The North/South Language Body
Annual Report and Accounts
for the year ended 31 December 2024

An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2024

Tha Boord o Leid
An Accoont o the Darg for the
year hinmaist 31 Decemmer 2024



Foras na Gaeilge

Ulster-Scots Agency
Boord o Ulstèr-Scotch

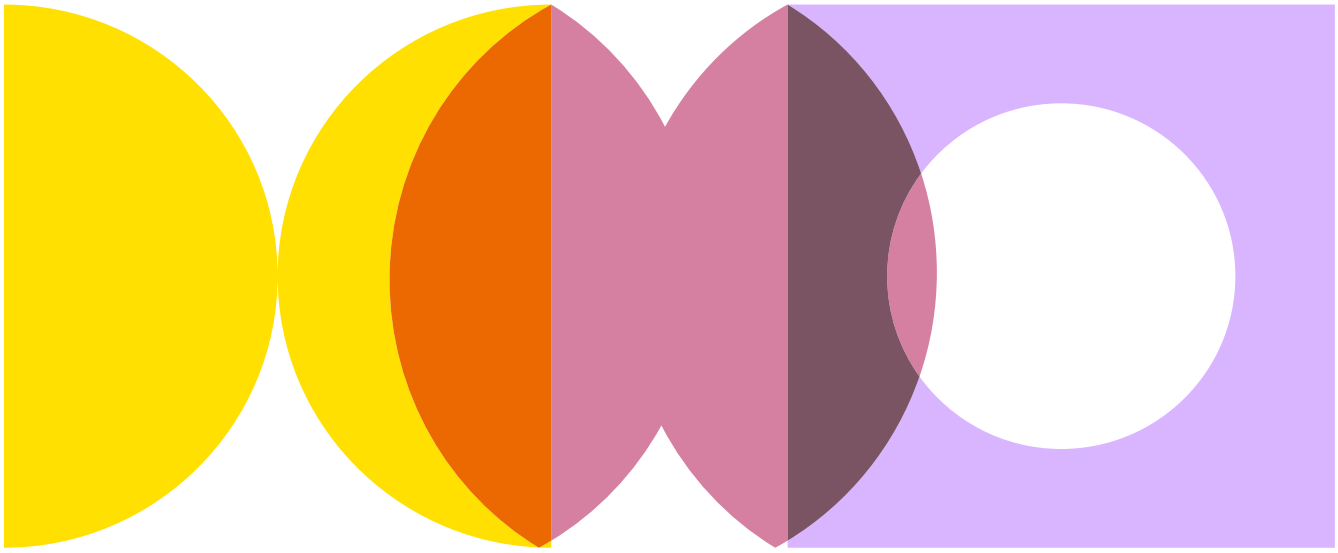
An Foras Teanga – North/South Language Body

Tuarascáil Bhliantúil agus Cuntais – Annual Report and Accounts

Don bhliain dar críoch 31 Nollaig 2024 – For the year ended 31 December 2024

Curtha faoi bhráid Chomhthionól Thuaisceart Éireann faoin Ordú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) 1999, Sceideal 1, Iarscríbhinn 2, Cuid 7, Airteagail 1.3 agus 2.6 ag an Roinn Pobal.
Laid before the Northern Ireland Assembly under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999, Schedule 1, Annex 2, Part 7, Articles 1.3 and 2.6 by the Department for Communities.

13 Samhain 2026/13 November 2026



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for the year ended 31 December 2024

An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais

don bhliain dar críoch 31 Nollaig 2024

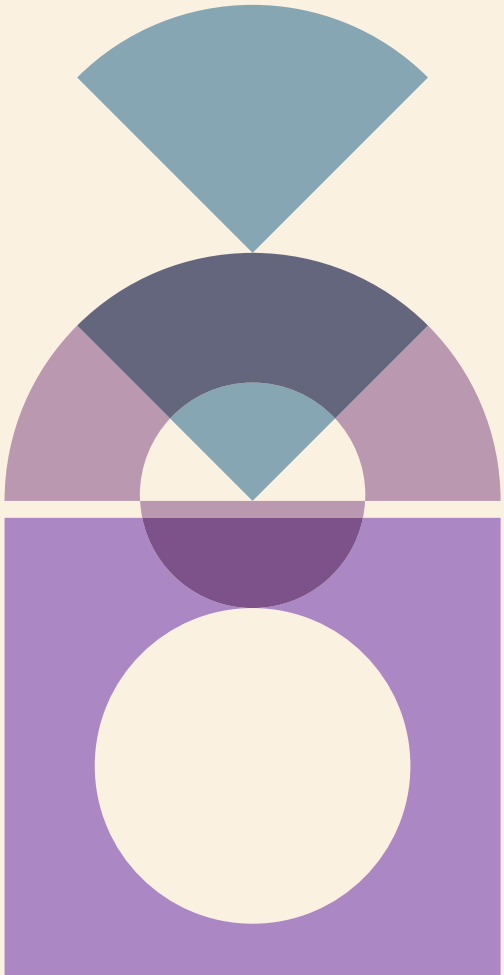
Tha Boord o Leid
An Accoont o tha Darg

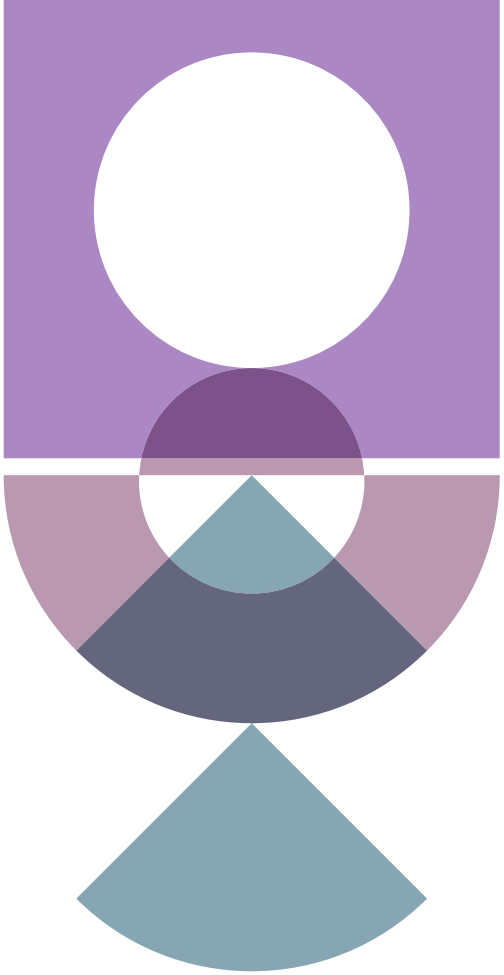
for the year hinmaist 2024

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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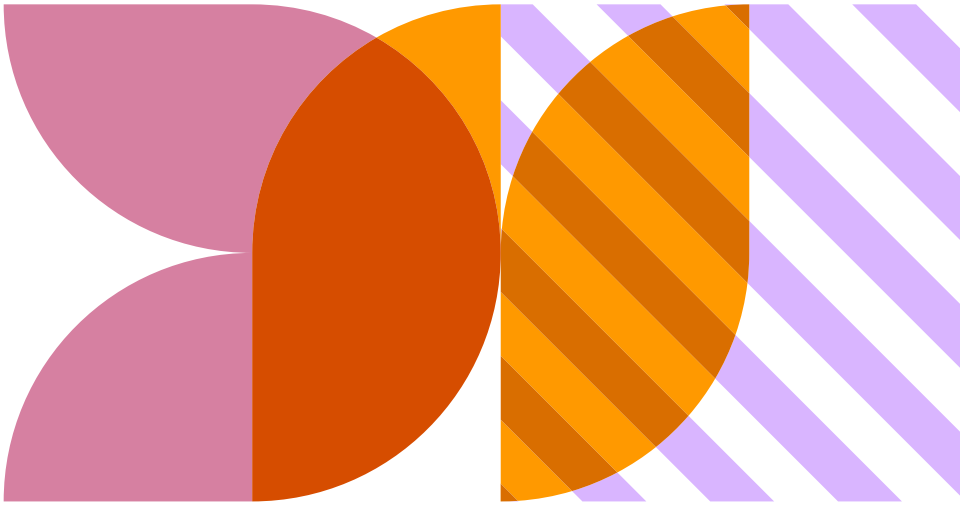


Board Members of the Language Body

The following served as Board Members during 2024

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 University 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 *[appointment expired 26/11/2024]*
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 Ulster University where he obtained an Honours Degree (Estate Management) and a Diploma (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 2024

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 agus an Déan 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 faoin bpobal Albanach 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 2 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 *[d'éag a chomhaltas 16/11/2024]*
Abhcóide is ea é Dáithí, le béim aige ar chúrsaí ceart teanga agus é i mbun na hoibre sin. 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 *[appointment expired 26/11/2024]*
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 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-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
[resigned 30/11/2024]
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 *[appointment expired 26/11/2024]*
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 Master's 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 do phobal na Gaeilge.

Wuraola Majekodunmi *[d'éag a comhaltas 16/11/2024]*
Rugadh Wuraola in Lagos, an Nigéir agus tógadh í i mBaile Átha Cliath. Is craoltóir, scríbhneoir, léiritheoir cruthaitheach agus comhordaitheoir tionscadail Gaeilge í le Fighting Words. Tá ailt scríofa aici do *The Irish Times*, TheJournal.ie, RTÉ.ie, Nós.ie agus eile. In 2018 bhí sí ina 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 ón gColáiste Ollscoile, Baile Átha Cliath agus 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 iarchomhalta boird é den Chiste Idirnáisiúnta d'Éirinn agus tá sé ina bhall de neart eagraíochtaí agus comhlachtaí eile faoi láthair, iontaobhaí san Eaglais Phreispitéireach in Éirinn ina measc.

Conor McGuinness – Leas-Chathaoirleach, Foras na Gaeilge
[d'éirigh sé as 30/11/2024]
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 Mháistreachta 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 *[d'éag a comhaltas 16/11/2024]*
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 Mháistreachta 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 Gaelscolaíochta 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 Development 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 *[appointment expired 15/12/2024]*
Liam was born and raised in Palmerston, Co. Dublin. He attended Gaelscoil Naomh Pádraig 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 Accountants of Ireland since then. Liam worked as an auditor from 2014

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 Choiste 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 ónórach 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 *[d'éag a chomhaltas 15/12/2024]*
Rugadh agus tógadh Liam i mBaile Phámar, Co. Baile Átha Cliath. D'fhreastail sé ar Ghaelscoil Naomh Pádraig 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 ó 2014 go dtí

to 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. She 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.

Gemma Ní Chionnaith *[appointed 13/09/2024]*
Gemma Ní Chionnaith is from the Conamara Gaeltacht. She attended Scoil Náisiúnta Sailearna in Indreabhán and Coláiste Chroí Mhuire in An Spidéal. She has been working as an Irish language broadcaster for more than 20 years, and has presented a range of programmes for television and radio, including *Rugbaí Beo* and *Seó Spóirt* on TG4. In recognition of the significant work she has carried out in the area of radio, she was awarded the Oireachtas na Gaeilge Radio Personality of the Year award for her work on *Géill Slí* on RTÉ Raidió na Gaeltachta.

Mairéad Ní Ghabháin *[appointed 13/09/2024]*
Mairéad is a solicitor and she is a partner in the law firm Matheson LLP. She gained a Bachelor's degree in civil law and a Master's degree in commercial law in University College Dublin before she qualified as a solicitor in 2011. Mairéad is the representative for language communities outside of the Gaeltacht on the Advisory Committee for Irish Language services established in 2022. She gained a Higher Diploma in Lawyer Linguistics and Legal Translation in 2011 from King's Inns. In 2014, she was appointed to the Advisory Committee on Irish Language Legal Terms as a representative of the Law Society of Ireland.

There were 6 vacancies (4 Southern nominees and 2 Northern nominees) on the Board of Foras na Gaeilge on 31st December 2024. There were 3 vacancies (all Northern nominees) on the Board of the Ulster-Scots Agency on 31st December 2024.

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

2018 le PwC. Ó 2018 go dtí an lá inniu 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 sí 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 fónamh 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.

Gemma Ní Chionnaith *[appointed 13/09/2024]*
Is as Gaeltacht Chonamara do Gemma Ní Chionnaith. D'fhreastail sí ar Scoil Náisiúnta Sailearna in Indreabhán agus ar Choláiste Chroí Mhuire sa Spidéal. Tá sí ag obair mar chraoltóir Gaeilge le breis agus 20 bliain anuas, agus tá réimse cláir éagsúla curtha aici i láthair don teilifís agus don raidió, lena n-áirítear *Rugbaí Beo* agus *Seó Spóirt* ar TG4. Mar aitheantas ar an obair shuntasach atá déanta aici sa réimse raidió, bronnadh an gradam Pearsa Raidió na Bliana de chuid Oireachtas na Gaeilge uirthi as a cuid oibre ar *Géill Slí* ar RTÉ Raidió na Gaeltachta.

Mairéad Ní Ghabháin *[appointed 13/09/2024]*
Is aturnae í Mairéad agus tá sí ina páirtí sa chomhlacht dlíodóirí Matheson LLP. Bhain sí amach céim Bhaitsiléara sa dlí sibhialta agus céim Mháistreachta sa dlí tráchtálta i gColáiste na Ollscoile Baile Átha Cliath sular cháiligh sí mar aturnae in 2011. Is í Mairéad an t-ionadaí do phobail teanga lasmuigh den Ghaeltacht ar an gCoiste Comhairleach um Sheirbhísí Gaeilge a bunaíodh in 2022. Bhain sí amach Ard-Dioplóma sa Dlítheangeolaíocht agus san Aistriúchán Dlíthiúil in 2011 ó Óstaí an Rí. In 2014, ceapadh í ar an gCoiste Comhairlitheach um Théarmaí Dlíthiúla Gaeilge mar ionadaí Dhlí-Chumann na hÉireann.

Bhí 6 fholúntas (4 ainmní ó dheas agus 2 ainmní ó thuaidh) ar Bhord Fhoras na Gaeilge ar 31 Nollaig 2024. Bhí 3 fholúntas (na hainmnithe uile ó thuaidh) ar Bhord Ghníomhaireacht na hUltaise ar 31 Nollaig 2024.

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



The North/South Language Body Board 2024 (left-right, top-bottom)
Joint Chairpersons: Freddie Kettyle, Deputy Chairperson, Ulster-Scots Agency; Regina Uí Chollatáin, Chairperson, Foras na Gaeilge.
Ulster-Scots Agency members: Allen McAdam, Lavinia 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; Gemma Ní Chionnaith; Dáithí Mac Cárthaigh; Maighréad Ní Chonghaile; Ian Ó Dochartaigh; Mairéad Ní Ghabháin.



Bord an Fhorais Teanga 2024 (clé-deis, barr-bun)
Comh-Chathaoirligh: Freddie Kettyle, Leas-Chathaoirleach Ghníomhaireacht na hUltaise; Regina Uí Chollatáin, Cathaoirleach Fhoras na Gaeilge.
Comhaltaí Ghníomhaireacht na hUltaise: Allen McAdam, Lavinia 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; Gemma Ní Chionnaith; Dáithí Mac Cárthaigh; Maighréad Ní Chonghaile; Ian Ó Dochartaigh; Mairéad Ní Ghabháin.

Thegither Forethocht
Joint Introduction
Comhréamhrá

We are delighted to present the 2024 Annual Report of the North/South Language Body to the public. It cannot be denied that the Language Body has experienced funding difficulties for some years, as unavoidable costs relating to inflation, pay and pension are ever-rising. Even though these costs are rising, our baseline budget is not increasing accordingly, and therefore less of our baseline budget is available every year for spending on the development of the Irish and Ulster-Scots languages and traditions in the community.

The Ulster-Scots Agency

In 2024 the Agency introduced new events and gave fresh momentum to longstanding programmes, bringing Ulster-Scots heritage, language and culture into sharper focus across communities. A standout addition this year was the Belfast Tartan Day, a brand-new event which drew approximately 500 participants and thousands of spectators, making a resounding statement about the public interest in cultural Ulster-Scots events.

The Agency again supported Ulster-Scots Language Week (Leid Week), held from 25–30 November 2024, with a full and varied programme of events. During the week, local councils and community groups hosted language quizzes, storytelling sessions, poetry readings and school workshops, giving people of all ages the chance to experience and learn Ulster-Scots in interactive settings.

Throughout 2024, a number of regionally significant events spotlighted Ulster-Scots language and heritage. These events included concerts, storytelling, history talks, exhibitions and showcased pipe bands, historical displays, and community activities connecting local heritage to the wider Ulster-Scots identity.

The Agency's continued investment in community and creative programmes remained a core part of its 2024 work. Tuition and performance programmes for traditional music, Highland dance and Scottish country dance continued under the Ulster-Scots Music and Dance Tuition Programme, supporting community organisations in delivering classes across the region. The Agency piloted a new scheme to support Ulster-Scots bands in border counties, helping them acquire instruments, uniforms, and training to foster sustainability and cross-border cultural ties.

Across these varied initiatives—from flagship new events like Belfast Tartan Day to the deepening of regional festivals and language outreach—the Ulster-Scots Agency's 2024 programme reflected its ongoing commitment to promoting participation, intergenerational learning and the living heritage of the Ulster-Scots community.

Thegither Forethocht
Joint Introduction
Comhréamhrá

Tá áthas orainn Tuarascáil Bhliantúil 2024 an Fhorais Teanga a chur i láthair don phobal. Ní féidir a shéanadh go bhfuil deacrachtaí maoinithe ag an bhForas Teanga le blianta beaga anuas, toisc go bhfuil na costais dosheachanta a bhaineann le boilsciú, pá agus pinsin ag síorardú. Cé go bhfuil na costais sin ag ardú, níl ár mbuiséad bonnlíne ag méadú dá réir, agus mar sin gach bliain bíonn níos lú dár mbuiséad bonnlíne ar fáil le caitheamh ar fhorbairt na Gaeilge agus na hUltaise sa phobal.

Gníomhaireacht na hUltaise

In 2024, reáchtáil Gníomhaireacht na hUltaise imeachtaí nua agus thug sí móiminteam úr do chláir fhadbhunaithe, rud a spreag aird níos mó ar oidhreacht, teanga agus cultúr na hUltaise i measc na bpobal a mbíonn sí ag plé leo. Imeacht breise suntasach i mbliana ab ea Lá Breacáin Bhéal Feirste, ócáid úrnua a mheall thart ar 500 rannpháirtí agus na mílte sa lucht féachana, léiriú suntasach ar an spéis phoiblí in imeachtaí cultúrtha na hUltaise.

Thacaigh an Ghníomhaireacht arís le Seachtain na hUltaise (Leid Week), a tionóladh ón 25–30 Samhain 2024, le clár iomlán agus éagsúil imeachtaí. Le linn na seachtaine, d'eagraigh comhairlí áitiúla agus grúpaí pobail tráthanna na gceist teanga, seisiúin scéalaíochta, léamha filíochta agus ceardlanna scoile, rud a thug deis do dhaoine de gach aois taithí a fháil ar an Ultais agus í a fhoghlaim i suíomhanna idirghníomhacha.

I rith 2024, cuireadh béim ar theanga agus oidhreacht na hUltaise i roinnt imeachtaí suntasacha réigiúnacha. Áiríodh leis na himeachtaí sin ceolchoirmeacha, scéalaíocht, cainteanna staire, taispeántais agus bannaí píob, taispeántais stairiúla agus gníomhaíochtaí pobail a cheangail oidhreacht áitiúil le féiniúlacht níos leithne na nAlbanach Uladh.

Bhí infheistíocht leanúnach na Gníomhaireachta i gcláir phobail agus chruthaitheacha fós ina cuid lárnach dá cuid oibre in 2024. Leanadh de chláir teagaisc agus léirithe maidir le ceol traidisiúnta, damhsa na nGarbhchríoch agus damhsa tuaithe na hAlban faoi Chlár Teagaisc Ceoil agus Damhsa na nAlbanach Uladh, a thacaíonn le heagraíochtaí pobail ranganna a sheachadadh ar fud an réigiúin. Chuir an Ghníomhaireacht tús le scéim úr chun tacú le bannaí ceoil na nAlbanach Uladh i gcontaetha teorann, rud a chuidigh leo uirlisí ceoil, éidí ceoil agus oiliúint a fháil chun inbhuanaitheacht agus naisc chultúrtha trasteorann a chothú.

Ar fud na dtionscnamh éagsúil seo – príomhimeachtaí úra cosúil le Lá Breacáin Bhéal Feirste agus treisiú ar fhéilte réigiúnacha agus teagmháil teanga – léirigh clár

Foras na Gaeilge

Foras na Gaeilge was grateful to receive significant ring-fenced funding from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media for some important projects in 2024: €250,000 for the major 10-year research project on the views of the public about Irish; a feasibility study for the Irish language interpretation centre in Belfast; €239,000 for book reprints for the education sector; funding for developing technologies for the online dictionaries and improving our services in the area of books. On behalf of the Board of Foras na Gaeilge, I wish to extend our thanks to the Ministers Patrick O'Donovan TD and Thomas Byrne TD for this additional support, to the Sponsoring Departments for facilitating it and of course, to the staff of Foras na Gaeilge for undertaking these important projects. These are projects which will have a great impact on the promotion of Irish across both jurisdictions for a long time.

The Board of Foras na Gaeilge had 7 meetings throughout 2024, and the members generously made their time available for many meetings of the various committees and to represent Foras na Gaeilge at events in both jurisdictions. For the first time since November 2020, the North/South Ministerial Council meeting of the Language Body was held in May, an important occasion coinciding with the commemoration in 2024 of 25 years since the founding of the North/South bodies under Strand 2 of the Good Friday Agreement.

The highlight of 2024 was the major international conference on language planning organised by Foras na Gaeilge. 170 people attended the conference, including participants from all organisations dealing with language planning across both jurisdictions, as well as speakers from Ireland, Wales and the Basque Country.

On behalf of the Language Body, we would like to extend our deep gratitude to all the partners, the grantees and the various communities in general for their cooperation and hard work throughout the year. We would also like to commend our fellow Board Members, our Chief Executives, and our colleagues in both Bodies. The experience and expertise shared during the year was hugely valuable for us both and the Language Body is obliged to you all.

Ulster-Scots Agency
Boord o Ulstèr-Scotch

Keith Gamble
Chairperson
Ulster-Scots Agency



Regina Uí Chollatáin
Chairperson
Foras na Gaeilge

2024 Ghníomhaireacht na hUltaise a tiomantas leanúnach chun rannpháirtíocht, foghlaim idirghlúine agus oidhreacht bheo phobal na hUltaise a chur chun cinn.

Foras na Gaeilge

Bhí Foras na Gaeilge buíoch go bhfuair sé maoiniú suntasach imfhálaithe ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán do roinnt tionscadal tábhachtach in 2024: €250,000 don mhórthionscadal taighde 10 mbliana ar dhearcthaí an phobail i leith na Gaeilge; staidéar féidearthachta do lárionad léirmhínithe Gaeilge i mBéal Feirste; €239,000 le haghaidh athchlónna leabhar d'earnáil an oideachais; maoiniú d'fhorbairtí teicneolaíochta do na foclóirí ar líne agus feabhas ar ár seirbhísí i réimse na leabhar. Thar ceann Bhord Fhoras na Gaeilge, is mian liom ár mbuíochas a chur in iúl do na hAirí Patrick O'Donovan TD agus Thomas Byrne TD as an tacaíocht bhreise sin, do na Ranna Coimircíochta as í a éascú, agus ar ndóigh, d'fhoireann Fhoras na Gaeilge as tabhairt faoi na tionscadail thábhachtacha sin. Is tionscadail iad a mbeidh tionchar mór acu ar chur chun na Gaeilge sa 2 dhlínse go ceann i bhfad.

Bhí 7 gcruinniú ag Bord Fhoras na Gaeilge le linn 2024, agus chuir na comhaltaí a n-am ar fáil go fial le haghaidh mórán cruinnithe de na coistí éagsúla agus le hionadaíocht a dhéanamh thar ceann Fhoras na Gaeilge ag ócáidí sa 2 dhlínse. Den chéad uair ó Shamhain 2020, bhí cruinniú Chomhairle Aireachta Thuaidh/Theas ann den Fhoras Teanga i mí na Bealtaine, ócáid thábhachtach agus comóradh 25 bliain á dhéanamh in 2024 ar bhunú na gcomhlachtaí Thuaidh/Theas faoi Shnáithe 2 de Chomhaontú Aoine an Chéasta.

Ba é buaicphointe 2024 an mhórchomhdháil idirnáisiúnta ar an bpleanáil teanga a d'eagraigh Foras na Gaeilge. Bhí 170 duine i láthair ag an gcomhdháil, ina measc rannpháirtithe ó na heagraíochtaí uile a bhíonn ag plé leis an bpleanáil teanga sa 2 dhlínse mar aon le cainteoirí ó Éirinn, ón mBreatain Bheag agus ó Thír na mBascach.

