costs & Board Remuneration	5	5,727,655	4,981,913	6,785,019	5,786,264
Grants expended by Foras na Gaeilge	8	11,924,929	10,372,304	13,323,318	11,362,125
Other Operating Costs	7	2,726,043	2,371,108	3,153,078	2,688,945
Direct Printing and Distribution Costs	3	771,940	671,433	748,825	638,598
Depreciation	9	34,007	29,580	38,496	32,829
Total Expenditure		21,184,574	18,426,338	24,048,736	20,508,761
Deficit for the year		(61,948)	(53,878)	(535,383)	(456,539)
Surplus carried forward from previous year		2,092,064	1,853,864	2,627,447	2,207,844
Currency Translation Adjustment	1.11		(35,611)	-	102,559
Surplus transferred to Revenue Reserves		2,030,116	1,764,375	2,092,064	1,853,864

	2023 €	2023 Stg£	2022 €	2022 Stg£
Deficit for the Year	(61,948)	(53,878)	(535,383)	(456,539)
Experience (Loss) / Gain	1,590,000	1,382,000	(1,602,000)	(1,366,000)
Gain / (Loss) due to currency movements	(37,000)	(32,000)	126,000	107,000
Loss on change of financial assumptions	(1,042,000)	(906,000)	15,431,000	13,160,000
Gain / (Loss) on changes due to demographic assumptions	511,000	444,000	13,955,000	11,901,000
Actuarial Loss on the pension liabilities	(511,000)	(444,000)	(13,955,000)	(11,901,000)
Recognised (Loss) Surplus for the Year	(61,948)	(53,878)	(535,383)	(456,539)

The notes 1 to 24 form part of these accounts.

Seán Ó Coinn
Seán Ó Coinn
Chief Executive – Foras na Gaeilge 27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Chairperson – Foras na Gaeilge 27/06/2025

Foras na Gaeilge

Ráiteas ioncaim agus caiteachais don bhliain dar chríoch 31 Nollaig 2023

	Nótaí	2023 €	2023 Stg£	2022 €	2022 Stg£
IONCAM					
Ioncam ó na Ranna	2	19,014,708	16,538,993	20,201,656	17,228,007
Cistiúchán iarchurtha pinsin	15.4.4	1,063,000	924,597	2,194,000	1,871,043
Scaoileadh ó Chúlchiste Deontais Chaipitil	13	34,007	29,580	38,496	32,829
Ioncam ó Dháileadh agus ó Dhíol Leabhar		989,727	860,864	1,014,958	865,557
Ioncam Oibriúcháin Eile	4	21,184	18,426	64,243	54,786
Ioncam Iomlán		21,122,626	18,372,460	23,513,353	20,052,222
CAITEACHAS					
Costais Foirne & Luach Saothair an Bhoird	5	5,727,655	4,981,913	6,785,019	5,786,264
Deontais íoctha ag Foras na Gaeilge	8	11,924,929	10,372,304	13,323,318	11,362,125
Costais Oibriúcháin Eile	7	2,726,043	2,371,108	3,153,078	2,688,945
Costais Dhíreacha Phriontála agus Dáilte	3	771,940	671,433	748,825	638,598
Dímheas	9	34,007	29,580	38,496	32,829
Caiteachas Iomlán		21,184,574	18,426,338	24,048,736	20,508,761
(Easnamh) / Barrachas don bhliain		(61,948)	(53,878)	(535,383)	(456,539)
Barrachas a tugadh ar aghaidh ón mbliain roimhe		2,092,064	1,853,864	2,627,447	2,207,844
Coigeartú Aistrithe Airgeadra	1.11		(35,611)	-	102,559
Barrachas arna aistriú chuig Cúlchistí Ioncaim		2,030,116	1,764,375	2,092,064	1,853,864

Ráiteas ar ghnóthachán agus ar chaillteanas cuimsitheach don bhliain dar chríoch 31 Nollaig 2023

	2023 €	2023 Stg£	2022 €	2022 Stg£
Easnamh) / Barrachas don Bhliain	(61,948)	(53,878)	(535,383)	(456,539)
Caillteanas) / Gnóthachan ó thaithí	1,590,000	1,382,000	(1,602,000)	(1,366,000)
Caillteanas) / Gnóthachan ó mhalartú airgeadra	(37,000)	(32,000)	126,000	107,000
Caillteanas maidir le hathruithe sna toimhtí airgeadais	(1,042,000)	(906,000)	15,431,000	13,160,000
Caillteanas) / Gnóthachan maidir le hathruithe sna toimhtí déimeagrafacha				
Caillteanas achtúireach ar an scéim pinsin	511,000	444,000	13,955,000	11,901,000
Leasú ar mhaoiniú pinsean iarchurtha	(511,000)	(444,000)	(13,955,000)	(11,901,000)
Caillteanas) / Barrachas aitheanta don Bhliain	(61,948)	(53,878)	(535,383)	(456,539)

Is cuid de na cuntais seo na nótaí 1 go 24.

Seán Ó Coinn
Seán Ó Coinn
Príomhfheidhmeannach – Foras na Gaeilge
27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Cathaoirleach – Foras na Gaeilge
27/06/2025

Foras na Gaeilge

Statement on financial position as at 31 December 2023

	Notes	2023 €	2023 Stg£	2022 €	2022 Stg£
FIXED ASSETS					
Tangible assets	9	45,950	39,937	45,155	40,047
CURRENT ASSETS					
Stocks	10	608,709	529,029	680,855	603,851
Receivables due within one year	11	839,289	729,426	683,082	605,826
Cash at bank and in hand	14.2	976,324	848,521	1,284,096	1,138,866
		2,424,322	2,106,976	2,648,033	2,348,543
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	(394,204)	(342,602)	(555,968)	(494,679)
CURRENT NET ASSETS		2,030,118	1,764,374	2,092,065	1,853,865
Total assets less current liabilities before pension		2,076,068	1,804,311	2,137,220	1,893,912
Deferred pension funding balance	15.4.6	27,190,000	23,630,829	26,638,000	23,625,242
Pension liability	15.4.2	(27,190,000)	(23,630,829)	(26,638,000)	(23,625,242)
TOTAL ASSETS LESS CURRENT LIABILITIES		2,076,068	1,804,311	2,137,220	1,893,912
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue Reserve		2,030,116	1,764,375	2,092,064	1,853,864
Capital Grant Reserve	13	45,952	39,936	45,156	40,048
		2,076,068	1,804,311	2,137,220	1,893,912

The notes 1 to 24 form part of these accounts.

Seán Ó Coinn
Seán Ó Coinn
Chief Executive – Foras na Gaeilge 27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Chairperson – Foras na Gaeilge 27/06/2025

Foras na Gaeilge

Ráiteas ar staid an airgeadais amhail an 31 nollaig 2023

	Nótaí	2023 €	2023 Stg£	2022 €	2022 Stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	45,950	39,937	45,155	40,047
SÓCMHAINNÍ REATHA					
Stoic	10	608,709	529,029	680,855	603,851
Féichiúnaithe dlite laistigh de bhliain amháin	11	839,289	729,426	683,082	605,826
Airgead sa bhanc agus ar láimh	14.2	976,324	848,521	1,284,096	1,138,866
		2,424,322	2,106,976	2,648,033	2,348,543
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	(394,204)	(342,602)	(555,968)	(494,679)
GLANSÓCHMHAINNÍ REATHA		2,030,118	1,764,374	2,092,065	1,853,865
Sócmhainní iomlána lúide dliteanais reatha roimh pinsean		2,076,068	1,804,311	2,137,220	1,893,912
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	27,190,000	23,630,829	26,638,000	23,625,242
Dliteanas pinsin	15.4.2	(27,190,000)	(23,630,829)	(26,638,000)	(23,625,242)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA		2,076,068	1,804,311	2,137,220	1,893,912
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste Ioncaim		2,030,116	1,764,375	2,092,064	1,853,864
Cúlchiste Deontais Chaipitil	13	45,952	39,936	45,156	40,048
		2,076,068	1,804,311	2,137,220	1,893,912

Is cuid de na cuntais seo na nótaí 1 go 24.

Seán Ó Coinn
Seán Ó Coinn
Príomhfheidhmeannach – Foras na Gaeilge
27/06/2025

Regina Uí Chollatáin
Regina Uí Chollatáin
Cathaoirleach – Foras na Gaeilge
27/06/2025

Foras na Gaeilge

Statement of cash flow for the year ended 31 December 2023

	Notes	2023 €	2023 Stg£	2022 €	2022 Stg£
NET CASH INFLOW FROM OPERATING ACTIVITIES	14.1	(307,772)	(290,346)	169,906	202,610
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire Tangible Fixed Assets	9	(34,803)	(30,271)	(35,873)	(30,592)
NET CASH INFLOW BEFORE FINANCING		(342,575)	(320,617)	134,033	172,018
FINANCING					
Capital Grant Received	*13*	34,803	30,271	35,873	30,592
INCREASE IN CASH AND CASH EQUIVALENTS	*14.2*	(307,772)	(290,346)	169,906	202,610

The notes 1 to 24 form part of these accounts.

Foras na Gaeilge

Ráiteas maidir le sreabhadh airgid don bhliain dar chríoch 31 Nollaig 2023

	Nótaí	2023 €	2023 Stg£	2022 €	2022 Stg£
SREABHADH GLAN AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	(307,772)	(290,346)	169,906	202,610
CAITEACHAS CAIPITIÚIL AGUS INFHEISTÍOCHT AIRGEADAIS					
Íocaíochtaí chun Sócmhainní Seasta Inláimhsithe a fháil	9	(34,803)	(30,271)	(35,873)	(30,592)
SREABHADH GLAN AIRGID ROIMH MHAOINIÚ		(342,575)	(320,617)	134,033	172,018
MAOINIÚ					
Deontas Caipitil Faighte	13	34,803	30,271	35,873	30,592
MÉADÚ AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	(307,772)	(290,346)	169,906	202,610

Is cuid de na cuntais seo na nótaí 1 go 24.

Foras na Gaeilge - Notes to the accounts

1 Accounting Policies

The principal accounting policies, which have been adopted in the preparation of the accounts, are as follows:

1.1 Accounting Convention

The accounts have been prepared in accordance with the historic cost convention. The accounts have been prepared in accordance with the Accounts Direction given by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and the Department for Communities with the approval of the respective Finance Departments, in accordance with the North/South co-operation (implementation bodies Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. The accounts have been prepared in accordance with FRS102.

1.2 Statement of Compliance

The Financial Statements of Foras na Gaeilge for the year ended 31st December 2023 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).

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

Foras na Gaeilge - Notaí a ghabhann leis na cuntais

1. Beartais Chuntasaíochta

Is iad seo a leanas na príomhbheartais chuntasaíochta ar glacadh leo agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ullmhaíodh na cuntais de réir choinbhinsiúin an chostais stairiúil. Ullmhaíodh na cuntais de réir treoraithe cuntasaíochta tugtha ag an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán agus ag an Roinn Pobal, le faomhú ó na Ranna Airgeadais faoi seach, de réir Ordú Comhaontas Thuaidh/Theas (Comhlachtaí Forfeidhmithe Thuaisceart Éireann) 1999 agus Comhaontú na Breataine/na hÉireann 1999. Ullmhaíodh na cuntais de réir an chaighdeáin tuarascála FRS102.

1.2 Ráiteas Comhlíonta

Ullmhaíodh Ráitis Aigeadais Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2023 de réir FRS 102, an caighdeán tuarascála airgeadais i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eisithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC).

1.3 Breithiúnais agus Meastacháin Chriticiúla Cuntasaíochta

Agus na ráitis airgeadais á gcur le chéile, bíonn ar an bhfoireann bainistíochta breithiúnais agus tuairimí a thabhairt, agus meastacháin a ríomh maidir le haon rud a d'fhéadfaí cur isteach ar na méideanna fógartha i gcomhair sócmhainní agus dliteanas le linn na bliana. Mar sin féin, is é nadúr an mheastacháin ná go bhféadfadh méideanna fíora a bheith éagsúil leis na meastacháin sin. Bhí an tionchar is mó ag na breithiúnais seo a leanas ar na méideanna aitheanta ar na ráitis airgeadais.

1.4 Sócmhainní Seasta

a) Cuirtear luach a gcostas ar Fhoras na Gaeilge le Sócmhainní Seasta Inláimhsithe.

b) Ríomhtar dímheas chun costas nó méideanna athluacháilte sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Is iad seo a leanas na modhanna a ghlactar agus na rátaí a úsáidtear gach bliain:

Mótarfheithiclí	25% de réir líne chothrom
Daingneáin agus Feistis	10% de réir líne chothrom
Trealamh Ríomhaireachta	33.33% de réir líne chothrom
Trealamh Oifige	15% - 20% de réir líne chothrom

c) Lagú Sócmhainní Seasta
Déantar athbhreithniú i gcomhair lagaithe sa chás go dtagann amúchadh i bhfeidhm ar shócmhainní. Déantar an t-athbhreithniú seo uair ar bith a athraíonn coinníollacha nó a tharlaíonn eachtraí a thugann le fios nach mbeadh an tsuim ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus

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 doesn't hold a provision for doubtful debts. Write-offs for doubtful debts are recognised in the statement for Income & Expenditure.

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 the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Northern Ireland Executive and the Irish Government.

1.7 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

an tsuim in-aisghabhála mar chaillteanas amúchta. Is í an tsuim in-aisghabhála ná luach cóir sócmhainne lúide costas a díolta agus luach a feidhmiú. Déantar athbhreithniú ag gach dáta tuarascála ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.5 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 um Ioncaim & Chaiteachais.

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 dliteanais 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 tuillte ag fostaithe sa tréimhse. Aithnítear méid atá cothrom leis an muirear pinsin mar ioncam a mhéad is a bheidh sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain le híocaíochtaí pinsin a chomhlíonadh. Is ionann dliteanais phinsin agus luach reatha íocaíochtaí pinsin amach anseo, tuillte ag baill foirne go dáta.

Ó 2012, is é costas seirbhíse reatha comhlán aitheanta ranníocaíochtaí na mball. An cur chuige cuntasaíochta a bhíodh ann roimhe seo ná ranníocaíochtaí na mball a aithint ar línte ar leith sa nóta pinsin.

Léirítear gnóthachain nó caillteanais achtúireacha a tharlaíonn de bharr athruithe ar thoimhdí achtúireacha agus de bharr taithí ar bharrachais agus ar easnaimh sa Ráiteas faoi na Gnóthacháin agus na hEasnaimh Aitheanta Iomlána agus aithnítear coigeartú dá réir sa tsuim in-aisghabhála ó Fheidhmeannas Thuaisceart Éireann agus ó Rialtas na hÉireann.

1.7 Cistiúchán Iarchurtha Pinsin

Faoi réir na gcleachtas cuntasaíochta do chomhlachtaí neamhthráchtála Stáit i bPoblacht na hÉireann, aithníonn Foras na Gaeilge sócmhainn a léiríonn acmhainní a chuirfidh státchistí RA agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn roinnt eachtraí san am a chuaigh thart. Áirítear ar na heachtraí seo bunús reachtúil do scéimeanna aoisliúntais, agus an polasaí agus an cleachtas maidir le pinsin seirbhíse poiblí a mhaoiniú sa dá dhlínse lena n-áirítear próiseas na meastachán bliantúil.

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 counted 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.

1.10 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£0.8691 (the exchange rate at the statement of financial position date 31 December 2023) and the rate used for the statement of Income and Expenditure was €1=stg£0.8698 (the average exchange rate during the year ending 31 December 2023).

Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Foras na Gaeilge nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an méid seo ar fáil de réir an chleachtais reatha. Níl an cur chuige seo ag teacht leis an gcleachtas cuntasaíochta i gcás Eagras Neamh-Rannach sa RA, áit nach n-aithnítear dliteanas maoinithe go dtí go mbíonn an ceanglas dlite, de bhrí nach bhfuil barántas foirmiúil i gceist.

1.8 Stoic

Luaitear stoic leabhar agus ábhar foilsithe eile ag an luach is ísle idir an costas agus an glanluach inréadaithe, i ndiaidh soláthar a dhéanamh ar stoic atá as feidhm nó mall chun bogadh.

1.9 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 inlámhsáilte atá ceannaithe faoi léasanna airgeadais ag tus chur i bhfeidhm an léasa ag an luach is ísle de luach cóir an earra léasaithe agus dímheastar luach reatha na mbuníocaíochtaí léasa thar an tréimhse is giorra den léas agus a saolré ionchais. Cláirítear an chuid chaipiteach den dualgas léasa mar dhliteanas agus gearrtar an chuid úis de chíosanna léasa airgeadais ar an gcuntas brabúis agus caillteanais ar bhonn anáide.

Léasanna Oibriúcháin

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile á gcoinneáil go substainteach ag an léasóir mar léasanna oibriúcháin. Gearrtar íocaíochtaí a dhéantar faoi léasanna oibriúcháin ar brabús nó caillteanas ar bhonn líne cothrom thar tréimhse an léasa.

1.10 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 agus tá cuntas déanta orthu seo glan ó CBL. Taobh amuigh de sin, ní raibh Foras na Gaeilge cláraithe do CBL agus níorbh fhéidir CBL a aiséileamh. Dá bhrí sin tá CBL san áireamh mar chaiteachas agus nuair is cuí caipitilithe i luach na Sócmhainní Seasta.

1.11 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 gnóthúcháin 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£0.8691 (an ráta malairte amhail an 31 Nollaig 2023) agus ba é an ráta a úsáideadh don Chuntas

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.

Ioncaim agus Caiteachais €1=Stg£0.8698 (an meánráta malairte le linn na bliana dar chríoch 31 Nollaig 2023).

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 caitheadh i leith críocha caipitil.

2. Grants from the Departments

<u>The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM)</u>	2023 Grant Revenue €	2023 Capital Grant €	2023 Grant Total €	2022 Grant Revenue €	2022 Grant Capital €	2022 Grant Total €
Foras na Gaeilge (FNAG) **Vote 33 Subhead D**	12,245,439	26,102	12,271,541	12,334,326	26,905	12,361,231
FNAG New Decade New Approach **Vote 33 Subhead C.9**	100,000	-	100,000	99,962	-	99,962
FNAG Language Planning Process **Vote 33 Subhead C.10**	447,099	-	447,099	368,742	-	368,742
FNAG Language Planning Co-Ordinator **Vote 33 Subhead C.10**	7,571		7,571	57,437	-	57,437
Clár na Leabhar Gaeilge (CNLG), and FNAG Dictionary Project Funding and Publishing **Vote 33 Subhead C.9**	-	-	-	600,000	-	600,000
FNAG Funding for Research **Vote 33 Subhead C.9**	250,000		250,000			
FNAG Energy Support Scheme **Vote 33 Subhead C.9**	-	-	-	225,000	-	225,000
FNAG Funding re: increased salary costs **Vote 33 Subhead C.9**	94,198	-	94,198	64,753	-	64,753
CNLG **Vote 33 Subhead D**	1,061,165	-	1,061,165	1,061,165	-	1,061,165
CNLG Funding re: increased salary and Other funding **Vote 33 Subhead C.9**	305,516	-	305,516	3,832	-	3,832
Colmcille **Vote 33 Subhead D**	118,519	-	118,519	118,519	-	118,519
Colmcille Funding re: increased salary Costs **Vote 33 Subhead C.9**	875	-	875	1,207	-	1,207
Colmcille 1500 Vote 33 Subhead C.4	-	-	-	50,000	-	50,000
<u>Department for Communities (DfC)</u>						
FNAG	4,036,122	8,701	4,044,823	4,072,284	8,968	4,081,252
Covid-19 Recovery Programme	-	-	-	855,203	-	855,203
Colmcille Note	118,204	-	118,204	119,226	-	119,226
<u>Department of Education (DoE)</u>						
FNAG Gaelbhratach **Vote 26 Subhead A14**	180,000	-	180,000	120,000	-	120,000
FNAG dictionary project funding **Vote 26 Subhead A14**	50,000	-	50,000	50,000	-	50,000
Total	19,014,708	34,803	19,049,511	20,201,656	35,873	20,237,529

2. DEONTAIS Ó NA RANNA

<u>**An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)**</u>	2023 Ioncam ó Dheontais €	2023 Deontas Caipitil €	2023 Ioncam Iomlán ó Dheontais €	2022 Ioncam ó Dheontais €	2022 Deontas Caipitil €	2022 Ioncam Iomlán ó Dheontais €
Foras na Gaeilge (FNAG) **Vóta 33 Fomhír D**	12,245,439	26,102	12,271,541	12,334,326	26,905	12,361,231
FNAG Ré Nua Cur Chuige Nua **Vóta 33 Fomhír C.9**	100,000	-	100,000	99,962	-	99,962
FNAG Próiseas Pleanála Teanga **Vóta 33 Fomhír C.10**	447,099	-	447,099	368,742	-	368,742
FNAG Comhordaitheoir Pleanála Teanga **Vóta 33 Fomhír C.10**	7,571		7,571	57,437	-	57,437
Clár na Leabhar Gaeilge (CNLG) agus FNAG Maoiniú tionscadal foclóireachta & foilsitheoireacht **Vóta 33 Fomhír C.9**	-	-	-	600,000	-	600,000
FNAG Maoiniú do Thaighde **Vóta 33 Fomhír C.9**	250,000		250,000			
FNAG Scéim Tacaíochta Fuinnimh **Vóta 33 Fomhír C.9**	-	-	-	225,000	-	225,000
FNAG Maoiniú le haghaidh costais ardaithe tuarastail **Vóta 33 Fomhír C.9**	94,198	-	94,198	64,753	-	64,753
CNLG **Vóta 33 Fomhír D**	1,061,165	-	1,061,165	1,061,165	-	1,061,165
CNLG Maoiniú le haghaidh costais ardaithe tuarastail & maoiniú eile **Vóta 33 Fomhír C.9**	305,516	-	305,516	3,832	-	3,832
Colmcille Vóta 33 Fomhír D	118,519	-	118,519	118,519	-	118,519
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail **Vóta 33 Fomhír C.9**	875	-	875	1,207	-	1,207
Colmcille 1500 **Vóta 33 Fomhír C.4**	-	-	-	50,000	-	50,000
<u>An Roinn Pobal (RP)</u>						
FNAG	4,036,122	8,701	4,044,823	4,072,284	8,968	4,081,252
Clár Cúitimh Covid-19	-	-	-	855,203	-	855,203
Colmcille Note	118,204	-	118,204	119,226	-	119,226
<u>An Roinn Oideachais (RO)</u>						
FNAG Gaelbhratach Vóta 26 A.14	180,000	-	180,000	120,000	-	120,000
FNAG Maoiniú tionscadal foclóireachta Vóta 26 A.14	50,000	-	50,000	50,000	-	50,000
Iomlán	19,014,708	34,803	19,049,511	20,201,656	35,873	20,237,529

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media (DTCAGSM)	2023 Grant Revenue Stg£	2023 Capital Grant Stg£	2023 Grant Total Stg£	2022 Grant Revenue Stg£	2022 Grant Capital Stg£	2022 Grant Total Stg£
Foras na Gaeilge (FNAG) **Vote 33 Subhead D**	10,651,083	22,703	10,673,786	10,518,712	22,944	10,541,656
FNAG New Decade New Approach **Vote 33 Subhead C.9**	86,980	-	86,980	85,248	-	85,248
FNAG Language Planning Process **Vote 33 Subhead C.10**	388,887	-	388,887	314,464	-	314,464
FNAG Language Planning Co-Ordinator **Vote 33 Subhead C.10**	6,585	-	6,585	48,982	-	48,982
Clár na Leabhar Gaeilge (CNLG), and FNAG dictionary project funding and publishing **Vote 33 Subhead C.9**	-	-	-	511,680	-	511,680
FNAG Research Vote 33 Subhead C.9	217,450		217,450			
FNAG Energy Support Scheme **Vote 33 Subhead C.9**	-	-	-	191,880	-	191,880
FNAG Funding re: increased salary costs **Vote 33 Subhead C.9**	81,933	-	81,933	55,221	-	55,221
CNLG **Vote 33 Subhead D**	923,001	-	923,001	904,962	-	904,962
CNLG Funding re: increased salary and Other funding **Vote 33 Subhead C.9**	265,738	-	265,738	3,294	-	3,294
Colmcille **Vote 33 Subhead D**	103,088	-	103,088	101,073	-	101,073
Colmcille Funding re: increased salary Costs **Vote 33 Subhead C.9**	761		761	1,038	-	1,038
Colmcille 1500 **Vote 33 Subhead C.4**	-	-	-	42,640	-	42,640
Department for Communities (DfC)						
FNAG	3,510,619	7,568	3,518,187	3,472,844	7,648	3,480,492
Covid-19 Recovery Programme	-	-	-	729,317	-	729,317
Colmcille Note	102,814	-	102,814	101,676	-	101,676
Department of Education (DoD)						
FNAG Gaelbhratach **Vote 26 Subhead A.14**	156,564	-	156,564	102,336	-	102,336
FNAG dictionary project funding **Vote 26 A.14**	43,490	-	43,490	42,640	-	42,640
Total	16,538,993	30,271	16,569,264	17,228,007	30,592	17,258,599

An Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán (RTCEGSM)	2023 Ioncam ó Dheontais Stg£	2023 Deontas Caipitil Stg£	2023 Ioncam Iomlán ó Dheontais Stg£	2022 Ioncam ó Dheontais Stg£	2022 Deontas Caipitil Stg£	2022 Ioncam Iomlán ó Dheontais Stg£
Foras na Gaeilge (FNAG) **Vóta 33 Fomhír D**	10,651,083	22,703	10,673,786	10,518,712	22,944	10,541,656
FNAG Ré Nua Cur Chuige Nua **Vóta 33 Fomhír C.9**	86,980	-	86,980	85,248	-	85,248
FNAG Próiseas Pleanála Teanga **Vóta 33 Fomhír C.10**	388,887	-	388,887	314,464	-	314,464
FNAG Comhordaitheoir Pleanála Teanga **Vóta 33 Fomhír C.10**	6,585		6,585	48,982	-	48,982
Clár na Leabhar Gaeilge (CNLG) agus FNAG Maoiniú tionscadal foclóireachta & foilsitheoireacht **Vóta 33 Fomhír C.9**	-	-	-	511,680	-	511,680
FNAG Taighde **Vóta 33 Fomhír C.9**	217,450		217,450			
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**	81,933	-	81,933	55,221	-	55,221
CNLG **Vóta 33 Fomhír D**	923,001	-	923,001	904,962	-	904,962
CNLG Maoiniú le haghaidh costais ardaithe tuarastail & maoiniú eile **Vóta 33 Fomhír C.9**	265,738	-	265,738	3,294	-	3,294
Colmcille **Vóta 33 Fomhír D**	103,088	-	103,088	101,073	-	101,073
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail **Vóta 33 Fomhír C.9**	761		761	1,038	-	1,038
Colmcille 1500 **Vóta 33 Fomhír C.4**	-	-	-	42,640	-	42,640
An Roinn Pobal (RP)						
FNAG	3,510,619	7,568	3,518,187	3,472,844	7,648	3,480,492
Clár Cúitimh Covid-19	-	-	-	729,317	-	729,317
Colmcille Note	102,814	-	102,814	101,676	-	101,676
An Roinn Oideachais (RO)						
FNAG Gaelbhratach **Vóta 26 A.14**	156,564	-	156,564	102,336	-	102,336
FNAG Maoiniú tionscadal foclóireachta **Vóta 26 A.14**	43490	-	43,490	42,640	-	42,640
Iomlán	16,538,993	30,271	16,569,264	17,228,007	30,592	17,258,599

3. Direct printing and distribution costs

	2023 €	2023 Stg£	2022 €	2022 Stg£
Book Purchases and Distribution Costs (Áis)	531,996	462,730	511,486	436,195
Printing and Production Costs (An Gúm)	239,944	208,703	237,339	202,403
Total	771,940	671,433	748,825	638,598

4. Other operating income

	2023 €	2023 Stg£	2022 €	2022 Stg£
Early Education Scheme - (Séideán Sí) Vote 26	8,594	7,475	46,222	39,418
Miscellaneous Income Dictionary Project	50	44	31	27
Interest and miscellaneous income FNAG	12,540	10,907	17,990	15,341
Total	21,184	18,426	64,243	54,786

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 2023 was 61 (2022: 59).

(b) The costs incurred in respect of these employees and Board members were:

	2023 €	2023 Stg£	2022 €	2022 Stg£
Wages and Salaries	3,394,265	2,952,331	3,415,689	2,912,900
Board Member fees	77,647	67,537	82,111	70,024
Social Security costs	352,743	306,816	339,219	289,286
Pension costs	1,903,000	1,655,229	2,948,000	2,514,054
Total Staff Costs	5,727,655	4,981,913	6,785,019	5,786,264

During the year, additional superannuation contributions amounting to €33,930 (Stg£29,512) 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 2023.

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 2023 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

	2023 €	2023 Stg£	2022 €	2022 Stg£
Ceannacháin leabhar agus costais dáiliúchán (Áis)	531,996	462,730	511,486	436,195
Costais chló agus táirgthe (An Gúm)	239,944	208,703	237,339	202,403
Iomlán	771,940	671,433	748,825	638,598

4. IONCAM OIBRIÚCHÁIN EILE

	2023 €	2023 Stg£	2022 €	2022 Stg£
Scéim Luathoideachais - (Séideán Sí) Vóta 26	8,594	7,475	46,222	39,418
Ioncam ilchineálach Tionscnamh an Fhoclóra	50	44	31	27
Ús agus ioncam eile FNAG	12,540	10,907	17,990	15,341
Iomlán	21,184	18,426	64,243	54,786

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 2023 ná 61 (2022: 59).

(b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2023 €	2023 Stg£	2022 €	2022 Stg£
Tuarastail agus pá	3,394,265	2,952,331	3,415,689	2,912,900
Táillí comhaltaí boird	77,647	67,537	82,111	70,024
Costais leasa shóisialaigh	352,743	306,816	339,219	289,286
Costais phinsin	1,903,000	1,655,229	2,948,000	2,514,054
Costais iomlána foirne	5,727,655	4,981,913	6,785,019	5,786,264

Le linn na bliana baineadh **€33,930 (Stg£29,512)** de ranníocaíochtaí breise aoisliúntais agus íocadh iad leis an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán.

Leagtar amach tuilleadh eolais maidir le socruithe 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 eochar-spriocanna airgeadais a leagan d'Fhoras na Gaeilge don bhliain dár chríoch 31 Nollaig 2023.

Tá Foras na Gaeilge freagrach don CATT agus do na hAirí sna Ranna Coimiríochta. Tuairiscíonn Foras na Gaeilge go foirmiúil don CATT ag cruinnithe rialta earnála (nuair a bhíonn an CATT ina shuí) agus do na Ranna Coimiríochta ar bhonn rialta ag cruinnithe monatóireachta. Chomh maith leis sin, tá Comhaontú Seirbhíse do 2023 ag Foras na Gaeilge leis na Ranna Coimiríochta, comhaontú a leagann amach príomhábhair fhócais agus fhreagrachta, mar aon leis an gcaoi a ndéanfar measúnú ar an bhForas don bhliain.

7. Other operating costs

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Internal Programme Costs				
Internal Programmes & Activities	376,398	327,392	475,137	405,197
Communications & Sponsorship	461,277	401,218	402,046	342,865
Irish in the Business Community	35,961	31,279	34,021	29,013
Dictionary Project (i)	143,818	125,093	271,117	231,208
Corpus (i)	-	-	31,106	26,527
Tibus national database	11,529	10,028	11,981	10,217
Early Education Scheme – (Séideán Sí)	56,152	48,841	109,331	93,238
Website (maintenance and development)	8,720	7,584	25,478	21,728
	1,093,855	951,435	1,360,217	1,159,993
Administration Expenses				
Travel & Subsistence (ii)	191,385	166,467	116,048	98,966
Office, Printing & Stationery	89,586	77,918	74,257	63,326
Consultancy (iii)	22,998	20,004	4,341	3,702
Legal & Professional Services	23,785	20,688	35,567	30,332
Outsourcing	156,220	135,880	165,547	141,179
Audit	34,100	29,660	36,800	31,383
Telecommunications & Postage	92,260	80,248	65,511	55,867
Training & Staff Development	24,490	21,302	29,680	25,311
Recruitment	7,543	6,561	3,728	3,180
Pension Administration Costs	44,291	38,524	32,877	28,037
Distribution	9,560	8,315	7,523	6,415
Subscriptions	5,518	4,799	7,463	6,365
	701,736	610,366	579,342	494,063
Establishment Expenses				
Rent & Rates	581,361	505,668	872,481	744,051
Repairs & renewals	27,021	23,503	25,353	21,621
Licence for Software	59,902	52,102	84,710	72,241
Lifts in the Head Office	1,724	1,500	1,845	1,573
Light & Heat	128,381	111,665	91,207	77,782
Insurance	40,340	35,088	44,804	38,209
Cleaning & Canteen	73,676	64,083	65,830	56,140
	912,405	793,609	1,186,230	1,011,617
Financial Charges				
Bank Interest and Charges	2,955	2,571	2,814	2,400
Foreign Exchange Loss/(Gain)	15,092	13,127	24,475	20,872
	18,047	15,698	27,289	23,272
Total	2,726,043	2,371,108	3,153,078	2,688,945

(i) In 2023, Foras na Gaeilge incurred expenditure of €500,536 in relation to its various dictionary projects. Work continued on the new dictionary projects, which involves publishing two new major dictionaries by 2027 (a monolingual Irish dictionary and a new Irish-English Dictionary). The majority of dictionary project's resources will be focused focused on these dictionaries for the next few years. Amongst the other current projects underway are teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and focal.ie (where Irish words and their sources are listed) websites; and corpus development. 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

7. COSTAIS OIBRIÚCHÁIN EILE

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Costais na gClár				
Cláir & Gníomhaíochtaí Inmheánacha	376,398	327,392	475,137	405,197
Cumarsáid & Urraíocht	461,277	401,218	402,046	342,865
Gaeilge i measc an Phobail Ghnó	35,961	31,279	34,021	29,013
Tionscnamh an Fhoclóra (i)	143,818	125,093	271,117	231,208
Corpus na Gaeilge Labhartha (i)	-	-	31,106	26,527
Bunachar Náisiúnta Tibus	11,529	10,028	11,981	10,217
Scéim Luathoideachais – (Séideán Sí)	56,152	48,841	109,331	93,238
Suíomh gréasáin (cothabháil agus forbairt)	8,720	7,584	25,478	21,728
	1,093,855	951,435	1,360,217	1,159,993
Costais Riaracháin				
Taisteal & cothú (ii)	191,385	166,467	116,048	98,966
Oifig, priontáil & stáiseanóireacht	89,586	77,918	74,257	63,326
Sainchomhairliúchán (iii)	22,998	20,004	4,341	3,702
Seirbhísí dlí & gairmiúla	23,785	20,688	35,567	30,332
Seachfhoinsiú	156,220	135,880	165,547	141,179
Iniúchadh	34,100	29,660	36,800	31,383
Teileachumarsáid & postas	92,260	80,248	65,511	55,867
Oiliúint & forbairt foirne	24,490	21,302	29,680	25,311
Earcaíocht	7,543	6,561	3,728	3,180
Costais riartha pinsin	44,291	38,524	32,877	28,037
Dáileadh	9,560	8,315	7,523	6,415
Síntiúis	5,518	4,799	7,463	6,365
	701,736	610,366	579,342	494,063
Costais Bhunaíocha				
Cíos & Rátaí	581,361	505,668	872,481	744,051
Deisiúcháin & athnuachaintí	27,021	23,503	25,353	21,621
Ceadúnas bogearraí	59,902	52,102	84,710	72,241
Ardaitheoirí sa cheannoifig	1,724	1,500	1,845	1,573
Solas & teas	128,381	111,665	91,207	77,782
Árachas	40,340	35,088	44,804	38,209
Glanadh & ceaintín	73,676	64,083	65,830	56,140
	912,405	793,609	1,186,230	1,011,617
Muirir Airgeadais				
Muirir agus ús bainc	2,955	2,571	2,814	2,400
Caillteanas in airgeadra coigríche	15,092	13,127	24,475	20,872
	18,047	15,698	27,289	23,272
Iomlán	2,726,043	2,371,108	3,153,078	2,688,945

(i) Sa bhliain 2023, chaith Foras na Gaeilge €500,536 ar thionscadail foclóireachta. Leanadh ar aghaidh leis an obair ar an tionscadal nua foclóireachta, tionscadal ina bhfuil i gceist dhá mhórfhoclóir nua a fhoilsiú faoin mbliain 2027 (foclóir aonteangach Gaeilge agus foclóir nua Gaeilge-Béarla). I dtreo an tionscadail seo a chuirfear an chuid is mó d'acmhainní Rannóg na Foclóireachta sna blianta amach romhainn. I measc na dtionscadal eile foclóireachta atá idir lámha ag Foras na Gaeilge tá suíomhanna idirlín teanglann.ie (ina bhfaightear leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramadaí, comhaid fuaime) agus focal.ie (mar a liostaítear na focail

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 the teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and focal.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 2023 amounted to €12,082/ Stg£10,509.
(iii) Foras na Gaeilge's expenditure relating to foreign travel in 2022 amounted to €3,398/Stg£2,898. Consultancy expenditure 2023 amounted to €20,970 / Stg£18,240. This related to the Partnership Approach and a Review Day between Lead-Organisations and Foras na Gaeilge. Consultancy expenditure in 2022 amounted to €4,341/Stg£3,702. This related to the maintenance of software.
(iv) Raidió na Life, a radio station for the Irish community has the 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 2023 €69,889/Stg£60,789, and 2022 €69,889/Stg£59,601.

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.

	2023 €	2023 Stg£	2022 €	2022 Stg£
Grant Commitments at 1 January	12,949,245	11,484,685	16,141,909	13,564,046
Grants Approvals in the year	12,065,618	10,494,675	10,483,099	8,939,987
Grants De-committed in the year	(260,594)	(226,665)	(128,810)	(109,849)
Total net grant commitment authorised	11,805,024	10,268,010	10,354,289	8,830,138
Grant Expenditure	(11,924,929)	(10,372,304)	(13,323,318)	(11,362,125)
Grant Commitments at 31 December	12,829,339	11,380,392	13,172,880	11,032,058
Currency translation adjustment (note 1.11)	73,447	(166,580)	(223,635)	452,627
Grant Commitments at 31 December as restated	12,902,786	11,213,812	12,949,245	11,484,685

- 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 payment made in 2023 and 2022 are set out in the table below:

	2023 €	2023 Stg£	2022 €	2022 Stg£
Gaeloideachas	708,562	616,307	708,562	604,262
Gael Linn	650,183	565,529	650,183	554,476
Glór na ngael	1,078,615	938,179	1,078,615	919,843
Oireachtas na Gaeilge	622,594	541,532	622,594	530,948
Conradh na Gaeilge	832,457	724,071	832,457	709,919
Cumann na bhfiann	745,136	648,119	745,136	635,452
Total	4,637,547	4,033,737	4,637,547	3,954,900

Ghaeilge agus a bhfoinsí); agus forbairt chorpais. Sa bhliain 2022, chaith Foras na Gaeilge €360,539 (Stg£307,468) ar thionscadail foclóireachta. Cuireadh tús le tionscadal nua foclóireachta i mí Mheán Fómhair 2022, tionscadal ina bhfuil i gceist dhá mhórfhoclóir nua a fhoilsiú faoin mbliain 2027 (foclóir aonteangach Gaeilge agus foclóir nua Gaeilge-Béarla). I measc na dtionscadal eile foclóireachta atá idir lámha ag Foras na Gaeilge tá suíomhanna idirlín teanglann.ie (ina bhfaightear leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramadaí, comhaid fuaime) agus focal.ie (mar a liostaítear na focail Ghaeilge agus a bhfoinsí); agus forbairt chorpais. 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 den fhoclóir sin in 2021.