Thar cheann an Fhorais Teanga, ba mhaith linn buíochas ó chroí a ghabháil leis na comhpháirtithe uile, na deontaithe agus na pobail éagsúla i gcoitinne as an gcomhoibriú agus as an obair chrua ar fad le linn na bliana. Tá ardmholadh freisin ag dul dár gcomh-Chomhaltaí Boird, dár bPríomhfheidhmeannaigh, agus dár gcomhghleacaithe sa 2 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



2024 Buaicphointí Highlights

Foras na Gaeilge
forasnagaeilge.ie

ÁIS

€1m
Díolachán leabhar ag ÁIS
Book sales through ÁIS

RTÉ

137
Daoine as 137 tír páirteach i mórfheachtas feasachta Creidim Ionat le tacaíocht ó RTÉ
People from 137 countries involved in major awareness campaign Creidim Ionat with support from RTÉ

creidim ionat

25 Bliain Foras na Gaeilge

Foras na Gaeilge ag ceiliúradh 25 bliain ar an bhfód
Foras na Gaeilge celebrated 25 years in existence

302
Scoláireacht Gaeltachta curtha ar fáil
Gaeltacht scholarships provided



Tús curtha le mórthionscadal taighde ar dhearcadh an phobail i leith na Gaeilge
Major new research project on public attitudes to Irish commenced

Comhdháil Pleanála Teanga

170
Duine i láthair ag an gcéad chomhdháil idirnáisiúnta faoin bpróiseas pleanála teanga don Ghaeilge
Delegates attend first international conference on Irish language planning process

97
Féile agus mórimeacht ealaíon maoinithe
Festivals and major arts events funded



536
Deontas bronnta
Grants awarded

LOVE LEABHAR GAEILGE

Geansaithe Móra (LeabhairCOMHAR) le Gearóidín Nic Cárthaigh a bhuaigh gradam Love Leabhar Gaeilge (An Post Irish Book Awards 2024)
Geansaithe Móra (LeabhairCOMHAR) by Gearóidín Nic Cárthaigh won Love Leabhar Gaeilge award (An Post Irish Book Awards 2024)



8,000
Cóip d'úrscéal Tristan Rosenstock (foilsithe ag LeabhairCOMHAR) curtha i gcló do Lá Domhanda na Leabhar
Copies of Tristan Rosenstock's novel (published by LeabhairCOMHAR) printed for World Book Day



220
Post maoinithe in earnáil na Gaeilge
Jobs funded in the Irish language sector

10
Q-Mharc Gnó le Gaeilge bronnta ar chomhlachtaí
Q-Mharc Gnó le Gaeilge (bilingual excellence in business) awarded to companies

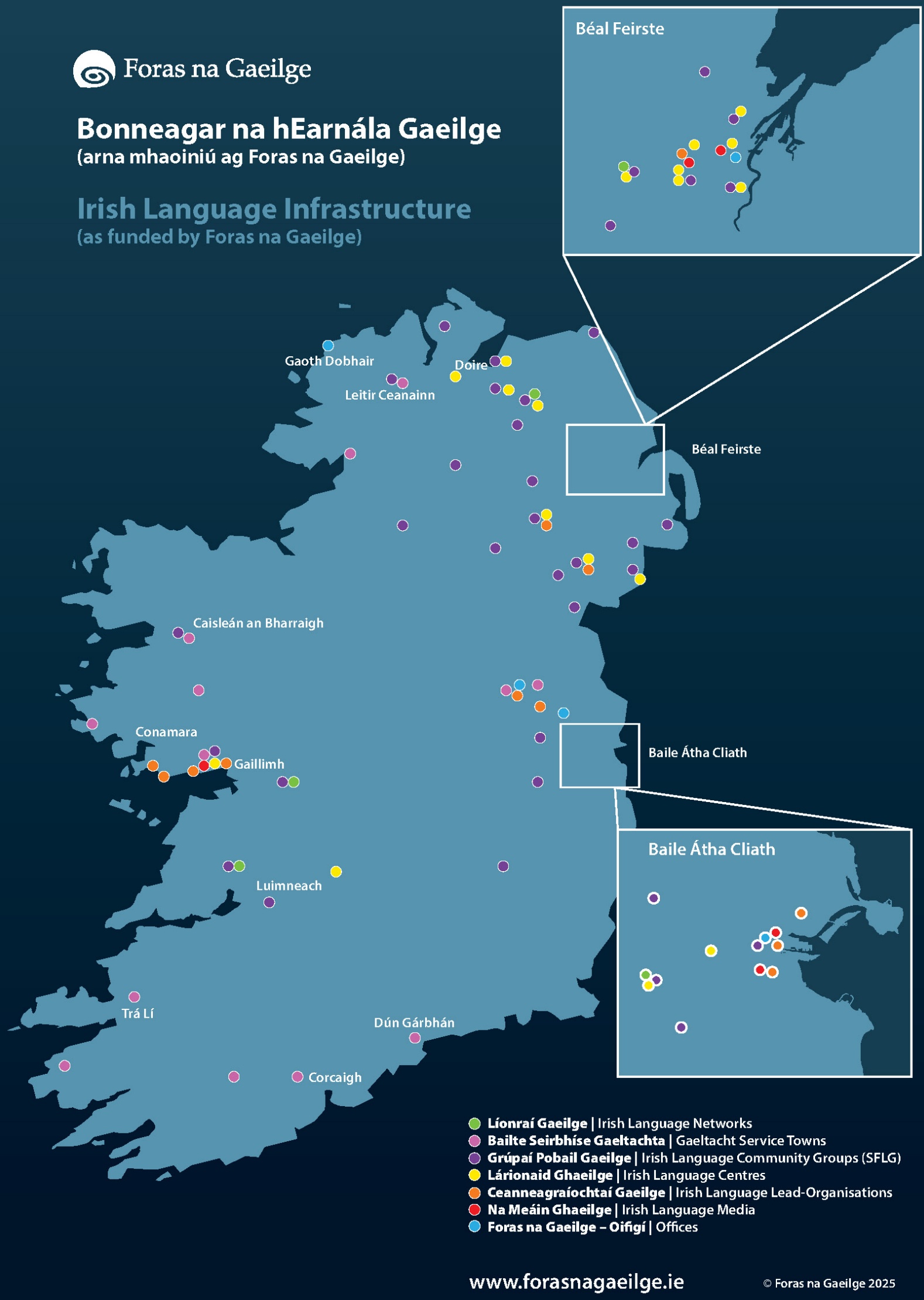
foclóir.ie
téarma.ie

1.8m
Cuairteoir ar Foclóir.ie agus 977,000 cuairteoir ar Téarma.ie
Visitors to Foclóir.ie and 977,000 visitors to Téarma.ie

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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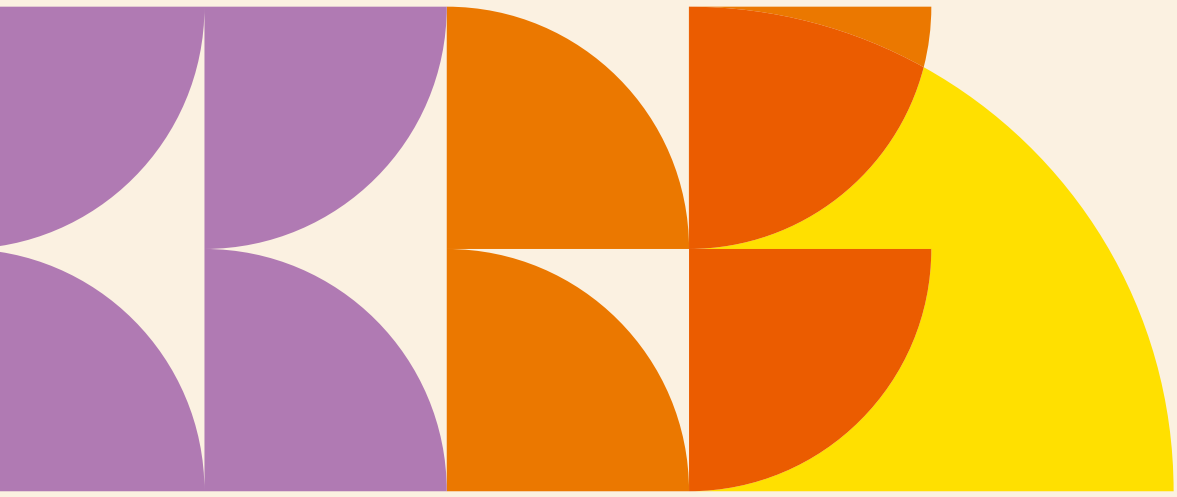

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Chief Executive's Review

Foras na Gaeilge's work has been rooted in language planning since the Language Body was established 25 years ago. As an organisation that is responsible on behalf of both governments for the promotion of the Irish language on the island, Foras na Gaeilge is active in most of the 9 areas recognised by UNESCO as vital areas for language vitality.

It is a cause for frustration and concern for us that Foras na Gaeilge has not been able to achieve the same level of funding that the organisation had in 2008 when a budget of €21 million was made available from both governments. Taking inflation into consideration, the value of the funding available to Foras na Gaeilge in our baseline budget is approximately 45% less than in 2008. However, the Government of Ireland has succeeded in making significant additional funding available to us during 2024, outside of our baseline budget, which ensured that we were able to make important developments in some work areas. Besides this, the Government of Ireland made funding available for some of the Irish language Lead- Organisations for a number of schemes that are extremely important to the development of Irish in the community. Fondúireacht Sheosaimh Mhic Dhonncha (Seosamh Mac Donncha foundation) under the auspices of Glór na nGael; the Gaelbhratach (Irish language flag) project for schools under the auspices of Gael Linn; and Céad Míle Fáilte (hundred thousand welcomes), aimed at the immigrant community under the auspices of Conradh na Gaeilge. Additional funding was also available to Gaeloideachas to undertake pre-school development and to Oireachtas na Gaeilge to develop the indigenous arts in both jurisdictions.

Great progress was made in a number of areas that Foras na Gaeilge work with on behalf of both governments in conjunction with other partners, and which will influence the promotion of the Irish language in future in both jurisdictions. A major review of the Irish language media was started; the draft Irish language strategy was compiled under the direction of the Department for Communities for the Executive; the Council of Europe Committee of Experts carried out a monitoring visit to Northern Ireland and gathered information on the compliance of the Government of the United Kingdom with the European Charter for Regional Minority Languages; and the first ever plan was published for recruitment for Irish language services in the jurisdiction of the Government of Ireland.

As Foras na Gaeilge has been doing in recent years, in 2024 we focused more of our resources on developing the area of books, which includes writing, publishing, distribution and marketing. Thanks to the extra investment by the Government of Ireland in Clár na Leabhar Gaeilge (Irish language books programme) in recent years, Foras na Gaeilge created a new role of Programme Manager to take leadership in this important area during 2024. The Programme Manager for Books will oversee all our work in the area of books.

Athbhreithniú an Phríomhfheidhmeannaigh

Tá obair Fhoras na Gaeilge fréamhaithe sa phleanáil teanga ó bunaíodh an Foras Teanga 25 bliain ó shin. Mar eagraíocht stáit atá freagrach thar ceann an 2 rialtas as cur chun cinn na Gaeilge ar an oileán, tá Foras na Gaeilge gníomhach i mbunús na 9 réimse atá aitheanta ag EOECNA (UNESCO) mar réimsí riachtanacha don bheocht teanga.

Is ábhar frustrachais agus imní againn nár éirigh le Foras na Gaeilge go fóill an leibhéal céanna maoinithe a bhaint amach a bhí ag an eagraíocht in 2008 nuair a bhí buiséad €21 milliún ar fáil ón 2 rialtas. Nuair a chuirtear an boilsciú san áireamh, tá luach an mhaoinithe atá ar fáil ag Foras na Gaeilge inár mbuiséad bonnlíne anois tuairim is 45% níos ísle ná 2008. Mar sin féin, d'éirigh le Rialtas na hÉireann maoiniú suntasach breise a chur ar fáil dúinn le linn 2024, taobh amuigh dár mbuiséad bonnlíne, a chinntigh go rabhamar ábalta forbairtí tábhachtacha a dhéanamh i roinnt réimsí oibre. Lena chois sin, chuir Rialtas na hÉireann maoiniú ar fáil do chuid de na Ceanneagraíochtaí Gaeilge le haghaidh roinnt scéimeanna atá ríthábhachtach d'fhorbairt na Gaeilge sa phobal: Fondúireacht Sheosaimh Mhic Dhonncha faoi choimirce Ghlór na nGael; an tionscadal scoileanna Gaelbhratach faoi choimirce Ghael Linn; agus Céad Míle Fáilte, dírithe ar an bpobal inimirceach faoi choimirce Chonradh na Gaeilge. Cuireadh maoiniú breise ar fáil fosta do Gaeloideachas le tabhairt faoi fhorbairt na réamhscolaíochta agus d'Oireachtas na Gaeilge le forbairt a dhéanamh ar na healaíona dúchasacha sa 2 dhlínse.

Rinneadh dul chun cinn mór i roinnt réimsí a bhfuil Foras na Gaeilge ag plé leo thar ceann an 2 rialtas i gcomhar le páirtithe eile, agus a mbeidh tionchar acu ar chur chun cinn na Gaeilge amach anseo sa 2 dhlínse. Cuireadh tús le mór-athbhreithniú ar na meáin Ghaeilge; tiomsaíodh an dréachtstraitéis don Ghaeilge faoi stiúir na Roinne Pobal don Fheidhmeannas; thug Coiste Saineolaithe Chomhairle na hEorpa cuairt mhonatóireachta ar Thuaisceart Éireann agus iad ag bailiú eolais ar ghéilliúlacht Rialtas na Ríochta Aontaithe don Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh; agus foilsíodh an chéad phlean riamh ar earcaíocht le haghaidh seirbhísí Gaeilge i ndlínse Rialtas na hÉireann.

Mar atá Foras na Gaeilge a dhéanamh le blianta beaga anuas, in 2024 dhíríomar níos mó dár n-acmhainní ar fhorbairt réimse na leabhar a chuimsíonn scríobh, foilsiú, dáileadh agus margaíocht. A bhuí leis an infheistíocht bhreise atá Rialtas na hÉireann a dhéanamh i gClár na Leabhar Gaeilge le blianta beaga anuas, chruthaigh Foras na Gaeilge ról úr do Chlárbhainisteoir le ceannasaíocht a ghlacadh ar an réimse tábhachtach seo le linn 2024. Beidh Clárbhainisteoir na Leabhar i gceannas ar ár n-obair uile i réimse na leabhar.

Among the other highlights during 2024, was the founding of a new Irish-medium nursery school in Derry City, Naíscoil an Phiarsaigh, and the re-establishment of the Fóram Forbartha Teanga (language development forum) as a support for Foras na Gaeilge and the 6 Lead-Organisations. The LDF will give us valuable feedback on all our work as we seek to support the development of Irish in the community.

The importance of having a positive outlook amongst the community regarding minority languages is widely recognised, to add to the number of active speakers and, to that end, Foras na Gaeilge has developed the awareness raising elements of our work over the past few years. In the first half of 2024, the second awareness campaign of Creidim Ionat (I believe in you) was organised in conjunction with RTÉ, Gael Linn and Gaelchultúr. The campaign was very successful, and millions of people interacted with it on social media across Ireland and the world. Media access increased from 8 million (when the campaign was first organised) to 28 million in 2024, and the number of countries in which the community interacted with the campaign increased from 83 in 2022 to 137 in 2024.

In 2024, Foras na Gaeilge, and the other North/South implementation bodies commemorated 25 years since their foundation. As part of this commemoration, Foras na Gaeilge took part in research projects which will show the influence we had, in conjunction with the other bodies, on society in both jurisdictions. We took part in events in Washington in the USA under the United States Institute of Peace, in Stormont, and in Armagh under the auspices of the North/South Ministerial Council.

When Foras na Gaeilge was founded in 1999, one of the first projects undertook was the major research project on the views of the people on the Irish language. That was a research project started by the Committee on Irish Language Attitudes Research in 1973, and which Institiúid Teangeolaíochta Éireann (the Irish linguistics institute) continued in 1982 and 1993. In 2001, Foras na Gaeilge commissioned its first all-island survey. This survey was carried out again in 2013, and thanks to additional funding from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, planning for another survey on the views of the public towards the Irish language was started in 2024.

It was a productive year in relation to Foras na Gaeilge funding schemes. The Scéim Ráidió Pobail (Community Radio Scheme) was renewed, and funding was agreed for 3 years for Raidió Fáilte in Belfast and for Raidió na Life in Dublin. Besides this, the funding Foras na Gaeilge made available for the East Belfast Mission was renewed for another 3 years, for the pioneering project focused on the unionist community in the jurisdiction of the Executive. The schemes that are focused on business matters in the community did well and our Business with Irish Q-Mark standard was awarded to 10 more companies in 2024. The interest from the business community across the island in our Business Support Scheme and in Glór na nGael Business Awards (under which 334 awards have been presented so far) shows the demand for using Irish amongst the business community in Ireland.

The grants made available to the 16 Irish language centres under the Irish Language Centres Scheme across the island, as well as the funding made available to Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanainn in Derry, ensure that the public has a ‘safe’ space to try out their Irish in a supporting environment. They also ensure that activities and events are organised on a

I measc na mbuaicphointí eile le linn 2024 bhí bunú naíscoil úr i gCathair Dhoire, Naíscoil an Phiarsaigh, agus athbhunú an Fhóraim Forbartha Teanga (FFT) mar thaca d'Fhoras na Gaeilge agus na 6 Cheanneagraíocht. Tabharfaidh an FFT aiseolas luachmhar dúinn ar ár gcuid oibre uile agus muid ag iarraidh tacú le forbairt na Gaeilge sa phobal.

Aithnítear go forleathan an tábhacht a bhaineann le dearcadh dearfach sa phobal i leith teangacha mionlaithe, le cur le líon na gcainteoirí gníomhacha, agus chuige sin, le blianta beaga anuas, tá forbairt déanta ag Foras na Gaeilge ar na gnéithe ardaithe feasachta dár gcuid oibre. Sa chéad leath de 2024, eagraíodh an dara feachtas feasachta de Creidim Ionat i gcomhpháirt le RTÉ, le Gael Linn agus le Gaelchultúr. D'éirigh thar barr leis an bhfeachtas, agus bhí na milliúin daoine ag idirghníomhú leis ar na meáin shóisialta ar fud na hÉireann agus ar fud an domhain. Mhéadaigh an rochtain meán ó 8 milliún in 2022 (nuair a reáchtáladh an feachtas an chéad uair) go 28 milliún in 2024, agus mhéadaigh líon na dtíortha ina raibh an pobal ag idirghníomhú leis an bhfeachtas ó 83 in 2022 go 137 in 2024.

Chomóir Foras na Gaeilge, agus na comhlachtaí forfheidhmithe Thuaidh/Theas eile, 25 bliain ó bhliain a mbunaithe le linn 2024. Mar chuid den chomóradh sin, bhí Foras na Gaeilge páirteach i dtionscadal taighde a léireoidh an tionchar a bhí againn, i gcomhar leis na comhlachtaí eile, ar an tsochaí sa 2 dhlínse. Ghlacamar páirt in ócáidí in Washington i Stáit Aontaithe Mheiriceá faoi choimirce Institiúid Síochána SAM, in Stormont, agus in Ard Mhacha faoi choimirce na Comhairle Aireachta Thuaidh/Theas.

Nuair a bunaíodh Foras na Gaeilge in 1999, ar cheann de na chéad tionscadail a ndeachthas ina gceann bhí an mórthionscadal taighde ar dhearcthaí an phobail i leith na Gaeilge. Is tionscadal taighde é sin ar chuir an Coiste um Thaighde ar Dhearcadh an Phobail i dTaobh na Gaeilge tús leis in 1973, agus ar lean Institiúid Teangeolaíochta Éireann de in 1983 agus 1993. In 2001, choimisiúnaigh Foras na Gaeilge an chéad suirbhé uile-oileáin dá leithéid. Rinneadh an suirbhé sin arís in 2013, agus a bhuí le maoiniú breise ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, cuireadh tús in 2024 le pleanáil le haghaidh suirbhé eile ar dhearcthaí an phobail i leith na Gaeilge sa 2 dhlínse.

Bliain thairbheach a bhí ann maidir le scéimeanna maoinithe Fhoras na Gaeilge. Rinneadh athnuachan ar an Scéim Raidió Pobail, agus aontaíodh maoiniú 3 bliana do Raidió Fáilte i mBéal Feirste agus do Raidió na Life i mBaile Átha Cliath. Lena chois sin, rinneadh athnuachan go ceann 3 bliana eile ar an maoiniú a chuireann Foras na Gaeilge ar fáil do Mhisean Oirthear Bhéal Feirste don tionscadal ceannródaíoch dírithe ar an bpobal aontachtach i ndlínse an Fheidhmeannais. D'éirigh go maith leis na scéimeanna atá dírithe ar chúrsaí gnó sa phobal, agus bronnadh ár gcaighdeán Q-mharc Gnó le Gaeilge ar 10 gcomhlacht eile in 2024. Léiríonn an spéis ón aos gnó ar fud an oileáin sa chaighdeán sin, inár Scéim Tacaíochta Gnó agus i nGradaim Ghnó Ghlór na nGael (ar bronnadh 334 gradaim faoi go dtí seo) an t-éileamh i measc phobal gnó na hÉireann d'úsáid na Gaeilge.

Cinntíonn na deontais a chuirtear ar fáil do na 16 ionad Gaeilge faoin Scéim Ionad Gaeilge, ar fud an oileáin, agus an maoiniú a chuirtear ar fáil don 2 chultúrlann i ndlínse an Fheidhmeannais, Cultúrlann McAdam Ó Fiaich i mBéal Feirste, agus Cultúrlann Uí Chanainn i nDoire, go mbíonn spás 'sábháilte' ag an bpobal le triail a bhaint as a gcuid Gaeilge i dtimpeallacht thacúil. Cinntíonn siad, lena chois sin,

continuous basis that provide the public with opportunities to use Irish.

Through the Irish Language Centres Scheme, the Cultúrlann Scheme, the Community Radio Scheme, and the continual funding Foras na Gaeilge provides to the 6 Lead-Organisations under the Irish Language Network Development Scheme, and Foras na Gaeilge staff, employment was provided for 220 people throughout 2024. This employment greatly helps develop the Irish language economy, and ensures that it is clear to young people that there are employment opportunities in the Irish language sector.

Included in Foras na Gaeilge's legislative duties is our advisory role whereby we advise both governments and state organisations on issues relating to aspects of the promotion of the Irish language. This advisory and representative role is central to our current priorities, with so many changes being implemented by both governments in the education, pre-school and childcare systems, in the media and in other areas which will have an impact on the Irish language in the future. In the jurisdiction of the Executive, the Identity and Language Act, the European Charter for Regional or Minority Languages and the commitments of *New Decade, New Approach* are the backdrop to some of the main areas in respect of which Foras na Gaeilge officials provided representation. In the jurisdiction of the Government of Ireland, Foras na Gaeilge's priorities in our representation and the submissions we sent to the Government were the Official Languages (Amendment) Act 2021, the Policy on Gaeltacht Education, the Policy on Irish-medium Education, Early Childhood Strategic Plan, the review of the Irish language media, and other changes to the education system relating to the teaching of Irish as a subject.

The highlight of the year in terms of language planning development was the major international conference on language planning organised by Foras na Gaeilge in the second half of 2024. Over 170 people were present from various organisations in both jurisdictions which deal with language planning, as well as senior representatives from the Departments, from other organisations, from universities and from other countries in which a minority language is spoken.

Foras na Gaeilge is responsible for developments to our literacy programme in Gaeltacht schools and Irish-medium schools, Séideán Sí. In conjunction with the Department of Education in the jurisdiction of the Government of Ireland, we started a major review of Séideán Sí, and in 2024 we were given permission to hire a project manager to direct the first stages. The appointment of the manager is expected to take place early in 2025, as are significant results from the review over the next few years.

Two years of the lexicographical project have now been completed at the end of 2024, and we are on target to make the first monolingual Irish dictionary available online by 2027, along with an Irish English dictionary which will succeed the Ó Dónaill dictionary, which was published in 1977. Year after year, there is great demand for our lexicographical websites Focloir.ie and Teanglann.ie: 1.8 million people visited Foclóir.ie again in 2024, and 977,000 visited Téarma.ie, our terminology website.

As a government body, Foras na Gaeilge has strict duties to fulfil to satisfy the requirements of the governments in both jurisdictions. Foras na Gaeilge published their first Roadmap for Climate Action in 2024, and the work for the approval of our Equality Scheme in the jurisdiction of the Executive was begun. In the area

go mbíonn imeachtaí agus ócáidí á n-eagrú ar bhonn leanúnach a chuireann deiseanna ar fáil don phobal leis an nGaeilge a úsáid.

Idir an Scéim Ionad Gaeilge, Scéim na gCultúrlann, an Scéim Raidió Pobail, agus an maoiniú leanúnach a chuireann Foras na Gaeilge ar fáil do na 6 Cheanneagraíocht agus do ghrúpaí pobail faoin Scéim Forbartha Líonraí Gaeilge, agus foireann Fhoras na Gaeilge, cuireadh fostaíocht ar fáil do 220 duine le linn 2024. Cuidíonn an fhostaíocht sin go mór le geilleagar na Gaeilge a fhorbairt, agus lena chinntiú gur léir don aos óg go bhfuil deiseanna fostaíochta in earnáil na Gaeilge.

San áireamh sna dualgais reachtúla atá ar Fhoras na Gaeilge, tá ár ról comhairleach trína gcuirimid comhairle ar an 2 rialtas agus ar eagraíochtaí stáit maidir le ceisteanna a bhaineann le gnéithe de chur chun cinn na Gaeilge. Tá an ról comhairleach agus ionadaíochta sin lárnach i measc ár dtosaíochtaí faoi láthair, agus a oiread sin athruithe á gcur i bhfeidhm ag an 2 rialtas sna córais oideachais, sa réamhscolaíocht agus cúram leanaí, sna meáin agus i réimsí eile a rachaidh i bhfeidhm ar an nGaeilge san am atá le teacht. I ndlínse an Fheidhmeannais, is iad an tAcht Féiniúlachta agus Teanga, an Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh agus gealltanais *Ré Nua, Cur Chuige Nua* an cúlbhrat le haghaidh cuid de na réimsí is mó a raibh ionadaíocht le déanamh ag oifigigh Fhoras na Gaeilge ina leith. I ndlínse Rialtas na hÉireann, is iad na tosaíochtaí a bhí ag Foras na Gaeilge inár n-ionadaíocht agus sna haighneachtaí a chuireamar chuig an Rialtas, Acht na dTeangacha Oifigiúla (Leasú) 2021, an Polasaí don Oideachas Gaeltachta, an Polasaí don Oideachas Lán-Ghaeilge, an Plean Straitéiseach don Luathóige, an t-athbhreithniú ar na meáin Ghaeilge, agus athruithe eile sa chóras oideachais a bhaineann le teagasc na Gaeilge mar ábhar.

Buaicphointe na bliana i dtaca le forbairt na pleanála teanga de an mhórchomhdháil idirnáisiúnta ar an ábhar a d'eagraigh Foras na Gaeilge sa dara leath de 2024. Bhí os cionn 170 duine i láthair ó na heagraíochtaí éagsúla sa 2 dhlínse atá ag plé le pleananna teanga, mar aon le hionadaithe sinsearacha ó na Ranna, ó eagraíochtaí eile, ó ollscoileanna agus ó thíortha eile ina mbíonn teangacha mionlaithe á labhairt.

Is é Foras na Gaeilge atá freagrach as forbairtí ar an gclár litearthachta i scoileanna Gaeltachta agus Gaelscolaíochta, Séideán Sí. I gcomhar leis an Roinn Oideachais i ndlínse Rialtas na hÉireann, chuireamar ceann ar mhór-athbhreithniú ar Séideán Sí, agus tugadh cead dúinn in 2024 bainisteoir tionscadail a fhostú leis na chéad chéimeanna a stiúradh. Beidh súil leis an mbainisteoir a cheapadh go luath in 2025, agus le torthaí suntasacha ón athbhreithniú sin sna blianta beaga amach romhainn.

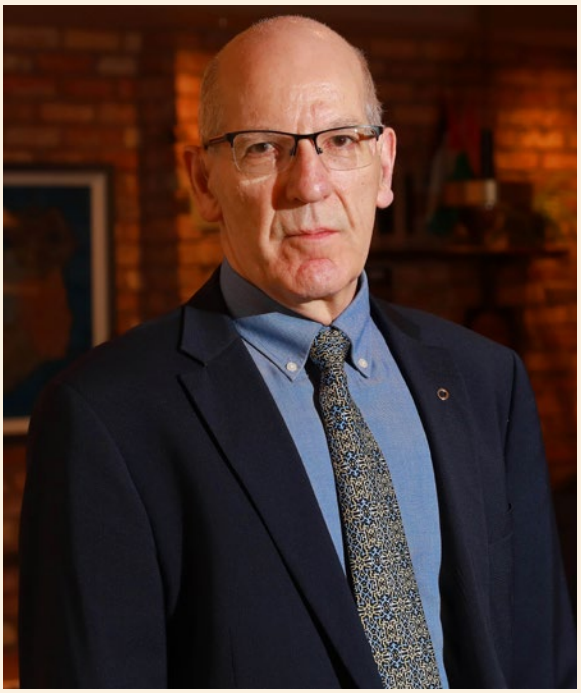
Tá 2 bhliain den mhórthionscadal foclóireachta curtha i gcrích anois faoi dheireadh 2024, agus muid ar sprioc leis an gcéad mhórfhoclóir aonteangach Gaeilge a chur ar fáil ar líne faoi 2027, mar aon le foclóir Gaeilge-Béarla a thiocfaidh i gcomharbas ar fhoclóir Uí Dhónaill, a foilsíodh in 1977. Bíonn an-tóir bliain i ndiaidh bliana ar ár suíomhanna foclóireachta Foclóir.ie agus Teanglann.ie: thug 1.8 milliún duine cuairt ar Foclóir.ie arís in 2024, agus 977,000 ar Téarma.ie, ár suíomh gréasáin téarmaíochta.

Mar chomhlacht rialtais, bíonn dualgais dhiana le comhlíonadh ag Foras na Gaeilge le riachtanais na rialtas sa 2 dhlínse a shásamh. D'fhoilsigh Foras na Gaeilge a gcéad Treochlár um Ghníomhú ar son na hAeráide in 2024, agus tosaíodh an

of corporate governance, we succeeded in gaining reconfirmation of our SWiFT 3000 certificate, which confirms high standards of corporate governance in state organisations.

2024 was a fruitful year for the staff of Foras na Gaeilge across all the areas in which we are active, for the 6 Lead-Organisations, and for community groups across the island which we support, and they all deserve great credit for their dedication, determination and steadfastness for the continual development of the irish language.