(ii) Tharraing Foras na Gaeilge caiteachas ar luach €12,082/ Stg£10,509 air ar thaisteal thar lear in 2023. Tharraing Foras na Gaeilge caiteachas ar luach €3,398 / Stg£2,898 air ar thaisteal thar lear in 2022.

(iii) In 2023, caitheadh €20,970/ £18,240 ar chomhairleoireacht bainteach leis an gCur Chuige Comhpháirtíochta agus ar Lá Breithnithe idir na Ceanneagraíochtaí agus Foras na Gaeilge. In 2022, caitheadh €4,341/ Stg£3,702 ar chomhairleoireacht ar bhogearraí.

(iv) Is féidir le Raidió na Life, stáisiún raidió do phobal na Gaeilge, áiseanna áirithe a úsáid in oifigí Fhoras na Gaeilge 63-66 Sráid Amiens chun críocha craolacháin. Clúdaíonn Foras na Gaeilge costas cíosa an spáis oifige a úsáideann Raidió na Life, a raibh costas barúlach bliantúil 2023: €69,889 / Stg£60,789, agus 2022: €69,889 / Stg£59,601.

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.

	2023 €	2023 Stg£	2022 €	2022 Stg£
Ceangaltais deontas amhail 1 Eanáir	12,949,245	11,484,685	16,141,909	13,564,046
Deontais cheadaithe sa bhliain	12,065,618	10,494,675	10,483,099	8,939,987
Deontais díthiomnaithe sa bhliain	(260,594)	(226,665)	(128,810)	(109,849)
Glandliteanas iomlán deontais a údaraíodh	11,805,024	10,268,010	10,354,289	8,830,138
Caiteachas deontais	(11,924,929)	(10,372,304)	(13,323,318)	(11,362,125)
Ceangaltais deontais amhail 31 Nollaig	12,829,339	11,380,392	13,172,880	11,032,058
Coigeartú aistrithe airgeadra (nóta 1.11)	73,447	(166,580)	(223,635)	452,627
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	12,902,786	11,213,812	12,949,245	11,484,685

Léiríonn an coigeartú don aistriú airgeadra an t-athrú i luach deontais cheadaithe (chun athruithe i rátaí malairte airgeadra a léiriú).

Íocaíochtaí Deontais do Cheanneagraíochtaí

Tugann Foras na Gaeilge méid suntasach dá chúnamh airgid i ndeontais do 6 cheanneagraíocht. Seo thíos sonraí na híocaíochtaí a rinneadh in 2023 agus 2022:

	2023 €	2023 Stg£	2022 €	2022 Stg£
Gaeloideachas	708,562	616,307	708,562	604,262
Gael Linn	650,183	565,529	650,183	554,476
Glór na nGael	1,078,615	938,179	1,078,615	919,843
Oireachtas na Gaeilge	622,594	541,532	622,594	530,948
Conradh na Gaeilge	832,457	724,071	832,457	709,919
Cumann na bhFiann	745,136	648,119	745,136	635,452
Iomlán	4,637,547	4,033,737	4,637,547	3,954,900

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 and Irish- Medium Preschool Education
Gael Linn	Education in the English language sector, adult education, & opportunities for use for school pupils
Glór na ngael	Community & Social-Economic Development
Oireachtas na Gaeilge	Opportunities which support the use of Irish & establishing networks for adults
Conradh na Gaeilge	Raising awareness, language protection & advocacy on behalf of the language to state authorities,
Cumann na bhfiann	The development of opportunities for the use of Irish and networks for young people

9. FIXED ASSETS

	Office Furniture	Office Equipment	Motor vehicles	Total
	€	€	€	€
COST				
At 1 January 2023	118,884	786,271	23,739	928,894
Additions		34,803		34,803
At 31 December 2023	118,884	821,074	23,739	963,697
ACCUMULATED DEPRECIATION				
At 1 January 2023	105,227	754,774	23,739	883,740
Charge for the year	3,414	30,593	-	34,007
At 31 December 2023	108,641	785,367	23,739	917,747
NET BOOK VALUE				
At 31 December 2023 (€)	10,243	35,707	-	45,950
At 31 December 2023 (stg£)	8,911	31,058	-	39,969
Currency translation adjustment	(7)	(25)	-	(32)
As 31 December 2023 (stg£) as restated	8,904	31,033	-	39,937
At 31 December 2022 (€)	13,660	31,495	-	45,155
At 31 December 2022 (Stg£)	12,115	27,932	-	40,047

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

	2023	2023	2022	2022
	€	Stg£	€	Stg£
An Gúm: Book Stock	3,294	2,863	3,474	3,082
Áis: Book Stock	605,415	526,166	677,381	600,769
Total	608,709	529,029	680,855	603,851

Tá na ceanneagraíochtaí freagrach as na réimsí oibre Gaeilge seo a leanas:

Ceanneagraíocht	**Mór-réimse Oibre**
Gaelscoileanna Teo.	Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltaí scoile
Glór na nGael	Forbairt Pobail & Eacnamaíochta
Oireachtas na Gaeilge	Deiseanna a thacaíonn le hÚsáid na Gaeilge & le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú Feasachta, Cosaint Teanga & Ionadaíocht thar ceann na teanga le húdaráis stáit
Cumann na bhFiann	Forbairt Deiseanna Úsáide Gaeilge agus Gréasán do Dhaoine Óga

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige	Trealaimh Oifige	Mótar-fheithiclí	Iomlán
	€	€	€	€
COSTAS	118,884	786,271	23,739	928,894
Amhail 1 Eanáir 2023		34,803		34,803
Breiseanna				
Amhail 31 Nollaig 2023	118,884	821,074	23,739	963,697
DÍMHEAS CARNTHA				
Amhail 1 Eanáir 2023	105,227	754,774	23,739	883,740
Muirear don bhliain	3,414	30,593	-	34,007
Amhail 31 Nollaig 2023	108,641	785,367	23,739	917,747
GLANLUACH DE RÉIR NA LEABHAR				
Amhail 31 Nollaig 2023 (€)	10,243	35,707	-	45,950
Amhail an 31 Nollaig 2023 (Stg£)	8,911	31,058	-	39,969
Coigeartú ar airgeadra a aistriú	(7)	(25)	-	(32)
Amhail 31 Nollaig 2023 (Stg£) arna athlua	8,904	31,033	-	39,937
Amhail 31 Nollaig 2022 (€)	13,660	31,495	-	45,155
Amhail 31 Nollaig 2022 (Stg£)	12,115	27,932	-	40,047

Léiríonn an coigeartú ar airgeadra a aistriú an difríocht idir glanluach shócmhainní seasta de réir na leabhar, ríofa ag baint úsáid as rátaí malairte dheireadh na bliana, agus a nglanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOC

	2023	2023	2022	2022
	€	Stg£	€	Stg£
An Gúm: Stoc Leabhar	3,294	2,863	3,474	3,082
Áis: Stoc Leabhar	605,415	526,166	677,381	600,769
Iomlán	608,709	529,029	680,855	603,851

11. RECEIVABLES DUE WITHIN ONE YEAR

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Receivables	362,142	314,737	400,837	355,503
Other Receivables	11,010	9,568	11,703	10,380
Early Education Scheme	2,508	2,180	1,996	1,770
Prepayments	435,673	378,644	228,004	202,217
Repayment of VAT	27,956	24,297	40,542	35,956
Total	839,289	729,426	683,082	605,826

12. PAYABLES DUE WITHIN ONE YEAR

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Grant Liabilities	42,866	37,255	137,047	121,547
Payroll taxes	103,396	89,860	100,246	88,908
Payables and accruals	247,942	215,487	318,675	284,224
Total	394,204	342,602	555,968	494,679

13. CAPITAL GRANT RESERVE

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Opening balance at 1 January	45,156	40,048	47,779	40,148
Capital Grant Received	34,803	30,271	35,873	30,592
	79,959	70,319	83,652	70,740
Transfer to Income and Expenditure Account				
Amortisation of fixed assets	(34,007)	(29,579)	(38,496)	(32,829)
Currency translation adjustment	-	(804)	-	2,137
Final balance at 31 December (as restated)	45,952	39,936	45,156	40,048

11. FÉICHIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Féichiúnaithe	362,142	314,737	400,837	355,503
Féichiúnaithe eile	11,010	9,568	11,703	10,380
Scéim luathoideachais	2,508	2,180	1,996	1,770
Réamhíocaíochtaí	435,673	378,644	228,004	202,217
Aisíoc CBL	27,956	24,297	40,542	35,956
Iomlán	839,289	729,426	683,082	605,826

12. CREIDIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Dliteanais Deontas	42,866	37,255	137,047	121,547
Cánacha párolla	103,396	89,860	100,246	88,908
Creidiúnaithe agus fabhruithe	247,942	215,487	318,675	284,224
Iomlán	394,204	342,602	555,968	494,679

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Iarmhéid tosaigh amhail an 1 Eanáir	45,156	40,048	47,779	40,148
Deontas Caipitil Faighte	34,803	30,271	35,873	30,592
	79,959	70,319	83,652	70,740
Aistriú chuig an gCuntas Ioncaim agus Caiteachais				
Maitheamh sócmhainní seasta	(34,007)	(29,579)	(38,496)	(32,829)
Coigeartú ar airgeadra a aistriú	-	(804)	-	2,137
Iarmhéid deiridh amhail an 31 Nollaig (arna athshonrú)	45,952	39,936	45,156	40,048

14. Notes to the statement of cash flows

14.1 Reconciliation of the surplus / (deficit) for the period to net cash inflow/(outflow) from operating activities

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Deficit for the year	(61,948)	(53,878)	(535,383)	(456,539)
Adjustment for non-cash transactions				
Depreciation	34,007	29,579	38,496	32,829
Transfer from Capital Grant Reserve	(34,007)	(29,579)	(38,496)	(32,829)
	(61,948)	(53,878)	(535,383)	(456,539)
Adjustments for movements in working capital				
Decrease / (Increase) in Stock	72,146	74,822	29,913	(6,593)
Decrease / (Increase) in Receivables	(156,207)	(123,600)	444,077	341,326
Increase/(Decrease) in Payables	(161,763)	(152,078)	231,299	221,857
	(245,824)	(200,856)	705,289	556,590
Currency translation adjustment		(35,612)	-	102,559
Net cash inflow from operating activities	(307,772)	(290,346)	169,906	202,610

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 changes in cash and cash equivalents

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Cash in the bank at 1 January	1,284,096	1,138,867	1,114,190	936,257
Net cash inflow from operating activities	(307,772)	(290,346)	169,906	202,610
Cash in Bank at 31 December	976,324	848,521	1,284,096	1,138,867

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

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Barrachas don bhliain	(61,948)	(53,878)	(535,383)	(456,539)
Coigeartú i leith idirbhearta nach idirbhearta airgid iad				
Dímheas	34,007	29,579	38,496	32,829
Aistriú ó Chúlchiste Deontais Chaipitil	(34,007)	(29,579)	(38,496)	(32,829)
	(61,948)	(53,878)	(535,383)	(456,539)
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
Laghdú / (Méadú) ar an Stoc	72,146	74,822	29,913	(6,593)
Laghdú / (Méadú) ar na Féichiúnaithe	(156,207)	(123,600)	444,077	341,326
Méadú ar na Creidiúnaithe	(161,763)	(152,078)	231,299	221,857
	(245,824)	(200,856)	705,289	556,590
Coigeartú ar airgeadra a aistriú		(35,612)	-	102,559
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	(307,772)	(290,346)	169,906	202,610

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athrú sna rátaí malairte i rith na bliana.

14.2 ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2023	2023	2022	2022
	€	Stg£	€	Stg£
Airgead sa bhanc amhail an 1 Eanáir	1,284,096	1,138,867	1,114,190	936,257
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	(307,772)	(290,346)	169,906	202,610
Airgead sa bhanc amhail an 31 Nollaig	976,324	848,521	1,284,096	1,138,867

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:
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 however, 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 is the Superannuation Scheme for Established Civil Servants and Bord na Gaeilge Superannuation Scheme.

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

The valuation used for FRS 102 disclosures at 31 December 2023 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 2023.

15. DUALGAIS PHINSIN

Áirítear dualgais 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. Is iad na príomhranna ná:

Croí-Rannán Tuarastail Deiridh – is socrú tuarastal deiridh é seo le leasa bunaithe ar an bPríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsean do chéilithe agus do linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú phraghas.

Croí-rannán Alpha – is socrú pinsin méan gairmréime athluacháilte nó scéim CARE le leasa bunaithe ar an rannán Alpha den Phríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsean ar fáil bunaithe ar cheatadán (2.32%) de phá inphinsin de gach bliain ballraíochta gníomhach (méadaítear an phinsean ag tús gach bliain de réir gnáthbhoilisciú phraghas) agus pinsean do chéilithe agus do linbh. Is é an gnáthaois scoir ná 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 inbhuanachta agus cothrom na féinne idirghlúine. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilisciú phraghas.

Rannáin fhorchoimeádta – is roinnt rannán den scéim iad seo bunaithe ar scéimeanna pinsin de chuid sheirbhís phoiblí na hÉireann a raibh fostaithe de Chomhlachtaí Forfheidhmithe Thuaidh/Theas ina mbaill díbh nuair a ainmníodh agus aistríodh iad ag an am ar bunaíoch na Comhlachtaí. Is socruithe tuarastail deiridh iad na scéimeanna seo, leis na leasa céanna agus an scéim seirbhíse poiblí Éireannach cuí m.sh.: Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe. Cuireann na scéimeanna seo pinsean ar fáil (ochtódú do gach bliain seirbhíse do bhaill neamh-chomhtháite ach dhá chéadú do gach bliain seirbhíse do bhaill chomhtháite a bhí ar thuarastal thuas go 3.333 méid an Phinsin Seanaoise Ranníocaíoch Stáit), bónas nó cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsean do chéilithe agus do linbh. Is é an gnáthaois scoir ná 60ú breithlá an bhaill (nó 65ú sa Scéim Pinsin Neamhranníocaíoch d'Fhostaithe Stáit Neamhbhunaithe). Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir bhoilisciú ginearálta tuarastal na seirbhíse poiblí. Is é an scéim cuí gach cheart ar chosaint d'Fhoras na Gaeilge ná an Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe agus Scéim Aoisliúntais Bhord na Gaeilge.

Beidh leasa ag formhór na gcroí-baill sna míreanna buntuarastal deireanach agus alpha agus i gcásanna formhór na mbaill a théann isteach sa scéim ó 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den chroíscéim alpha.

An luacháil a úsáideadh d'fhaisnéisiú FRS 102 ag 31 Nollaig 2023, ba achtúire cáilithe neamhspleách (XPS) a rinne é. Ullmhaíodh torthaí na bliana seo trí dliteanais na scéime amhail an 31 Nollaig 2023, cúinsí margadh san áireamh, a thomhas.

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 not funded and therefore scheme assets are not 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 2023 and 31 December 2022 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.

15.2 Luach na Sócmhainní

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Fhoras na Gaeilge. Maoinítear sochair a íoctar le ballphinseanóirí trí ranníocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 Toimhdí - Ginearálta

Le measúnú a dhéanamh ar na dliteanais agus ar na costais ba ghá toimhdí a bheith ann maidir le himeachtaí eacnamaíochta agus deimeagrafaíochta sa todhchaí a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo ag comhardadh le chéile agus gurb é an toradh a bheadh orthu ná an meastachán is fearr ar na sreabhaí airgid a thiocfaidh i gceist de bharr dliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntasaíochta 31 Nollaig 2023 agus 31 Nollaig 2022 agus den mhodheolaíocht a úsáideadh le teacht orthu.

McCloud and Sargent ruling – Contingent Liability

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. 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 every member impacted retires the final cost of this remedy is unknown. As time progresses, and members retire and make their choice, we expect that the contingent liability as a proportion of total liability to reduce.

No allowance has been made for the Retrospective element of the remedy in the above disclosures. We estimate, using the current valuation data provided by the administrators, that additional costs for the retrospective remedy will be up to €606k for this Body as at 31 December 2023 (€390k – FY22).

Rialú McCloud agus Sargent – Dliteanas Teagmhasach

Rialaigh an Chúirt Achomhairc i gcásanna McCloud agus Sargeant gur eascair idirdhealú as an gcosaint idirthréimhseach a tugadh isteach mar chuid den athbhreithniú ar phinsin na seirbhíse poiblí in 2015. Mar fhreagra ar na breithiúnais seo, deimhníodh réiteach "ionchasach" agus réiteach "siarghabhálach" araon. Is éard is brí leis an ngné "ionchasach" ná gur aistríodh baill an Chroí-Rannáin Tuarastail Deiridh agus baill an Rannáin Fhorchoimeádta PSPSS(TÉ) faoin Scéim Pinsin Thuaidh/Theas chuig an gCroí-Rannán Alpha maidir le haon fhabhrú ón 1 Aibreán 2022. Tá impleacht an athraithe seo ar na dliteanais san áireamh sna nochtuithe a dhéantar thuas.

Tá na Forais anois ag obair le riarathóirí faoi láthair le dul i ngleic leis an réiteach "siarghabhálach". Fágfaidh an réiteach seo go mbeidh fothaca le rogha iarchurtha ag baill ábhartha don tréimhse 1 Aibreán 2015 agus 31 Márta 2022. Ciallaíonn seo go mbeidh baill in ann an modh fabhraithe sochair (tuarastal deiridh nó CARE faoin rannán Alpha) is buntáistí dóibh a roghnú do thréimhse an réitigh.

Go dtí go dtéann gach ball ábhartha ar scor, ní fios an costas críochnúil atá ar an réiteach seo. Le himeacht ama, agus baill ag dul ar scor agus ag déanamh a rogha, táimid ag dúil go laghdódh an dliteanas teagmhasach mar chuid den dliteanas iomlán.

Níl aon soláthar déanta sna cuntais seo don ghné shiarghabhálach den réiteach. Meastar amhail 31 Nollaig 2023, ar an mbonn a ullmhaíodh nótaí dliteanais teagmhasaigh roimhe seo do gach Foras, nach mó aon chúiteamh iníoctha mar chuid den ghné shiarghabhálach ná €606,000 (2023: €390,000 – FY22).

16. COMMITMENTS

16.1 Capital Commitments

There were no capital commitments as at 31 December 2023 for which no provision is made.

16.2 Operating Lease Commitments

At 31 December 2023, Foras na Gaeilge has commitments under opererating leases as follows:

	2023	2023	2022	2022
Basis	**€**	**Stg£**	**€**	**Stg£**
Within 1 year	681,627	592,402	681,627	604,535
Between 2 and 5 years	2,609,059	2,267,533	2,683,421	2,379,926
More than 5 years	10,220,706	8,882,815	10,827,970	9,603,327
Total	13,511,392	11,742,750	14,193,018	12,587,788

17. RENT PAID IN 2023 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

Headquarters	**Rent period**	**Expiry date**	**€**
63-66 Amiens Street – Dublin	01/01/2023 - 31/12/2023	2047	593,447
Other offices			
Westgate House – Belfast	01/01/2023 - 31/12/2023	Rolling	43,297
Ráth Chairn – Meath	01/01/2023 - 31/12/2023	2031	13,818
Gaoth Dobhair – Donegal	01/01/2023 - 31/12/2023	2026	22,612
Dunshaughlin – Meath	01/01/2023 - 31/12/2023	2027	51,750

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2023.

19. STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There was 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 2023 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:

	2023	2023	2022	2022
Bonn	**€**	**Stg £**	**€**	**Stg £**
Laistigh de bhliain amháin	681,627	59,2402	681,627	604,535
Idir 2-5 bliana	2,609,059	2,267,533	2,683,421	2,379,926
Níos mó ná 5 bliana	10,220,706	8,882,815	10,827,970	9,603,327
Iomlán	13,511,392	11,742,750	14,193,018	12,587,788

17. CÍOS 2023 INÍOCTHA I LEITH RÉADMHAOINE IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	**Tréimhse an chíosa**	**Dáta Éagtha**	**€**
63-66 Sráid Amiens – Baile Átha Cliath	01/01/2023 - 31/12/2023	2047	593,447
Oifigí eile			
Teach an Gheata Thiar – Béal Feirste	01/01/2023 - 31/12/2023	Le rothlú	43,297
Ráth Chairn – An Mhí	01/01/2023 - 31/12/2023	2031	13,818
Gaoth Dobhair – Dún na nGall	01/01/2023 - 31/12/2023	2026	22,612
Dún Seachlainn – An Mhí	01/01/2023 - 31/12/2023	2027	51,750

18. DLITEANAIS SHOLÁTHAR AGUS THEAGMHASACHA

Ní raibh aon dliteanais sholáthar agus theagmhasacha ar 31 Nollaig 2023.

19. RÁITIS AR CAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA

Is géag é Foras na Gaeilge den Fhoras Teanga, 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 2023 Foras na Gaeilge undertook the following transactions:

- An aggregate payment of €832,457 / Stg£724,071 (2022: €832,457 / Stg£709,919) was made to Conradh na Gaeilge, where an employee of Foras na Gaeilge is a member of the Executive Committee. This payment was made under the Irish language lead Organisation. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €117,922 / Stg£102,569 (2022: €108,173 / Stg£92,250) was made to Coiste Forbartha Chairn Tóchair, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Irish Networks Scheme, the Youth Schemes, the Colmcille Scheme, the Drama Companies Scheme 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.
- An aggregate payment of €19,199 / Stg£16,700 (2022: €0 / Stg£0) was made to Aerach Aiteach Gaelach, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Drama Companies Scheme. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €1,920 / Stg£1,670 (2022: €0 / Stg£0) was made to Pobal an Chaistil, where an employee of Foras na Gaeilge is a board member. This payment was made under the Youth Events Scheme. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €49,604 / Stg£43,146 (2022: €48,077 / Stg £41,000) was made to Gaelphobal Ard Mhacha Theas, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Irish Language Networks Development Scheme, the Youth Events Scheme, the Festivals Scheme and the Projects Fund. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €106,801 / Stg£92,895 (2022: €115,575 / Stg£98,562) was made to Comhar, where an employee of Foras na Gaeilge is a board member. This payment was made under the Colmcille Scheme and Magazines 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 CURRECY 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 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

21. NOCHTADH LEASA AG COMHALTAÍ BOIRD AGUS AG FOSTAITHE

Leagadh síos nósanna imeachta foirmiúla in 2006 maidir le hiompar Comhaltaí Boird nó baill foirne sa chás go bhfuil coimhlint leasa nó coimhlint leasa féideartha ann maidir leis an bpróiseas deontais. Le linn na bliana airgeadais dar chríoch 31 Nollaig 2023 Thug Foras na Gaeilge faoi na hidirbhearta seo a leanas a íoc:

- Rinneadh íocaíocht chomhiomláin de luach €832,457 / Stg£724,071 (2022: €832,457/ Stg£709,919) le Conradh na Gaeilge, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den choiste gnó. Bhain an íocaíocht seo le maoiniú Ceanneagraíochta. Níor ghlac an ball foirne seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Rinneadh íocaíocht chomhiomláin de luach €117,922 / Stg£102,569 (2022: €108,173 / Stg£92,250) 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 na Scéimeanna Óige, le Scéim Cholmcille, le Scéim na gCompántas 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.
- Rinneadh íocaíocht chomhiomláin de luach €19,199 / Stg£16,700 (2022: €0/ Stg£0) le Aerach Aiteach Gaelach, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo le Scéim na gCompántas Drámaíochta. Níor ghlac an ball foirne seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Rinneadh íocaíocht chomhiomláin de luach €1,920 / Stg£1,670 (2022: €0/ Stg£0) le Pobal an Chaistil, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den bhord. Bhain an íocaíocht seo le maoiniú Scéim na nImeachtaí Óige. Níor ghlac an ball foirne seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Rinneadh íocaíocht chomhiomláin de luach €49,604 /Stg£43,146 (2022: €48,077/ Stg £41,000) le Gaelphobal Ard Mhacha Theas, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den choiste. Bhain an íocaíocht seo le Scéim Forbartha Líonraí Gaeilge, Scéim na nImeachtaí Óige, Scéim na bhFéilte agus Ciste Tionscadail. Níor ghlac an ball foirne seo páirt i measúnú na ndeontas seo agus níor cuireadh aon cháipéisíocht a bhain leis na hidirbhearta seo ar fáil dó.
- Rinneadh íocaíocht chomhiomláin de luach €106,801 / Stg£ £92,895 (2022: €115,575/ Stg£98,562) le Comhar, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den bhord. Bhain an íocaíocht seo leis Scéimeanna Colmcille agus an Scéim Irisí. Níor ghlac an ball foirne 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 urraíochta, mar sin níl Foras na Gaeilge faoi neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadaíonn an Meabhrán Airgeadais iasacht faoi réir fhaomhadh na ranna urraíochta roimh agus na ranna airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu

by day-to-day operational activities and are not held to change the risks faced in undertaking its activities. Foras na Gaeilge's financial instruments mainly consist of cash, trade debtors and trade creditors.

b Liquidity, Interest Rate and Foreign Currency Risk
Foras na Gaeilge's net revenue resource requirements are financed by resources voted annually by the Houses of the Oireachtas and the Northern Ireland Assembly and, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it not exposed to a significant interest rate rise.
Foras na Gaeilge's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in Sterling and Euro. The majority of transactions are conducted in Euro, and the majority of funding is received in Euro, therefore Foras na Gaeilge is exposed to foreign currency risk to a limited degree.

23. PRINCIPAL RISKS AND UNCERTAINTIES

Brexit

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 2023 and Corporate Plan 2023-2025

On 19 May 2023, the North South Ministerial Council (NSMC) approved the 2023 Business Plan and the 2023-2025 Corporate Plan, which had been prepared in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure and Reform, and had been agreed by the Sponsor Departments and Finance 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.

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.

24. APPROVAL OF 2023 FINANCIAL STATEMENTS

The financial statements were approved by the Board on 23rd May 2025.

agus iad ag tabhairt faoina ngníomhaíochtaí. Is é atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó ná airgead tirim, feichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh
Déantar riachtanais acmhainní ioncaim ghlana Fhoras na Gaeilge a mhaoiniú le hacmhainní a vótáiltear go bliantúil i dTithe an Oireachtais agus Tionól Thuaisceart Éireann agus, mar a chaiteachas caipitil. Mar sin, níl sé, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé 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 urraíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro, mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRÍOMHRIOSCAÍ AGUS PRÍOMHÉIGINNTEACHTAÍ

An Breatimeacht

I ndiaidh don Ríocht Aontaithe an tAontas Eorpach a fhágáil 31 Eanáir 2020, tá an toradh fad téarmach maidir le Roinn Coimirce amháin a bheith san AE agus Roinn Coimirce eile taobh amuigh den AE anaithnid agus ní féidir é a thomhas faoi láthair.

Faomhadh Phlean Gnó 2023 agus Phlean Corparáideach 2023-2025

Ar 19 Bealtaine 2023, d'fhaomh na ranna coimircíochta Plean Gnó 2023 agus Plean Corparáideach 2023-2025, 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 Urraíochta agus na hAirí Airgeadais.

Cé go bhfuil ionchas réasúnta ann go leanfaidh na Rialtais faoi seach ag maoiniú ghníomhaíochtaí an Fhorais, tá méid an mhaoinithe faoi athbhreithniú leanúnach.

Tá maoiniú an Fhorais go fóill níos isle ná an maoiniú a fuair sé in 2008 agus i bhfírinne, beidh ísliú leanúnach ann de bharr costais bainte le pinsean ag ardú, rátaí féideartha malartaithe agus costais eile ag baint den mhéid airgid atá ar fáil le gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge costais phinsin le gach fostaí ar scoir óna bhuiséid oibriúcháin.

24. FAOMHADH AR RÁITEAS AIRGEADAIS DON BHLIAIN 2023

D'fhaomh an Bord na ráitis airgeadais ar 23 Bealtaine 2025.

Appendix 2
Ulster-Scots Agency
Accounts and notes to the accounts
For the year ended 31 December 2023

Aguisín 2
Gníomhaireacht na hUltaise
Cuntais agus nótaí a ghabhann leis na cuntais
Don bhliain dar críoch an 31 Nollaig 2023

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 (Gaelic) Language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.
The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the 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 2023. The financial results of the Ulster-Scots Agency are set out in detail on page 42. The deficit for the period was £400,790 (€460,786). In 2022 the surplus for the period was £2,913 (€3,416).

Réamhrá leis na cuntais

Eolas Cúlra

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. Bunaíodh an Foras Teanga ar an 2 Nollaig 1999 faoin Ordú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) 1999 agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999. Foras na Gaeilge is ea an chuid eile den Fhoras Teanga, tá Foras na Gaeilge freagrach as forbairt na Gaeilge. Tá Bord ar leith ag an dá ghníomhaireacht seo agus is ionann comhaltaí an dá ghníomhaireachta le chéile agus bord an Fhorais Teanga Thuaidh/Theas, agus ullmhaíonn an dá ghníomhaireacht ráitis airgeadais.
Is iad príomhghníomhaíochtaí na gníomhaireachta ná níos mó feasachta ar an Ultais agus a húsáid, agus níos mó feasachta ar shaincheisteanna cultúrtha na nAlbanach Uladh, 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 gCuid 7 d'Iarscríbhinn 2 den Chomhaontú lena mbunaítear Comhlachtaí Forfheidhmithe. Tá an ráiteas cuntas le bheith i bhfoirm atá faoi stiúir an RP agus an RTCEGSM, le ceadú na Ranna Airgeadais, mar a fhoráiltear i Meamram Airgeadais an Fhorais Teanga, agus sa Treoir don Tuarascáil Bhliantúil agus na Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí, Seachadadh PNF agus Athchóirithe (RCPSPNFA).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Ghníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar críoch an 31 Nollaig 2023. Tá torthaí airgeadais Ghníomhaireacht na hUltaise leagtha amach go mionchruinn ar leathanach 42. Ba é an t-easnamh don tréimhse £400,790 (€460,786). Ba é an t-easnamh don tréimhse £2,913 (€3,416).

Property, Plant and Equipment

Details of the movement of tangible assets are set out in note 8.1 to the accounts.

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.

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 2023.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2023.

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.

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.

Maoin, Gléasra agus Trealamh

Tá mionsonraí maidir le gluaiseacht na sócmhainní inláimhsithe leagtha amach i nóta 8.1 a ghabhann leis na cuntais.

Sócmhainní Doláimhsithe

Tá mionsonraí maidir le gluaiseacht na 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 maidir le gluaiseacht na sócmhainní oidhreachta leagtha amach i nóta 8.3 a ghabhann leis na cuntais.

Teagmhais Thábhachtacha a Tharla tar Éis Dheireadh na Bliana

Níor tharla aon teagmhas suntasach ó bhí deireadh na bliana ann a rachadh i bhfeidhm ar na cuntais seo.

Tabhartais Charthanúla

Ní dhearna Gníomhaireacht na hUltaise aon tabhartas carthanúla le linn na bliana dar críoch an 31 Nollaig 2023.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise aon íocaíocht le haghaidh taighde agus forbartha le linn na bliana dar críoch an 31 Nollaig 2023.

Forbairtí sa Todhchaí

Tá foireann na hardbhainistíochta ag súil go leanfaidh forbairt ghníomhaíochtaí na Gníomhaireachta ar aghaidh de réir an Phlean Gnó. Féach an Tuarascáil Bhliantúil le haghaidh tuilleadh eolais.

1 Comhaontú ar an 8 Márta 1999 idir Rialtas Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann agus Rialtas na hÉireann lenar bunaíodh Comhlachtaí Forfheidhmithe

Board Members
The functions of the Agency are exercised by the Board. The following served as Board members during 2023:-

Mr Frederick Kettyle (Vice-Chairperson)
Mr Allen McAdam
Ms Karyn Devenney
Mrs Lavinia Tilson
Mr Trevor Wilson

The Audit and Risk Committee comprised the following members during 2023:-

Mr Ray Dolan (Co-Opted Member from Safefood)
Ms Patricia mccaffrey (Co-Opted Member from Waterways Ireland)
Mr Allen McAdam (Chairperson)
Mr Frederick Kettyle

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.

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.

Comhaltaí Boird

Is é an Bord a chuireann feidhmeanna na Gníomhaireachta i bhfeidhm. D'fhóin na daoine seo a leanas mar chomhaltaí boird le linn 2023:-
Mr Frederick Kettyle (Leas-Chathaoirleach)
Mr Allen McAdam
Ms Karyn Devenney
Mrs Lavinia Tilson
Mr Trevor Wilson

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn 2023:-
Mr Ray Dolan (Comhalta Comhthofa ó Biaslán)
Ms Patricia McCaffrey (Comhalta Comhthofa ó Uiscebhealaí Éireann)
Mr Allen McAdam (Cathaoirleach)
Mr Frederick Kettyle

Tá an Ghníomhaireacht ag fanacht le triúr comhaltaí boird a bheith ceaptha ag CATT. Ina ainneoin seo, tá córam fós ag an nGníomhaireacht agus feidhmíonn sí laistigh de bhuanordaithe.

Ráiteas maidir le Freagrachtaí na gComhaltaí Boird

Is é ról an Bhoird ceannaireacht, fís, leanúnachas cuspóra agus freagracht don phobal a sholáthar. Ceanglaítear ar chomhaltaí boird na Gníomhaireachta:

- Páirt a ghlacadh sa chinnteoireacht agus an fhreagracht as na cinntí sin a roinnt;
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith ach páipéir ábhartha a léamh roimh ré;
- Freastal ar ócáidí oiliúna agus a bheith suas chun dáta maidir le hábhair a bhaineann le hobair na heagraíochta;
- Cur le hobair na gcoistí 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.

Comhdheiseanna agus ár bPolasaí Comhionannais

Lean Gníomhaireacht na hUltaise de bheith ag cur chun cinn comhdheiseanna laistigh dár bpolasaithe agus nósanna imeachta, rud a léiríonn ár dtiomantas do sholáthar comhionannas fostaíochta do chách, beag beann ar chreideamh, inscne, míchumas, cine, tuairim pholaitiúil, aois, stádas pósta, claonadh gnéis, nó cé acu atá cleithiúnaithe ag an duine nó nach bhfuil.

Is léiriú é an cleachtas seo ar nósanna imeachta agus cleachtais shamplacha atá molta ag an gCoimisiún Comhionannais. Táimid in éadan gach cineál idirdhealaithe mhídhleathaigh agus éagothroim. Caithfear go cothrom le gach fostaí lánaimseartha agus páirtaimseartha agus gach iarratasóir poist (fíoriarratasóirí nó iarratasóirí féideartha), agus déanfar roghanna maidir le fostaíocht, ardú céime, oiliúint nó aon sochar eile ar bhonn inniúlachta agus cumais. Tugtar cóir chomhionann dár gcustaiméirí, soláthraithe agus daoine sa phobal a bhfuil caidreamh againn leo i dtaca leis seo.

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.

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.

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 99% 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.

Tá an tiomantas do chomhionannas deise lárnach inár bpróisis oibre agus cláir forbartha go léir. Mar shampla, cuireann ár gclár imeachtaí comhionannas rochtana ar na himeachtaí faoinár sainchúram chun cinn agus is é is aidhm d'ár nós imeachta earcaíochta ná aghaidh a thabhairt ar éagothroime shainaitheanta i measc na n-iarratasóirí i dtaca le deiseanna poist. Cuireann ár gclár oideachais/ foghlama deiseanna ar fáil do gach scoil i gCúige Uladh, agus spreagaimid 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 don scoil ar an gcostas is lú nó gan chostas, rud a thugann deis do gach leanbh rochtain a fháil ar chláir spraíúla oideachasúla, agus laghdaíonn sé an riosca go mbeidh costas nó míchumas ina bhac ar rochtain nó rannpháirtíocht.

Rannpháirtíocht Fostaithe

Bhí na fostaithe rannpháirteach i rith na bliana in oibriúcháin agus pleananna iomlána na gníomhaireachta trí chruinnithe foirmiúla agus neamhfhoirmiúla, cúrsaí agus cruinnithe faisnéise. Lorgaíodh tuairimí ón bhfoireann i gcónaí agus nósanna imeachta agus polasaithe nua á bhforbairt, agus bhí deis ag an bhfoireann tuairimí a nochtadh.

Íocaíocht le Soláthraithe

Tá Gníomahireacht na hUltaise tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir 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, agus de réir na Rialachán um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002 in Éirinn. Mura luaitear 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 bailí nó éileamh den sórt céanna i láthair, cibé acu is déanaí. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Gníomhaireacht na hUltaise a cuid billí agus fuarthas amach gur íocadh 100% de bhillí laistigh den chaighdeán seo. Chomh maith leis sin, d'íoc an Ghníomhaireacht 100% d'íocaíochtaí i leith éilimh deontas laistigh de 15 lá.

Aithníonn an Ghníomhaireacht tiomantas Fheidhmeannas TÉ soláthraithe a íoc go pras (tiomantas i leith íocaíocht phras laistigh de 10 lá) agus tá sé seo á chur i bhfeidhm aici an oiread agus is féidir ó mhí Eanáir 2014 i leith maidir le sonraisc na soláthraithe. Fuarthas amach gur íocadh 99% d'íocaíochtaí soláthraithe laistigh den chaighdeán seo. Tá sé ar intinn ag an nGníomhaireacht freisin a bheith ag obair i dtreo íocaíocht laistigh de 10 lá do gach éileamh ar dheontas tar éis don Fhoireann Deontas é a fhaomhadh. Fuarthas amach go ndearnadh 100% d'íocaíochtaí i leith éilimh deontas laistigh de 10 lá oibre.

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 Scheme 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
Ian Crozier
Chief Executive – Ulster-Scots Agency 27/06/2025

Polasaí Sláinte agus Sábháilteachta

Tá Polasaí agus Nósanna Imeachta Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise a chlúdaíonn an eagraíocht agus a háitreabh.

Tá treoir i bhfeidhm don fhoireann ar fad maidir le nósanna imeachta aslonnaithe agus socruithe slándála sna áitribh ar fad ina bhfuil an comhlacht. Cuireadh an fhaisnéis seo ar fáil do gach ball foirne agus tá treoracha curtha in airde in áiteanna feiceálacha i bhfoirgnimh Bhéal Feirste agus Ráth Bhoth. Tá garchabhróirí agus maoir dhóiteáin ceaptha agus tá an oiliúint riachtanach faighte acu.

Scéim Comhionannais

D'ullmhaigh an Ghníomhaireacht Polasaí Comhionannais de réir riachtanais Alt 75 den Acht um Thuaisceart Éireann 1998, a d'fhaomh an Chomhairle Aireachta Thuaidh/Theas i mí an Mheithimh 2002 agus 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 é 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 faoi Stiúrthóireachtaí an Chomhlachta/Clár Leasa

Tá clár leasa á choinneáil ag an nGníomhaireacht agus is féidir breathnú air ach teagmháil a dhéanamh le hoifig Ghníomhaireacht na hUltaise. Tá sonraí teagmhála ar fáil ar shuíomh gréasáin na Gníomhaireachta.