Seán Ó Coinn
Chief Executive
Foras na Gaeilge

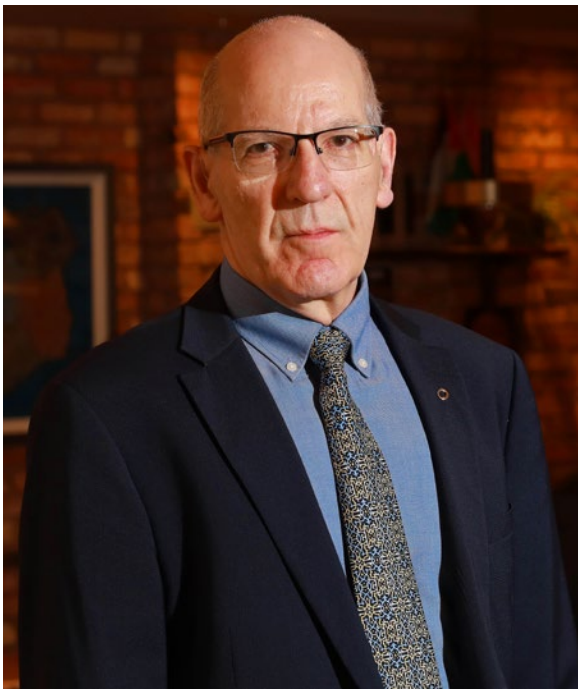


Seán Ó Coinn, Chief Executive, Foras na Gaeilge

obair ar fhaomhadh ár Scéime Comhionannais i ndlínse an Fheidhmeannais. I réimse an rialachais chorparáidigh, d'éirigh linn athdhearbhú a ghnóthú inár dteastas SWiFT 3000, a dhearbhaíonn ardchaighdeáin sa rialachas corparáideach in eagraíochtaí stáit.

Bhí 2024 ina bliain thorthúil d'fhoireann Fhoras na Gaeilge thar na réimsí uile a mbímid gníomhach iontu, do na 6 Cheanneagraíocht, agus do ghrúpaí pobail ar fud an oileáin a gcuirimid tacaíocht ar fáil dóibh, agus tá ardmholadh tuillte acu sin uile as a ndíograis, as a ndúthracht agus as a ndílseacht d'fhorbairt leanúnach na teanga.

Seán Ó Coinn
Príomhfheidhmeannach
Foras na Gaeilge



Seán Ó Coinn, Príomhfheidhmeannach, Fhoras na Gaeilge.

Foras na Gaeilge

About us

Foras na Gaeilge was established on 2 December 1999, the body responsible for promoting Irish across the island of Ireland. In accordance with 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 implements all the responsibilities regarding the Irish language. Among our responsibilities is the promotion of speaking and writing Irish in public life and private life in the jurisdiction of the Government of Ireland. The same responsibility exists in the jurisdiction of the Executive in the context of the European Council Charter for Regional or Minority languages that the British Government adopted in 2001. Foras na Gaeilge is proud of its role regarding advising the governments in both jurisdictions and advising public bodies and other groups in the private and voluntary sectors regarding all business associated with Irish. We are also proud of all the support projects we set up and the grant assistance we give to bodies throughout the island of Ireland.

What do we do?

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

- To promote the Irish language;
- To facilitate and encourage the use of Irish in speech and in writing, in public life and in private life in the South and, in the context of Part III of the European Charter for Regional or Minority Languages, in the Executive's jurisdiction where there will be appropriate demand;
- To give advice to the two administrations, to public bodies and to other groups in the private and voluntary sector.
- To undertake support projects, and give grant assistance to bodies and to groups as deemed to be necessary.
- To undertake research, startup campaigns, and public relations and relations with the media;
- To develop terminology and dictionaries;
- To support education through Irish 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. 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.
- Tacú le hoideachas trí mheán na Gaeilge agus le múineadh na Gaeilge.

These functions are achieved through the work of Foras na Gaeilge, through grants we provide to the Lead-Organisations and to other Irish language organisations, and through financial support we give to community groups.

How do we work?

As a cross-border body, we work under the policy guidance of the North/South Ministerial Council and the two Governments and we are accountable to the Northern Ireland Assembly and to the Houses of the Oireachtas. At an administration level, we report to our Sponsoring Departments, the Department of Rural and Community Development and the Gaeltacht (Irish Government) and the Department for Communities (Northern Ireland Executive). We provide funding through grants from a budget recommended by the Northern Ireland Assembly and the Houses of the Oireachtas. 25% of the base funding comes from the Northern Ireland Executive and 75% comes from the Irish Government. We agree on our functional operational aims with the two Sponsoring Departments in an annual Business Plan and we report about the progress of those aims at quarterly monitoring meetings.

The Comptrollers and Auditors General in both jurisdictions conduct an external audit on the Annual Report and on the Language Body Accounts, which comprises both the work of Foras na Gaeilge and the Ulster-Scots Agency. The external audits provide an independent verification of regularity and propriety of the Language Body's accounts and of our process regarding expenditure, income and assets. After receiving certification from the Comptroller and Auditor General, we bring the Annual Report and the Accounts before the Northern Ireland Assembly and the Houses of the Oireachtas. Foras na Gaeilge is the principal organisation which takes responsibility for the preparation of the Annual Report on behalf of the Language Body.

The Board of the Language Body is made up of 24 members who are responsible for the completion of the functions of the two organisations. Out of this 24, there are 16 members on the board of Foras na Gaeilge and 8 on the board of the Ulster-Scots Agency. The North/South Ministerial Council appoints one person from the 16 people as chairperson of Foras na Gaeilge and one person from the 8 members as chairperson of the Ulster-Scots Agency and these two function as co-chairpersons of the Language Body. Professor Regina Uí Chollatáin was the Chairperson of Foras na Gaeilge in 2024 and there were 14 other members serving on the board at various points of the year. By the end of 2024, there were 6 vacancies on the Board of Foras na Gaeilge, 4 nominees from the Government of Ireland and 2 nominees from the Executive.

7 board meetings were held in 2024 and there were 5 committees of the board functioning during the year: Audit Committee, Development Committee, Grants Committee, Oversight Committee and Colmcille Committee.

The Partnership Approach

In 2013, the North/South Ministerial Council decided to start a new funding structure for the development of Irish language and the following year Foras na Gaeilge announced 6 Lead-Organisations who took responsibility for 6 major areas

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 Forbartha Tuaithe agus Pobail agus Gaeltachta (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 2024 agus bhí 14 chomhalta Boird eile i bhfeidhm le linn pointí éagsúla den bhliain. Faoi dheireadh 2024, bhí 6 fholúntas ar Bhord Fhoras na Gaeilge, 4 ainmní de chuid Rialtas na hÉireann agus 2 ainmní de chuid Fheidhmeannas Thuaisceart Éireann..

Reáchtáladh 7 gcruinniú den Bhord in 2024 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



Joint board meeting of Foras na Gaeilge and Údarás na Gaeltachta at the November Oireachtas in 2024

of work. That decision was the result of a process which was started in 2008 to coordinate and rearrange the work of 19 Irish language organisations who were being funded by Foras na Gaeilge on an annual basis. The Lead-Organisations below are responsible for various areas of work and they are working to promote them across the island. As will be indicated in this Annual Report, Foras na Gaeilge provide annual base funding to the Lead-Organisations, subject to resources which are available to implement a programme of work.

Lead-Organisation	**Major Area of Work**	**Grant in 2024**
Gaeloideachas	Irish-medium education/immersion education and Irish-medium preschool education	€ 738,562
Gael Linn	Education in the English language sector and adult education, and opportunities for use for school pupils	€ 675,183
Glór na nGael	Community development, raising families with Irish and development of entrepreneurship	€ 1,123,615
Oireachtas na Gaeilge	Opportunities which support the use of Irish and establishing networks for adults	€ 647,594
Conradh na Gaeilge	Raising awareness, language protection and representation on behalf of the language with state authorities	€ 867,457
Cumann na bhFiann	Development of opportunities for the use of Irish and networks for young people	€ 775,136



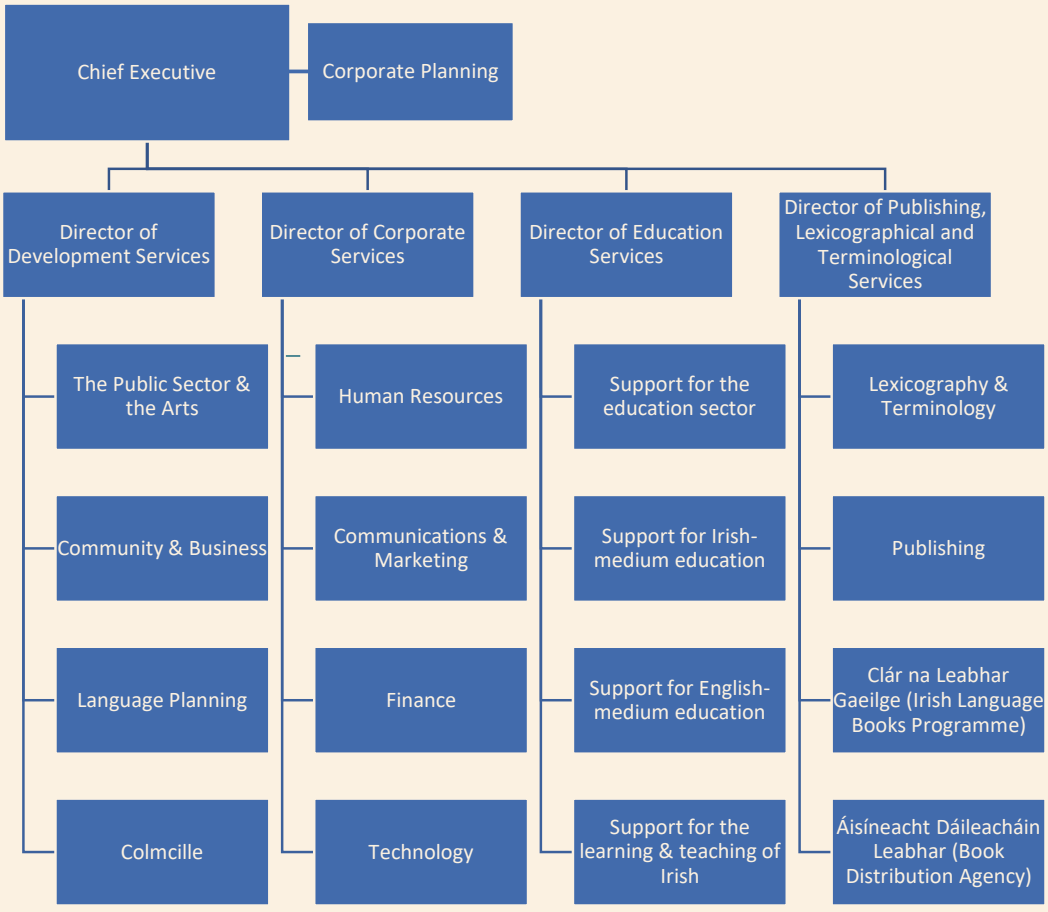
Comhchruinniú boird idir Foras na Gaeilge agus Údarás na Gaeltachta ag Oireachtas na Samhna in 2024.

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 2024**
Gaeloideachas	Gaeloideachas/tumoideachas agus réamhscolaíocht lán-Ghaeilge	€ 738,562
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aosaigh, agus deiseanna úsáide do dhaltaí scoile	€ 675,183
Glór na nGael	Forbairt pobail, tógáil teaghlaigh le Gaeilge agus forbairt na fiontraíochta	€ 1,123,615
Oireachtas na Gaeilge	Deiseanna a thacaíonn le húsáid na Gaeilge agus le bunú gréasán do dhaoine fásta	€ 647,594
Conradh na Gaeilge	Ardú feasachta, cosaint teanga agus ionadaíocht thar ceann na teanga le húdaráis stáit	€ 867,457
Cumann na bhFiann	Forbairt deiseanna úsáide Gaeilge agus gréasán do dhaoine óga	€ 775,136

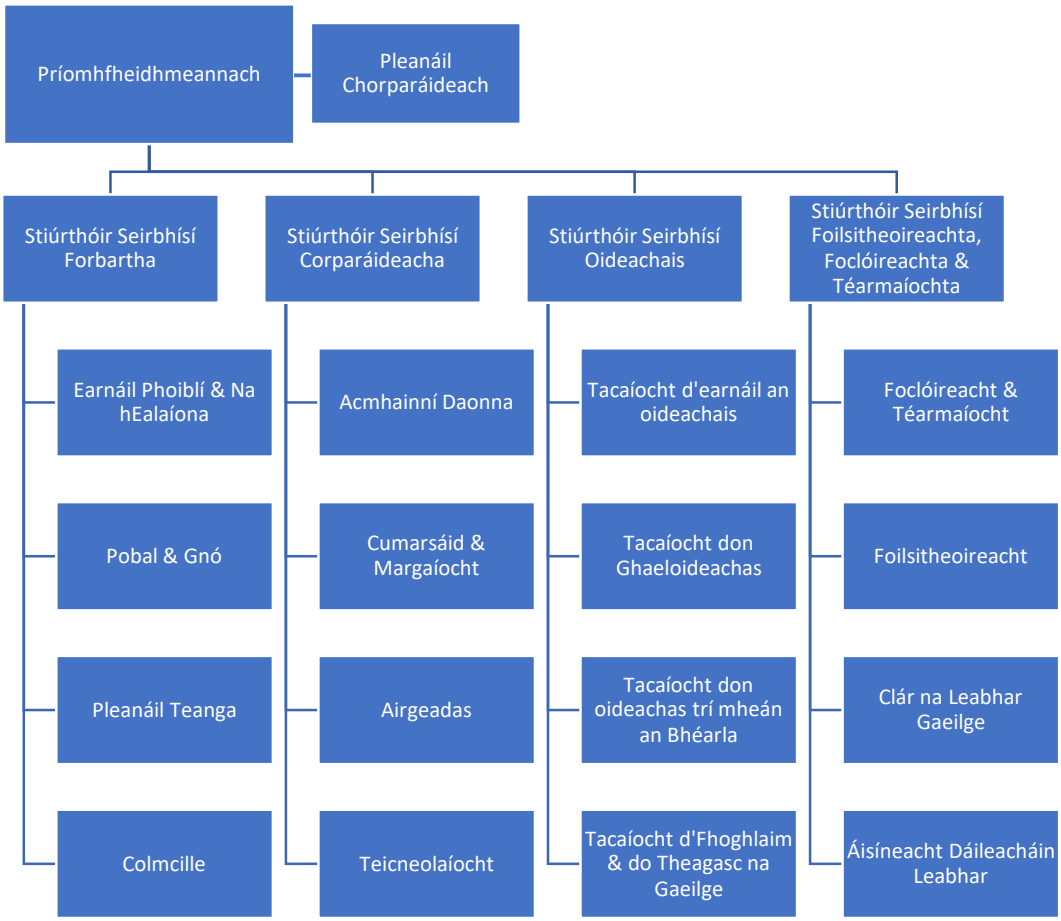
What is meant by the 'Partnership Approach' is that the 6 Lead-Organisations and Foras na Gaeilge will be planning and completing their work in close collaboration with each other, in a way that will add to the use made of resources and to improve what can be achieved regarding the use of Irish in the community. As part of the North/South Ministerial Council's decision, 2 forums were established to support this new structure - the Partnership Forum and the Language Development Forum. It is the main objective of the Partnership Forum to ensure partnership between Foras na Gaeilge and the Lead-Organisations and between the Lead-Organisations themselves. It is the main objective of the Language Development Forum to provide analysis on the needs of the Irish language in the major areas of the work of the Lead-Organisations.

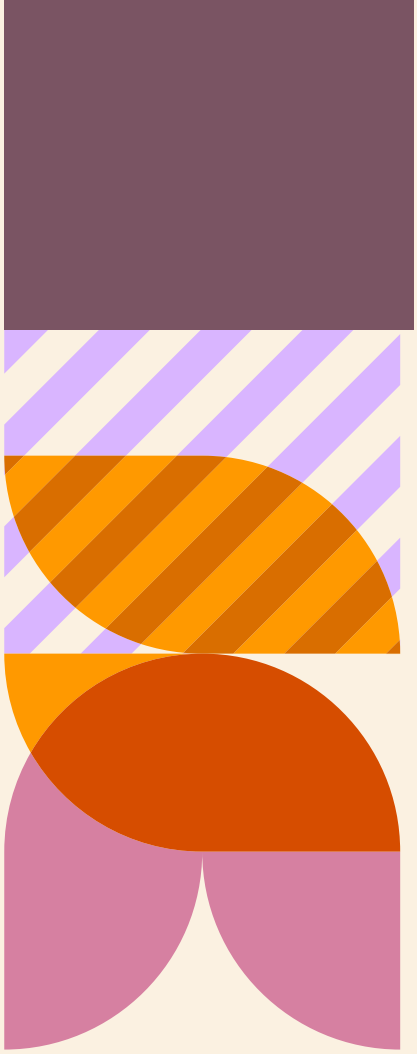
Our Organisational Structure



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 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.

Ár Struchtúr Eagraíochtúil





Senior Management Team

Seán Ó Coinn is the **Chief Executive.** He gets support from 4 Directors, from 11 Programme Managers and from other administration staff in 5 different offices throughout the country. The Director of Education Services, who is located in the jurisdiction of the Executive, is the Deputy Chief Executive.

Deputy Chief Executive / Director of Education Services: Pól Deeds

Director of Development Services: Breandán Mac Craith

Director of Corporate Services: Shane Ó hEidhin

Director of Publishing, Lexicographical and Terminological Services: Edel Ní Chorráin

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, Lexicographical and Terminological Services. The Senior Management team meets each week to review various issues associated with human resources, finance, risk management, health and safety, monitoring, corporate governance and more besides. The entire management team had 7 meetings during 2024.

An Fhoireann Ardbhainistíochta

Is é Seán Ó Coinn an **Príomhfheidhmeannach**. Faigheann sé tacaíocht ó cheathrar Stiúrthóirí, ó 11 Clárbhainisteoirí agus ó fhoireann riaracháin eile atá lonnaithe i 5 oifig éagsúla ar fud na tíre. Is é an Stiúrthóir Seirbhísí Oideachais, atá lonnaithe i ndlínse an Fheidhmeannais, an Leas-Phríomhfheidhmeannach.

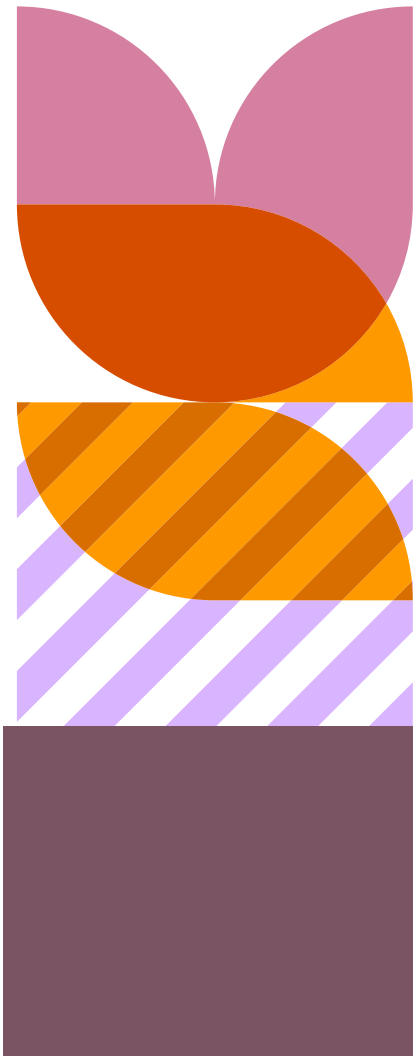
Leas-Phríomhfheidhmeannach/Stiúrthóir Seirbhísí Oideachais: Pól Deeds

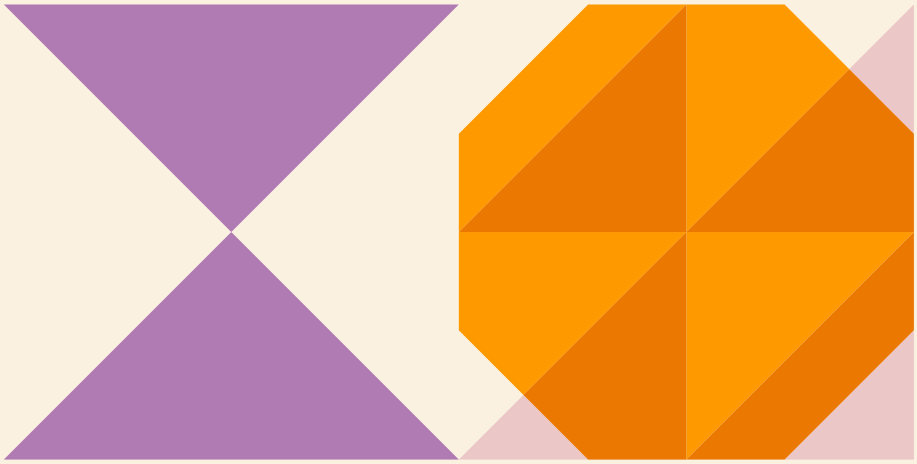
Stiúrthóir Seirbhísí Forbartha: Breandán Mac Craith

Stiúrthóir Seirbhísí Corparáideacha: Shane Ó hEidhin

Stiúrthóirí Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta: Edel Ní Chorráin

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 shaincheisteanna 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 2024.





Corporate Governance

Foras na Gaeilge is dedicated in its work to achieving the highest standards of Corporate Governance. We are accountable to 2 government departments which are called our Sponsoring Departments: the Department of Rural and Community Development and the Gaeltacht (Irish Government) and the Department for Communities (Northern Ireland Executive). To ensure best governance, collaboratively with those sponsoring departments, we agree a 3-year Corporate Plan and 1-year Business Plans. The Chief Executive and the Senior management team are responsible for the daily management of the organisation and they ensure that the various strategic and operational agreements are being implemented. The Corporate Planning Section takes responsibility for 4 major work domains: (1) reporting about corporate governance (2) organisational support for 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 regarding progress of business plans and to consult regarding strategic and operational issues. There were 4 monitoring meetings in 2024.

Climate Action Roadmap published;

As part of the requirements of the Annual Report, information is collected annually about the use of energy in all of the Foras na Gaeilge's offices. Information on this and on other climate action is given on p 148.

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 Forbartha Tuaithe agus Pobail agus Gaeltachta 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 leis an 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 2024.

Gníomhú ar son na hAeráide

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. Tugtar eolas faoi sin agus faoi bhearta eile a bhaineann le gníomhú ar son na haeráide ar lch 149.



Minister of State for the Gaeltacht Thomas Byrne TD and members of the Irish-language network for the public sector.

Equality

As a cross-border organisation, Foras na Gaeilge is bound by the statutory equality obligations in both jurisdictions: the Public Sector Equality and Human Rights Duty in the jurisdiction of the Irish Government, and Section 75 of the Northern Ireland Act in the jurisdiction of the Executive. Although these obligations are not the same in both jurisdictions, Foras na Gaeilge undertakes its equality obligations on an all-island basis. For more information, see p 138.

Official Languages Act

Foras na Gaeilge is committed to fulfilling all its obligations under the Official Languages Acts (2003 & 2021). In light of our legislative functions, and since our working language is Irish, this obligation is of even greater importance to us. For more information, see p 142.

Compliance with other policies

The Director of Corporate Services is responsible for ensuring that Foras na Gaeilge adheres to all internal policy and with all reporting requirements regarding legislation. Among these are policies regarding fraud, conflict of interest, data protection, child protection, blended work, freedom of information and whistle blowing.

Comhionannas

Mar eagraíocht thrasteorann, tá Foras na Gaeilge faoi cheangal ag na dualgais reachtúla comhionannais sa 2 dhlínse: Dualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine i ndlínse Rialtas na hÉireann, agus Alt 75 d'Acht Thuaisceart Éireann i ndlínse an Fheidhmeannais. Cé nach ionann na dualgais seo sa 2 dhlínse, tugann Foras na Gaeilge faoina chúraimí comhionannais ar bhonn uile-oileáin. Féach tuilleadh eolais faoi seo ar lch 139.

Acht na dTeangacha Oifigiúla

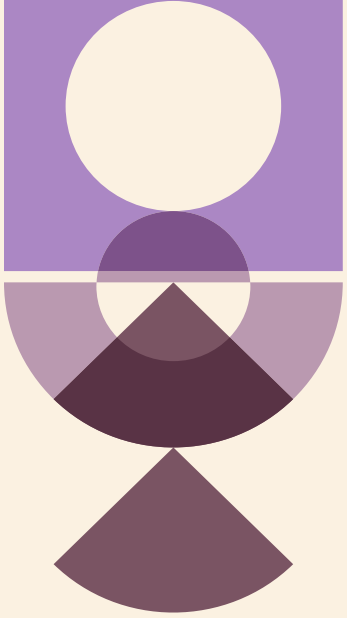
Tá Foras na Gaeilge meáite ar a chuid oibleagáidí uile faoi Achtanna na dTeangacha Oifigiúla (2003 & 2021) a chomhlíonadh. Is tábhachtaí fós dúinn an dualgas seo i bhfianaise ár bhfeidhmeanna reachtúla agus toisc gurb í an Ghaeilge ár dteanga oibre. Féach tuilleadh eolais faoi seo ar lch 143.

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.



Aire Stáit na Gaeltachta Thomas Byrne TD agus baill eile de Ghréasán Gaeilge na hEarnála Poiblí.



Our Strategy

The Planning Context

Foras na Gaeilge functions in an all-island planning context, which comprises 2 jurisdictions, 2 governments and 2 different administration systems regarding the status of the Irish language and knowledge of the community of it. In the Republic of Ireland jurisdiction, we are governed by the provisions of the Irish Constitution regarding the Irish language and other legislation which has a clear language dimension, particularly the Gaeltacht Act 2012, which regulates the language planning system, and the Official Languages (Amendment) Act 2021 which regulates public services through the medium of Irish. In the jurisdiction of the Executive, we work according to Part 3 of the European Charter for Regional or Minority Languages, and the Identity and Language Act (Northern Ireland) 2022, that gives official recognition to the status of the Irish language. Other legislation also influences our work such as the Education Acts.

The 20 Year Strategy for the Irish Language is the principal strategic guidance in the Irish Government's jurisdiction which influences our work. *The 20-Year Strategy arose from* the *Statement on the Irish Language* which was published in 2006 and the Gaeltacht Commission report in 2002. As well as the European Charter, since 2020 in the jurisdiction of the Executive our work is influenced by the *New Decade New Approach* agreement, that resulted in the re-establishment of the Executive and the passing of the new identity and language legislation. As well as that, Foras na Gaeilge has representation on the Irish Language Strategy Co-design Group that the Department for Communities established in 2021 to develop a draft strategy for Irish for the jurisdiction of the Executive.

Foras na Gaeilge serves 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 planning processes guide the planning of the organisation: the 5-year Strategic Direction, 5-year Action Plans of the *20-year Strategy*, 3-year Corporate Plans, Annual Business Plans and the Annual Report.

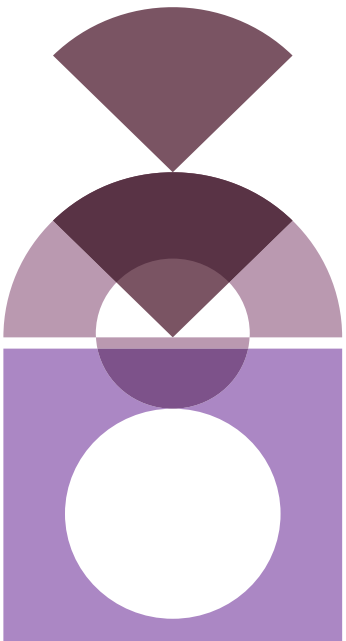
Ár Straitéis

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 (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* ón *Ráiteas i leith na Gaeilge* a foilsíodh in 2006 ó thuarascáil Choimisiún na Gaeltachta in 2002. Chomh maith leis an gCairt Eorpach, ó 2020 i ndlínse 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 Gaeilge a fhorbairt do dhlínse an Fheidhmeannais.