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

Statement of responsibilities

Ulster-Scots Agency Responsibilities

The Department for Communities (dfc) and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) have directed the Language Body to prepare a statement of accounts for each year ended 31 December in the form and on the basis set out in the accounts direction at the appendix to these financial statements. The accounts are prepared on an accruals basis and must give a true and fair view of the Ulster-Scots Agency's state of affairs at the year end and of its income and expenditure, changes in equity, and cash flows for the calendar year.

In preparing the accounts the Body is required to:

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

The Language Body requires the Ulster-Scots Agency to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Accountable Person's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for the Ulster-Scots Agency, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of the Ulster-Scots Agency.

Ian Crozier
Ian Crozier
Chief Executive – Ulster-Scots Agency 27/06/2025

Ráiteas maidir le freagrachtaí

Freagrachtaí Ghníomhaireacht na hUltaise

Tá an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntais a ullmhú i leith gach bliain dar críoch an 31 Nollaig san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na ráitis airgeadais seo. Ullmhaítear na cuntais ar bhonn fabhruithe agus caithfidh siad léargas fírinneach cóir a thabhairt ar staid chúrsaí Ghníomhaireacht na hUltaise ag deireadh na bliana agus ar a hioncam agus a caiteachas, athruithe sa chothromas, agus a sreabhadh airgid don bhliain féilire.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- Aird a thabhairt ar an treoir do na cuntais arna heisiúint ag na Ranna Coimircíochta, lena n-áirítear na ceanglais ábhartha maidir le riachtanais chuntasaíochta agus nochta, agus polasaithe fóirsteanacha cuntasaíochta a chur i bhfeidhm ar bhonn comhsheasmhach;
- Breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- A rá ar comhlíonadh nó nár comhlíonadh na caighdeáin infheidhme cuntasaíochta agus aon difríocht ábhartha sna cuntais a mhíniú;
- Na cuntais airgeadais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Ghníomhaireacht de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar Ghníomhaireacht na hUltaise cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliain.

Ráiteas maidir le Freagrachtaí an Duine Chuntasaigh

Leagtar amach na freagrachtaí atá ar an bPríomhfheidhmeannach mar an Duine Cuntasach i nGníomhaireacht na hUltaise, lena n-áirítear an fhreagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, i Meamram Airgeadais Ghníomhaireacht na hUltaise.

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

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 2023 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. Raon Freagrachta

Mar an Duine Cuntasach, táim freagrach as córas rialaithe inmheánaigh fónta a choimeád, a thacaíonn le cur i bhfeidhm pholasaithe, aidhmeanna agus spriocanna Ghníomhaireacht na hUltaise – agus na cistí agus na sócmhainní poiblí atá faoi mo chúram go pearsanta a chumhdach, de réir na bhfreagrachtaí atá leagtha orm in Managing Public Money Northern Ireland agus in Public Financial Procedures.

Mar Phríomhfheidhmeannach Ghníomhaireacht na hUltaise táim freagrach go díreach do na hAirí sa Tuaisceart agus sa Deisceart faoi seach agus dá ranna, i dtaca le feidhmíocht agus oibriúcháin na Gníomhaireachta. Socraíonn na hAirí an creat polasaí faoina n-oibríonn Gníomhaireacht na hUltaise agus socraíonn siad raon a cuid gníomhaíochtaí. Chomh maith leis sin, socraíonn na hAirí na hacmhainní a bheidh le cur ar fáil don Ghníomhaireacht agus faomhann siad na Pleananna Corparáideacha agus Gnó.

I gcruinnithe den Ghrúpa Oibre, téim i gcomhairle leis na Ranna maidir le láimhseáil cúrsaí oibriúcháin a d'fhéadfadh a bheith ina n-ábhar imní suntasaí don phobal nó don rialtas, lena n-áirítear cineál, scála agus dóchúlacht na rioscaí.

D'ainmnigh Oifigeach Cuntasaíochta an RP mé i litir, i bhfoirm a d'fhaomh an Roinn Airgeadais (RA) agus Roinn Caiteachais Phoiblí, Seachadadh PNF agus Athchóirithe (RCPSPNFA), mar an tOifigeach Cuntasaíochta don Ghníomhaireacht. Leagtar amach mo ról agus freagrachtaí, agus ár gcaidreamh 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 fáil réitithe de gach riosca nach mbainfear amach polasaithe, aidhmeanna agus cuspóirí. Dá bhrí sin, ní féidir leis ach cinnteacht réasúnta seachas cinnteacht iomlán a thabhairt i dtaca le héifeachtacht.

Tá an córas rialaithe inmheánaigh bunaithe ar phróiseas leanúnach atá ceaptha leis na rioscaí maidir le baint amach pholasaithe, aidhmeanna agus chuspóirí na Gníomhaireachta a aithint agus a chur in ord tosaíochta; chun an dóchúlacht go dtarlódh na rioscaí sin agus an tionchar a bheadh ann dá dtarlódh siad 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 2023 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 2023.

3.A Cumas chun Riosca a Láimhseáil

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag an gComhairle Aireachta Thuaidh/Theas, agus i gcomhairle léi. Tá an Fhoireann Feidhmiúcháin freagrach as bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil na spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú, agus cinnte a dhéanamh de go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an Bord athbhreithniú ar fheidhmíocht de réir spriocanna, lena n-áirítear aon bheart ceartaitheach dá bharr sin, impleachtaí riosca agus bearta teagmhasacha.
Tá aithint agus tionchar riosca curtha san áireamh i bpróiseas pleanála chorparáidigh agus próiseas cinnteoireachta na Gníomhaireachta. Dá thoradh sin cinntíonn an Ghníomhaireacht go bhfuil nósanna imeachta i bhfeidhm chun a dheimhniú go ndéantar athbhreithniú agus tuairisciú rialta ar rialú inmheánach agus ar ghnéithe den bhainistíocht riosca agus go bhforlíontar iad le treoirlínte mionsonraithe dea-chleachtais faoi pholasaithe sceithireachta agus bainistíochta calaoise, i measc rudaí eile.

Faigheann Coiste Iniúchta agus Riosca na Gníomhaireachta tuarascálacha rialta maidir le rialú inmheánach agus gníomhaítear 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 chun aon ghníomhaíocht laistigh de raon a théarmaí tagartha a imscrúdú. Is é an príomhchuspóir ná cur go neamhspleách le próiseas foriomlán an Bhoird chun a chinntiú 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 rioscaí sannta 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 athbhreithniú ar gach tuarascáil iniúchta inmheánaigh. Mar chríoch, déanann an Coiste Iniúchta agus Riosca athbhreithniú ar an tuarascáil bhliantúil agus na cuntais, agus ar an tuarascáil a thagann ina dhiaidh sin dóibh siúd atá freagrach as rialachas. Tháinig an Coiste Iniúchta agus Riosca le chéile 4 huaire in 2023.

Significant internal control improvements during the year

A number of specific actions have occurred during the year which have strengthened the internal control framework and helped in the managing of the major and inherent risks:

- Continuing investment in Agency wide security keeping up to date with latest virus and ransomware software;
- Continuing review of recommendations made by Internal and External Audit by means of a risk register review at Audit & Risk Committee Board Meeting and accountability meetings;
- The Internal Audit plan is agreed in advance by the Audit & Risk Committee. Our contract with the incumbent firm expired in December 2023 and a new contract was advertised for procurement for commencement in Quarter 2 of 2023. 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 2023.

Ian Crozier
Ian Crozier
Chief Executive – Ulster-Scots Agency 27/06/2025

Feabhsuithe suntasacha ar an rialú inmheánach le linn na bliana

Bhí roinnt gníomhartha ar leith ann le linn na bliana a neartaigh an creat rialaithe inmheánaigh agus a chabhraigh le bainistiú na mór-rioscaí agus na rioscaí bunúsacha:

- Infheistíocht leanúnach i slándáil ar fud na Gníomhaireachta, ag coinneáil cothrom le dáta leis na bogearraí víris agus na bogearraí éirice is déanaí;
- Athbhreithniú leanúnach ar mholtaí a rinneadh san Iniúchadh Inmheánach agus Seachtrach trí athbhreithniú ar chlár rioscaí ag Cruinniú Boird den Choiste Iniúchta & Riosca agus cruinnithe cuntasachta;
- Comhaontaíonn an Coiste Iniúchta & Riosca an plean Iniúchta Inmheánaigh roimh ré. Chuaigh ár gconradh leis an ngnóthas reatha i mí na Nollag 2023 agus fógraíodh conradh nua soláthair, le tosú i Ráithe 2 de 2023. Fuair an Ghníomhaireacht rátáil 'sásúil' ar an iomlán le linn na bliana;
- Athbhreithniú leanúnach ón gCoiste Iniúchta & Riosca agus ón mBord ar pholasaithe agus nósanna imeachta sa Ghníomhaireacht;
- Measúnú ón gCoiste Iniúchta & Riosca, ach úsáid a bhaint as an Seicliosta Éifeachtúlachta de chuid an Choiste Iniúchta agus Dearbhaithe Riosca san Oifig Iniúchóireachta Náisiúnta; agus
- Rinneadh oiliúint athnuachana do bhainisteoirí agus eochairbhaill foirne maidir le heochairpholasaithe.

Nithe suntasacha maidir leis an rialúchán inmheánach a tháinig chun cinn le linn na bliana

Níor tháinig aon saincheisteanna suntasacha chun cinn maidir leis an rialúchán inmheánach le linn na bliana.
Déanann an Bord measúnú ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais ar bhonn na hoibre a dhéanann an fhoireann hardbhainistíochta laistigh den Ghníomhaireacht atá freagrach as forbairt agus cothú an chreata rialaithe airgeadais. Agus a athbhreithniú ar bun aige, cuireann an Bord litir na bainistíochta agus tuarascálacha eile ón iniúchóir seachtrach san áireamh. Rinne an Bord athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais agus mheas an Bord go raibh na rialuithe seo ag feidhmiú go héifeachtach agus go sásúil. Anuas air seo, déanann an Bord agus an Coiste Iniúchta & Riosca measúnú bliantúil ar a bhfeidhmíocht féin.

Cúinsí a chuaigh i bhfeidhm ar an nGníomhaireacht le linn na bliana

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) faoi Chomhaontú Bhéal Feirste/Aoine an Chéasta (1998), chun comhairleoireacht, comhoibriú agus gníomhaíocht a fhorbairt ar fud oileán na hÉireann. Tá sí freagrach as an bPlean Corparáideach, an Plean Gnó Bliantúil agus buiséid na bhForas Thuaidh Theas ar fad. Tháinig CATT le chéile ar an 29 Bealtaine 2024 agus d'fhaomh sí Plean Gnó na Gníomhaireachta do 2023.

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

Income statement for the year ended 31 December 2023

INCOME	Notes	2023 £	2023 €	2022 £	2022 €
Revenue Grant from Departments	2	2,793,899	3,212,118	3,550,048	4,162,815
Release from Capital Grant Reserve		20,434	23,492	25,125	29,462
Other Income	3	174,378	200,480	419,988	492,481
Total Income		2,988,711	3,436,090	3,995,161	4,684,758
EXPENDITURE					
Staff Costs	4	919,046	1,056,619	1,114,241	1,306,568
Other Operating Costs	6	809,636	930,833	585,442	686,494
Grants	7	1,640,385	1,885,932	2,267,440	2,658,818
Depreciation	8	20,434	23,492	25,125	29,462
Total Expenditure		3,389,501	3,896,876	3,992,248	4,681,342
(Deficit)/Surplus for the period		(400,790)	(460,786)	2,913	3,416
Surplus/(Deficit) carried forward from previous year		441,929	498,285	439,016	522,452
Currency translation adjustment			9,837		(27,583)
Amount transferred to reserves		41,139	47,336	441,929	498,285

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2023

		2023 £	2023 €	2022 £	2022 €
(Deficit) / Surplus for the year		(400,790)	(460,786)	2,913	3,416
Experience Gain / (Loss) on pension scheme liabilities	15b	508,000	584,043	(325,000)	(381,098)
(Loss) / Gain due to currency movements	15b	13,000	14,946	(17,000)	(19,934)
Gain / (Loss) on change to assumptions	15b	(53,000)	(60,934)	3,381,000	3,964,588
Actuarial Gain / (Loss) on Pension Liabilities		468,000	538,055	3,039,000	3,563,556
Adjustment to Deferred Pension Funding		(468,000)	(538,055)	(3,039,000)	(3,563,556)
Total Comprehensive Income for the year		(400,790)	(460,786)	2,913	3,416

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Ian Crozier
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Chief Executive – Ulster-Scots Agency 27/06/2025

Keith Gamble
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Chairperson – Ulster-Scots Agency 27/06/2025

Ráiteas ioncaim don bhliain dar críoch an 31 Nollaig 2023

	Nótaí	2023 £	2023 €	2022 £	2022 €
IONCAM					
Deontas Ioncaim ó na Ranna	2	2,793,899	3,212,118	3,550,048	4,162,815
Scaoileadh ón gCúlchiste Deontais Caipitil		20,434	23,492	25,125	29,462
Ioncam Eile	3	174,378	200,480	419,988	492,481
Ioncam Iomlán		2,988,711	3,436,090	3,995,161	4,684,758
CAITEACHAS					
Costais Foirne	4	919,046	1,056,619	1,114,241	1,306,568
Costais Eile Oibriúcháin	6	809,636	930,833	585,442	686,494
Deontais	7	1,640,385	1,885,932	2,267,440	2,658,818
Dímheas	8	20,434	23,492	25,125	29,462
Caiteachas Iomlán		3,389,501	3,896,876	3,992,248	4,681,342
Barrachas / (Easnamh) don tréimhse		(400,790)	(460,786)	2,913	3,416
Barrachas / (Easnamh) tugtha ar aghaidh ón mbliain roimhe		441,929	498,285	439,016	522,452
Coigeartú ar Aistriú Airgeadra			9,837		(27,583)
Méid a Aistríodh go Cúlchistí		41,139	47,336	441,929	498,285

An ráiteas ar ioncam cuimsitheach don bhliain dar críoch an 31 Nollaig 2023

		2023 £	2023 €	2022 £	2022 €
		(400,790)	(460,786)	2,913	3,416
Gnóthachan / (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	15b	508,000	584,043	(325,000)	(381,098)
(Caillteanas) / Gnóthachan mar gheall ar ghluaiseachtaí airgeadra	15b	13,000	14,946	(17,000)	(19,934)
Gnóthachan / (Caillteanas) ar athrú ar thoimhdí	15b	(53,000)	(60,934)	3,381,000	3,964,588
Gnóthachan / (Caillteanas) Achtúireach ar Dhliteanais Phinsin		468,000	538,055	3,039,000	3,563,556
Coigeartú ar Chistiú Pinsean Iarchurtha		(468,000)	(538,055)	(3,039,000)	(3,563,556)
Ioncam Cuimsitheach Iomlán don bhliain		(400,790)	(460,786)	2,913	3,416

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha

Is cuid de na ráitis airgeadais seo na nótaí 1 go dtí 19.

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Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

Keith Gamble
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Cathaoirleach – Gníomhaireacht na hUltaise 27/06/2025

Statement of financial position as at 31 December 2023

	Notes	2023 £	2023 €	2022 £	2022 €
FIXED ASSETS					
Property, plant & equipment	8.1	56,296	64,776	74,289	83,763
Intangible Assets	8.2	-	-	-	-
Heritage Assets	8.3	95,234	109,576	93,358	105,263
		151,530	174,352	167,647	189,026
CURRENT ASSETS					
Receivables due within one year	9	207,188	238,394	381,485	430,133
Cash and cash equivalents	12.2	113,738	130,869	532,843	600,793
		320,926	369,263	914,328	1,030,926
CURRENT LIABILITIES					
Creditors (Amounts falling due within one year)	10	(279,787)	(321,928)	(472,398)	(532,640)
NET CURRENT ASSETS / (LIABILITIES)		41,139	47,335	441,930	498,286
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		192,669	221,687	609,577	687,312
Pension Liabilities	15b	2,892,000	3,327,581	3,189,000	3,595,671
Deferred Pension Funding	15b	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
TOTAL ASSETS LESS CURRENT LIABILITIES		192,669	221,687	609,577	687,312
FINANCED BY:					
CAPITAL AND RESERVES					
Income and Expenditure Account Reserve		41,139	47,336	441,929	498,285
Capital Grant Reserve		151,530	174,351	167,648	189,027
		192,669	221,687	609,577	687,312

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

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Chairperson – Ulster-Scots Agency 27/06/2025

Ráiteas ar staid an airgeadais amhail an 31 Nollaig 2023

	Nótaí	2023 £	2023 €	2022 £	2022 €
SÓCMHAINNÍ SEASTA					
Maoin, gléasra & trealamh	8.1	56,296	64,776	74,289	83,763
Sócmhainní Doláimhsithe	8.2	-	-	-	-
Sócmhainní Oidhreachta	8.3	95,234	109,576	93,358	105,263
		151,530	174,352	167,647	189,026
SÓCMHAINNÍ REATHA					
Infháltais dlite laistigh de bhliain amháin	9	207,188	238,394	381,485	430,133
Airgead tirim agus coibhéisí airgid thirim	12.2	113,738	130,869	532,843	600,793
		320,926	369,263	914,328	1,030,926
DLITEANAIS REATHA					
Creidiúnaithe (Méideanna dlite laistigh de bhliain amháin)	10	(279,787)	(321,928)	(472,398)	(532,640)
GLANSÓCHMHAINNÍ / (DLITEANAIS) REATHA		41,139	47,335	441,930	498,286
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA ROIMH PHINSIN		192,669	221,687	609,577	687,312
Dliteanais Phinsin	15b	2,892,000	3,327,581	3,189,000	3,595,671
Cistiú Pinsean Iarchurtha	15b	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA		192,669	221,687	609,577	687,312
ARNA MHAOINIÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste an Chuntais Ioncaim agus Caiteachais		41,139	47,336	441,929	498,285
Cúlchiste Deontais Caipitil		151,530	174,351	167,648	189,027
		192,669	221,687	609,577	687,312

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha

Is cuid de na ráitis airgeadais seo na nótaí 1 go dtí 19.