Feidhmíonn Foras na Gaeilge mar chuid amháin den Fhoras Teanga, arb í Gníomhaireacht na hUltaise an chuid eile di. D'oibríomar go dlúth le Gníomhaireacht na hUltaise in ullmhú na Tuarascála Bliantúla seo. Go 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 aspirations we seek to achieve and the future position we want for the Irish language: "Irish embedded and normalised among communities throughout the island, and awareness and appreciation of the richness of Irish language heritage actively promoted.

Values

Foras na Gaeilge has identified 5 principles that are the corner stone of the organisation's culture.

Wellbeing of the Irish Language	We recognise the needs of the whole Irish language community, and the development needs of the Irish language itself are Foras na Gaeilge's main priority. We will use our resources, influence and expertise in a coordinated and integrated way for the benefit of Irish in society.
The Community ***Service to community and state***	We recognise our legislative duties and our responsibility to the community, both the Irish language community and the general public; we will include these in our work, from planning to implementation, in a manner that is professional, understanding and flexible, based on best practice and research, and including the policies of both Governments. We will support and facilitate opportunities for them to enrich their lives in the area of language.
High Standards ***High standards with regards to improvement, development & learning***	Undertaking our work in a committed way, based on best practice, expertise, and on regular reviews, while training and empowering our team.
Respect ***Respect towards ourselves as an organisation and towards the community***	Communicating effectively with our colleagues and the community, and responding to them in a positive, imaginative and transparent way.
Leadership ***Upholding our values by good example***	Proudly presenting a vision for the Irish language in our work and affecting influence towards this vision, while engaging with the community in a pioneering, innovative and authoritative way.

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'.

Luachanna

Tá 5 luach aitheanta ag Foras na Gaeilge atá ina mbunchloch faoi chultúr na heagraíochta.

Leas na Gaeilge	Aithnímid riachtanais phobail uile na Gaeilge, agus riachtanais forbartha na Gaeilge féin mar chéad thosaíocht ag Foras na Gaeilge. Bainfimid leas as ár n-acmhainní, ár dtionchar agus ár saineolas ar bhealach comhordaithe comhtháite ar mhaithe le leas na Gaeilge sa tsochaí.
An Pobal ***Seirbhís don phobal agus don stát***	Aithnímid ár ndualgais reachtúla agus ár bhfreagracht don phobal, idir phobal na Gaeilge agus an mórphobal; cuirfimid san áireamh iad inár gcuid oibre, ó phleanáil go cur i gcrích, ar bhealach gairmiúil tuisceanach solúbtha, bunaithe ar dhea-chleachtas agus ar thaighde, agus ag cur pholasaithe an 2 rialtas san áireamh. Tacóimid leo agus éascóimid deiseanna dóibh a saol a shaibhriú i réimse na teanga.
Ardchaighdeáin ***Ardchaighdeáin maidir le feabhsú, forbairt agus foghlaim***	Ag déanamh ár gcuid oibre ar bhealach tiomanta, bunaithe ar dhea-chleachtas, ar shaineolas, agus ar athbhreithniú rialta, agus an fhoireann á n-oiliúint agus á gcumasú go córasach.
Meas ***Meas orainn féin mar eagraíocht agus ar an bpobal***	Ag déanamh cumarsáid éifeachtach le comhghleacaithe agus leis an bpobal, agus ag freagairt dóibh ar bhealach dearfach, samhlaíoch agus trédhearcach.
Ceannaireacht ***Seasamh lenár luachanna trí dhea-shampla***	Ag cur fís don Ghaeilge i láthair go bródúil inár gcuid oibre, agus ag imirt tionchair ina leith, agus muid ag plé leis an bpobal ar bhealach ceannródaíoch, nuálaíoch, saineolach.



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 to support 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.

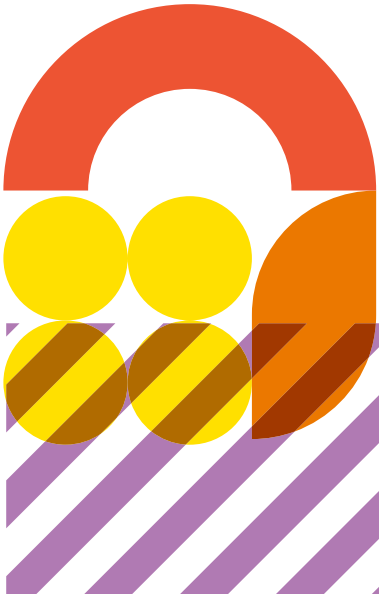
Ár Straitéis

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, 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.





Laura Rawdon (Programme manager for books) and Minister of State for the Gaeltacht Thomas Byrne TD

Our Major Strategic Objectives

The *Foras na Gaeilge Corporate Plan 2023-2025* encompasses 4 strategic Major Objectives. In the next chapter of this Annual Report there is a performance review based on reporting regarding progress in those Major Objectives in 2024. Below, we describe what is entailed in the Major Objectives and the secondary objectives that arise from them.

Major Objective 1: Education, Training and Employment

Foras na Gaeilge recognises that the education system has a central role in enabling the Irish language community from pre-school until third level education. Similarly, we recognise that there are many organisations and various parties active in this field, both state organisations, educational institutions and in academia. Most learning of Irish takes place within the education systems and most of the consolidation on the foundations laid down in schools happens outside the schools. Because there are a large number of active partners in this field (education departments, schools, summer schools, third level and further education institutions, state bodies and voluntary organisations etc.), it is important that we concentrate on aspects of this field of work that other groups are not attending to, which will enhance the effectiveness of those partners. As a result of our statutory status, the advisory function of Foras na Gaeilge is very important and to that end we are focusing particularly on that aspect in this Corporate Plan period. 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 encompasses the following secondary objectives:

- Promote the learning, consolidation and enrichment of the Irish language
- Support the training of tutors, graduates and trained teachers and primary school teachers in the L2 (second language) 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 2024. Anseo thíos, déanaimid cur síos ar a bhfuil i gceist leis na Mórchuspóirí agus na fochuspóirí a eascraíonn uathu.

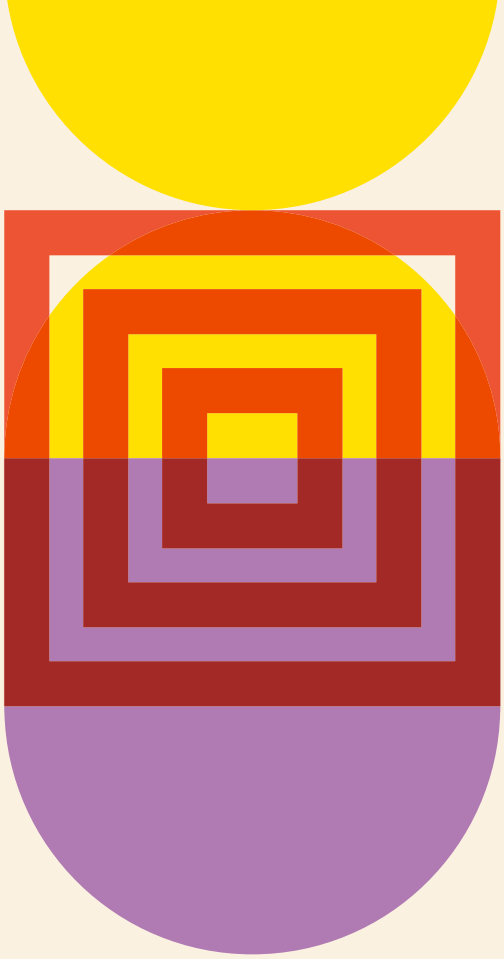
Mórchuspóir 1: Oideachas, Oiliúint agus Fostaíocht

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 etc.), 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 comhairle 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 (dara teanga).
- Tacú le córas creidiúnaithe agus forbairt inniúlachta na hearnála aistriúcháin.



Laura Rawdon (Clárbhainisteoir na Leabhar) agus Aire Stáit na Gaeltachta Thomas Byrne TD.



Major Objective 2: Spaces and Venues, Networks and Opportunities

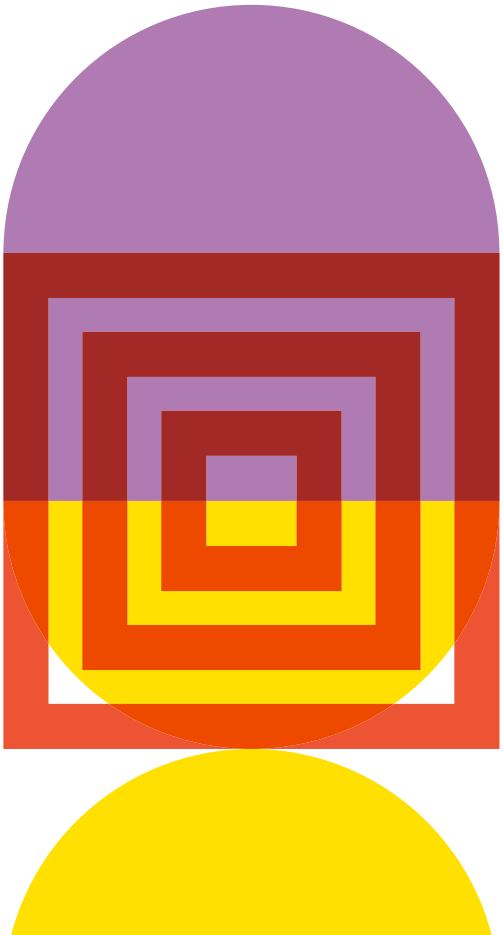
It is recognised widely that the environment in which Irish can be used is one of the things that most plays to the benefit of the language and influences the behaviour of the community towards it. To that end, we put emphasis on sustaining and increasing the use of Irish in each area of life. Language planning is hugely important to that end, and statutory arrangements are in place to develop language planning in the Gaeltacht and outside it, in Gaeltacht Service Towns and in Irish Language Networks. Ringfenced funding is made available to Foras na Gaeilge outside the baseline budget to support the community who are seeking Irish Language Network status and to help them undertake language planning. Údarás na Gaeltachta principally has the main role regarding the perpetuation and use of Irish in the Gaeltacht communities. Even so, Foras na Gaeilge recognise that we ourselves have a role regarding the Gaeltacht in our work with Gaeltacht Service Towns, and that our schemes have a central role in the development of the use of Irish in areas connected with the Gaeltacht. Included in this Major Objective is broadcasting, the media (on-line particularly), Irish language publishing and the physical and virtual infrastructure of the language. Major Objective 2 encompasses the following secondary objectives:

- To sustain and increase the daily use of Irish in all areas of life.
- The Irish language to be visible in both the real and virtual environments.
- Develop the local language communities by adding to the physical and virtual infrastructure in those areas.

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.



Major Objective 3: Communication, Awareness and Advocacy

Communication is the very fabric of the work of Foras na Gaeilge because it adheres to the first of our statutory functions: to promote the Irish language. Therefore, we continually endeavour to cultivate a positive view of Irish and to enhance its status in society. We have a statutory role with regard to influence also and therefore we use our resources to advise various state bodies and the public sector regarding the most effective ways to develop Irish. A necessary part of that is the influence we have on other bodies and their leaders. The interests of Irish depend a lot on partners in various state domains and in society, and Foras na Gaeilge puts particular emphasis on this function of ours, in order to influence at government level and in the local authorities. Major Objective 3 encompasses the following secondary objectives:

- Consolidate and develop the status and place of Irish in society through means of influence and advice
- Increase understanding, awareness and a positive attitude towards Irish in the 2 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 Evaluation

It is important that the community, the 2 governments and other stakeholders can have confidence in the systems and the planning, work and monitoring processes that are operational in the organisation while we are undertaking our work. There should be confidence that our strategies and initiatives in hand should be evidence based, that they are effective and that we have established research to confirm their effectiveness on a continuous basis. Along with that, the Irish language sector must be confident that Foras na Gaeilge has appropriate experience and expertise to undertake the various challenges effectively, and that the funding made available for Irish is treated effectively on behalf of the taxpayer. There is a particular importance attached to the corporate services team in Foras na Gaeilge regarding this Major Objective. In this corporate plan we are also placing emphasis on a review of our schemes and projects to ensure they are achieving the results we expect. Major Objective 4 encompasses 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 an appropriate technical infrastructure in place accommodate future working conditions and requirements.

Mórchuspóir 3: Cumarsáid, Feasacht agus Abhcóideacht

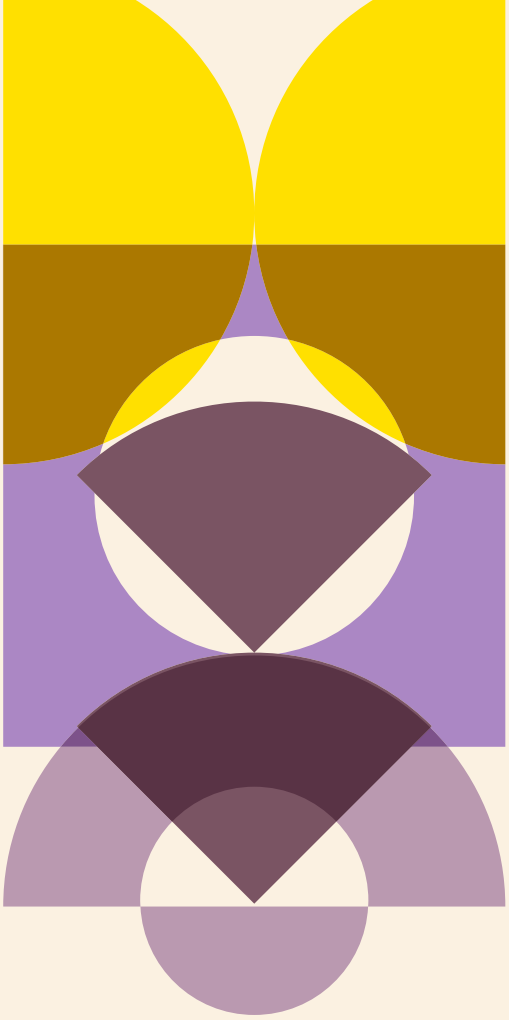
Tá an chumarsáid de dhlúth agus d'inneach obair Fhoras na Gaeilge mar tagann sí leis an gcéad cheann dár bhfeidhmeanna reachtúla: an Ghaeilge a chur chun cinn. Mar sin, déanaimid iarracht leanúnach dearcadh dearfach i leith na Gaeilge a chothú agus cur leis an stádas atá aici sa tsochaí. Tá ról reachtúil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

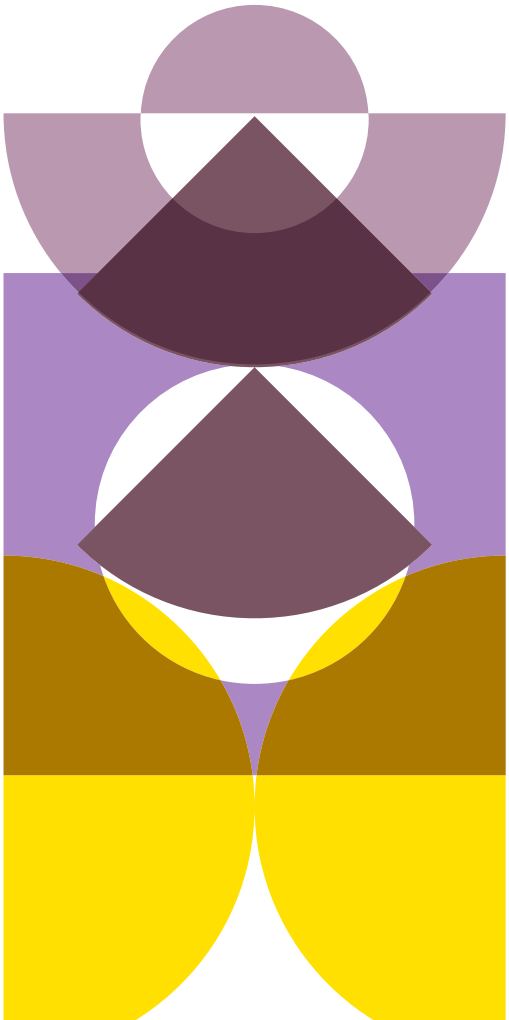
Major Objective A: Education, Training and Employment

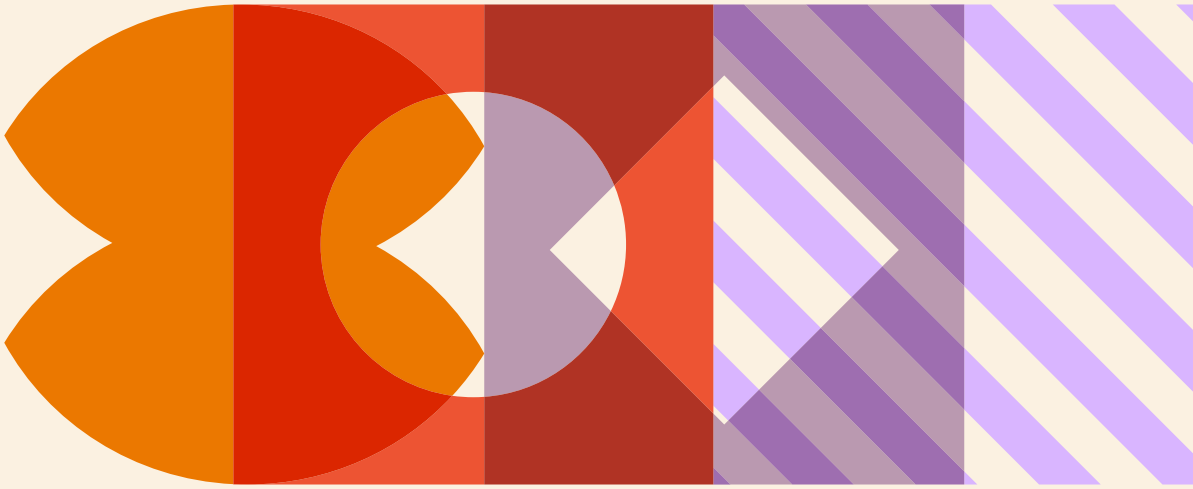
The education system has a central role in empowering the Irish language community from pre-school to 3rd level education and education for adults. Foras na Gaeilge recognises that it is through the education system where most learning of Irish is undertaken, and it is mostly outside the school where the consolidation is done on the work of the schools. Therefore, through our own work and in partnership with Lead-Organisations, we support the teaching, development and learning of Irish at the various levels. This Major Objective encompasses the publishing of An Gúm, the section of Foras na Gaeilge that deals predominantly with textbooks and school resources, as well as the support we give to St Mary's University College in Belfast in conjunction with the Irish Medium Resource Unit. Lexicography and terminology, 2 resources used extensively in the education context, are included as well. Also encompassed here is the business of translation, another sector that depends on lexicographical and terminological work of Foras na Gaeilge.

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.





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

Policy development

Foras na Gaeilge succeeded in influencing the education departments in the 2 jurisdictions and stakeholders in the education sector at various forums by giving advice to them accordingly to fulfil our legislative functions. Foras na Gaeilge prepared submissions to various consultation processes throughout the year as well to carry out our advisory function such as submissions under the Plean Náisiúnta do Sholáthar Gaeilge san Fhoghlaim agus Cúram na Luath-Óige Náisiúnta agus sa Chúram Leanaí d'Aois Scoile (National Plan for Irish Language Provision in Learning and Early Years Care and in School-Age Childcare) and a submission on special educational needs for post primary schools of the National Council for Curriculum and Assessment.

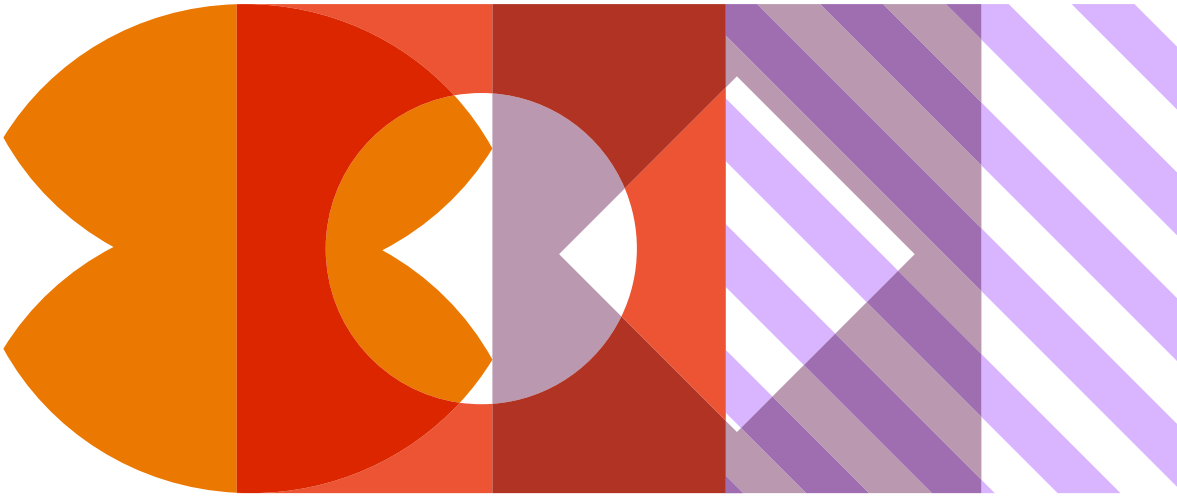
We have representation on the advisory group relating to the National Plan for Irish Language Provision in Learning and Early Years Care and in School-Age Childcare and we provided input and support. We have a representative role on the National Early Years Oversight Group in the Department of Children, Disability and Equality in conjunction with the relevant educational organisations and we provided continuous input to the group's work programme during the year. Based on the work of these two groups, the Department is now drafting the next national action plan that will be ready in 2025. Our input ensured that first key issues relating to the Irish language at this level – nursery provision, childcare, support, training, provision of teachers in Irish-medium nurseries and in nurseries that function through the medium of English - are central in the Department's action plan.

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

Forbairt polasaí

D'imir Foras na Gaeilge tionchar ar na ranna oideachais sa 2 dhlínse agus ar pháirtithe leasmhara eile in earnáil an oideachais ag fóraim éagsúla le comhairle a chur orthu agus dá réir chun ár bhfeidhmeanna reachtúla a chomhlíonadh. D'ullmhaigh Foras na Gaeilge aighneachtaí ar phróisis éagsúla comhairliúcháin le linn na bliana chomh maith chun ár bhfeidhm chomhairleach a chur i gcrích ar nós aighneachtaí faoin bPlean Náisiúnta do Sholáthar Gaeilge san Fhoghlaim agus Cúram Luath-Óige agus sa Chúram Leanaí in Aois Scoile agus aighneacht ar riachtanais oideachais speisialta don iar-bhunscoil de chuid na Comhairle Náisiúnta Curaclaim agus Measúnachta (CNCM).

Tá ionadaíocht againn ar an ngrúpa comhairleach faoin bPlean Náisiúnta do Sholáthar Gaeilge san Fhoghlaim agus Cúram Luath-Óige agus sa Chúram Leanaí in Aois Scoile agus chuireamar ionchur agus tacaíocht ar fáil. Tá ról ionadaíochta againn ar an nGrúpa Náisiúnta Maoirseachta Luathbhlianta sa Roinn Leanaí, Míchumais agus Comhionannais i gcomhar leis na heagraíochtaí oideachasúla ábhartha agus rinneamar ionchur leanúnach le linn na bliana ar chlár oibre an ghrúpa. Bunaithe ar obair an 2 ghrúpa sin, tá an Roinn anois ag dréachtú an chéad phlean gníomhaíochta náisiúnta a bheidh réidh in 2025. Chinntigh ár n-ionchur go mbeadh na mórcheisteanna a bhaineann leis an nGaeilge ag an leibhéal seo – soláthar naíonraí, cúram leanaí, tacaíocht, oiliúint, soláthar múinteoirí i naíonraí lán-Ghaeilge agus naíonraí a fheidhmíonn trí mheán an Bhéarla – lárnach i bplean gníomhaíochta na Roinne.





Students from the schools that took part in the Scríobh Leabhar (write a book) scheme under the guidance of the Irish Medium Resource Unit at St Mary's University College, Belfast.

Scríobh Leabhar (Write a Book) 2023-24

Scríobh Leabhar is a project sponsored by Clár na Leabhar Gaeilge (Irish language books programme). Scríobh Leabhar provides an opportunity for primary schools to write and design their own books, and to promote Irish language writing amongst the youth.

Children write, decorate and put together their own books under the direction of their teachers. The project places a strong emphasis on the writing process itself. The project is very flexible: every child in the class can write their own book, or work together in groups, or the whole class can work to write a book together. Some of the books written in the 2023-2024 school year were written by whole classes or groups of children, and there was therefore a decrease from the number of books written compared to the previous school year.

The Scríobh Leabhar project was held in conjunction with St. Mary's Irish Medium Resource Unit and 14 education centres around the country. The teachers chose one book from each class for publishing. [1]

	Scríobh Leabhar 2023-24	**Scríobh Leabhar 2022-23**	**Scríobh Leabhar 2021-22**	**Change (%) from 2021-22**
Number of participating education centres*	15	14	9	+66.7%
Number of participating children	8,398	8,186	6584	+27.6%
Number of participating schools	158	126	111	+42.3%
Number of books written	5,444	7,171	4,997	+8.9%

* St. Mary's Irish Medium Resource Unit is counted among the participating education centres in these 3 school years.

[1] *https://www.forasnagaeilge.ie/scriobhleabhar/na-leabhair/*

Scríobh Leabhar 2023-2024

Is tionscadal é Scríobh Leabhar atá urraithe ag Clár na Leabhar Gaeilge. Tugann Scríobh Leabhar deis do pháistí bunscoile a gcuid leabhar féin a scríobh, a dhearadh, agus scríbhneoireacht na Gaeilge a chur chun cinn i measc páistí óga. Déanann na páistí a gcuid leabhar féin a scríobh, a mhaisiú agus a cheangal faoi threoir a múinteoirí. Cuireann an tionscadal an-bhéim ar an bpróiseas scríbhneoireachta féin. Tá an tionscadal an-solúbtha: is féidir le gach páiste sa rang a leabhar féin a scríobh, nó obair lena chéile i ngrúpaí, nó is féidir leis an rang ar fad leabhar a scríobh in éineacht. Roinnt de na leabhair a scríobhadh sa scoilbhliain 2023-2024, is ó ranganna iomlána nó grúpa páistí iad, agus is dá bharr sin go bhfuil titim i líon na leabhar i gcomparáid leis an scoilbhliain roimhe.
Reáchtáladh an tionscadal Scríobh Leabhar i gcomhpháirt leis an Áisaonad agus 14 ionad oideachais timpeall na tíre. Roghnaigh na múinteoirí leabhar amháin ó gach rang le bheith foilsithe.[1]

	Scríobh Leabhar 2023-24	**Scríobh Leabhar 2022-23**	**Scríobh Leabhar 2021-22**	**Athrú (%) ó 2021-22**
Líon na n-ionad oideachais rannpháirteacha*	15	14	9	+66.7%
Líon na bpáistí rannpháirteacha	8,398	8,186	6584	+27.6%
Líon na scoileanna rannpháirteacha	158	126	111	+42.3%
Líon na leabhar a scríobhadh	5,444	7,171	4,997	+8.9%

* Áirítear an tÁisaonad i measc na n-ionad oideachais rannpháirteach sna 3 scoilbhliana seo.



Daltaí ó na scoileanna a ghlac páirt sa scéim Scríobh Leabhar faoi scáth an Áisaonais i gColáiste Ollscoile Muire, Béal Feirste.

[1] *https://www.forasnagaeilge.ie/scriobhleabhar/na-leabhair/*

Front cover of atlas



School Publications

The work on the new *Atlas Bunscoile* (Primary School Atlas) is completed and it will be published in February 2025. The work on the Primary 6 *Féach Thart* series was completed and the work for Primary 3 *Féach Thart* was started. 4 editions of the *Líon an Dúlra* newsletter were published online. Progress was made on post primary textbooks for Art at Senior Cycle and Wood Technology at Junior Cycle.

Irish-medium schooling

We discussed and cooperated with Comhairle na Gaelscolaíochta (Irish-medium education council) regarding new preschool provision in Derry city and the nursery education project of Naíscoil an Phiarsaigh was started in 2024. A representative from Foras na Gaeilge was on the board of Comhairle na Gaelscolaíochta as Chairperson.

Foilseacháin Scoile

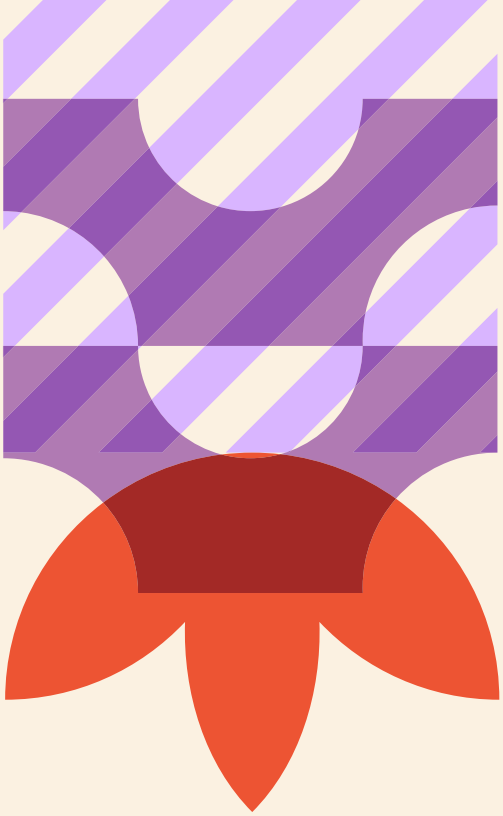
Tugadh obair chun críche ar *Atlas Bunscoile* nua a fhoilseofar i mí Feabhra 2025. Tugadh an obair ar an tsraith *Féach Thart* Rang 6 chun críche agus tosaíodh ar ábhar *Féach Thart* Rang 3. Foilsíodh 4 eagrán den nuachtlitir *Líon an Dúlra* ar líne. Rinneadh dul chun cinn ar théacseabhair iar-bhunscoile i réimse na hEalaíne (Sraith Shinsearach) agus sa Teicneolaíocht Adhmaid (Sraith Shóisearach).

Gaelscolaíocht

Rinneadh plé agus comhoibriú le Comhairle na Gaelscolaíochta maidir le soláthar nua réamhscolaíochta i gCathair Dhoire agus cuireadh tús leis an tionscadal naíscolaíochta le Naíscoil an Phiarsaigh le linn 2024. Bhí ionadaí Fhoras na Gaeilge ar bhord Chomhairle na Gaelscolaíochta ag feidhmiú mar Chathaoirleach.

Clúdach tosaigh an atlais.





Séideán Sí

Séideán Sí is a comprehensive course developed specially to serve Gaeltacht schools and Irish-medium schools. The material was created to enable children to develop their language skills that they have learned. It is based on a communicative approach and integrates the three strands: oral language, reading and writing.

A business case was put before the Department to receive funding to explore and implement the developments which must be done to Seideán Sí. The Department of Education gave permission and funding to appoint a Project Manager on a one-year contract in 2025 to start this work, to lay out a budget for the work and to prepare a business case for the project.

Lexicography and Terminology

In the area of lexicography, we have the major goal of providing a monolingual Irish dictionary and an Irish-English dictionary online by the end of 2027. In 2024, over 11,000 sense units were edited at the level of initial editing, which meant that by the end of 2024, over 38,000 units of meaning were edited at that level overall, since the project was started in September 2022. In terms of new terminology, new areas of expertise have been added to the national terminology database, and those new terms are now available on the public website Téarma.ie. Over 4,000 new terms or amendments were added to the database and there are now over 185,000 concepts in the database, with English and Irish versions for each. Continuous updates are made to the database and amendments have been made in 2024 to add to the ease of use of the website for the public in general.

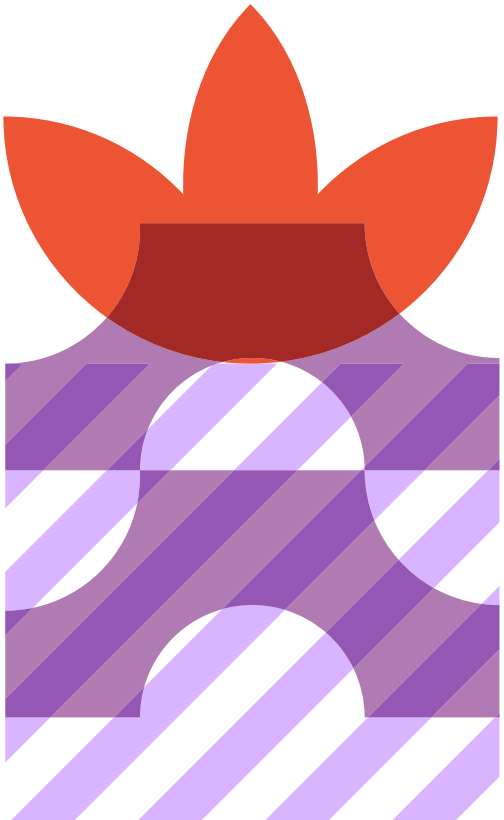
Séideán Sí

Cúrsa cuimsitheach Gaeilge is ea Séideán Sí a forbraíodh go speisialta chun freastal ar scoileanna Gaeltachta agus ar scoileanna lán-Ghaeilge. Cruthaíodh an t-ábhar chun cur ar chumas páistí forbairt a dhéanamh ar na scileanna teanga atá foghlamtha acu. Tá sé bunaithe ar an gcur chuige cumarsáideach agus déantar comhtháthú ann ar na 3 shnáithe: teanga ó bhéal, léitheoireacht agus scríbhneoireacht.

Cuireadh cás gnó faoi bhráid na Roinne Oideachais d'fhonn maoiniú a fháil chun na forbairtí is gá a dhéanamh ar Séideán Sí a fhiosrú agus a chur i gcrích. Fuarthas cead agus maoiniú ón Roinn Oideachais chun Bainisteoir Tionscadail a cheapadh ar chonradh bliana in 2025 le tús a chur leis an obair sin, buiséad a leagan amach don obair agus cás gnó a réiteach don tionscadal.

Foclóireacht agus Téarmaíocht

I réimse na foclóireachta tá mórsprioc ann foclóir aonteangach Gaeilge agus foclóir nua Gaeilge-Béarla a chur ar fáil ar líne faoi dheireadh 2027. In 2024, cuireadh breis is 11,000 aonad céille in eagar ag leibhéal na heagarthóireachta bunaidh, rud a d'fhág ag deireadh 2024 go raibh breis is 38,000 aonad céille in eagar ag an leibhéal sin ar an iomlán ó cuireadh tús leis an tionscadal i Meán Fómhair 2022. Ó thaobh na nuathéarmaíochta de, tá réimsí nua saineolais curtha leis an mbunachar náisiúnta téarmaíochta, agus na téarmaí nuacheaptha sin ar fáil ar an suíomh poiblí Téarma.ie. Rinneadh breis agus 4,000 téarma nuacheaptha nó leasaithe a chur leis an mbunachar agus tá breis agus 185,000 coincheap ar an mbunachar anois, le leaganacha Béarla agus Gaeilge ar gach ceann acu. Déantar nuashonrú leanúnach ar an mbunachar agus tá leasuithe curtha i bhfeidhm in 2024 chun cur le héascaíocht úsáide an tsuímh don phobal i gcoitinne.





The Seosamh Mac Donncha scholarship was awarded to Eva Ní Mhealláin (University of Galway).

University education

We awarded a generous scholarship to an Irish language student in University of Galway in 2024. We fund Scoláireacht Sheosaimh Mhic Dhonncha (the Seosamh Mac Donncha Scholarship) in commemoration of the first Chief Executive and former Chairperson of the organisation, the late Seosamh Mac Donncha. Seosamh was a graduate of the University, who spent his life working ardently and enthusiastically for the Irish language until he died in 2016. University of Galway graduates who achieved first class honours in degree examinations that have Translation Studies or Irish as their subject qualify for this scholarship, which is worth €6,015. The scholarship is awarded on a competitive basis to a Master's student undertaking the MA sa Léann Teanga, in light of Seosamh Mac Donncha's interest in language accuracy, translation and lexicography. The 2023-24 scholarship was granted to Eva Ní Mhealláin. Eva is from Armagh, and she achieved a first-class honours in Irish and French in the University in 2020. She currently lives in Rennes in Brittany and is an Irish language teacher in the Western Brittany University.

Scholarships

During 2024, Foras na Gaeilge provided 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). 260 young people, 22 adults and 20 parents/families benefited from the scheme in 2024.

Ollscolaíocht

Bhronnamar scoláireacht fhlaithiúil ar scoláire Gaeilge in Ollscoil na Gaillimhe in 2024. Déanaimid maoiniú ar Scoláireacht Sheosaimh Mhic Dhonncha i gcuimhne ar chéad Phríomhfheidhmeannach agus iar-Chathaoirleach na heagraíochta, Seosamh Mac Donncha, nach maireann. Céimí de chuid na hOllscoile ba ea Seosamh, a chaith a shaol ag obair le dúthracht agus le díograis ar son na Gaeilge go dtí gur bhásaigh sé in 2016. Tá céimithe de chuid Ollscoil na Gaillimhe a bhain céadonóracha amach i scrúduithe na céime agus Léann an Aistriúcháin nó Gaeilge mar ábhair acu i dteideal cur isteach ar an scoláireacht, ar fiú €6,015 í. Is ar bhonn iomaíoch a bhronntar an scoláireacht ar scoláire máistreachta ar an MA sa Léann Teanga, i bhfianaise spéis Sheosaimh Mhic Dhonncha sa chruinneas teanga, san aistriúchán agus san fhoclóireacht. Bronnadh scoláireacht 2023-24 ar Eva Ní Mhealláin. Is as Ard Mhacha do Eva, a bhain céim céadonóracha amach sa Ghaeilge agus sa Fhraincis san Ollscoil in 2020. Tá sí ag cur fúithi in Rennes sa Bhriotáin faoi láthair agus is teagascóir Gaeilge í in Ollscoil Iarthar na Briotáine.

Scoláireachtaí

Chuir Foras na Gaeilge deontais ar fáil do scoláireachtaí Gaeltachta do dhaoine óga, daoine fásta agus teaghlaigh trí mhaoiniú a chur ar fáil le linn 2024 do Ghael Linn (€32,577), Conradh na Gaeilge (€37,947) agus Glór na nGael (€10,000). Bhain 260 duine óg, 22 duine fásta agus 20 tuismitheoir/teaghlach tairbhe as an scéim in 2024.



Bronnadh Scoláireacht Sheosaimh Mhic Dhonncha ar Eva Ní Mhealláin (Ollscoil na Gaillimhe).

The Irish Medium Resource Unit

By providing £272,486 of funding for the Irish-medium Resource Unit which is based in St Mary's University College in Belfast, Foras na Gaeilge succeeded in fulfilling educational needs at primary and post-primary levels in the jurisdiction of the Executive. In the 2024 work plan, a particular emphasis was placed on online resources. 2024 was the first full year of Nuacht Anois (news now) which is a new service created by the Irish Medium Resource Unit to serve the needs of Content and Language Integrated Learning in the jurisdiction of the Irish Government, similar to Seomra Nuachta (newsroom) in the jurisdiction of the Executive. Seomra Nuachta is an online learning resource for children in primary schools in the jurisdiction of the Executive and the Irish Medium Resource Unit produces the Irish language version. Stories and other material about current news are provided daily at a level of language that is appropriate for children, and competitions are run also. Every day, a new article is published on this platform and on Seomra Nuachta. In 2024, 12 more substantial articles were also published, on topics relating to the curriculum. All articles are searchable and have cross-references which aid children's research. More than 200 articles in total were published along with some videos and educational games.[1]

Under the Irish Language Broadcasting Fund, the Irish Medium Resource Unit helped create 2 Mathematics series online, i.e. *Baile an Mhata2 (Fractions) and Learning Mole3 (Shape and Space)*. Both resources are now available to schools. The Irish Medium Resource Unit recognises the importance of online learning and to help with this, it held the first education conference on this topic, through the medium of Irish, aimed at schools in the jurisdiction of the Executive. There was a large range of topics available and up to 4 workshops were going on at one given time. Representatives from almost every school were present as well as 85 registered practitioners.

The early years reading programme Cleite (quill) is the biggest project that the Irish Medium Resource Unit has had for a good few years. The project is too large to complete in one year and it greatly depends on feedback from practitioners in schools. 3 series of trials were carried out in this period, which meant that the Irish Medium Resource Unit will be able to progress to the final stage in 2025 when the books are published. For the first time, trials were held in the jurisdiction of the Government of Ireland and an alternative version will be available in this jurisdiction for each of the 30 books.

[1] *https://leighanois.com/nuacht*

[2] *https://baileanmhata.com*

[3] *https://learningmole.com/irish-language-resources/*

An tÁisaonad

Trí mhaoiniú a chur ar fáil don Áisaonad Lán-Ghaeilge (£272,486) atá lonnaithe i gColáiste Ollscoile Naomh Muire i mBéal Feirste d'éirigh le Foras na Gaeilge na riachtanais oideachais ag leibhéal na bunscoile agus na hiar-bhunscoile i ndlínse an Fheidhmeannais a chomhlíonadh. I bplean oibre 2024, cuireadh béim ar leith ar áiseanna ar líne. Ba é 2024 an chéad bhliain iomlán de Nuacht Anois, seirbhís nua a chruthaigh an tÁisaonad le freastal ar Fhoghlaim Chomhtháite Ábhair agus Teanga i ndlínse Rialtas na hÉireann, ar aon dul leis an Seomra Nuachta i ndlínse an Fheidhmeannais. Is áis foghlama ar líne é an Seomra Nuachta do pháistí i mbunscoileanna i ndlínse an Fheidhmeannais agus déanann an tÁisaonad an leagan Gaeilge de. Cuirtear scéal agus ábhair eile faoi chúrsaí nuachta ar fáil air go laethúil ag leibhéal teanga a bheadh fóirsteanach do pháistí agus bíonn comórtais acu chomh maith. Gach lá, foilsítear alt nua ar an ardán seo agus ar an Seomra Nuachta. In 2024, foilsíodh 12 alt níos téagartha chomh maith ar ábhair a bhaineann leis an gcuraclam. Tá na hailt uile inchuardaithe agus bíonn crostagairtí iontu a chuidíonn le taighde na bpáistí. Foilsíodh tuilleadh agus 200 alt san iomlán mar aon le roinnt físeán agus cluichí oideachasúla.[1]

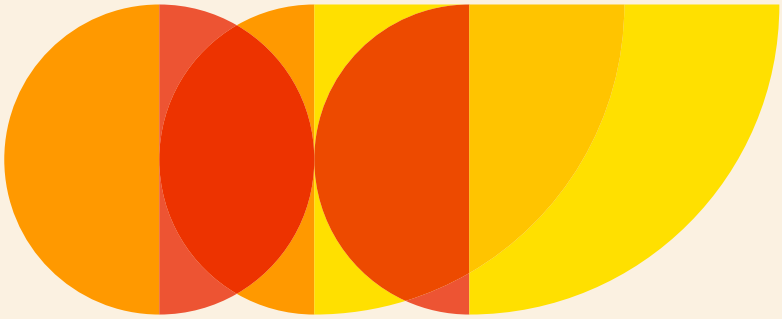
Faoi scáth an Chiste Craoltóireachta Gaeilge, chuidigh an tÁisaonad le cruthú 2 shraith Matamaitice ar líne, mar atá Baile an Mhata[2] (codáin) agus Learning Mole[3] (Cruth agus Spás). Tá an dá áis sin ar fáil anois do na scoileanna. Aithníonn an tÁisaonad an tábhacht a bhaineann le foghlaim ar líne agus le cuidiú leis sin, reáchtáil sé an chéad chomhdháil oideachais ar an ábhar trí Ghaeilge, dírithe ar scoileanna i ndlínse an Fheidhmeannais. Bhí réimse an-leathan ábhair ar fáil agus suas le 4 cheardlann ar siúl ag an aon am amháin. Bhí ionadaithe ó bheagnach gach scoil i láthair chomh maith le 85 cleachtóir cláraithe.

Is é an clár luathléitheoireachta Cleite an tionscadal is mó atá ag an Áisaonad le tamall maith de bhlianta. Tá an tionscadal rómhór le cur i gcrích in aon bhliain amháin agus baineann braitheann sé go mór ar aiseolas ó chleachtóirí sna scoileanna. Rinneadh 3 shraith trialacha sa tréimhse seo, rud a d'fhág go mbeidh An tÁisaonad in ann leanúint ar aghaidh chuig an gcéim dheireanach in 2025 nuair a fhoilseofar na leabhair. Den chéad uair, rinneadh trialacha i ndlínse Rialtas na hÉireann agus beidh leagan malartach ar fail sa dlínse sin de gach ceann den 30 leabhar.

[1] https://leighanois.com/nuacht

[2] https://baileanmhata.com

[3] https://learningmole.com/irish-language-resources/



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

Through funding from Foras na Gaeilge for its work programme for the year, Gael Linn provided support for the Network of Irish language Teachers which organised meetings and workshops online during the year for teachers in both jurisdictions. The Network is there to support Irish language teachers and to represent them. Teachers themselves organise the Network's events, which encompass opportunities for members for discussion and learning. The Network carried out a short survey to investigate teachers' opinions relating to the recently announced changes to the list of literature duties for Leaving Certificate Irish in the jurisdiction of the Government of Ireland. A meeting of the Network was held in the jurisdiction of the Executive and another one in the jurisdiction of the Government of Ireland. A workshop on teaching grammar and music in the classroom was also organised and a recording of the workshop is available for teachers and student teachers in the future.

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

The Seal of Accreditation for Translators

The Seal of Accreditation for Translators is a recognised professional qualification for Irish language translators, which was established by Foras na Gaeilge in 2006. The Seal is foremost professional qualification for Irish language freelance translators who seek work from organisations in the public sector and from other clients. Over 230 translators have earned the Seal of Accreditation since 2006. No exam for the Seal was organised in 2024 due to a lack of resources, and owing to budgetary pressures the planning for the 2025 exam had to be deferred.

Freagra.ie

Freagra.ie provides a service and advice to the Irish language community and to groups dealing with translation and terminology. The majority of enquiries come from the public service, government departments, state bodies, local authorities and educational institutions but the service is also available to the general public.

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 cruinnithe agus ceardlanna ar líne le linn na bliana do mhúinteoirí sa 2 dhlínse. Tá an Gréasán ann le tacú le múinteoirí Gaeilge agus le hionadaíocht a dhéanamh ar a son. Is iad na múinteoirí féin a eagraíonn imeachtaí an Ghréasáin, a chuimsíonn deiseanna plé agus foghlama do na baill. Rinne An Gréasán suirbhé gearr le tuairimí múinteoirí Gaeilge a fhiosrú maidir leis na hathruithe a fógraíodh le déanaí ar an liosta dualgais litríochta do Ghaeilge na hArdteistiméireachta i ndlínse Rialtas na hÉireann. Reáchtáladh cruinniú de chuid an Ghréasáin i ndlínse an Fheidhmeannais agus ceann eile i ndlínse Rialtas na hÉireann. Eagraíodh ceardlann chomh maith ar mhúineadh na gramadaí agus an cheoil sa seomra ranga agus tá taifeadadh den cheardlann ar fáil do mhúinteoirí agus d'ábhar oidí amach anseo.

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

Séala Creidiúnaithe d'Aistritheoirí

Is cáilíocht ghairmiúil aitheanta d'aistritheoirí Gaeilge é an Séala Creidiúnaithe d'Aistritheoirí a bhunaigh Foras na Gaeilge in 2006. Tá an Séala ar an ngradam gairmiúil is tábhachtaí ar fad do shaoraistritheoirí Gaeilge a bhíonn ag lorg oibre ó eagraíochtaí de chuid na hearnála poiblí agus ó chliaint eile. Tá ós cionn 230 aistritheoir tar éis an séala a bhaint amach ó 2006. Níor eagraíodh scrúdú don Séala le linn 2024 cheal acmhainní agus de bharr brú buiséid b'éigean an phleanáil le haghaidh scrúdú in 2025 a chur ar athló.

Freagra.ie

Cuireann Freagra.ie 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.



Students from Castlerea Community School celebrating their first Gaelbhratach in 2024.

Lead-Organisations

Gael Linn

Scoil Spreagtha (inspired school):

- Foras na Gaeilge provided £15,225 of funding for Gael Linn to engage in the Scoil Spreagtha project, which is a language project as well as support material (including a training manual and videos) for primary schools in the jurisdiction of the Executive. Through this funding, more than 150 schools had the opportunity to take part in the project.

Gaelbhratach (Irish language flag):

- We provided a grant of €120,000 for the Gaelbhratach project to support teachers & young people to promote spoken Irish in their school communities. Gael Linn manages the project which received extra funding from the Department of Education and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, during 2024. For more information on Gael Linn, see p 112.

Ceanneagraíochtaí

Gael Linn

Scoil Spreagtha:

- Chuir Foras na Gaeilge maoiniú £15,225 ar fáil do Ghael Linn chun plé leis an tionscadal Scoil Spreagtha, is é sin clár teanga agus ábhar tacaíochta (lámhleabhar oiliúna agus físeáin oiliúna san áireamh) do bhunscoileanna i ndlínse an Fheidhmeannais. Tríd an maoiniú sin bhí deis ag níos mó na 150 scoil a bheith páirteach sa tionscadal.

Gaelbhratach:

- Chuireamar 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 Gael Linn ag déanamh bainistíochta ar an tionscadal a fuair maoiniú breise ón Roinn Oideachais agus ón RRoinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán le linn 2024. Féach tuilleadh eolais faoi obair Ghael Linn ar lch 113.



Daltaí ó Phobalscoil an Chaisleáin Riabhaigh, Ros Comáin ag ceilliúradh a gcéad Gaelbhratach in 2024.



Bonfire at Scléip na hÓige 2024.

Cumann na bhFiann

Training:

- Acadamh Cinnireachta (Leadership Academy) is a priority for Cumann na bhFiann to identify and train the leaders of tomorrow. Significant progress was made in this area during 2024 and emphasis was put on those doing their transition year in Irish-medium secondary schools. A specific event aimed at transition year pupils was organised on Inis Oírr in the Galway Gaeltacht and 35 young people attended. There was also an increase in the number of young people attending the training courses throughout the year and almost 200 people were trained.

Clubs:

- Development of the weekly clubs was continued in 2024 with 38 different clubs open on a weekly basis and 900 young people attending. 5 new clubs were opened in Dublin, in Cavan, in Enniscorthy and in Loughrea in conjunction with Gaeilge Locha Riach. The network of clubs is developing gradually in the aftermath of the pandemic that took place a couple of years ago.

Events:

- Amongst the major events that were organised for young people in 2024 was Tóstal na bhFiann, Scléip na hÓige and Turas na nÓg. These events provided participants a wide range of special interests, which sustained and strengthened Irish language networks in both jurisdictions in conjunction with other stakeholders on the Partnership Forum and outside of it. As usual, Carnabhal na nGaelscoileanna (Irish-Medium Schools' Carnival) was organised and over 1,000 young people attended over the seven various days held across the island.

Cumann na bhFiann

Oiliúint:

- Tá Acadamh Cinnireachta mar thosaíocht ag Cumann na bhFiann le cinnirí an lae amárach a aithint agus a thraenáil. Rinneadh dul chun cinn suntasach sa réimse seo le linn 2024 agus cuireadh béim ar lucht idirbhliana na nGaelcholáistí. Eagraíodh imeacht faoi leith dírithe ar an idirbhliain ar Inis Oírr i nGaeltacht na Gaillimhe ar fhreastail 35 duine óg air. Tháinig méadú chomh maith ar líon na ndaoine óga a d'fhreastail ar na cúrsaí traenála i gcaitheamh na bliana agus cuireadh beagnach 200 duine óg faoi oiliúint.

Clubanna:

- Leanadh le forbairt na gclubanna seachtainiúla in 2024 le 38 club éagsúil ar oscailt go seachtainiúil agus 900 duine óg ag freastal orthu. Osclaíodh 5 chlub nua i mBaile Átha Cliath, sa Chabhán, in Inis Córthaidh agus i mBaile Locha Riach i gcomhpháirt le Gaeilge Locha Riach. Is diaidh ar ndiaidh atá an gréasán clubanna á fhorbairt ó aimsir na paindéime cúpla bliain ó shin.

Imeachtaí:

- I measc na mór-imeachtaí a eagraíodh do dhaoine óga in 2024 bhí Tóstal na bhFiann, Scléip na hÓige agus Turas na nÓg. Chuir na himeachtaí sin raon leathan sainspéiseanna ar fail do na rannpháirtithe, rud a chothaigh agus a threisigh gréasáin úsáidte Gaeilge sa 2 dhlínse i bpáirt le páirtithe leasmhara eile ar an bhFóram Comhpháirtíochta agus taobh amuigh de. Eagraíodh Carnabhal na nGaelscoileanna mar is iondúil agus d'fhreastail breis agus 1,000 duine óg ar na 7 lá éagsúla fud fad an oileáin.



Tine Chnámh ag Scléip na hÓige 2024.



Delegates at Gaeloideachas Development Assembly in conjunction with COGG.

Gaeloideachas

Policy:

- Through the participation of Gaeloideachas in the Gaeltacht Education Policy Advisory Committee along with support for the Gaeltacht schools for the last 10 years, 2024 was a year of celebration as recognition was given to 102 Gaeltacht primary schools and 19 Gaeltacht post primary schools under the Policy for Gaeltacht Education. The National Council for Special Education accepted the organisation's application to consider developing a specific training programme programme for dyslexia in Irish-medium and Gaeltacht education and it is hoped that there will be great developments in this area in future.

Videos:

- A project in conjunction with Tyrone Productions to provide 20 videos based on life in an Irish-language preschool was completed during the year. This resource is in use for the professional development of those training for early years level in 2025.

Gatherings:

- A successful Tionól Forbartha (development gathering) was run during 2024 for the schools for which representatives attended, as well as third level students and various educational partners. The workshops were recorded and are available through the organisation's YouTube channel.[4] A conference for pre-school teachers was also organised, which was an apt professional development opportunity as well as a networking opportunity.

[4] *Gaeloideachas - YouTube*

Gaeloideachas

Polasaithe:

- Trí rannpháirtíocht Gaeloideachas sa Choiste Comhairleach um Polasaí don Oideachas Gaeltachta mar aon le tacaíocht do na scoileanna Gaeltachta le 10 mbliain anuas, is bliain cheiliúrtha a bhí in 2024 toisc gur tugadh aitheantas faoin bPolasaí don Oideachas Gaeltachta do 102 bunscoil agus 19 iar-bhunscoil Gaeltachta. Ghlac an Chomhairle Náisiúnta um Oideachas Speisialta le hiarratas na heagraíochta cíoradh a dhéanamh ar fhorbairt clár oiliúna ar leith don disléicse san oideachas lán-Ghaeilge agus Gaeltachta agus bheifí ag súil le forbairtí móra sa réimse seo amach anseo.

Físeáin:

- Cuireadh tionscadal i gcomhar le Tyrone Productions i gcrích le linn na bliana le 20 físeáin bunaithe ar shaol an naíonra curtha ar fáil. Tá an acmhainn sin in úsáid le forbairt ghairmiúil a dhéanamh orthu siúd atá ag dul faoi oiliúint ag leibhéal na luathbhlianta in 2025.