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Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

Keith Gamble
Keith Gamble
Cathaoirleach – Gníomhaireacht na hUltaise ` 27/06/2025

Statement of cash flows for the year ended 31 December 2023

	Notes	2023 £	2023 €	2022 £	2022 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	(419,105)	(469,924)	54,448	31,479
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	(4,316)	(4,962)	(54,910)	(64,388)
CASH FLOWS FROM FINANCING ACTIVITIES:		-	-	-	-
NET CASH IN/(OUT)FLOW BEFORE FINANCING		(423,421)	(474,886)	(462)	(32,909)
FINANCING					
Capital Grant Received	2	4,316	4,962	54,910	64,388
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		(419,105)	(469,924)	54,448	31,479

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Ráiteas sreabhaidh airgid don bhliain dar críoch an 31 Nollaig 2023

	Nótaí	2023 £	2023 €	2022 £	2022 €
GLANSREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	11	(419,105)	(469,924)	54,448	31,479
SREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA:					
Íocaíochtaí chun maoin, gléasra agus trealamh a fháil	8	(4,316)	(4,962)	(54,910)	(64,388)
SREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ MAOINITHE:		-	-	-	-
GLANSREABHADH AIRGID ISTEACH/(AMACH) ROIMH MHAOINIÚ		(423,421)	(474,886)	(462)	(32,909)
MAOINIÚ					
Deontas Caipitil Faighte	2	4,316	4,962	54,910	64,388
MÉADÚ / (LAGHDÚ) AR AIRGEAD TIRIM AGUS COIBHÉISÍ AIRGID THIRIM		(419,105)	(469,924)	54,448	31,479

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – Gníomhaireacht na hUltaise 27/06/2025

Keith Gamble
Keith Gamble

Statement of changes in equity as at 31 December 2023

Income and expenditure account reserve

	2023	2023	2022	2022
	£	€	£	€
Balance at 1 January	441,929	498,285	439,016	522,452
Currency Translation Adjustment	-	9,837	-	(27,583)
Surplus/(Deficit)	(400,790)	(460,786)	2,913	3,416
Balance at 31 December	41,139	47,336	441,929	498,285

Capital grant reserve

	2023	2023	2022	2022
	£	€	£	€
Balance at 1 January	167,648	189,027	138,105	164,352
Capital funding Receivable	4,316	4,962	54,910	64,388
Disposals - NBV	-	-	(242)	(284)
Less amount released to Income Statement	(20,434)	(23,492)	(25,125)	(29,463)
	151,530	170,497	167,648	198,993
Currency Translation Adjustment		3,854		(9,966)
Balance at 31 December	151,530	174,351	167,648	189,027

Ráiteas ar athruithe sa chothromas amhail an 31 Nollaig 2023

Cúlchiste an chuntais ioncaim agus caiteachais

	2023	2023	2022	2022
	£	€	£	€
Iarmhéid ar an 1 Eanáir	441,929	498,285	439,016	522,452
Coigeartú ar Aistriú Airgeadra	-	9,837	-	(27,583)
Barrachas/(Easnamh)	(400,790)	(460,786)	2,913	3,416
Iarmhéid ar an 31 Nollaig	41,139	47,336	441,929	498,285

Cúlchiste deontais caipitil

	2023	2023	2022	2022
	£	€	£	€
Iarmhéid ar an 1 Eanáir	167,648	189,027	138,105	164,352
Cistiú caipitil Infhála	4,316	4,962	54,910	64,388
Diúscairtí – Glanluach de réir na leabhar	-	-	(242)	(284)
Lúide an méid scaoilte chuig an Ráiteas Ioncaim	(20,434)	(23,492)	(25,125)	(29,463)
	151,530	170,497	167,648	198,993
Coigeartú ar Aistriú Airgeadra		3,854		(9,966)
Iarmhéid ar an 31 Nollaig	151,530	174,351	167,648	189,027

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 A GHABHANN 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 na gcaighdeán cuntasaíochta infheidhme sa RA, lena n-áirítear an Caighdeán um Thuairisciú Airgeadais 'FRS 102'. Ullmhaíodh na cuntais de réir choinbhinsiún an chostais stairiúil. Cloíonn na cuntais leis na riachtanais chuntasaíochta agus nochta arna n-eisiúint ag RA agus RCPSPNFA.

1.2 Sócmhainní Seasta Sócmhainní Inláimhsithe

Déantar sócmhainní 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 a fhaightear iad agus ní ghearrtar aon dímheas sa bhliain diúscartha, ag úsáid mhodh an mhéid chothroim. Is iad na rátaí is infheidhme:

Trealamh Oifige	20%
Daingneáin & Feistis	10%
Trealamh Ríomhaireachta	33.33%
Uirlisí Ceoil	20%
Mótarfheithiclí	20%
Trealamh don Ionad Cuairteoirí	33.33%

Is Sócmhainn Inláimhsithe aon sócmhainn atá beartaithe lena húsáid ar bhonn leanúnach ag a bhfuil saolré ionchais níos mó ná bliain amháin agus luach ceannaigh níos mó ná £330 (€500).

Sócmhainní doláimhsithe

Déantar sócmhainní doláimhsithe a thomhas ar chostas lúide amúchadh carntha agus aon chaillteanas lagaithe carntha. Aithnítear sócmhainní doláimhsithe mar gheall ar luach ceannaigh níos mó ná £330 (€500).

Gearrtar amúchadh chun costas doláimhsithe a leithdháileadh, lúide a luachanna iarmharacha ar feadh a saolré ionchais mheasta, ag úsáid mhodh 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).

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.

Sócmhainní Oidhreachta

Déantar sócmhainní oidhreachta a chaipitliú ag luach fála don Gníomhaireacht. Caitear leo mar mhíreanna neamh-in-dímheasa.

Baineann na sócmhainní oidhreachta go príomha le leabhair agus míreanna de chineál stairiúil a choinnítear agus a chaomhnaítear go príomha de bharr go gcuireann siad leis an eolas atá againn ar Albanaigh Uladh agus a gcultúr. Tugtar cur síos ar an mbailiúchán agus an chaoi a ndéantar é a bhainistiú i nóta 8.

1.3 Costais Phinsin

Bhunaigh na Comhlachtaí Forfheidhmithe Thuaidh/Theas agus Turasóireacht Éireann Teoranta an Scéim Pinsin Thuaidh/Theas le héifeacht ón 29 Aibreán 2005. Is scéim pinsin le sochar sainithe í a mhaoinítear go bliantúil ar bhonn ‘íoctar mar a úsáidtear’ ó airgead a bhíonn ar fáil di, lena n-áirítear airgead a sholáthraíonn an Roinn Pobal (RP) agus an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM). Déanann riarthóir seachtrach an scéim pinsin a riar.

Déantar dliteanais na Scéime Pinsin a thomhas ar bhonn achtúireach ach úsáid a bhaint as modh chreidiúint réamh-mheasta an aonaid.
Léiríonn costais phinsin na sochair phinsin atá tuillte ag fostaithe sa tréimhse. Aithnítear suim ar choimhéad leis an muirear pinsin mar ioncam sa mhéid is go bhfuil sí in-aisghabhála agus go bhfuil sí fritháirithe ag na deontais a fhaightear le linn na bliana chun íocaíochtaí pinsin a ghlanadh. Aithnítear gnóthachain nó caillteanais achtúireacha ag éirí as athruithe ar thoimhdí achtúireacha agus ó bharrachais agus easnaimh ó thaithí sa Ráiteas ar Ioncam Cuimsitheach don bhliain ina dtarlaíonn siad. Aithnítear leasú comhfhreagrach freisin sa tsuim atá in-aisghabhála ón Roinn Pobal (RP) agus ón Roinn Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM). Léiríonn na dliteanais phinsin an luach reatha ar íocaíochtaí pinsin sa todhchaí atá tuillte ag an bhfoireann go dtí seo. Léiríonn cistiú pinsin iarchurtha an tsócmhainn chomhfhreagrach le haisghabháil i dtréimhsí amach anseo ón Roinn Pobal (RP) agus ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM).

1.4 Cáin Bhreisluacha

Ní féidir le Gníomhaireacht na hUltaise CBL a aiséileamh. Mar sin de, tá CBL san áireamh mar chaiteachas agus nuair is cuí, déantar í a chaipitliú i luach na Sócmhainní Seasta.

1.5 Currency Translation

The Ulster-Scots Agency has disclosed information on the face of the Income Statement, Statement of Financial Position and Statement of Cash Flows in both STG£ and EURO€. Amounts on the Income Statement and Statement of Cash Flows were translated at an average rate throughout the year. Assets and liabilities were translated at the closing rate. The Agency has a Euro bank account. The transactions in this account were translated to sterling at an average rate throughout the year, while the closing balance was translated at the rate ruling at the year end. This has resulted in a foreign currency gain, which has been credited to the Income Statement. The rates of exchange used are as follows:

	2023	**2022**
Average rate	£1 = €1.14969	£1 = €1.172608
Closing rate	£1 = €1.150616	£1 = €1.127523

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.

1.5 Aistriú Airgeadra

Tá eolas nochta ag Gníomhaireacht na hUltaise ar an Ráiteas Ioncaim, Ráiteas ar Staid an Airgeadais agus Ráiteas Sreabhaidh Airgid in Steirling (£) agus Euro (V) araon. Rinneadh na suimeanna ar an Ráiteas Ioncaim agus an Ráiteas Sreabhaidh Airgid a aistriú ag meánráta i rith na bliana. Aistríodh sócmhainní agus dliteanais 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. D'fhág sé seo go raibh gnóthachan ar airgead eachtrach agus cuireadh sin chun sochair sa Chuntas Ioncaim. Is iad seo a leanas na rátaí malairte a úsáidtear:

	2023	**2022**
Meánráta	£1 = €1.14969	£1 = €1.172608
Ráta reatha	£1 = €1.150616	£1 = €1.127523

1.6 Deontais

a) Deontais iníoctha

Aithnítear deontais a bhíonn iníoctha le tríú páirtithe mar chaiteachas sa bhliain a ndéanann an faighteoir an ghníomhaíocht a chruthaíonn teidlíocht.

b) Deontais infhála

Aithnítear deontais ioncaim infhála sa tréimhse ina bhfaightear iad.

c) Cúlchiste Deontais Caipitil

Cuirtear ioncam deontais chun críocha caipitil do shochar i gCúlchiste 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 ar an Ráiteas Ioncaim ar feadh shaolré an léasa. Nochtar ceangaltais léasa oibriúcháin i nóta 13.

2. Grant from the departments

	Note	2023 Dfc £	2023 DTCAGSM £	2023 Dfc €	2023 DTCAGSM €	2023 Total £	2023 Total €	2022 Total £	2022 Total €
Revenue Grant- Dfc 75% DTCAGSM 25%	1	2,021,301	653,290	2,323,870	751,081	2,674,591	3,074,951	2,602,771	3,052,030
Revenue Grant- Dfc 100%	2	-	-	-	-	-	-	947,277	1,110,785
Revenue Grant- DTCAGSM 100%	3	-	49,526	-	56,939	49,526	56,939	-	-
Revenue Grant- DTCAGSM 100%	4	-	69,782	-	80,228	69,782	80,228	-	-
		2,021,301	772,598	2,323,870	888,248	2,793,899	3,212,118	3,550,048	4,162,815
Capital Grant - dfc 75% DTCAGSM 25%		3,237	1,079	3,721	1,241	4,316	4,962	54,910	64,388
Total		2,024,538	773,677	2,327,591	889,489	2,798,215	3,217,080	3,604,958	4,227,203

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 the 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 Recovery Programme for Ulster-Scots Organisations.

Note 3: DTCAGSM provided this ring-fenced funding for the purposes of an Energy Support Scheme for Ulster-Scots Organisations.

Note 4: DTCAGSM provided this ring-fenced funding for the purposes of Instruments and Uniforms for Ulster-Scots Organisations in the border counties (ROI only).

3. Other operating income

		2023 £	2023 €	2022 £	2022 €
Other Income		3,378	3,883	453	531
Net deferred funding for pensions	15c	171,000	196,597	419,000	491,323
Service Charge Income		-	-	535	627
		174,378	200,480	419,988	492,481

4. Staff costs and board members

		2023 £	2023 €	2022 £	2022 €
Wages & salaries		431,765	496,397	423,933	497,107
Board Costs		25,929	29,810	28,662	33,609
Social Security Costs		44,673	51,361	46,812	54,892
Temporary Staff		168,084	193,244	148,677	174,341
Pension costs	15c	248,595	285,807	466,157	546,619
Total Staff and Board Costs		919,046	1,056,619	1,114,241	1,306,568

2. Deontas ó na ranna

	Nóta	2023 RP £	2023 RTCEGSM £	2023 RP €	2023 RTCEGSM €	2023 Iomlán £	2023 Iomlán €	2022 Iomlán £	2022 Iomlán €
Deontas Ioncaim- RP 75% RTCEGSM 25%	1	2,021,301	653,290	2,323,870	751,081	2,674,591	3,074,951	2,602,771	3,052,030
Deontas Ioncaim- RP 100%	2	-	-	-	-	-	-	947,277	1,110,785
Deontas Ioncaim- RTCEGSM 100%	3	-	49,526	-	56,939	49,526	56,939	-	-
Deontas Ioncaim- RTCEGSM 100%	4	-	69,782	-	80,228	69,782	80,228	-	-
		2,021,301	772,598	2,323,870	888,248	2,793,899	3,212,118	3,550,048	4,162,815
Deontas Caipitil - RP 75% RTCEGSM 25%		3,237	1,079	3,721	1,241	4,316	4,962	54,910	64,388
Iomlán		2,024,538	773,677	2,327,591	889,489	2,798,215	3,217,080	3,604,958	4,227,203

Nóta 1: Íocadh deontais leis an nGníomhaireacht ó airgead a bhí vótáilte ag Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 – RP (75%) agus RTCEGSM (25%). Íocadh an t-airgead seo ó airgead leithghafa ag an Appropriation (NI) Order 1999 agus ag Dáil Éireann. Mar a leagtar amach sa pholasaí cuntasaíochta 1.6 (b), aithnítear deontais ioncaim ó Ranna Coimircíochta nuair a fhaightear iad.

Nóta 2: Chuir an RP an cistiú imfhálaithe seo ar fáil le haghaidh Clár Téarnaimh COVID-19 d'eagraíochtaí Albanach Uladh.

Nóta 3: Chuir an RTCEGSM an cistiú imfhálaithe seo ar fáil le haghaidh Scéim Tacaíochta Fuinnimh d'eagraíochtaí Albanach Uladh.

Nóta 4: Chuir an RTCEGSM an cistiú imfhálaithe seo ar fáil le haghaidh Uirlisí agus Éidí d'eagraíochtaí Albanach Uladh i gcontaetha na teorann (i bPoblacht na hÉireann amháin).

3. Ioncam eile oibriúcháin

		2023 £	2023 €	2022 £	2022 €
Ioncam Eile		3,378	3,883	453	531
Glanchistiú iarchurtha do phinsin	15c	171,000	196,597	419,000	491,323
Ioncam Táille Seirbhísí		-	-	535	627
		174,378	200,480	419,988	492,481

4. Costais foirne agus luach saothair an bhoird

		2023 £	2023 €	2022 £	2022 €
Pá & tuarastail		431,765	496,397	423,933	497,107
Costais Boird		25,929	29,810	28,662	33,609
Costais Slándála Sóisialaí		44,673	51,361	46,812	54,892
Foireann Shealadach		168,084	193,244	148,677	174,341
Costais phinsin	15c	248,595	285,807	466,157	546,619
Costais Iomlána Foirne agus Boird		919,046	1,056,619	1,114,241	1,306,568

The average weekly number of employees (full-time equivalent) was:

		2023	2022
Permanent Staff	Senior Management	3	*3*
	Corporate Services	2	*3*
	Operations	7	*5*
Seconded/Agency/ temporary staff		3	*3*

No employees have been seconded out to other organisations in either financial year.
For further information regarding the pay and pension packages on the senior management team please see the Remuneration Report in the Annual Report.

Ba é meánlíon seachtainiúil na bhfostaithe (coibhneas lánaimseartha) ná:

		2023	2022
Baill foirne bhuana	Ardbhainistíocht	3	3
	Seirbhísí Corparáideacha	2	3
	Oibriúcháin	7	5
Foireann ar iasacht/ghníomhaireachta/shealadach		3	3

Níor cuireadh aon fhostaí ar iasacht go heagraíochtaí eile i gceachtar den dá bhliain airgeadais.
Chun tuilleadh eolais a fháil maidir le pacáistí pá agus pinsin na foirne ardbhainistíochta féach an Tuairisc ar Luach Saothair sa Tuarascáil Bhliantúil.

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 2023.

6. Other operating costs

	2023	2023	2022	2022
	STG £	€	STG £	€
Travel & Subsistence	24,684	28,379	13,684	16,046
Hospitality	500	575	126	148
Training	2,232	2,566	4,280	5,019
Advertising/Media	416,709	479,088	232,635	272,789
Electricity	13,428	15,438	12,622	14,801
Insurance	8,462	9,729	5,030	5,898
Office Supplies	872	1,003	1,799	2,110
Foreign Currency (Gain)/Loss	19,969	22,958	(7,724)	(9,057)
Rent & Rates	102,116	117,402	112,739	132,198
Internal Audit & Accountancy	18,058	20,761	10,670	12,512
Postage and Stationery	3,305	3,800	7,186	8,426
Telephone	8,113	9,327	6,503	7,625
Meetings	484	557	1,662	1,949
Office IT, Web Site design and Maintenance	42,465	48,822	35,791	41,969
Other Office Costs	48,386	55,628	47,517	55,719
Auditors Remuneration	32,250	37,078	29,500	34,592
Distribution of Ulster Scots Newspaper	25,400	29,202	16,674	19,552
Pension Administrator Costs	10,611	12,199	7,979	9,356
Legal & Professional	920	1,058	9,963	11,683
Subscriptions	8,184	9,409	6,181	7,248
Motor Vehicle Costs	3,166	3,640	4,990	5,851
Service Charge expenditure	19,322	22,214	25,635	30,060
	809,636	930,833	585,442	686,494

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £16,791 (€19,304) was national (within the island of Ireland) and £7,893 (€9,075) was international (all other travel).

5. Feidhmiú in aghaidh eochairspriocanna airgeadais

Níor mheas an Roinn Pobal (RP) ná an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Meán (RTCEGSM) go mbeadh sé fóirsteanach eochairspriocanna airgeadais a leagan do Gníomhaireacht na hUltaise don bhliain dar críoch an 31 Nollaig 2023.

6. Costais eile oibriúcháin

	2023	2023	2022	2022
	STG £	€	STG £	€
Taisteal & Cothú	24,684	28,379	13,684	16,046
Fáilteachas	500	575	126	148
Oiliúint	2,232	2,566	4,280	5,019
Fógraíocht/Na Meáin	416,709	479,088	232,635	272,789
Leictreachas	13,428	15,438	12,622	14,801
Árachas	8,462	9,729	5,030	5,898
Soláthairtí Oifige	872	1,003	1,799	2,110
(Gnóthachan)/Caillteanas ar Airgeadra Eachtra	19,969	22,958	(7,724)	(9,057)
Cíos agus Rátaí	102,116	117,402	112,739	132,198
Iniúchadh & Cuntasaíocht Inmheánach	18,058	20,761	10,670	12,512
Postas agus Stáiseanóireacht	3,305	3,800	7,186	8,426
Guthán	8,113	9,327	6,503	7,625
Cruinnithe	484	557	1,662	1,949
TF Oifige, dearadh agus cothabháil an tsuímh gréasáin	42,465	48,822	35,791	41,969
Costais Eile Oifige	48,386	55,628	47,517	55,719
Luach Saothair na nIniúchóirí	32,250	37,078	29,500	34,592
Dáiliúchán Nuachtán na nAlbanach Uladh	25,400	29,202	16,674	19,552
Costais Riarthóra Pinsin	10,611	12,199	7,979	9,356
Costais Dlí & Ghairmiúla	920	1,058	9,963	11,683
Síntiúis	8,184	9,409	6,181	7,248
Costais Mótarfheithiclí	3,166	3,640	4,990	5,851
Caiteachas Táille Seirbhísí	19,322	22,214	25,635	30,060
	809,636	930,833	585,442	686,494

Taisteal & Cothú

As na costais iomlána a tabhaíodh le haghaidh taistil agus cothaithe, bhain £16,791 (€19,304) le hÉirinn (laistigh d'oileán na hÉireann) agus bhain £7,893 (€9,075) le tíortha eile (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.

	2023 £	2023 €	2022 £	2022 €
Grant commitments at 1 January	67,406	76,002	155,569	185,235
Grant Approvals in period	1,715,510	1,972,304	2,233,205	2,618,674
Grant De-committed in period	(50,248)	(57,770)	(53,928)	(63,236)
Total net grant commitment authorised	1,732,668	1,990,536	2,334,846	2,740,673
Grant Expenditure in period:				
Core Funded Activities	(446,091)	(512,866)	(426,585)	(500,217)
Music and Dance Tuition	(417,650)	(480,168)	(273,580)	(320,802)
Capacity Building Activities	(124,564)	(143,210)	(106,671)	(125,083)
Educational and Language activities	(219,679)	(252,562)	(261,680)	(306,848)
Wider Community based activities	(432,401)	(497,126)	(1,198,924)	(1,405,868)
	(1,640,385)	(1,885,932)	(2,267,440)	(2,658,818)
Grant Commitments at 31 December	92,283	104,604	67,406	81,855
Currency translation adjustment		1,578		(5,853)
Grant Commitments as at 31 December	92,283	106,182	67,406	76,002

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:

	2023 £	2023 €	2022 £	2022 €
Ulster Scots Community Network	369,973	425,354	357,658	419,393
Monreagh Ulster Scots Education Centre	76,118	87,512	68,927	80,824

7. Anailís ar ghluaiseachtaí deontas

Cuireann Foras na Gaeilge tairiscintí cúnaimh deontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an eagraíocht. Tarraingítear siar na tairiscintí sin nuair atá tréimhse na tairisceana caite nó má thagann athrú ar chúrsaí.

	2023 £	2023 €	2022 £	2022 €
Ceangaltais deontais ar an 1 Eanáir	67,406	76,002	155,569	185,235
Deontais a Ceadaíodh sa tréimhse	1,715,510	1,972,304	2,233,205	2,618,674
Deontais a tarraingíodh siar sa tréimhse	(50,248)	(57,770)	(53,928)	(63,236)
Iomlán na nglancheangaltas deontais a údaraíodh	1,732,668	1,990,536	2,334,846	2,740,673
Caiteachas deontais sa tréimhse:				
Gníomhaíochtaí Bunchistithe	(446,091)	(512,866)	(426,585)	(500,217)
Teagasc Ceoil agus Damhsa	(417,650)	(480,168)	(273,580)	(320,802)
Gníomhaíochtaí Forbartha Acmhainne	(124,564)	(143,210)	(106,671)	(125,083)
Gníomhaíochtaí Oideachais agus Teanga	(219,679)	(252,562)	(261,680)	(306,848)
Gníomhaíochtaí Ginearálta Pobalbhunaithe	(432,401)	(497,126)	(1,198,924)	(1,405,868)
	(1,640,385)	(1,885,932)	(2,267,440)	(2,658,818)
Ceangaltais Deontais ar an 31 Nollaig	92,283	104,604	67,406	81,855
Coigeartú ar aistriú airgeadra		1,578		(5,853)
Ceangaltais Deontais ar an 31 Nollaig	92,283	106,182	67,406	76,002

Cuireann Gníomhaireacht na hUltaise méid suntasach de chúnamh deontais ar fáil do 2 eagraíocht bhunchistithe. Tá sonraí na n-íocaíochtaí a rinneadh leagtha amach sa tábla thíos:

	2023 £	2023 €	2022 £	2022 €
Gréasán Phobal na nAlbanach Uladh	369,973	425,354	357,658	419,393
Ionad Oidhreachta na Móna Riabhaí	76,118	87,512	68,927	80,824

8. Fixed Assets

8.1 Tangible assets

	Computer Equipment	Office Equipment	Fixtures & Fittings	Musical Instruments	Visitor Centre	Motor Vehicles	TOTAL	Total
	£	£	£	£	£	£	£	€
COST								
At 31 December 2022	94,867	101,828	133,600	34,736	62,369	19,944	447,344	503,152
Additions	1,367	528	-	-	545	-	2,440	2,805
Disposals	-	-	-	-	-	-	-	-
At 31 December 2023	96,234	102,356	133,600	34,736	62,914	19,944	449,784	505,957
DEPRECIATION								
At 31 December 2022	85,332	89,084	91,337	26,318	61,040	19,944	373,055	420,308
Provision for the year	3,132	4,242	8,830	3,384	846		20,434	23,492
Disposals	-	-	-	-	-	-	-	-
At 31 December 2023	88,464	93,326	100,167	29,702	61,886	19,944	393,489	443,800
NET BOOK VALUE 2023	7,770	9,030	33,433	5,034	1,028	-	56,295	62,157
Currency Translation Adjustment								2,619
NET BOOK VALUE 2023	7,770	9,030	33,433	5,034	1,028	-	56,295	64,776
NET BOOK VALUE 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	83,763

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. Sócmhainní seasta

8.1 Sócmhainní inláimhsithe

	Trealamh Ríomhaireachta	Trealaimh Oifige	Daingneáin & Feistis	Uirlisí Ceoil	Ionad Cuairteoirí	Mótarfh eithiclí	IOMLÁN	Iomlán
	£	£	£	£	£	£	£	€
COSTAS								
Amhail an 31 Nollaig 2022	94,867	101,828	133,600	34,736	62,369	19,944	447,344	503,152
Breiseanna	1,367	528	-	-	545	-	2,440	2,805
Diúscairtí	-	-	-	-	-	-	-	-
Amhail aan 31 Nollaig 2023	96,234	102,356	133,600	34,736	62,914	19,944	449,784	505,957
DÍMHEAS								
Amhail an 31 Nollaig 2022	85,332	89,084	91,337	26,318	61,040	19,944	373,055	420,308
Soláthar don bhliain	3,132	4,242	8,830	3,384	846		20,434	23,492
Diúscairtí	-	-	-	-	-	-	-	-
Amhail an 31 Nollaig 2023	88,464	93,326	100,167	29,702	61,886	19,944	393,489	443,800
GLANLUACH DE RÉIR NA LEABHAR 2023	7,770	9,030	33,433	5,034	1,028	-	56,295	62,157
Coigeartú ar Aistriú Airgeadra								2,619
GLANLUACH DE RÉIR NA LEABHAR 2023	7,770	9,030	33,433	5,034	1,028	-	56,295	64,776
GLANLUACH DE RÉIR NA LEABHAR 2022	9,535	12,744	42,263	8,418	1,329	-	74,289	83,763

Is é an coigeartú ar airgeadra an difríocht idir glanluach na sócmhainní seasta de réir na leabhar, a ríomhtar ach úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach de réir na leabhar, a shonraítear ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainn faoi Léas Airgeadais.

8.2 Intangible assets

	*Trademarks	TOTAL	Total
	£	£	€
COST			
At 31 December 2022	8,812	8,812	10,292
Additions	-	-	-
Disposals	-	-	-
At 31 December 2023	8,812	8,812	10,292
DEPRECIATION			
At 31 December 2022	8,812	8,812	10,292
Provision for the year	-	-	-
Disposals	-	-	-
At 31 December 2023	8,812	8,812	10,292
NET BOOK VALUE 2023	-	-	-
Currency Translation Adjustment	-	-	-
NET BOOK VALUE 2023	-	-	-
NET BOOK VALUE 2022	-	-	-

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.

8.3 Heritage assets

	Heritage Assets	TOTAL	Total
	£	£	€
COST			
At 31 December 2022	93,358	93,358	110,021
Additions	1,876	1,876	2,157
Disposals	-	-	-
At 31 December 2023	95,234	95,234	112,178
NET BOOK VALUE 2023	95,234	95,234	112,178
Currency Translation Adjustment			(2,602)
NET BOOK VALUE 2023	95,234	95,234	109,576
NET BOOK VALUE 2022	93,358	93,358	105,263

8.2 Sócmhainní doláimhsithe

	*Trádmharcanna	IOMLÁN	Iomlán
	£	£	€
COSTAS			
Amhail an 31 Nollaig 2022	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	-	-	-
Amhail an 31 Nollaig 2023	8,812	8,812	10,292
DÍMHEAS			
Amhail an 31 Nollaig 2022	8,812	8,812	10,292
Soláthar don bhliain	-	-	-
Diúscairtí	-	-	-
Amhail an 31 Nollaig 2023	8,812	8,812	10,292
GLANLUACH DE RÉIR NA LEABHAR 2023	-	-	-
Coigeartú ar Aistriú Airgeadra	-	-	-
GLANLUACH DE RÉIR NA LEABHAR 2023	-	-	-
GLANLUACH DE RÉIR NA LEABHAR 2022	-	-	-

Is é an coigeartú ar airgeadra an difríocht idir glanluach na sócmhainní seasta de réir na leabhar, a ríomhtar ach úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach de réir na leabhar, a shonraítear ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainn faoi Léas Airgeadais.

***** I gcás na marcanna *Discover Ulster-Scots*, *Discover Scots-Irish*, *FUSE FM*, tá na trádmharacanna sa RA agus in Éirinn – agus tá trádmharc in SAM don mharc *Discover Scotch Irish*. Cosnaíonn an trádmharc brandaí na Gníomhaireachta agus ligeann sé don Ghníomhaireacht luach a fhorbairt. Chun é sin a dhéanamh, rialaíonn sé cé atá in ann na trádmharcanna a úsáid ionas gur féidir linn aidhmeanna agus cuspóirí na Gníomhaireachta a chur chun cinn, mar atá luaite.

8.3 Sócmhainní oidhreachta

	Sócmhainní Oidhreachta	IOMLÁN	Iomlán
	£	£	€
COSTAS			
Amhail an 31 Nollaig 2022	93,358	93,358	110,021
Breiseanna	1,876	1,876	2,157
Diúscairtí	-	-	-
Amhail an 31 Nollaig 2023	95,234	95,234	112,178
GLANLUACH DE RÉIR NA LEABHAR 2023	95,234	95,234	112,178
Coigeartú ar Aistriú Airgeadra			(2,602)
GLANLUACH DE RÉIR NA LEABHAR 2023	95,234	95,234	109,576
GLANLUACH DE RÉIR NA LEABHAR 2022	93,358	93,358	105,263

Heritage assets were previously recognised as non-depreciable items under Visitor Centre in tangible fixed assets. In adopting FRS 102, the Agency has now recognised these items as a separate asset. At the year end, heritage assets are still held as non-depreciable items.

The Heritage assets held by the Agency consist of items such as historic books describing the Ulster-Scots migration and early formation of the language, postcards depicting famous Ulster-Scots and their inventions, photographs and images of historic events. These items are rare, important pieces that the Agency considers should he held for their contribution to knowledge and culture of Ulster-Scots.

The Agency maintains its collections for inspection by the public but also for cultural value and research potential. As such, more recent publications by the Agency have included the image of these items. The Agency has also developed content on 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.

9. Receivables (amounts due within one year)

	2023 £	2023 €	2022 £	2022 €
Trade Receivables	5,006	5,760	2,697	3,041
Prepayments (Administration)	101,899	117,247	137,178	154,671
Prepayments (Grants)	100,283	115,387	241,610	272,421
	207,188	238,394	381,485	430,133

10. PAYABLES (amounts falling due within one year)

	2023 £	2023 €	2022 £	2022 €
Accruals (Grants)	171,649	197,502	366,542	413,285
Accruals (Administration)	87,615	100,812	94,116	106,118
Trade Payables	13,216	15,206	6,283	7,084
PAYE/NIC	2,623	3,019	2,677	3,018
Other Payables	4,684	5,389	2,780	3,135
	279,787	321,928	472,398	532,640

D'aithnítí sócmhainní oidhreachtúla roimhe seo mar mhíreanna nach féidir a dhímheas faoin Ionad Cuairteoirí mar shócmhainní seasta inláimhsithe. Agus FRS 102 á chur i bhfeidhm aici, aithníonn an Ghníomhaireacht na míreanna sin mar shócmhainn éagsúil anois Ag deireadh na bliana, coinnítear sócmhainní oidhreachtúla fós mar mhíreanna nach féidir a dhímheas.

Is é atá sna sócmhainní oidhreachta atá i seilbh na Gníomhaireachta ná míreanna amhail leabhair stairiúla a chuireann síos ar imirce na nAlbanach Uladh agus luathchruthú na teanga, cártaí poist a léiríonn Albanaigh Uladh mór le rá agus a n-aireagáin, grianghraif agus íomhánna d'eachtraí stairiúla. Is nithe neamhchoitianta tábhachtacha iad na míreanna seo, measann an Ghníomhaireacht gur cheart iad a choinneáil de bharr go gcuireann siad leis an teolas atá againn ar Albanaigh Uladh agus a gcultúr.

Cothaíonn an Ghníomhaireacht a cuid bailiúchán le haghaidh cigireacht ón bpobal ach anuas air sin, ar mhaithe le luach cultúrtha agus féidearthachtaí taighde. Chuige sin, tá íomhánna de na míreanna seo le fáil i bhfoilseacháin de chuid na Gníomhaireachta le déanaí. Tá ábhar forbartha ag an nGníomhaireacht le haghaidh táblaí tadhaill san Ionad Cuairteoirí a thaispeánann íomhánna de na míreanna seo, agus cruthaíonn sé taispeántas de na míreanna i gcásanna taispeántais san Ionad Cuairteoirí.

Caomhnaítear na míreanna seo i dtimpeallacht thirim, .i. déantar iad a chaomhnú de ghnáth ach iad a bhrú/a ghreamú le bioráin/a chur i mbosca nó a fheistiú. Déantar míreanna luachmhara nach bhfuil ar taispeáint a stóráil i dtaisceadán na Gníomhaireachta. Tá sé i gceist ag an nGníomhaireacht a bailiúcháin a choinneáil sna dálaí timpeallachta is fearr agus tá sí ag comhoibriú le staraithe ón RP maidir le dea-chleachtas san earnáil.

Tá taifead de 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 atá tábhachtach ó thaobh cultúir de, 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. Infháltais (méideanna dlite laistigh de bhliain amháin)

	2023 £	2023 €	2022 £	2022 €
Infháltais Trádála	5,006	5,760	2,697	3,041
Réamhíocaíochtaí (Riarachán)	101,899	117,247	137,178	154,671
Réamhíocaíochtaí (Deontais)	100,283	115,387	241,610	272,421
	207,188	238,394	381,485	430,133

10. Suimeanna iníoctha (méideanna dlite laistigh de bhliain amháin)

	2023 £	2023 €	2022 £	2022 €
Fabhruithe (Deontais)	171,649	197,502	366,542	413,285
Fabhruithe(Riarachán)	87,615	100,812	94,116	106,118
Suimeanna Iníoctha Trádála	13,216	15,206	6,283	7,084
ÍMAT/RÁN	2,623	3,019	2,677	3,018
Suimeanna Iníoctha Eile	4,684	5,389	2,780	3,135
	279,787	321,928	472,398	532,640

11. Reconciliation of result for the year to net cash in/(out)flow from operating activities

	2023 £	2023 €	2022 £	2022 €
Surplus / (Deficit) for the period	(400,790)	(460,786)	2,913	3,416
Depreciation Charges	20,434	23,492	25,125	29,462
Transfer from Capital Grant Reserve	(20,434)	(23,492)	(25,125)	(29,462)
Decrease / (Increase) in Receivables	174,298	191,740	(68,332)	(57,465)
(Decrease)/Increase in Payables	(192,613)	(210,713)	119,867	113,111
Currency Translation Adjustment		9,835		(27,583)
Net Cash (Outflow)/Inflow from Operating Activities	(419,105)	(469,924)	54,448	31,479

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

12

12.1 Analysis of changes in cash and cash equivalents

	2023 £	2023 €	2022 £	2022 €
Cash in bank at 1st January	532,843	600,793	478,395	569,314
Net Cash Inflow/(Outflow)	(419,105)	(469,924)	54,448	31,479
Cash in bank at 31st December	113,738	130,869	532,843	600,793

12.2 Analysis of balances of cash and cash equivalents

	2023 £	2023 €	2022 £	2022 €
Cash at Bank and in Hand	113,738	130,869	532,843	600,793

13. COMMITMENTS

i There were no capital commitments as at 31 December 2023 for which provision had not been made.

ii At 31 December 2023 the Agency had commitments under operating leases as follows:-

	2023 £	2023 €	2022 £	2022 €
Within 1 year	65,564	75,439	65,884	74,286
Between 2 and 5 years	8,320	9,573	74,204	83,667
More than 5 Years	-	-	-	-
	73,884	85,012	140,088	157,953

There were no other financial commitments as at 31 December 2023.

11. Réiteach an bharrachais / (easnaimh) don bhliain leis an nglan-insreabhadh / (eis-sreabhadh) airgid ó ghníomhaíochtaí oibriúcháin

	2023 £	2023 €	2022 £	2022 €
Barrachas / (Easnamh) don tréimhse	(400,790)	(460,786)	2,913	3,416
Muirir Dhímheasa	20,434	23,492	25,125	29,462
Aistriú ón gCúlchiste Deontais Caipitil	(20,434)	(23,492)	(25,125)	29,462
Laghdú / (Méadú) ar Infháltais	174,298	191,740	(68,332)	(57,465)
(Laghdú)/Méadú ar na Suimeanna Iníoctha	(192,613)	(210,713)	119,867	113,111
Coigeartú ar Aistriú Airgeadra		9,835		(27,583)
Glan- (Eis-Sreabhadh)/Insreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin	(419,105)	(469,924)	54,448	31,479

Léiríonn an coigeartú ar aistriú airgeadra an méid gluaiseachta i luach na sócmhainní agus na ndliteanas reatha, a bhaineann le hathruithe ar na rátaí malairte le linn na bliana.

12.

12.1 Anailís ar athruithe ar airgead tirim agus ar choibhéisí airgid thirim

	2023 £	2023 €	2022 £	2022 €
Airgead sa bhanc amhail an 1 Eanáir	532,843	600,793	478,395	569,314
Glan-insreabhadh/(Eis-Sreabhadh)	(419,105)	(469,924)	54,448	31,479
Airgead sa bhanc amhail an 31 Nollaig	113,738	130,869	532,843	600,793

12.2 Anailís ar iarmhéideanna airgid thirim agus coibhéisí airgid thirim

	2023 £	2023 €	2022 £	2022 €
Airgead sa bhanc agus ar láimh	113,738	130,869	532,843	600,793

13. Ceangaltais

i Ní raibh aon cheangaltais chaipitil ar an 31 Nollaig 2023 nach bhfuil soláthar déanta ina leith.

i i Faoin 31 Nollaig 2023, bhí ceangaltais faoi léasanna oibriúcháin ar an nGníomhaireacht mar seo a leanas:-

	2023 £	2023 €	2022 £	2022 €
Laistigh de bhliain amháin	65,564	75,439	65,884	74,286
Idir 2 agus 5 bliana	8,320	9,573	74,204	83,667
Níos mó ná 5 bliana	-	-	-	-
	73,884	85,012	140,088	157,953

Ní raibh aon cheangaltas eile airgeadais ar an 31 Nollaig 2023.

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. 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 £54k for this Body as at 31 December 2023 (£40k – FY22).

14. FORÁLACHA DO DHLITEANAIS, MUIRIR AGUS DLITEANAIS THEAGMHASACHA

Fuair an Chúirt Achomhairc i gcásanna McCloud agus Sargeant go raibh na cosaintí idirthréimhseacha a tugadh isteach mar chuid d’athchóirithe 2015 ar phinsin seirbhíse poiblí leithchealach. Mar fhreagairt ar na breithiúnais sin, deimhníodh réiteach “ionchasach” agus “cúlghabhálach”.

Is éard is brí leis an ngné “ionchasach” ná gur aistríodh baill an Chroí-Rannáin Tuarastail Deiridh agus baill an Rannáin Fhorchoimeádta PSPSS (TÉ) faoin Scéim Pinsin Thuaidh/Theas chuig an gCroí-Rannán Alpha maidir le haon fhabhrú ón 1 Aibreán 2022. Tá tionchar an athraithe seo ar na dliteanais san áireamh sna nochtaí thuas.

Tá na Comhlachtaí ag obair le hiarrthóirí faoi láthair chun dul i ngleic leis an réiteach “cúlghabhálach”. De thoradh ar an réiteach sin, tabharfar “buntaca rogha iarchurtha” do bhaill a bhfuil tionchar orthu don tréimhse ón 1 Aibreán 2015 go dtí an 31 Márta 2022. I ndáiríre, is féidir le baill an modh fabhraithe sochair is mó tairbhe dóibh a roghnú (tuarastal deiridh nó Tuilleamh Athluacháilte Meán Gairme sa rannán Alpha) ar feadh thréimhse an réitigh.

Go dtí go mbeidh ríomhanna déanta ball ar bhall, is dócha nach mbeidh costas deiridh an réitigh seo ríofa go críochnúil go ceann tamall eile.

Níl aon soláthar déanta sna cuntais seo don ghné ‘Cúlghabhálach’ den réiteach sna nochtaí thuas. Measaimid, bunaithe ar nótaí dliteanais theagmhasaigh roimhe seo a ullmhaíodh do gach Comhlacht, go mbeidh costais bhreise don réiteach cúlghabhálach suas le £54 míle don Chomhlacht seo ar an 31 Nollaig 2023 (£40 míle – BA22).