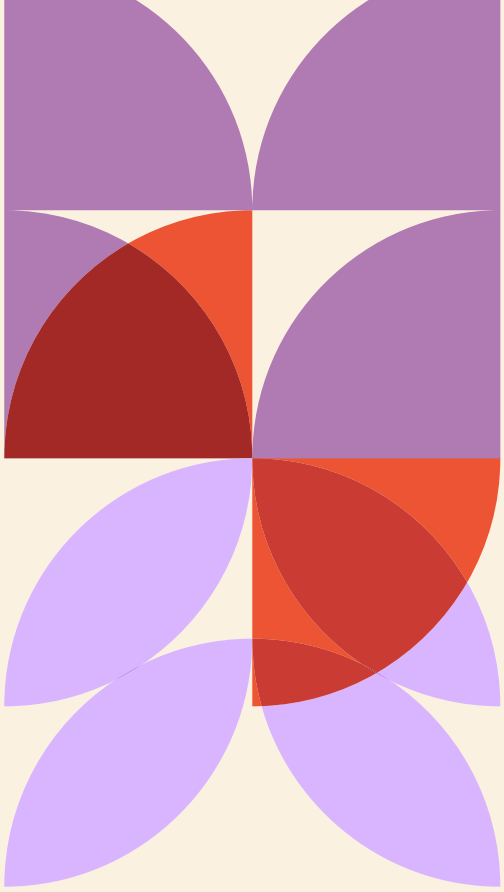
Tionóil:

- Ritheadh Tionól Forbartha rathúil le linn 2024 do na scoileanna ar ar fhreastail ionadaithe ó na scoileanna, mic léinn tríú leibhéil agus páirtithe éagsúla oideachais. Rinneadh taifeadadh ar na ceardlanna agus tá siad ar fáil trí shuíomh YouTube na heagraíochta.[4] Reáchtáladh comhdháil do mhúinteoirí naíonra freisin a bhí ina deis chuí forbartha gairmiúla agus deis líonraithe.



Toscairí ag Tionól Forbartha Gaeloideachas i bpáirt le COGG.

[4] *Gaeloideachas - YouTube*

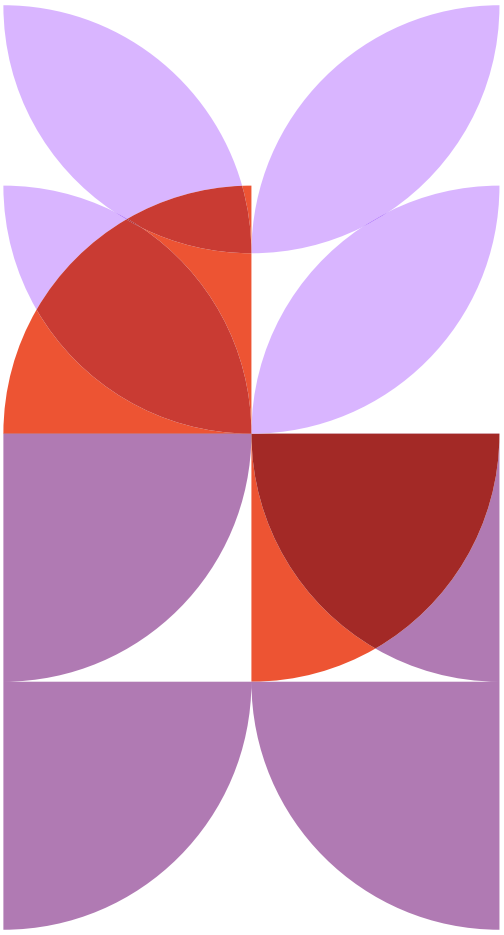


Major Objective B: Spaces and Venues, Networks and Opportunities

The promotion of Irish and the encouragement of the use of Irish are the main functions of Foras na Gaeilge and therefore we devote considerable resources to achieve this Major Objective in partnership with Irish language groups and grantees. A significant proportion of the budget of the organisation is spent on language planning which has the aim of enhancing the use of Irish in various communities in the 2 jurisdictions. We also invest heavily in the communications media and in publishing also to add to 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. Déanaimid 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.





Some of the staff of the Community & Business department at the language planning conference.

Secondary objective B1: To sustain and increase the daily use of Irish in all areas of life.

Language Planning

Language Planning Conference

The first international conference on Ireland's language planning process was organised, and 170 delegates attended. 17 speakers participated and among the special guests were the Minister of State for the Gaeltacht, Thomas Byrne TD, and the former Gaeltacht Minister Éamon Ó Cuív TD. The conference booklet and the videos of all conference talks are available online.[5]

The Irish Language Networks Development Scheme

The Irish Language Networks Development Scheme is Foras na Gaeilge's major support scheme aimed at Irish language committees in the voluntary community sector in both jurisdictions to implement Irish language community programmes. We provided €1.42 million to 36 grantees under the Irish Language Networks Development Scheme during 2024 and 28 Irish language development officers are employed through that scheme. The Board of Foras na Gaeilge authorised an extension until December 2026 for current scheme grantees. A series of site visits to scheme grantees were organised with Foras na Gaeilge executives and Glór na nGael development officers present.

Language Planning Process outside the Gaeltacht

With ringfenced funding from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, Foras na Gaeilge appointed 3 national language planning coordinators to fulfil extra legislative functions under the Gaeltacht Act (2012).As a result, a Language Planning Unit was founded inside Foras na Gaeilge.

[5] *www.gaelphobal.ie/comhdhail*

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

An Phleanáil Teanga

Comhdháil Pleanála Teanga

Reáchtáladh an chéad chomhdháil idirnáisiúnta faoi phróiseas pleanála teanga na hÉireann ar ar fhreastail 170 toscaire. Bhí 17 cainteoir páirteach ann agus i measc na n-aíonna speisialta, bhí an tAire Stáit don Ghaeltacht, Thomas Byrne TD agus an tIar-Aire Gaeltachta, Éamon Ó Cuív TD. Tá leabhrán na comhdhála agus físeáin ar chainteanna uile na comhdhála ar fáil ar líne.[5]

An Scéim Forbartha Líonraí Gaeilge

Is éard atá sa Scéim Forbartha Líonraí Gaeilge mórscéim tacaíochta Fhoras na Gaeilge atá dírithe ar choistí Gaeilge san earnáil phobail dheonach sa 2 dhlínse le cláir forbartha pobail Ghaeilge a chur i bhfeidhm. Chuireamar €1.42 milliún ar fáil do 36 deontaí de chuid Scéim Forbartha Líonraí Gaeilge in 2024 agus tá 28 oifigeach forbartha Gaeilge fostaithe tríd an scéim sin. D'údaraigh Bord Fhoras na Gaeilge síneadh ama go Nollaig 2026 do dheontaithe reatha na scéime. Eagraíodh sraith cuairteanna suímh le deontaithe na scéime a raibh feidhmeannaigh an Fhorais agus oifigigh forbartha Ghlór na nGael i láthair iontu.

An Próiseas Pleanála Teanga lasmuigh den Ghaeltacht

Cheap Foras na Gaeilge, le maoiniú imfhálaithe ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán, 3 comhordaitheoirí náisiúnta pleanála teanga le feidhmeanna reachtúla breise a chomhlíonadh faoi Acht na Gaeltachta (2012). Leis sin, cuireadh Aonad Pleanála Teanga ar bun laistigh d'Fhoras na Gaeilge.



Cuid d'fhoireann na rannóige Pobal & Gnó ag an gcomhdháil pleanála teanga.

[5] *www.gaelphobal.ie/comhdhail*



Chairperson of Foras na Gaeilge, Professor Regina Uí Chollatáin, on a live discussion panel at the language planning conference.

Irish Language Networks

The 5 Irish Language Networks that we fund continued to implement their language plans in 2024 (year 3 of a 7-year plan in each case). The Networks are based in Ennis (Co. Clare), Clondalkin (Co. Dublin) and Loughrea (Co. Galway) in the jurisdiction of the Government of Ireland and Carntogher (Co. Derry) and West Belfast (Co. Antrim) in the jurisdiction of the Executive.

Gaeltacht Service Towns

Subject to the Gaeltacht Act (2012), Foras na Gaeilge is responsible for administering the application and support process and for 13 of the 16 towns nominated by the government as towns that could gain recognition as Gaeltacht Service towns. In 2024, Language Planning Officers were appointed in Letterkenny, Galway City, Dungarvan, Tralee and Cahersiveen, places where the implementation of language plans began. We continued to support Gaeltacht Service Towns who are ready to start their language plans: Tralee (Co. Kerry), Castlebar and Ballinrobe (Co. Mayo) and Clifden (Co. Galway). There was a series of meetings with stakeholders in the 4 other Gaeltacht Service Towns who still have to appoint a language planning lead-organisation: Navan and Athboy (Co. Meath), Macroom (Co. Cork) and Donegal Town (Co. Donegal).

Gaelphobal.ie

We redesigned the main website for language planning, Gaelphobal.ie, on which can be found newly created materials and support resources. Along with this, we increased the number of awareness-raising posts regarding the language planning process on social media and we have achieved more than 3,500 followers.

Other support for language planning

More than 70 visits were made to language planning stakeholders and 15 meetings were arranged with local authorities on the theme of language planning. 8 public training workshops were organised in conjunction with Glór na nGael and Foras na Gaeilge was involved in the interface with language planning stakeholders in Acaill (Co. Mayo) and Uíbh Ráthach (Co. Kerry).

Líonraí Gaeilge
Lean na 5 Líonra Gaeilge a ndéanaimid maoiniú orthu de bheith ag cur a bpleananna teanga i bhfeidhm in 2024 (bliain 3 de shaolré 7 mbliana i ngach cás). Tá na Líonraí Ionnaithe in Inis (Co. an Chláir), Cluain Dolcáin (Co. Bhaile Átha Cliath) agus Baile Locha Riach (Co. na Gaillimhe) i ndlínse Rialtas na hÉireann agus Carn Tóchair (Co. Dhoire) agus Iarthar Bhéal Feirste (Co. Aontroma) i ndlínse an Fheidhmeannais.

Bailte Seirbhíse Gaeltachta
Faoi réir Acht na Gaeltachta (2012), tá Foras na Gaeilge freagrach as próiseas iarratais agus tacaíochta a riar do 13 de na 16 baile atá ainmnithe ag an rialtas mar bhailte a d'fhéadfadh aitheantas mar Bhaile Seirbhíse Gaeltachta (BSG) a bhaint amach. In 2024, ceapadh Oifigigh Pleanála teanga i Leitir Ceanainn, Cathair na Gaillimhe, Dún Garbhán, Trá Lí agus Cathair Saidhbhín, áiteanna inar tosaíodh ar chur i bhfeidhm pleananna teanga. Leanamar den tacaíocht do Bhailte Seirbhíse Gaeltachta a bhfuil plean teanga réidh le tosú iontu: Trá Lí (Co. Chiarraí), Caisleán an Bharraigh agus Baile an Róba (Co. Mhaigh Eo), agus an Clochán (Co. na Gaillimhe). Bhí sraith cruinnithe le geallsealbhóirí sna 4 Bhaile Seirbhíse Gaeltachta eile a bhfuil ceanneagraíocht pleanála teanga fós le ceapadh iontu: an Uaimh agus Baile Átha Buí (Co. na Mí), Maigh Chromtha (Co. Chorcaí) agus Baile Dhún na nGall (Co. Dhún na nGall).

Gaelphobal.ie
Rinneamar athdhearadh ar an bpríomhshuíomh tairsí pleanála teanga, Gaelphobal.ie, ina bhfuil ábhar úr cruthaithe mar aon le háiseanna tacaíochta. In éineacht leis sin, chuireamar le líon na bpostálacha ardaithe feasachta i leith an phróisis pleanála teanga a rinneadh ar na meáin shóisialta agus baineadh amach breis agus 3,500 leantóir.

Tacaíocht eile don phleanáil teanga
Tugadh breis agus 70 cuairt timireachta ar gheallsealbhóirí pleanála teanga agus eagraíodh 15 cruinniú le húdaráis áitiúla ar théama na pleanála teanga. Eagraíodh 8 gceardlann oiliúna poiblí i gcomhar le Glór na nGael agus bhí Foras na Gaeilge rannpháirteach san idirphlé le geallsealbhóirí pleanála teanga in Acaill (Co. Mhaigh Eo) agus Uíbh Ráthach (Co. Chiarraí).



Cathaoirleach Fhoras na Gaeilge, an tOllamh Regina Uí Chollatáin, ar phléphainéal beo ag an gcomhdháil pleanála teanga.



Irish language ambassador, Seán Ó Sé, at the Michael Cusack Awards in Croke Park.

Turas - East Belfast Mission

Foras na Gaeilge provided strategic funding in 2024 to the East Belfast Mission for the unique Turas project to promote, nurture and sustain the Irish language in Protestant, Unionist and Loyalist (PUL) areas. This project is located in East Belfast, where there is a public learning centre under the direction of Irish Language Development Officer Linda Ervine along with a wide range of Irish language events and awareness raising activities about Irish: Irish language classes, Irish Language Week celebration, an event for Good Relations Week, intensive courses, talks, presentations, videos, social evenings as well as song and dance classes. The first integrated Irish-medium nursery school (under the Northern Ireland Council for Integrated Education), Naíscoil na Seolta arose out of this project and they managed to acquire a new site on which all-Irish primary schooling will be offered from now on in East Belfast.

Arts, Youth and Sport

Foras na Gaeilge provided opportunities for young people to use Irish through administering funding schemes for summer camps and youth events in collaboration with community groups, schools and other stakeholders in the field, for example Ógras, Feachtas and Spleodar. We made funding available to 82 camps and 80 youth events.

Gaelic Athletic Association

Foras na Gaeilge provided €40,000 for the Munster GAA Council during 2024 as part of the 3-year partnership scheme to hire an Irish Language Development Officer. The aim of the project is to improve, develop and promote the use of Irish through specified opportunities amongst the community and to promote a positive view of the Irish language. This project focuses on the target groups recognised by Foras na Gaeilge: public schools, community events and youth work.

Turas – Misean Oirthear Bhéal Feirste
Chuir Foras na Gaeilge maoiniú straitéiseach ar fáil in 2024 do Mhisean Oirthear Bhéal Feirste don tionscadal uathúil Turas leis an Ghaeilge a chur chun cinn, a chothú agus a bhuanú i gceantair Phrotastúnacha, aontachtacha agus Dhílseacha (PAD). 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 iomlánaithe lán-Ghaeilge (faoi chlárú Chomhairle Oideachais Imeasctha Thuaisceart Éireann), Naíscoil na Seolta, ón tionscadal sin agus d'éirigh leis an dream atá freagrach suíomh úr a shealbhú ar a mbeidh soláthar bunscolaíochta lán-Ghaeilge á thairiscint feasta in Oirthear Bhéal Feirste.

Ealaíon, Óige agus Spórt

Chuir Foras na Gaeilge deiseanna úsáide Gaeilge ar fáil do dhaoine óga trí scéimeanna maoinithe a riar (campaí samhraidh agus imeachtaí óige) i gcomhar le grúpaí pobail, scoileanna agus geallsealbhóirí eile sa réimse, mar shampla Ógras, Feachtas agus Spleodar. Cuireadh maoiniú ar fáil do 82 campa agus 80 imeacht óige.

Cumann Lúthchleas Gael
Chuir Foras na Gaeilge €40,000 ar fáil do Chomhairle na Mumhan CLG le linn 2024 mar chuid den scéim chomhpháirtíochta 3 bliana le hOifigeach Forbartha Gaeilge a fhostú. Is í aidhm an tionscadail úsáid na Gaeilge a fheabhsú, a fhorbairt agus a chur chun cinn trí dheiseanna sainithe i measc an phobail agus dearcadh dearfach i leith na teanga a chur chun cinn. Díríonn an tionscadal seo ar na spriocghrúpaí atá aitheanta ag Foras na Gaeilge: scoileanna pobail, imeachtaí pobail agus obair óige.



Ambasadóir na Gaeilge, Seán Ó Sé, ag Gradam an Chíosógaigh i bPáirc an Chrócaigh.



Joy Dunlop, Scottish Gaelic singer and traditional dancer, at Féile na Gealaí.

Festivals Scheme 2024

Under this scheme, funding is provided for eligible committees to develop arts festivals or aspects of festivals that are currently run through Irish, or in which language-based arts are a central component. This year, we provided a budget of €152,000 for this scheme and granted funding for 86 festivals under the 2 calls we had during 2024.

Drama Companies Scheme

The Professional and Amateur Drama Companies Scheme focuses on Irish language drama companies, both professional and amateur, whose aim is to cultivate, develop, and provide Irish language drama to the arts sector, the Irish-language community, the wider community and the education sector. Funding was provided to 25 companies in 2024, an increase of 47% of the number funded in 2023. Among grantees in 2024 were 8 amateur groups and 17 professional groups and the scheme had a fund of €263,000 available during the year.

Major Arts Events Scheme

This scheme focuses on major events whose aim is to cultivate and promote Irish, as well as Irish language based arts, through the medium of Irish or bilingually. Along with that, the scheme focuses on the Irish-language social networks, on the wider community and on the arts sector on an all-island basis and internationally. This year, the available budget for this scheme was €77,600. Funding was provided to up to 8 major events during 2024.

Scéim na bhFéilte 2024
Faoin scéim seo cuirtear maoiniú ar fáil do choistí cuí le forbairt a dhéanamh ar fhéilte ealaíon nó ar ghnéithe d'fhéilte atá á reáchtáil agus á gcur i bhfeidhm trí mheán na Gaeilge nó a bhfuil na healaíona teangabhunaithe mar chuid lárnach díobh. Chuireamar buiséad €152,000 ar fáil don scéim seo i mbliana agus bhronnamar maoiniú ar 86 féile faoin 2 ghlaoch a bhí againn le linn 2024.

Scéim na gCompántas Drámaíochta
Díríonn Scéim na gCompántas Drámaíochta Proifisiúnta agus Amaitéarach ar chompántais drámaíochta Gaeilge, amaitéaracha nó proifisiúnta, a bhfuil sé mar aidhm acu drámaíocht na Gaeilge a chothú, a fhorbairt, agus a chur ar fáil d'earnáil na n-ealaíon, do phobal na Gaeilge, don mhórphobal agus don earnáil oideachais. Cuireadh maoiniú ar fáil do 25 compántas in 2024, ardú 47% ar líon na gcompántas a maoiníodh in 2023. Bhí 8 ngrúpa amaitéaracha agus 17 grúpa proifisiúnta i measc dheontaithe 2024 agus bhí ciste €263,000 ar fáil don scéim seo i mbliana.

Scéim na Mórimeachtaí Ealaíon
Díríonn an scéim seo ar mhórimeachtaí a bhfuil sé d'aidhm acu an Ghaeilge agus na healaíona teangabhunaithe Gaeilge a chothú agus a chur chun cinn trí mheán na Gaeilge nó go dátheangach. 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. Is é €77,600 an buiséad a bhí ar fáil don scéim seo i mbliana. Cuireadh maoiniú ar fáil do 8 mórimeacht in 2024.



Joy Dunlop, amhránaí Gàidhlig agus damhsóir traidisiúnta, ag Féile na Gealaí.



Siobhán Prendergast (Dingle Publishing) and Neasa Ní Chonchubhair, daugher of Máirín Uí Chonchubhair, the author of Crainn agus Toir, at the Publishing Awards.

Publishing Sector

Publishing Awards 2024

Foras na Gaeilge provided €32,000 of funding for Oireachtas na Gaeilge to host the Publishing Awards in 2024.[7] Furthermore, Foras na Gaeilge provided a marketing budget of €20,000 for the publicity campaigns that were run nationally and regionally to promote the Awards, those nominated on the shortlist and the winners.

With a prize fund of €17,000, these were the winners of the 2024 Publishing Awards:

- Gradam Uí Shúilleabháin: The author Máirín Uí Chonbhubhair and the publishers Dingle Publishing, for the book *Crainn & Toir*;
- Gradaim Réics Carló: The author Áine Ní Ghlinn and the publishers Futa Fata for the book *Na Trí Mhuicín*;
- Gradam de Bhaldraithe: The translator Máire Nic Mhaoláin and the publishers Éabhlóid for the book *Athmháthair* by Michela Murgia.

[7] *www.antoireachtas.ie/gradaim-foilsitheoireachta/buaiteoiri-2024.html*

Earnáil na Foilsitheoireachta

Gradaim Foilsitheoireachta 2024

Cuireadh €32,000 ar fáil d'Oireachtas na Gaeilge leis na Gradaim Foilsitheoireachta a reáchtáil arís in 2024.[7] Ina theannta sin, chuir Foras na Gaeilge buiséad margaíochta €20,000 ar fáil do na feachtais poiblíochta a bhí á reáchtáil go náisiúnta agus go réigiúnach leis na Gradaim, na daoine a ainmníodh ar an ngearrliosta agus na buaiteoirí a chur chun cinn.

Leis an duaischiste €17,000, ba iad buaiteoirí 2024 sna Gradaim Foilsitheoireachta:

- Gradam Uí Shúilleabháin: An t-údar Máirín Uí Chonchubhair agus na foilsitheoirí Dingle Publishing don leabhar *Crainn & Toir*;
- Gradaim Réics Carló: An t-údar Áine Ní Ghlinn agus na foilsitheoirí Futa Fata don leabhar *Na Trí Mhuicín*;
- Gradam de Bhaldraithe: An t-aistritheoir Máire Nic Mhaoláin agus na foilsitheoirí Éabhlóid don leabhar *Athmháthair* le Michela Murgia.



Siobhán Prendergast (Dingle Publishing) agus Neasa Ní Chonchubhair, iníon Mháirín Uí Chonchubhair, údar Crainn agus Toir, ag na Gradaim Foilsitheoireachta.

[7] *www.antoireachtas.ie/gradaim-foilsitheoireachta/buaiteoiri-2024.html*

An Gúm

Books for readers of various age groups and abilities were published in 2024. Amongst these was a new edition of *An Corpán sa Trunc* and *Dúnmharú i bPáirc an Chrócaigh* by Cathal Ó Sandair. Two audiobooks from the same series, *Na Mairbh a d'Fhill* and *An tEitleán Dofheicthe*, were published as well as a new book for children by Gabrielle Ní Mheachair, *Misneach i mBeithil*.

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media provided a one-off grant to Foras na Gaeilge to reprint books that are no longer in print. With the money provided, a large range of books for readers of every age group and ability was reprinted. Books included were: *Amach* by Alan Titley, *Allagar na hInise* by Tomás Ó Criomhthain, *An Béal Beo* by Tomás Ó Máille, *Cén Sórt É?* by Tomás Ó Fiacháin, *Foclóir Póca, Oisín ar an bPota* by Bairbre Ní Chuanaigh, *Bláithín ar an bPota* by Bairbre Ní Chuanaigh, *Bhí Ocras ar Oisín* by Nicola Moffat, *Seo Linn ag Cuardach Focal: Sa Bhaile Mór* and *Seo Linn ag Cuardach Focal: Faoin Tuath* by Benedict Blathwayt and many other books.

Clár na Leabhar Gaeilge (Irish language books programme)

A wide range of support was made available to the Irish language literary community through the following schemes and projects:

Publishing Scheme 2024-2026	A multi-year scheme was first started, which gave assurance of funding over 3 years under the scheme for 13 publishers, including 2 new publishers. The majority of publishers received a significant increase in funding under the revised scheme.
Commissions Scheme 2023-2025	10 writers continued working on the commissions they were given in the charge of 3 publishers focusing on teenage fiction.
Literature Scheme 2025	The revised minor grant scheme was announced for the first time and there was a significant increase in the number of applications. 18 organisations received funding for a wide range of literary projects in both jurisdictions.
IMRAM (Irish language literature festival)	IMRAM was run from 7-16 November 2024 and the festival was very successful this year with commendation from attendees. IMRAM succeeded in attracting a younger audience with 2 events focused especially on them, namely Tionscadal Taylor Swift (Taylor Swift Project) and Ceolta. Festival events were well-publicised on TV, radio, online and in podcasts. On the whole, 2,405 people attended the festival.
IMRAM na nÓG (youth Imram)	IMRAM na nÓG is a literary festival for children which was run from 7-11 May 2024. The festival was very successful and the authors, libraries, children and schools expressed that they were very happy with the events. Among the authors who ran workshops were Áine Ní Ghlinn, Sadhbh Rosenstock, Éilis Neary and Muireann Ní Chíobháin. Amongst the productions, was *An Drúchtín agus an Seilide*, a show which is based on the Irish-language version of an Oein DeBhaldruin story which descends from the Irish Traveller oral tradition. On the whole, 987 people attended the festival events (911 children and 76 adults).

An Gúm

Foilsíodh leabhair do léitheoirí d'aoiseanna agus de chumais éagsúla in 2024. Ina measc sin bhí, eagrán nua de *An Corpán sa Trunc* agus *Dúnmharú i bPáirc an Chrócaigh* le Cathal Ó Sándair. Foilsíodh dhá chlosleabhar ón tsraith chéanna, *Na Mairbh a d'Fhill* agus *An tEitleán Dofheicthe* agus foilsíodh leabhar nua do phaistí le Gabrielle Ní Mheachair, *Misneach i mBeithil*.

Chuir an Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán deontas aon uaire ar fáil d'Fhoras na Gaeilge chun athchló a chur ar leabhair a bhí imithe as cló. Leis an airgead sin cuireadh athchló ar réimse leathan leabhar do léitheoirí de gach aois agus de gach cumas. Ina measc bhí: *Amach* le Alan Titley, *Allagar na hInise* le Tomás Ó Criomhthain, *An Béal Beo* le Tomás Ó Máille, *Cén Sórt É?* le Tomás Ó Fiacháin, *Foclóir Póca, Oisín ar an bPota* le Bairbre Ní Chuanaigh, *Bláithín ar an bPota* le Bairbre Ní Chuanaigh, *Bhí Ocras ar Oisín* le Nicola Moffat, *Seo Linn ag Cuardach Focal: Sa Bhaile Mór* agus *Seo Linn ag Cuardach Focal: Faoin Tuath* le Benedict Blathwayt agus leabhair eile nach iad.

Clár na Leabhar Gaeilge

Cuireadh réimse leathan tacaíochta ar fáil do phobal litríochta na Gaeilge trí na scéimeanna agus na tionscadail seo a leanas:

Scéim na Foilsitheoireachta 2024-2026	Cuireadh tús le scéim ilbhliantúil den chéad uair, a thug cinnteacht maoinithe thar 3 bliana don 13 fhoilsitheoir faoin scéim, 2 fhoilsitheoir nua san áireamh. Fuair formhór na bhfoilsitheoirí ardú suntasach maoinithe faoin scéim athbhreithnithe.
Scéim na gCoimisiún 2023-2025	Lean 10 scríbhneoir leis an obair ar na coimisiúin a fuair siad faoi chúram 3 fhoilsitheoir a bhí dírithe ar an déaglitríocht.
Scéim na Litríochta 2025	Fógraíodh an scéim miondeontas athbhreithnithe den chéad uair agus bhí ardú suntasach ar líon na n-iarratas. Fuair 18 n-eagraíocht maoiniú le haghaidh réimse leathan tionscadal litríochta sa 2 dhlínse.
IMRAM	Reáchtáladh IMRAM ó 7-16 Samhain 2024 agus d'éirigh thar cionn leis an bhféile i mbliana le hardmholadh ón lucht freastail. D'éirigh le hIMRAM lucht féachana níos óige a mhealladh le 2 imeacht a bhí dírithe go sonrach orthu, is é sin Tionscadal Taylor Swift agus Ceolta. Rinneadh neart poiblíochta ar imeachtaí na féile ar theilifís, raidió, ar líne agus ar phodchraoltaí. San iomlán, d'fhreastail 2,405 duine ar imeachtaí na féile.
IMRAM na nÓG	Féile litríochta do pháistí is ea IMRAM na nÓG a reáchtáladh ó 7-11 Bealtaine 2024. D'éirigh thar barr leis an bhféile agus léirigh na húdair, na leabharlanna, na páistí agus na scoileanna go raibh siad an-sásta leis na himeachtaí. I measc na n-údar a bhí i mbun ceardlann do pháistí bhí Áine Ní Ghlinn, Sadhbh Rosenstock, Éilís Neary agus Muireann Ní Chíobháin. I measc na léiriúchán bhí *An Drúchtín agus an Seilide*, seó bunaithe ar an leagan Gaeilge de scéal ó Oein DeBhairduin a shíolraíonn ó thraidisiún béil an Lucht Siúil. San iomlán, d'fhreastail 987 duine (911 páiste agus 76 duine fásta) ar imeachtaí na féile.



Áis (the books distribution agency)

Áis (the books distribution agency) provides a distribution service for Irish language publishers and it ensures the provision of Irish language books in the marketplace. Áis sells Irish-language books of every genre to bookshops and booksellers both nationally and internationally.

2024 was a very promising year for Áis. An appointment was made for the role of Books Programme Manager (Áis & Clár na Leabhar Gaeilge) as well as an Executive Officer in the department. Áis sponsored Irish Book Week for the first time. The work was begun to develop the new website in order to strengthen the corporate brand of Áis and promote its corporate services amongst providers and book shops.

Áis had a sales value of over €1 million and over 40,000 extra books were sold during 2024 compared to 2023.

Áisíneacht Dáileacháin Leabhar (Áis)

Cuireann Áis seirbhís dáileacháin ar fáil d'fhoilsitheoirí Gaeilge agus cinntíonn sé soláthar leabhar Gaeilge ar an margadh. Díolann Áis leabhair Ghaeilge de gach seánra le siopaí leabhar agus díoltóirí leabhar go náisiúnta agus go hidirnáisiúnta.

Bliain an-dóchasach ba ea 2024 ag ÁIS. Ceapadh Clárbhainisteoir na Leabhar (Áis & Clár na Leabhar Gaeilge) mar aon le hOifigeach Feidhmiúcháin sa rannóg. Rinne ÁIS urraíocht ar Sheachtain na Leabhar Éireannach den chéad uair. Cuireadh tús leis an obair ar shuíomh gréasáin nua a fhorbairt ar mhaithe le branda corparáideach ÁIS a láidriú agus seirbhísí corparáideacha ÁIS a chur chun cinn i measc soláthróirí agus siopaí leabhar.

Bhí luach díolacháin os cionn €1 milliún ag Áis agus díoladh os cionn 40,000 leabhar breise le linn 2024 i gcomparáid le 2023.





(L-R) Áine Ní Ghlinn, Irish-language writer; Seán Ó Coinn, Chief Executive of Foras na Gaeilge; Patricia Forde, Laureate na nÓg (Children's Literature Laureate); Seán Breathnach, Principal of Scoil na bhForbacha; Máire Zepf, Irish-language writer.

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.

World Book Day 2024

Foras na Gaeilge was proud that *Inis Mara* by Tristan Rosenstock, illustrated by Mark Wickham and published by LeabhairCOMHAR was chosen as the Irish language book for World Book Day 2024 under the direction of Clár Leabhar na Gaeilge. Approximately 8,000 copies of the book were distributed to participating bookshops around the country.

Children and young people could obtain *Inis Mara* free of charge by trading a £1/€1.50 World Book Day book voucher. Vouchers were distributed through schools, early years settings, and in a range of magazines for children to be redeemed in local bookshops and with retailers who took part from 15 February to 31 March. Inis Mara was made available and accessible in Braille and digital formats for the second year running in cooperation with the National Council for the Blind of Ireland.

Give Leabhar Gaeilge

For Irish Language Week 2024, Childrens Books Ireland and Clár na Leabhar Gaeilge launched Give Leabhar Gaeilge, a campaign which will focus on fantastic Irish language books that are available to children and young people. At the heart of the campaign was a new reading guide Give Leabhar Gaeilge in which there was 100 excellent Irish language books in the age range of 0–18. Copies of the guide were made available in 30 libraries and 25 bookshops across the country, with 25 books from the guide chosen by the editor which will be available to buy or on loan from those libraries and bookshops. The guide can be downloaded for free. [8]

[8] *https://childrensbooksireland.ie/ga/our-recommendations/give-leabhar-gaeilge*

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.

Lá Domhanda na Leabhar 2024

Bhí bród ar Fhoras na Gaeilge gurb é *Inis Mara* le Tristan Rosenstock, arna mhaisiú ag Mark Wickham agus arna fhoilsiú ag LeabhairCOMHAR a roghnaíodh mar leabhar Gaeilge Lá Domhanda na Leabhar 2024 faoi stiúir ag Clár na Leabhar Gaeilge. Dáileadh c.8,000 cóip den leabhar ar shiopaí leabhar rannpháirteacha timpeall na tíre.

Bhí páistí agus daoine óga ábalta *Inis Mara* a fháil saor in aisce ach é a mhalartú le dearbhán leabhair £1/€1.50 Lá Domhanda na Leabhar. Scaipeadh dearbháin trí scoileanna, suíomhanna luathbhlianta, agus i raon irisí do pháistí le fuascailt i siopaí leabhar áitiúla agus ag miondíoltóirí a ghlac páirt ón 15 Feabhra go dtí an 31 Márta. Cuireadh Inis Mara ar fáil go hinrochtana i bhformáidí braille agus digiteach an dara bliain as a chéile i gcomhpháirt le Comhairle Náisiúnta na hÉireann do na Daill.

Give Leabhar Gaeilge

Do Sheachtain na Gaeilge 2024, sheol Leabhair Pháistí Éireann agus Clár na Leabhar Gaeilge Give Leabhar Gaeilge, feachtas a dhíreoidh aird ar na leabhair Ghaeilge iontacha atá ar fáil do pháistí agus do dhaoine óga. Ag croílár an fheachtais bhí treoirleabhar léitheoireachta nua Give Leabhar Gaeilge in raibh 100 leabhar iontach Gaeilge san aoisraon 0–18. Cuireadh cóipeanna den treoirleabhar ar fáil in 30 leabharlann agus 25 siopa leabhar ar fud na tíre, le 25 leabhar ón treoirleabhar roghnaithe ag an eagarthóir a bheidh ar fáil le ceannach nó le fáil ar iasacht sna leabharlanna agus sna siopaí leabhar sin. Is féidir an treoirleabhar a íoslódáil saor in aisce. [8]



(C-D) Áine Ní Ghlinn, scríbhneoir Gaeilge; Seán Ó Coinn, Príomhfheidhmeannach Fhoras na Gaeilge; Patricia Forde, Laureate na nÓg; Seán Breathnach, Príomhoide Scoil na bhForbacha; Máire Zepf, scríbhneoir Gaeilge.

[8] *https://childrensbooksireland.ie/ga/our-recommendations/give-leabhar-gaeilge*



An Gúm stall at the IPPN in Killarney, November 2024.

COGG pilot reading scheme

Clár na Leabhar Gaeilge supported this project jointly with An Chomhairle um Oideachais Gaeltachta agus Gaelscolaíochta (COGG - the council for Gaeltacht and Irish-medium education) and its aim was to grow and sustain young readers in Irish-medium and Gaeltacht schools, at primary level and post-primary level. 9 Gaeltacht primary schools, 3 Gaeltacht post-primary schools, one Irish-medium primary school and 5 Irish-medium post-primary schools participated in the scheme. Support was made available to the teachers who ran reading clubs including activities and a support booklet, coming together and online discussion, visits from the books' authors/translators and more. Mary Immaculate College, University of Limerick, carried out research on the book clubs.[8] An aim of COGG will be to add to the number of participants in the scheme for the next school year.

An Gúm

An Gúm had a stand at the Literacy Association of Ireland's conference, Marino Institute of Education, on 8 and 9 November, at the conference of the Irish Primary Principals Network in Killarney in 13 and 14 November along with COGG and at the Gaeloideachas conference on 22 November 2024 in County Cavan.

Terminology Development

There were 11 meetings of the Terminology Committee throughout the year, with good attendance at each of them, including representatives from the European Institutions. In conjunction with our colleagues in lexicography, a new system was put in place to measure the number of visitors to the Téarma.ie site as well as their activity on the site, and it revealed that there were more than 970,000 visitors to the site in 2024. Furthermore, for the first time this year, the Committee provided an information session at Oireachtas na Samhna relating to their work, procedures and related matters.

[8] *https://www.cogg.ie/wp-content/uploads/Club-Leabhar-COGG_Tuairisc KNiCh_Leagan²·⁰⁴¹.pdf*

Scéim phíolótach léitheoireachta COGG

Thacaigh Clár na Leabhar Gaeilge leis an tionscadal seo i bpáirt leis an gComhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG) a raibh sé mar aidhm aige léitheoirí óga a chothú agus a bhuanú sna scoileanna lán-Ghaeilge agus Gaeltachta, bunleibhéal agus iar-bhunleibhéal. Bhí 9 mbunscoil Gaeltachta, 3 iar-bhunscoil Gaeltachta, Gaelscoil amháin agus 5 Ghaelcholáiste páirteach sa scéim. Cuireadh tacaíocht ar fáil do na múinteoirí a bhí i mbun na gclubanna léitheoireachta lena n-áirítear leabhrán tacaíochta agus gníomhaíochtaí, teacht le chéile agus plé ar líne, cuairteanna ó údair/aistritheoirí na leabhair agus nithe eile. Rinne Coláiste Mhuire gan Smál, Ollscoil Luimnigh, taighde faoi na clubanna leabhar.[8] Beidh sé mar aidhm ag COGG cur le líon rannpháirtithe na scéime sa chéad scoilbhliain eile.

An Gúm

Bhí seastán ag an nGúm ag comhdháil Chumann Litearthachta na hÉireann, Institiúid Oideachais Marino, ar an 8 agus 9 Samhain, ag comhdháil IPPN (Líonra Príomhoidí Bunscoile Éireann) i gCill Airne ar an 13 agus 14 Samhain in éineacht le COGG agus ag Comhdháil Gaeloideachas i gCo. an Chabháin ar an 22 Samhain 2024.

Forbairt na téarmaíochta

Bhí 11 chruinniú ag an gCoiste Téarmaíochta i rith na bliana, agus tinreamh maith ag gach ceann acu, lena n-áirítear ionadaithe ó na hInstitiúidí Eorpacha. I gcomhpháirt lenár gcomhghleacaithe foclóireachta, cuireadh córas nua i bhfeidhm chun líon na gcuairteoirí ar an suíomh Téarma.ie agus a n-idirghníomhaíochtaí leis an suíomh a thomhas, agus tugadh le fios go raibh breis agus 970,000 cuairteoir ar an suíomh in 2024. Ina theannta sin, den chéad uair i mbliana, chuir an Coiste seisiún eolais ar fáil ag Oireachtas na Samhna i dtaca le hobair an Choiste, nósanna imeachta etc.



Seastán an Ghúim ag an IPPN i gCill Airne, Samhain 2024.

[8] *https://www.cogg.ie/wp-content/uploads/Club-Leabhar-COGG_Tuairisc KNiCh_Leagan2.041.pdf*



Strawboys celebrating the Imbolc festival with the story An Dagda at Raidió Fáilte.

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

Community Radio Scheme

In 2024, funding contracts were approved for 3 more years under the Community Radio Scheme for the period of 2025-2027. Grants were awarded to the two successful applicants: €840,000 to Raidió na Life in Dublin and £722,000 to Raidió Fáilte in Belfast for the scheme's new 2025–2027 cycle. Raidió na Life is based in the Foras na Gaeilge headquarters on Amiens Street and Raidió Fáilte is based in a newly-built building in the centre of Belfast.

Raidió Fáilte

Raidió Fáilte's broadcasting range was increased with permission from the regulatory body OFCOM and this was put in place in April 2021, which meant that Raidió Fáilte was able to broadcast on 107.1 FM outside of the normal 5 mile broadcasting area. Raidió Fáilte now has a 10-mile broadcasting range, depending on landscape, and it is by this increase, along with the online streaming on Raidiófáilte.com, that they were able to reach more listeners. In total, there are 168 hours in the schedule each week, filled with Irish language programmes, 59 broadcast by staff (plus programmes from Raidió na Life) and 109 provided by voluntary broadcasters. There were 15 people in training in radio skills during this time.

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

Scéim Raidió Pobail

In 2024, ceadaíodh conarthaí maoinithe 3 bliana eile faoin Scéim Raidió Pobail don tréimhse 2025-2027. Bronnadh deontais ar an 2 iarratasóir rathúla, €840,000 do Raidió na Life i mBaile Átha Cliath agus £722,000 do Raidió Fáilte i mBéal Feirste do bhabhta úr na scéime don tréimhse 2025-2027. Tá Raidió na Life suite i gceannáras Fhoras na Gaeilge ar Shráid Amiens agus tá Raidió Fáilte suite i bhfoirgneamh nuathógtha i lár Bhéal Feirste.

Raidió Fáilte

Tháinig méadú ar raon craoltóireachta Raidió Fáilte le cead ón lucht rialaithe OFCOM agus cuireadh é sin i bhfeidhm i mí Aibreáin 2021, rud a thug an deis do Raidió Fáilte bheith ag craoladh ar 107.1 FM taobh amuigh den ghnáthlimistéar chraolacháin de 5 míle. Tá raon craolacháin 10 míle ag Raidió Fáilte anois, ag brath ar an tírdhreach agus is tríd an méadú sin mar aon leis an sruthú ar-líne ar Raidiófáilte.com a bhí siad ábalta dul i bhfeidhm ar níos mó éisteoirí. Bíonn 168 uair an chloig ar fad sa sceideal atá líonta le cláir Ghaeilge gach seachtain, 59 a chraolann an fhoireann (móide cláir ó Raidió na Life) agus 109 arna soláthar ag craoltóirí deonacha. Bhí 15 duine faoi oiliúint i scileanna raidió sa tréimhse seo.



Cleamairí Feirste ag ceiliúradh na féile Imbolc leis an scéal An Dagda i Raidió Fáilte.



Judy-Meg Ní Chinnéide, Development and Training Officer and Muiris Ó Fiannachta, Manager of Raidió na Life accepting the 'Radio Station of the Year' award at the Celtic Media Festival in Cardiff.

Raidió na Life
The range of listeners Raidió na Life is able to reach was increased during 2024 as well as the online streaming on Raidiónalife.ie. In total, there are 150 hours in the schedule each week, filled with Irish language programmes, 29 broadcast by staff (plus programmes from Raidió Fáilte) and 121 provided by voluntary broadcasters. Approximately 100 people received training in radio skills in this period.

Print Media Scheme

Tuairisc.ie
A five-year grant of €1,700,000 was approved for Tuairisc.ie in 2020 up until December 2025. The online news service Tuairisc.ie was published daily and in 2024 there were 835,000 visitors, 261,000 unique users and 1,800,000 views of the website. Tuairisc.ie social media had 39,383 followers in 2024.

Comhar
A five-year grant of €400,000 was approved for the critical and literary magazine Comhar up until 2025. 12 editions of the magazine were published in 2024 and c. 6,500 copies of the printed magazine were distributed to subscribers, as good-will copies, and in shops. A PDF version of the magazine was shared with c.950 other people on a monthly basis. There were 19,958 visits to the site and it had 13,159 unique users. Comhar social media had 11,524 followers in the end of 2024.

Nós.ie
A five-year grant of £344,000 to Rua Media until December 2025 was approved in 2020 to publish the lifestyle magazine Nós.ie on-line. In 2024 there were over 168,000 visitors to the magazine website, 72,000 unique users and 25,800 followers on the social media of Nós.ie.

Raidió na Life
Tháinig méadú ar an raon éisteoirí a dtéann Raidió na Life i bhfeidhm air le linn 2024 mar aon leis an sruthú ar-líne ar Raidiónalife.ie. Bhí 150 uair an chloig ar fad sa sceideal atá líonta le cláir Ghaeilge gach seachtain, 29 a chraolann an fhoireann (móide cláir ó Raidió Fáilte) agus 121 arna soláthar ag craoltóirí deonacha. Bhí c.100 duine faoi oiliúint i scileanna raidió sa tréimhse seo.

Scéim na Meán Clóite

Tuairisc.ie
Ceadaíodh deontas 5 bliana €1,700,000 do Tuairisc.ie in 2020 anuas go Nollaig 2025. Foilsíodh an tseirbhís nuachta ar líne Tuairisc.ie go laethúil agus in 2024 bhí 835,000 cuairt ar an suíomh, 261,000 sainúsáideoir agus 1,800,000 amharc leathanaigh ar an suíomh gréasáin. Bhí 39,383 leantóirí ag meáin shóisialta Tuairisc.ie le linn 2024.

Comhar
Ceadaíodh deontas 5 bliana €400,000 don iris chritice agus liteartha Comhar suas go Nollaig 2025. Foilsíodh 12 eagrán den iris ó thús 2024 agus scaipeadh c.6,500 cóip den iris chlóite, idir shíntiúsóirí, cóipeanna dea-mhéine agus cóipeanna sna siopaí. Roinneadh leagan PDF den iris le c.950 duine eile go míosúil. Tugadh 19,958 cuairt ar an suíomh agus bhí 13,159 sainúsáideoirí ann in 2024. Bhí 11,524 leantóirí ag meáin shóisialta Comhar ag deireadh 2024.

Nós.ie
Ceadaíodh deontas 5 bliana £344,000 do Rua Media in 2020 anuas go Nollaig 2025 chun an iris stílmhaireachtála ar líne Nós.ie a fhoilsiú. In 2024, bhí os cionn 168,000 cuairteoir ar shuíomh na hirise agus 72,000 sainúsáideoir agus bhí 25,800 leantóir ag meáin shóisialta Nós.ie.



Judy-Meg Ní Chinnéide, Oifigeach Forbartha & Oiliúna agus Muiris Ó Fiannachta, Bainisteoir Raidió na Life, ag glacadh le gradam 'Stáisiún Raidió na Bliana' ag Féile na Meán Ceilteach i gCaerdydd.



A large céilí after the Fáinne (badge to indicate proficiency in Irish) presentation in Cultúrlann Uí Chanáin, Derry.

Cultúrlann Scheme

Funding was made available for both cultúrlanna (cultural centres), Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanainn in Derry, under this scheme on a 3-year basis from 2024 to 2026 with £672,000 of investment.

Irish Language Community Centres Scheme

We provided funding to 16 Irish Language Community Centres across the island under a newly established scheme on a 2-year basis from 2022 to 2023 with a total investment of €720,000. The Board of Foras na Gaeilge authorised an extension until December 2025 for current scheme grantees.

Business Support Scheme

Through Business Support Scheme in 2024, match funding was provided to 78 private sector businesses who decided to carry out bilingual branding, signage, packaging and digital marketing. With the €77,155 provided through the scheme, the successful companies provided the equivalent for investment in Irish from their own sources.

Business Support Resources

A range 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.[10] Included are self-adhesive signs, badges, posters, leaflets and other support goods in the pack to enhance the visibility of the Irish language in a business environment. In 2024, we distributed 10,065 business resources to 21 counties across the country.

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

Scéim na gCultúrlann

Cuireadh 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 2024 go 2026 le hinfheistíocht £672,000.

Scéim Ionad Pobail Gaeilge

Cuireadh maoiniú ar fáil do 16 Ionad Pobail Gaeilge ar fud an oileáin faoi scéim nuabhunaithe ar bhonn tréimhse 2 bhliain ó 2022 go 2023 le €720,000 d'infheistíocht iomlán. D'údaraigh Bord Fhoras na Gaeilge síneadh ama ar an maoiniú do dheontaithe reatha na scéime go Nollaig 2025.

An Scéim Tacaíochta Gnó

Tríd an Scéim Tacaíochta Gnó in 2024, cuireadh maoiniú meaitseála ar fáil do 78 gnólacht san earnáil phríobháideach a chinn ar bhrandáil dhátheangach, idir chomharthaíocht, phacáistíocht agus mhargaíocht dhigiteach, a dhéanamh. Leis an €77,155 a údaraíodh tríd an scéim, chuir na gnólachtaí rathúla a chomhionann ar fáil d'infheistíocht sa Ghaeilge óna gcuid foinsí féin.

Áiseanna Tacaíochta Gnó

Tá rogha sainàiseanna tacaíochta don earnáil gnó forbartha agus ar fáil saor in aisce ón gcóras féinordaithe ar shuíomh gréasáin Fhoras na Gaeilge.[10] San áireamh, tá comharthaí féinghreamaithe, suaitheantais, póstaeir, bileoga agus earraí tacaíochta eile sa phacáiste chun cur le hinfheictheacht na Gaeilge i dtimpeallacht gnó. In 2024, dháileamar 10,065 áis ghnó chuig 21 contae ar fud na tíre.



Céilí mór i ndiaidh bhronnadh na bhFáinní i gCultúrlann Uí Chanáin, Doire.

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



(L-R): Pádraig Ó Ciardha, Glór na nGael; Michelle Nic Suibhne, Mentor Gaeilge; Marcas Mac Domhnaill, Mac Domhnaill Dental; Eibhlín Ní Laoithe, Mac Domhnaill Dental; Feargal Ó Coigligh, the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media; and Breandán Mac Craith, Foras na Gaeilge at the Q-Mark awards ceremony.

Business with Irish Q-Mark

The National Standards Authority of Ireland (NSAI) annually examined the processes involved in the Q-Mark under the direction of Foras na Gaeilge and reaffirmed this high-quality identity seal as a standard of ISO 9001:2015. The Business with Irish Q-Mark seal was awarded to 11 successful businesses at a ceremony in Dublin on 12 November.

Lead-Organisations

Gael Linn

Education in the English-medium sector:

- 5 workshops were organised in conjunction with Gréasán na Múinteoirí Gaeilge (Irish Language Teachers' Network) with over 500 teachers attending.
- 5 Scoil Spreagtha (inspired school) scheme workshops were organised from September onwards where around 120 teachers attended.
- A substantial volume of content was posted across all media (X, Facebook and Instagram). The Gael Linn TikTok page was greatly developed: more than 1 million viewed the TikTok account in total with 613,000 views in 2024. There are 90,000 'likes' on the account with 67,000 'likes' in 2024. The TikTok account had 6,000 followers, an increase of 320% in 2024. For example, in the case of #GaeltachtGL - a campaign to attract people to go to the Gaeltacht - Gael Linn received 235,000 views on TikTok.

Adult education:

- The information on available courses for adult learners has been updated and all providers are found on the Gael Linn website in the Eolaire directory.
- Overall, with all courses included, more than 1,121 adults have undertaken a course with Gael Linn.
- The Gaeltacht Courses Fair was held online in May, attended by more than 60 adults, with 6 providers speaking about their courses.

An Q-Mharc Gnó le Gaeilge

Rinne an tÚdarás um Chaighdeáin Náisiúnta na hÉireann (NSAI) scrúdú bliantúil ar na próisis a bhaineann leis an Q-Mharc faoi stiúir Fhoras na Gaeilge agus athdheimhníodh an séala aitheantais ardchaighdeáin seo mar chaighdeán de chuid ISO 9001:2015. Bronnadh Séala an Q-Mhairc 'Gnó le Gaeilge' ar 11 gnólacht rathúil ag searmanas i mBaile Átha Cliath ar an 12 Samhain.

Ceanneagraíochtaí

Gael Linn

Oideachas in earnáil an Bhéarla:

- Eagraíodh 5 cheardlann i gcomhar le Gréasán na Múinteoirí Gaeilge a raibh breis agus 500 múinteoir i láthair iontu.
- Eagraíodh 5 cheardlann de chuid na scéime Scoil Spreagtha ó Mheán Fómhair ar aghaidh a raibh timpeall 120 múinteoir i láthair iontu.
- Bhí tréan ábhair in airde trasna na meán sóisialta ar fad (X, Facebook agus Instagram). Tá leathanach TikTok Gael Linn forbartha go mór: bhí breis agus 1 milliún amharc ar an gcuntas TikTok san iomlán agus 613,000 amharc in 2024. Tá 90,000 'is maith liom' ar an gcuntas agus 67,000 'is maith liom' in 2024. Tá 6,000 leantóir ar chuntas TikTok, méadú 320% in 2024. Mar shampla i gcás #GaeltachtGL – feachtas le daltaí a mhealladh le dul chun na Gaeltachta – bhí 235,000 amharc ar TikTok ag Gael Linn.

Oideachas d'aosaigh:

- Tá uasdátú déanta ar an eolas faoi chúrsaí atá ar fáil d'fhoghlaimeoirí fásta leis na soláthróirí uile ar shuíomh gréasáin Ghael Linn (mar Eolaire).
- Ar an iomlán agus gach cúrsa curtha san áireamh, tá breis agus 1,121 duine fásta tar éis cúrsa a dhéanamh le Gael Linn.
- Reáchtáladh Aonach na gCúrsaí Gaeltachta ar líne i mí na Bealtaine ar ar fhreastail breis agus 60 duine fásta agus 6 sholáthróir ag caint faoina gcúrsaí.



(C-D): Pádraig Ó Ciardha, Glór na nGael; Michelle Nic Suibhne, Mentor Gaeilge; Marcas Mac Domhnaill, Mac Domhnaill Dental; Eibhlín Ní Laoithe, Mac Domhnaill Dental; Feargal Ó Coigligh, Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán; agus Breandán Mac Craith, Foras na Gaeilge ag ócáid bhronnta an Q-Mhairc.



Club na Féile (festival club) at the November Oireachtas in Killarney.

Opportunities for Usage:

- A comprehensive programme of events was initiated including debating competitions, Coirm (concert), Scléip (fun), Abair (public speaking competition), Tráth na gCeist (quiz) and Féilte Peile (football festivals). More than 11,000 pupils took part in these opportunities and strong Irish-language networks were created as a result.
- The public speaking competition, Abair, was successful in the jurisdiction of the Executive, of which 4 preliminary rounds were organised, with 20 schools registered and 102 pupils participating. Similarly, Tráth na gCeist (quiz) in the jurisdiction of the Executive had 35 schools and 1,900 pupils taking part in 8 rounds, with 80 teachers.
- Enjoyable opportunities were provided for 3rd level students to meet through the medium of Irish, for example, at debates that were run as part of An tOireachtas, at Bréagchúirt Uí Dhálaigh (Ó Dálaigh Mock Court), and at Siansa (Gael Linn music competition).

Oireachtas na Gaeilge

Oireachtas na Samhna:

- Oireachtas na Samhna (November Oireachtas) which was held in Killarney from 30 October to 3 November 2024 was very successful with a crowd of around 10,000 attending.

Oireachtas Communication Awards:

- The 2024 awards ceremony was a big night for Irish language media and there was wide participation from all Irish language media.

Oireachtas Literary Competitions:

- The 2024 literary competitions were very successful as the number of entries increased, as well as the number of competitions and awards presented.

Publishing Awards

- On 23 September 2024, Oireachtas na Gaeilge announced, in conjunction with Foras na Gaeilge, the winners of the publishing awards for 2024 at a major celebration for Irish language publishers and writers in An Taibhdhearc, the national Irish language theatre in Galway. For more information, see p 96.

Deiseanna úsáide:

- Cuireadh clár cuimsitheach imeachtaí ar bun lena n-áirítear comórtais díospóireachta, Coirm, Scléip, Abair, Tráth na gCeist agus Féilte Peile. Ghlac níos mó ná 11,000 dalta páirt sna deiseanna úsáide seo agus cruthaíodh líonraí láidre Gaeilge dá bharr.
- Bhí rath ar an gcomórtas cainte poiblí Abair i ndlínse an Fheidhmeannais ar reáchtáladh 4 réamhbhabhta de, ar chláraigh 20 scoil ann agus ar ghlac 102 dalta páirt ann. Mar an gcéanna le Tráth na gCeist i ndlínse an Fheidhmeannais, bhí 35 scoil agus 1900 dalta páirteach in 8 mbabhta le 80 múinteoir.
- Cuireadh deiseanna taitneamhacha ar fáil do mhic léinn ag an 3ú leibhéal chun casadh ar a chéile trí mheán na Gaeilge, mar shampla ag na díospóireachtaí le linn an Oireachtais, ag Bréagchúirt Uí Dhálaigh agus ag Siansa.

Oireachtas na Gaeilge

Oireachtas na Samhna:

- Bhí an-rath ar Oireachtas na Samhna a reáchtáladh i gCill Áirne ón 30 Deireadh Fómhair go 3 Samhain 2024 le slua thart ar 10,000 duine a d'fhreastail ar an ócáid.

Gradaim Chumarsáide an Oireachtais:

- Oíche mhór d'earnáil na meán Gaeilge ba ea Ócáid Bhronnta na nGradam Cumarsáide 2024 agus bhí rannpháirtíocht leathan ann ó na meáin Ghaeilge ar fad.