15. PENSION DISCLOSURES,

a. Analysis of total pension costs charged to Expenditure

	2023	2023	2022	2022
	£	€	£	€
Current Services Costs	103,000	118,418	358,000	419,794
Interest on Pension Scheme Liabilities	146,000	167,855	108,000	126,642
	249,000	286,273	466,000	546,436

b. Movement in Net Pension Liability during the financial year

	2023	2023	2022	2022
	£	€	£	€
Net Pension Liability at 1 January	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
Current Service Cost	(103,000)	(118,418)	(358,000)	(419,794)
Interests Cost	(146,000)	(167,855)	(108,000)	(126,642)
Actuarial gain/(loss) on change of financial assumptions	(53,000)	(60,934)	3,381,000	3,964,588
Actuarial Experience (loss) / gains	508,000	584,043	(325,000)	(381,098)
(Loss)/gain from change in exchange rates per actuarial report	13,000	14,946	(17,000)	(19,934)
Difference on currency translation	-	(73,368)	-	245,102
Benefits paid in year	78,000	89,676	47,000	55,113
Net Pension Liability at 31 December	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)

A difference on currency translation occurred 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 resulted 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 resulted 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 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.

15. Nochtaí pinsin

a. Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2023	2023	2022	2022
	£	€	£	€
Costais Seirbhísí Reatha	103,000	118,418	358,000	419,794
Ús ar Dhliteanais Scéime Pinsin	146,000	167,855	108,000	126,642
	249,000	286,273	466,000	546,436

b. Gluaiseacht sa Ghlandliteanas Pinsin le linn na Bliana Airgeadais

	2023	2023	2022	2022
	£	€	£	€
Glandliteanas Pinsin amhail an 1 Eanáir	(3,189,000)	(3,595,671)	(5,809,000)	(6,913,006)
Costas Seirbhíse Reatha	(103,000)	(118,418)	(358,000)	(419,794)
Costas Úis	(146,000)	(167,855)	(108,000)	(126,642)
Gnóthachan / (caillteanas) achtúireach ar athrú na dtoimhdí airgeadais	(53,000)	(60,934)	3,381,000	3,964,588
(Caillteanas) / gnóthachan achtúireach ó thaithí	508,000	584,043	(325,000)	(381,098)
(Caillteanas) / gnóthachan ó athrú ar rátaí malairte de réir na tuairsce achtúirí	13,000	14,946	(17,000)	(19,934)
Difríocht ar aistriú airgeadra	-	(73,368)	-	245,102
Sochair íoctha sa bhliain	78,000	89,676	47,000	55,113
Glandliteanas Pinsin amhail an 31 Nollaig	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)

Tharla difríocht ar aistriú airgeadra mar gheall ar an ngluaiseacht idir an glandliteanas pinsin a ríomhtar ag an ráta reatha agus na costais le linn na bliana a ríomhtar ag an meánráta.

Bíonn méadú ar luach na ndliteanas ann go príomha mar gheall ar na nithe seo a leanas:

- an t-athrú ar thoimhdí airgeadais, lena n-áirítear titim sna rátaí lascaine ó thuaidh agus ó dheas, a raibh méadú ar luach na ndliteanas mar thoradh uirthi, mar a léirítear sa mhír "Gnóthachan / (caillteanas) de bharr athrú ar thoimhdí airgeadais" sna nochtaí; agus
- an t-athrú ar thoimhdí déimeagrafacha, lena n-áirítear nuashonrú ar an toimhde bhásmhaireachta, a raibh méadú beag ar luach na ndliteanas mar thoradh air, mar a léirítear sa mhír "Gnóthachan / (caillteanas) de bharr athrú ar thoimhdí déimeagrafacha" sna nochtaí; agus
- méadú ar dhliteanais mar gheall ar ghluaiseachtaí airgeadra neamhfhabhracha, mar a léirítear sa mhír "Gnóthachan / (caillteanas) de bharr gluaiseachtaí airgeadra" sna nochtaí.

c. Cistiú Iarchurtha Pinsin

Faoi réir na gcleachtas cuntasaíochta a bhí i bhfeidhm roimhe seo do Chomhlachtaí Thuaidh/Theas, aithníonn Gníomhaireacht na hUltaise sócmhainn a léiríonn acmhainní a chuirfidh státchistí an RA agus na hÉireann ar fáil don dliteanas neamhchistithe iarchurtha a bhaineann le pinsin bunaithe ar theagmhas áirithe a tharla roimhe seo. I measc na dteagmhas seo, tá an tacaíocht reachtúil do na scéimeanna scoir, agus an polasaí agus an cleachtas maidir le cistiú pinsean sa tseirbhís phoiblí sa dá dhlínse, an próiseas a bhaineann le meastacháin bhliantúla san áireamh. Cé nach bhfuil aon chomhaontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na méideanna ar leith seo leis na comhlachtaí cistithe, níl aon fhianaise ag Gníomhaireacht na hUltaise nach leanfaidh an polasaí cistithe seo den méid seo a bhaint amach de réir a chéile i gcomhréir le cleachtas reatha.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2023 is as follows:-

	2023 £	2023 €	2022 £	2022 €
Funding recoverable in respect of current year				
Pension costs	248,595	285,807	466,000	546,436
Benefits paid during the year	(78,000)	(89,676)	(47,000)	(55,113)
	170,595	196,131	419,000	491,323

d. History of defined benefit obligations

	2023 £	2023 €	2022 £	2022 €
Defined benefit obligations	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
Experience gains/(losses) on Scheme Liabilities				
Amount	508,000	584,043	(325,000)	(381,098)
Percentage of Scheme Liabilities	17.6%		10.2%	

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 DPENDPDR, and since 26 December 2018, an increase in the compulsory retirement age to 70 applied as set out in the Public Service Superannuation (Age of Retirement) Bill 2018 on an administrative basis. Pensions in payment (and deferment) increased 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 these increases was repealed. Pensions in payment (and deferment) increase in line with general price inflation.
Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2023 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 2023.

Seo a leanas an Glanchistiú Iarchurtha do phinsin aitheanta sa Chuntas Ioncaim amhail an 31 Nollaig 2023:

	2023 £	2023 €	2022 £	2022 €
Cistiú inghnóthaithe i leith costais phinsin sa bhliain reatha	248,595	285,807	466,000	546,436
Sochair íoctha i rith na bliana	(78,000)	(89,676)	(47,000)	(55,113)
	170,595	196,131	419,000	491,323

d. Stair oibleagáidí le sochar sainithe

	2023 £	2023 €	2022 £	2022 €
Oibleagáidí le sochar sainithe	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
Gnóthachain / (caillteanais) ó thaithí ar Mhéid Dliteanais na Scéime	508,000	584,043	(325,000)	(381,098)
Céatadán de Dhliteanais na Scéime	17.6%		10.2%	

e. Cur Síos Ginearálta ar an Scéim

Tá roinnt rannán sa scéim pinsin seo ina bhfuil struchtúir éagsúla i dtaca le sochair. Is iad na príomhrannáin:
An Croí-Rannán Tuarastail Dheiridh – is socrú pinsin tuarastail dheiridh le sochair é seo, atá bunaithe ar an rannán 'Classic' i bPríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Faoin scéim, soláthraítear pinsean (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsean do chéilí agus leanaí. Tá an ghnáthaois scoir ardaithe de réir RCPSPNFA, agus ón 26 Nollaig 2018, bhí ardú ar an aois scoir éigeantach go 70 i bhfeidhm mar a leagtar amach sa Bhille um Aoisliúntas na Seirbhíse Poiblí (Aois Scoir) 2018, ar bhonn riaracháin. Chuaigh pinsin atá á n-íoc (agus iarchurtha) i méid i gcomhréir le gnáthbhoilisciú praghasanna.

An Croí-Rannán Alpha – is socrú pinsin bunaithe ar mheántuilleamh gairmréime athluacháilte (nó CARE) le sochair é seo, bunaithe ar an rannán 'Alpha' i bPríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Faoin scéim, soláthraítear pinsean bunaithe ar chéatadán (2.32%) den phá inphinsin do gach bliain de bhallraíocht ghníomhach (méadaítear an pinsean ag tús gach bliana den scéim i gcomhréir le gnáthbhoilsciú praghsanna) agus pinsin do chéilí agus leanaí. Is í an Ghnáthaois Scoir ná Aois Phinsin Stáit an bhaill sa dlínse ábhartha, agus faoi láthair 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 67 ón 1 Eanáir 2021 agus go 68 ón 1 Eanáir 2028, ach aisghairmeadh an reachtaíocht inar foráladh na harduithe seo. Téann pinsin atá á n-íoc (agus iarchurtha) i méid i gcomhréir le gnáthbhoilisciú praghasanna.
Tá sochair ag an gcuid is mó de bhaill an Chroí-rannán sa rannán Tuarastail Dheiridh agus sa rannán Alpha araon, agus i dtromlach na gcásanna, beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh an 1 Aibreán 2015 ina mball den Chroí-rannán Alpha.

Tá an luacháil a úsáidtear do nochtuithe FRS 102 ar an 31 Nollaig 2023 déanta ag achtúire neamhspleách cáilithe (XPS). Rinneadh torthaí na bliana seo a ullmhú ach luacháil iomlán a dhéanamh ar dhliteanais na Scéime, inar cuimsíodh dálaí sa mhargadh agus sonraí na scéime ar an 31 Nollaig 2023.

The Principal actuarial assumptions were as follows:-

	2023	2022
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	2.55%	2.58%
Rate of Expected Salary Increase (South)	2.55%	2.58%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	2.55%	2.58%
Republic of Ireland - In line with salary increases	2.10%	2.34%
Republic of Ireland - In line with CPI	2.55%	2.58%
Discount Rate		
Northern Ireland	4.54%	4.73%
Republic of Ireland	3.40%	3.81%
Inflation		
Northern Ireland	2.55%	2.58%
Republic of Ireland	2.10%	2.34%
Expected age at death of current pensioner at age 65:-		
Male currently aged 65	21.8	22.3
Female currently aged 65	24.0	24.4
Expected age at death of future pensioner at age 65:-		
Male currently aged 45	23.1	23.6
Female currently aged 45	25.4	25.9

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 2023.

The Ulster-Scots Agency paid grants totalling STG £58,446 (EURO: €66,939), (2022: STG £117,760 (EURO: €138,086) to 10 organisations (2022 - 14 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.

Ba iad seo a leanas na príomhthoimhdí achtúireacha:-

	2023	2022
Ráta an Mhéadaithe Mheasta ar Thuarastail		
Ráta an Mhéadaithe Mheasta ar Thuarastail (ó thuaidh)	2.55%	2.58%
Ráta an Mhéadaithe Mheasta ar Thuarastail (ó dheas)	2.55%	2.58%
Ráta Méadaithe ar Íocaíochtaí Pinsin		
Ráta Méadaithe ar Íocaíochtaí Pinsin (ó thuaidh)	2.55%	2.58%
Poblacht na hÉireann - I gcomhréir le méadaithe tuarastail	2.10%	2.34%
Poblacht na hÉireann - I gcomhréir le praghasinnéacs tomhaltóirí	2.55%	2.58%
Ráta Lascaine		
Tuaisceart Éireann	4.54%	4.73%
Poblacht na hÉireann	3.40%	3.81%
Boilsciú		
Tuaisceart Éireann	2.55%	2.58%
Poblacht na hÉireann	2.10%	2.34%
Aois mheasta an bháis do phinsinéir faoi láthair atá 65 d'aois:-		
Fear atá 65 d'aois faoi láthair	21.8	22.3
Bean atá 65 d'aois faoi láthair	24.0	24.4
Aois mheasta an bháis do phinsinéir sa todhchaí a bheidh 65 d'aois:-		
Fear atá 45 d'aois faoi láthair	23.1	23.6
Bean atá 45 d'aois faoi láthair	25.4	25.9

16. RÁITIS AR CHAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas ná íocaíocht speisialta le linn na bliana.

17. IDIRBHEARTA PÁIRTITHE GAOLMHARA

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).

Féachtar ar na ranna thuasluaite mar pháirtithe gaolmhara. Le linn na bliana, chuaigh an ghníomhaireacht i mbun idirbhearta éagsúla leis na Ranna sin agus le eintitis eile a meastar RP agus RTCEGSM a bheith ina máthair-ranna orthu.

Ní dhearna aon chomhalta boird, príomhbhaill foirne ná páirtithe gaolmhara aon idirbheart ábhartha le Gníomhaireacht na hUltaise le linn na bliana airgeadais dar críoch an 31 Nollaig 2023.

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG £58,446 (EURO: €66,939), (2022: STG £117,760 (EURO:
€138,086) iad le 10 n-eagraíocht (2022 – 14 eagraíocht) ina raibh leas ag comhaltaí boird agus fostaithe. D'fhógair Comhaltaí Boird agus Fostaithe na Gníomhaireachta a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta.

The breakdown is shown below:

	2023	2023	2022	2022
	£	€	£	€
Small Steps Adult Education Group	-	-	41,014	48,093
Duncairn Ulster-Scots Society	4,214	4,845	8,135	9,539
Bendooragh and District Community Association	2,773	3,188	2,398	2,812
O'Hara True Blue LOL 804	-	-	3,735	4,380
Raphoe Ulster-Scots Pipe Band	5,031	5,530	4,894	5,739
Plumbridge LOL 560	1,396	1,605	6,074	7,123
Ballygowan Community Pre-school and Playgroup	430	494	-	-
Grand Orange Lodge of Ireland	-	-	10,500	12,312
Jennymount Community Association	-	-	3,150	3,694
Corvally Presbyterian Church	449	516	874	1,025
Plumbridge Pipe Band	488	560	165	193
Arts for All	430	494	10,000	11,726
Antrim and Newtownabbey BC	24,222	27,848	3,500	4,104
RSPBA (NI)	-	-	10,000	11,726
Sollus Highland Dance Group	19,013	21,859	13,321	15,620
	58,446	66,939	117,760	138,086

18. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRECY RISK

a. 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.

Taispeántar miondealú thíos:

	2023	2023	2022	2022
	£	€	£	€
Céimeanna Beaga – Grúpa Oideachais d'Aosaigh	-	-	41,014	48,093
Cumann Albanach Uladh Dhún Cairn	4,214	4,845	8,135	9,539
Cumann Pobail Cheantar Bhun Dúraí	2,773	3,188	2,398	2,812
Lóiste Oráisteach Dílis 804 Fíorghorm Uí Eara	-	-	3,735	4,380
Banna Píob na nAlbanach Uladh – Ráth Bhoth	5,031	5,530	4,894	5,739
Lóiste Oráisteach Dílis 560 Dhroichead an Phlum	1,396	1,605	6,074	7,123
Naíonra agus Grúpa Súgartha Pobail Bhaile Mhic Gabhann	430	494	-	-
Mórlóiste Oráisteach na hÉireann	-	-	10,500	12,312
Cumann Pobail Thulach Shíne	-	-	3,150	3,694
Eaglais Phreispitéireach Chorr an Bhealaigh	449	516	874	1,025
Banna Píob Dhroichead an Phlum	488	560	165	193
Ealaíona do Chách	430	494	10,000	11,726
Comhairle Búirge Aontroma agus Bhaile Nua na Mainistreach	24,222	27,848	3,500	4,104
Cumann Ríoga Bannaí Píob na hAlban (TÉ)	-	-	10,000	11,726
Grúpa Dhamhsa na nGarbhchríoch - Solas	19,013	21,859	13,321	15,620
	58,446	66,939	117,760	138,086

18. IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a. Ionstraimí Airgeadais

Mar gheall ar an gcaoi a bhfuil Gníomhaireacht na hUltaise maoinithe, agus ó tharla go mbíonn sí i mbun gníomhaíochtaí neamh-thrádála, níl an Ghníomhaireacht neamhchosanta ar riosca airgeadais, mar atá eintitis eile ghnó. Ceadaíonn an Meamram Airgeadais don Ghníomhaireacht iasacht faoi réir fhaomhadh na Ranna Coimircíochta agus na Ranna Airgeadais roimh ré, rud nár lorg an Ghníomhaireacht. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní choinnítear iad chun na rioscaí atá roimh an Ghníomhaireacht a athrú, agus í ag tabhairt faoina cuid gníomhaíochtaí. Is é atá in ionstraimí airgeadais na Gníomhaireachta den chuid is mó ná airgead tirim, suimeanna infhaighte agus iníoctha trádála.

b. Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní glanioncaim Ghníomhaireacht na hUltaise a mhaoiniú le hacmhainní a bhíonn vótáilte go bliantúil ag Tionól Thuaisceart Éireann agus Tithe an Oireachtais, mar an caiteachas caipitil s'acu. Mar sin de, níl sí neamhchosanta ar rioscaí leachtachta suntasacha.
Ní fhaigheann an Ghníomhaireacht cistí ó fhoinsí tráchtála agus mar sin de, níl sí neamhchosanta ar rioscaí suntasacha úis. Níl neamhchosaint na Gníomhaireachta ar riosca airgeadra eachtraigh suntasach mar faigheann sí leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro, agus ní thugann sí faoi ghníomhaíochtaí trádála. Ach, de bhrí go ndéantar tromlach na n-idirbheart i steirling, agus go bhfaightear an chuid is mó den mhaoiniú i steirling, tá an Ghníomhaireacht neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

19. IMEACHTAÍ I NDIAIDH 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 comhairleoireacht, comhoibriú agus gníomhaíocht a fhorbairt ar fud oileán na hÉireann. Tá sí freagrach as an bPlean Corparáideach, an Plean Gnó Bliantúil agus buiséid na bhForas Thuaidh Theas ar fad. Tháinig CATT le chéile ar an 29 Bealtaine 2024 agus d'fhaomh sí Pleananna Gnó na Gníomhaireachta do 2023 agus 2024, mar aon le 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 COMMUNITIESWITH THE APPROVAL OF THE FINANCE DEPARTMENTS, IN ACCORDANCE WITH THE BRITISH-IRISH AGREEMENT ACT 1999 AND THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the financial year and the state of affairs as at the year-end. Further to the requirements set out in the Accounts Direction of 17/8/2001 which will continue to apply, the Body shall prepare accounts for the financial period ended 31 December 2008 and subsequent years in a revised consolidated format as follows:

Foreword to the Accounts Statement of Responsibilities
Statements of Internal Financial Control
Certificate of the Comptrollers and Auditors General
Consolidated Statement of Account including the Basis of Consolidation
Appendix 1 Foras na Gaeilge – Accounts and Notes to the Accounts
Appendix 2 Ulster-Scots Agency – Accounts and Notes to the Accounts
Appendix 3 – Accounts Direction

Signed by:

Máire Killoran	*Arthur E. Scott*
Department of Arts, Heritage & the Gaeltacht	Department of Culture Arts and Leisure

Dated: 12/12/2011

Aguisín 3

AN FORAS TEANGA/THA BOORD O LEID

TREOIR DO CHUNTAIS ARNA TABHAIRT AG AN ROINN EALAÍON, OIDHREACHTA, GNÓTHAÍ RÉIGIÚNACHA, TUAITHE AGUS GAELTACHTA AGUS AN ROINN POBAL LE FAOMHADH NA RANNA AIRGEADAIS, DE RÉIR AN ACHTA UM CHOMHAONTÚ NA BREATAINE-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 – Tha Boord o Ulstèr Scotch – Cuntais agus Nótaí a ghabhann leis na Cuntais
Aguisín 3 –Treoir do Chuntais

Arna siniú ag:

Máire Killoran	*Arthur E. Scott*
An Roinn Ealaíon, Oidhreachta agus Gaeltachta	An Roinn Cultúir, Ealaíon, agus Fóillíochta

Dáta: 12/12/2011

Tuairisc Bhliantúil agus Cuntais an Fhorais Teanga
The North/South Language Body Annual Report and Accounts