Comórtais Liteartha an Oireachtais:

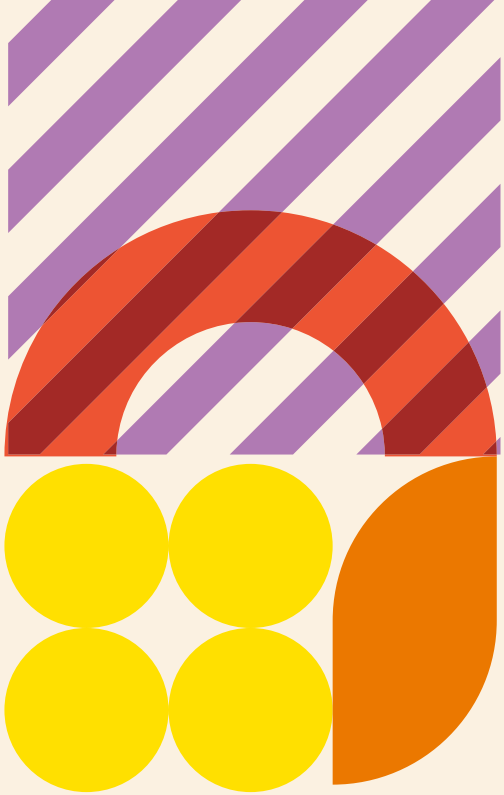
- Bhí an-rath ar Chomórtais Liteartha 2024 toisc gur ardaíodh an líon iontrálacha, an líon comórtas agus an líon duaiseanna a bronnadh.

Gradaim Foilsitheoireachta:

- Ar an 23 Meán Fómhair 2024, d'fhógair Oireachtas na Gaeilge, i gcomhpháirt le Foras na Gaeilge, Buaiteoirí na nGradam Foilsitheoireachta 2024 ag ócáid mhór cheiliúrtha d'fhoilsitheoirí agus do scríbhneoirí Gaeilge in Amharclann Náisiúnta Drámaíochta na Gaeilge, An Taibhdhearc i nGaillimh. Féach tuilleadh eolais ar lch 97 .



Club na Féile ag Oireachtas na Samhna i gCill Áirne.



Culture Night:

- Oireachtas na Gaeilge placed great emphasis on supporting other groups and organisations to run events through the medium of Irish in 2024 instead of organising a large event by Oireachtas na Gaeilge themselves.

#Parkrunabú:

- Oireachtas na Gaeilge supported events to give special interest running groups which use Irish an opportunity to run with Irish speakers.

Oireachtas Shows:

- The following 4 shows were held during 2024: Corn Cuimhneacháin Chiaráin Uí Chon Cheanainn (Ciarán Ó Con Cheanainn Commemorative Cup) in partnership with Acadamh na hOllscolaíochta Gaeilge, Comórtas Amhránaíochta (singing compeition) in partnership with Feile Joe Éinniú, and Seó an Oireachtais (the Oireachtas Show) at Féile na Gealaí, in the Ráth Chairn Gaeltacht.

Sean-Nós na Fearsaide (Belfast sean-nós singing competition):

- Oireachtas na Gaeilge continued to partner with Cumann Cultúrtha Mhic Reachtain, Belfast, in 2024. The festival was aimed at the Irish language community in Belfast, on sean-nós singers (young and old) and on the larger Irish-language community.

International Pan-Celtic Festival:

- Oireachtas na Gaeilge ran performance arts competitions at the International Pan-Celtic Festival as well as providing a secretary and administration service.

An Gréasán is Gaelaí (the most Gaelic network):

- This is a joint project between Oireachtas na Gaeilge and Glór na nGael to give recognition to the network which most supports the promotion of Irish. Cumann Cultúrtha Mhic Reachtain in Belfast was granted this award in 2024.

Oíche Chultúir:

- Chuir Oireachtas na Gaeilge an-bhéim ar thacú le dreamanna, grúpaí agus eagraíochtaí eile imeachtaí trí Ghaeilge a reáchtáil in 2024 seachas imeacht mór a bheith á reáchtáil ag an Oireachtas féin.

#Parkrunabú:

- Thacaigh Oireachtas na Gaeilge le himeachtaí chun deis a thabhairt do ghrúpaí sainspéise reathaithe a bhfuil Gaeilge acu dul i mbun reathaíochta le comhluadar Gaeilge.

Seónna Oireachtais:

- Reáchtáladh na 4 sheó seo a leanas in 2024: Corn Cuimhneacháin Chiaráin Uí Chon Cheanainn i bpáirt le hAcadamh na hOllscolaíochta Gaeilge, Comórtas Amhránaíochta i bpáirt le Féile Joe Éinniú, agus Seó an Oireachtais ag Féile na Gealaí, i nGaeltacht Ráth Chairn.

Sean-Nós na Fearsaide:

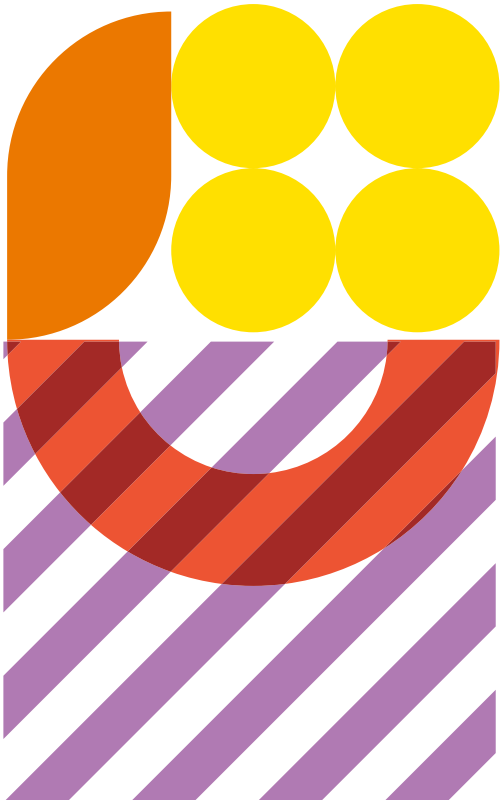
- Lean Oireachtas na Gaeilge den chomhpháirtíocht le Cumann Cultúrtha Mhic Reachtain, Béal Feirste, in 2024. Díríodh an fhéile ar phobal na Gaeilge i mBéal Feirste, ar amhránaithe sean-nóis (daoine óga agus fásta) agus ar mhórphobal na Gaeilge.

Féile Idirnáisiúnta Phan-Cheilteach:

- Reáchtáil Oireachtas na Gaeilge na comórtais taibhealaíne ag an bhFéile Idirnáisiúnta Phan-Cheilteach chomh maith le seirbhís rúnaíochta agus riaracháin a chur ar fáil.

An Gréasán is Gaelaí:

- Is comhthionscadal é seo idir Oireachtas na Gaeilge agus Glór na nGael chun aitheantas a thabhairt don ghréasán is mó a thacaíonn le cur chun cinn na Gaeilge. Bronnadh an gradam ar Chumann Cultúrtha Mhic Reachtain i mBéal Feirste in 2024.



Lá Spraoi na Gaeilge (Irish-language fun day) in Letterkenny.



Glór na nGael

During 2024, Glór na nGael continued to promote Irish through various projects, focusing on communities, families and businesses.

National Competition:

- Glór na nGael also continued with its national competition, which gives recognition to community committees as well as organisation which make significant efforts to promote the Irish language in their local areas. Amongst the winners in 2024 were Coiste Forbartha Dhobhair Teo (Ionad Naomh Pádraig), which won the main prize of €15,000 as well as Trófaí Fhoras na Gaeilge (Foras na Gaeilge Trophy).

Sport:

- Fondúireacht Sheosaimh Mhic Dhonncha (Seosamh Mac Donncha Foundation) which is a partnership scheme between Glór na nGael and the GAA, also continued to give encouragement to clubs to use and promote Irish. In November 2024, prizes were awarded to 70 clubs in both jurisdictions for their work in this area.

Business:

- The Gradaim Ghnó (business awards) were also a central part of Glór na nGael's work in 2024. These are the awards that give recognition to businesses that actively use Irish in their services and marketing. Companies such as SuperValu, Aniar Restaurant and Úllmhór were honoured for their efforts to promote Irish in business life.

Families:

- Glór na nGael also placed considerable emphasis on the Teanga Tí programme throughout the year. This programmes aims to encourage the use of Irish in houses and among families, which is of vital importance for language transmission from one generation to the next. Glór na nGael provided classes, advice and resources for parents and guardians who wish to use Irish as their family language. They organised interactive events such as parent and toddler groups, as well as seminars on the use of Irish in the home.

Glór na nGael

Le linn 2024, lean Glór na nGael ar aghaidh ag cur chun cinn na Gaeilge trí thionscnaimh éagsúla, ag díriú ar phobail, ar theaghlaigh, agus ar ghnólachtaí.
Comórtas náisiúnta:

- Lean Glór na nGael lena chomórtas náisiúnta chomh maith, a thugann aitheantas do choistí pobail agus eagraíochtaí a dhéanann iarrachtaí suntasacha an Ghaeilge a chur chun cinn ina gceantair féin. I measc na mbuaiteoirí in 2024, bhí Coiste Forbartha Dhobhair Teo (Ionad Naomh Pádraig), a bhuaigh an phríomhdhuais €15,000 agus Trófaí Fhoras na Gaeilge.

Spórt:

- Ina theannta sin, lean Fondúireacht Sheosaimh Mhic Dhonncha, scéim comhpháirtíochta idir Glór na nGael agus an CLG, ar aghaidh ag spreagadh clubanna CLG chun an Ghaeilge a úsáid agus a chur chun cinn. I mí na Samhna 2024, bronnadh duaiseanna ar 70 club sa 2 dhlínse as a gcuid oibre sa réimse seo.

Gnó:

- Bhí na Gradaim Ghnó mar chuid lárnach d'obair Ghlór na nGael i 2024 freisin. Is iad seo na gradaim a thugann aitheantas do ghnólachtaí a úsáideann an Ghaeilge go gníomhach ina gcuid seirbhísí agus margaíochta. Tugadh onóir do chuideachtaí ar nós SuperValu, Aniar Restaurant, agus Úllmhór as a gcuid iarrachtaí an Ghaeilge a chur chun cinn i saol an ghnó.

Teaghlaigh:

- Ba mhór an bhéim a chuir Glór na nGael ar an gclár Teanga Tí i rith na bliana freisin. Tá sé mar aidhm ag an gclár seo úsáid na Gaeilge a spreagadh i dtithe agus i measc teaghlaigh, rud atá ríthábhachtach d'aistriú na teanga ó ghlúin go glúin. Chuir Glór na nGael ranganna, comhairle agus acmhainní ar fáil do thuismitheoirí agus do chaomhnóirí ar mian leo an Ghaeilge a úsáid mar theanga an teaghlaigh. D'eagraigh siad imeachtaí idirghníomhacha cosúil le grúpaí tuismitheoirí agus tachrán, chomh maith le seimineáir ar úsáid na Gaeilge sa bhaile.

Lá Spraoi na Gaeilge i Leitir Ceanainn.





The award of Undergraduate of the Year was presented to Pádraig Mac Brádaigh in the Aviva Stadium, Dublin.

Major Objective C: Communication, Awareness and Advocacy

Under the founding legislation of Foras na Gaeilge, the organisation is obliged to promote the Irish language and to provide advice on the Irish language to the administrations of the 2 jurisdictions, public bodies, and other groups in the private and voluntary sectors. The organisation's awareness and advisory work continued during 2024 to raise awareness of the Irish language among a wide range of stakeholders.

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

Irish language professions/careers

Undergraduate of the Year

In 2024, the Foras na Gaeilge Undergraduate Award was founded with sponsorship from Foras na Gaeilge. The first award was given to Pádraig Mac Brádaigh at an event run by gradireland in Dublin on 10 April. Nine undergraduates who demonstrated vision and dedication achieved a place on the shortlist and the competitors, from a wide range of courses and colleges, were present at the event in the Aviva. These gradireland awards are an annual competition which have the goal of finding exceptional undergrads from across Ireland. A renowned graduate recruiter supports each award and in the case of Undergraduate of the Year, Foras na Gaeilge provides the winner with mentoring opportunities and resources to support them in their future career with Irish.

Higher Options

Foras na Gaeilge sponsored the Gaeltacht Quarter as a part of the major event Higher Options with The Irish Times in September 2024. Foras na Gaeilge's support ensured that the Irish language had a significant presence in the national careers fair by way of signage, stands and representation at seminars on Careers with Irish.

Mórchuspóir C: Cumarsáid, Feasacht agus Abhcóideacht

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 2024 le tuiscint ar an nGaeilge a ardú i measc réimse leathan páirtithe leasmhara.

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

Gairmeacha le Gaeilge

Fochéimí na bliana

In 2024, bunaíodh Gradam Fhoras na Gaeilge d'Fhochéimí na Bliana le hurraíocht ó Fhoras na Gaeilge. Bronnadh an chéad ghradam ar Phádraig Mac Brádaigh ag ócáid a reáchtáil gradireland i mBaile Átha Cliath ar an 10 Aibreán. Bhain naonúr fochéimithe a léirigh fís agus tiomantas don Ghaeilge amach an gearrliosta agus bhí na hiomaitheoirí, a bhain le réimse leathan cúrsaí agus coláistí, i láthair ag an ócáid san Aviva. Is comórtas bliantúil é Gradaim gradireland a bhfuil de chuspóir aige fochéimithe eisceachtúla in Éirinn a aimsiú. Tacaíonn earcaitheoir iomráiteach céimithe le gach gradam, agus i gcás Fhochéimí na Bliana, cuireann Foras na Gaeilge deiseanna meantóireachta agus acmhainní ar fáil don bhuaiteoir le tacú leo ina ngairm le Gaeilge sa todhchaí.

Higher Options

Rinne Foras na Gaeilge urraíocht ar an gCeathrú Ghaeltachta mar chuid de mhórócáid Higher Options le The Irish Times i mí Mheán Fómhair 2024. Dheimhnigh tacaíocht Fhoras na Gaeilge go raibh láithreacht shuntasach ag an nGaeilge ag an aonach gairmeacha náisiúnta trí chomharthaíocht, seastáin agus ionadaíocht ag seimineáir faoi Ghairmeacha le Gaeilge.



Bronnadh Gradam Fhochéimí na Bliana ar Phádraig Mac Brádaigh i Staid an Aviva, Baile Átha Cliath.

Creidim Ionat mentors with representatives from the Ukrainian Action Choir.



Creidim Ionat mentors with representatives from the Ukrainian Action Choir.

Creidim Ionat

Foras na Gaeilge and Lorg Media were delighted to win the Digital Media Award for the best integrated media strategy for the major awareness campaign Creidim Ionat (I believe in you) with support from RTÉ. With support from the mentors Sinéad Ní Uallacháin and Aindriú de Paor, campaign mentees (The Two Johnnies, Breandan Courtney and David O'Reilly and the Ukrainian Action choir) succeeded in reaching their language goals.

Thousands of people took part in the campaign in 137 countries across the world when they registered for the newsletter and for Irish classes with Gael Linn and Gaelchultúr. They followed the learning programme published on the Foras na Gaeilge website and they availed of collections of resources for the campaign. There were 23 million views in total, and 8 million impressions at #CreidimIonat. Foras na Gaeilge had a 63% increase in website comments and a 86% increase in registration for the newsletter.

Love Leabhar Gaeilge

Love Leabhar Gaeilge was developed to raise awareness of Irish language books in the community and among shops. A new website, Loveleabhargaeilge.ie was made available to the public in the autumn and information was shared as well as reviews of Irish language books. Foras na Gaeilge sponsored Irish language Book of the Year as part of An Post (postal service in the jurisdiction of the Irish Government) Book Awards and the book *Geansaithe Móra* by Gearóidín Nic Cárthaigh (published by LeabhairCOMHAR) won the award at a ceremony in the Convention Centre in Dublin.

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

Creidim Ionat

Bhí lúcháir ar Fhoras na Gaeilge agus ar Lorg Media Gradam na Meán Digiteach a ghnóthú ar son na straitéise meán comhtháite is fearr don mhórfheachtas feasachta Creidim Ionat le tacaíocht ó RTÉ. Le tacaíocht ó na meantóirí Sinéad Ní Uallacháin agus Aindriú de Paor, d'éirigh le meantaithe an fheachtais, The Two Johnnies, Breandan Courtney agus David O'Reilly agus an Ukrainian Action Choir a spriocanna teanga a bhaint amach.

Ghlac na mílte duine páirt san fheachtas in 137 tír ar fud na cruinne nuair a chláraigh siad don nuachtlitir agus do ranganna Gaeilge le Gael Linn agus Gaelchultúr. Lean siad an clár foghlama a leagadh amach ar shuíomh gréasáin Fhoras na Gaeilge agus bhain siad leas as bailiúchán acmhainní an fheachtais. Bhí 23 milliún amharc san iomlán ann, agus 8 milliún imprisean ag #CreidimIonat. Bhí méadú 63% ag Foras na Gaeilge freisin ar thrácht láithreán gréasáin agus méadú 86% ar chlárúchán don nuachtlitir.

Love Leabhar Gaeilge

Forbraíodh Love Leabhar Gaeilge le feasacht a ardú faoi leabhair Ghaeilge i measc an phobail agus i measc siopaí. Cuireadh suíomh nua gréasáin, Loveleabhargaeilge.ie, ar fáil don phobal san Fhómhar agus roinneadh eolas agus léirmheasanna faoi leabhair Ghaeilge. Rinne Foras na Gaeilge urraíocht ar Leabhar Gaeilge na Bliana mar chuid de Ghradaim Leabhar An Post agus gnóthaigh *Geansaithe Móra* le Gearóidín Nic Cárthaigh (foilsithe ag LeabhairCOMHAR) an gradam ag searmanas san Ionad Comhdhála i mBaile Átha Cliath.

Meantóirí Creidim Ionat le hionadaithe ó Ukrainian Action Choir.





A group of walkers partaking in Slí Cholmcille (St Columba's Way) in Donegal with guide Séamus Ó Dubhchóin. The Colmcille department of Foras na Gaeilge organises Irish-language walks yearly with community groups and language planning officers in the area.

Awareness

Various awareness campaigns were organised to support Foras na Gaeilge projects including World Book Day, Oireachtas na Gaeilge Publishing Awards and many of Foras na Gaeilge's organisation's funding schemes. The awareness campaign, Scéal na nGael (story of the Gaels), gave an insight into the results of the €1.8m investment we have made in Irish language centres across the country over 3 years. Foras na Gaeilge was present at other major events, including Science Blast. Foras na Gaeilge's presence on social media and awareness of Foras na Gaeilge among the public was developed through a 6.4% increase in followers during 2024.

Other communication activities

Opportunities to use Irish were provided to the diaspora through sponsorship of Scoil Scairte (hedge school) with The Trailblazery, an online programme that helps the public around the world reclaim their Gaelic heritage and the Irish language. There was regular contact between Foras na Gaeilge and the Irish language and English language media during 2024. Representatives and spokespersons were provided and statements and promotional material were issued on an ongoing basis. Communication plans have been put in place to share important information with the media and to explore relevant issues with appropriate parties.

Colmcille

Colmcille ran 3 schemes in 2024, Bursaries Scheme, Colmcille Small Grants Scheme 2024 and Colmcille Projects Scheme. A limited number of bursaries were made available to people who speak Irish and wish to learn Scottish Gaelic. This is done in collaboration with the Gaelic college Sabhal Mòr Ostaig on the Isle of Skye. 38 bursaries were made available under this scheme in 2024. 3 small grants were made available and 10 applications were funded under the Projects Scheme.

Feasacht

Eagraíodh feachtais feasachta éagsúla le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Lá Domhanda na Leabhar, Gradaim Foilsitheoireachta Oireachtas na Gaeilge agus réimse leathan scéimeanna maoinithe Fhoras na Gaeilge. Thug an feachtas feasachta, Scéal na nGael, léargas ar thorthaí na hinfheistíochta €1.8m atá déanta againn in ionaid Ghaeilge ar fud na tíre le 3 bliana. Bhí láithreacht ag Foras na Gaeilge ag mórimeachtaí náisiúnta eile, Bleaist Eolaíochta ina measc. Rinneadh forbairt ar láithreacht Fhoras na Gaeilge ar na meáin shóisialta agus ar fheasacht faoi Fhoras na Gaeilge i measc an phobail le hardú 6.4% ar leantóirí le linn 2024.

Gníomhaíochtaí cumarsáide eile

Cuireadh deiseanna úsáide ar fáil don diaspóra trí urraíocht ar Scoil Scairte le The Trailblazery, an clár ar líne a chuidíonn leis an bpobal ar fud na cruinne athshealbhú a dhéanamh ar a n-oidhreacht Ghaelach agus ar an nGaeilge. Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2024. Cuireadh ionadaithe agus urlabhraithe ar fáil agus eisíodh ráitis 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.

Colmcille

Reáchtáil Colmcille 3 scéim in 2024, Scéim na Sparánachtaí, Scéim Miondeontas Colmcille 2024 agus Scéim Tionscadail Colmcille. Cuirtear líon teoranta sparánachtaí ar fáil do dhaoine a bhfuil Gaeilge ar a dtoil acu agus ar mian leo Gaeilge na hAlban a fhoghlaim. Déantar seo i bpáirt le Sabhal Mòr Ostaig san Eilean Sgitheanach. Cuireadh 38 sparánacht ar fáil faoin scéim seo in 2024. Cuireadh 3 mhiondeontas ar fáil agus maoiníodh 10 n-iarratais faoin Scéim Tionscadail.



Grúpa siúlóirí i mbun Shlí Cholmcille i nDún na nGall leis an treoraí Séamus Ó Dubhchóin. Bíonn siúlóidí lán-Ghaeilge ar Shlí Cholmcille á n-éagrú ag Colmcille go bliantúil in éineacht le grúpaí pobail agus oifigigh pleanála teanga.

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

Policy advocacy

Influence and advice for the Governments
In 2024, 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 issue of the Irish language. We took the opportunity to inform them of their Irish language obligations, particularly organisations based in the areas with Irish Language Networks or Gaeltacht Service Towns. We also had fruitful meetings with the sporting and cultural organisations, the Gaelic Athletic Association, the Ladies Gaelic Football Association, and Comhaltas Ceoltóirí Éireann regarding promoting Irish at sporting and music events.

Local Authority Language Planning Forum
The local authorities' Local Authority Language Planning Forum was founded in 2024. Chief Executive Officers from the 11 local authorities in which language plans are in place are members of the Forum, and the Chief Executives of Foras na Gaeilge and Údarás na Gaeltachta are co-chairs on the Forum.

Representation on other forums
Foras na Gaeilge also has representation on the Irish Language Services Advisory Committee in the jurisdiction of the Government of Ireland and on the Irish Language Strategy Co-Design Committee in the jurisdiction of the Executive. We are represented on various forums and attended meetings, for example; the Joint-Committee on the Irish language under the auspices of Coimisiún na Meán, the Broadcast Fund, Policy on Gaeltacht Education, Policy on Irish-Medium Education, the National Early Years Oversight Group, An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG, the council for Gaeltacht and Irish-medium education), Comhairle na Gaelscolaíochta (Irish-medium education council) and the National Council for Curriculum and Assessment (NCCA). Our representatives provide advice on a wide range of policy actions including draft policies, commissioned reports, research reports, information documents and specifications. A Foras na Gaeilge representative serves as Chairperson of Comhairle na Gaelscolaíochta in the jurisdiction of the Executive, and this individual has fulfilled their legal duties to the full.

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.

Abhcóideacht polasaí

Tionchar agus comhairle ar na Rialtais
In 2024, 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 cruinnithe tairbheacha againn chomh maith leis na heagraíochtaí spóirt agus cultúir Cumann Lúthchleas Gael, Cumann Pheil na mBan, agus Comhaltas Ceoltóirí Éireann maidir le cur chun na Gaeilge in imeachtaí spóirt agus ceoil thraidisiúnta.

Fóram Pleanála Teanga na nÚdarás Áitiúil
Bunaíodh Fóram Pleanála Teanga na n-údarás áitiúil in 2024. Tá ballraíocht san Fhóram ag príomhoifigigh fheidhmiúcháin na 11 údarás áitiúil ina bhfuil pleananna teanga á bhfeidhmiú agus tá Príomhfheidhmeannaigh Fhoras na Gaeilge agus Údarás na Gaeltachta ina gcomhchathaoirligh air.

Ionadaíocht ar fhóraim eile
Tá ionadaíocht ag Foras na Gaeilge chomh maith ar an gCoiste Comhairleach um Sheirbhísí Gaeilge i ndlínse Rialtas na hÉireann agus ar Choiste Comhdheartha na Stráitéise Gaeilge i ndlínse an Fheidhmeannais. Tá ionadaíocht ag Foras na Gaeilge ar na fóraim éagsúla agus rinneadh freastal ar chruinnithe, mar shampla; Comhchoiste Gaeilge faoi choimirce Choimisiún na Meán, an Ciste Craoltóireachta, an Polasaí don Oideachas Gaeltachta, an Polasaí don Oideachas Lán-Ghaeilge, an Grúpa Náisiúnta Maoirseachta Luathbhlianta, An Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG), Comhairle na Gaelscolaíochta agus an Chomhairle Náisiúnta Curaclaim agus Measúnachta (CNCM). Cuireann ár n-ionadaithe comhairle ar fáil faoi réimse leathan beart polasaí lena n-áirítear dréachtpholasaithe, tuairiscí coimisiúnaithe, tuairiscí taighde, cáipéisí eolais agus sonraíochtaí. Tá ionadaí Fhoras na Gaeilge mar Chathaoirleach ar Chomhairle na Gaelscolaíochta i ndlínse an Fheidhmeannais agus chomhlíon an té sin na dualgais dhlíthiúla ina n-iomláine.

NPLD delegates, including Foras na Gaeilge representative John Walsh, at meeting of the organisation in Santiago de Compostela, Galicia.



Exchange of information with other European language bodies

In 2024, Foras na Gaeilge continued to play an active role in 2 European networks which maintain contact between policy makers regarding minority languages: NPLD (Network for the Promotion of Linguistic Diversity) and Euralex (European Association for Lexicography). Representatives from Foras na Gaeilge attended meetings of the NPLD in Galicia, Catalonia, and of Euralex in Croatia. Among the topics discussed at those meetings were the implications of digital technology for minority languages and lexicography in minority languages. Through the NPLD, we also continued cooperation with the research body Klusterra Soziolinguistika (Sociolinguistics Cluster) in the Basque Country about the ongoing valuable survey of Basque speaking and other languages on the street. Foras na Gaeilge intends to carry out pilot research on this topic in Ireland, in future. We also drew upon our network of European contacts when speakers were being chosen for the Language Planning Conference held in the autumn of 2024.

Research

10-Year major research project

In 2025 it will have been 10 years since the latest analysis on the view of the public regarding the Irish language was published, a major project which Foras na Gaeilge commissioned from the ESRI and Amárach Consulting.[14] At the end of 2023, we received funding from the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media to run this major project again. In 2024, we granted a contract to Trinity College and IPSOS to undertake research, after running a tender process. This work began at the end of 2024 and we intend to publish the results in 2025.

[11] *https://www.npld.eu/*

[12] *https://euralex.org/*

[13] *https://soziolinguistika.eus/eu/*

[14] *https://www.esri.ie/publications/attitudes-towards-the-irish-language-on-the-island-of-ireland*

Malartú eolais le forais theanga Eorpacha eile

Lean Foras na Gaeilge de bheith gníomhach in 2024 in 2 líonra Eorpacha a chothaíonn teagmháil idir lucht déanta polasaí maidir le mionteangacha: NPLD (Network for the Promotion of Linguistic Diversity)[11] agus Euralex (European Association for Lexicography).[12] Bhí ionadaithe ó Fhoras na Gaeilge i láthair ag cruinnithe de chuid NPLD sa Ghailís agus sa Chatalóin agus de chuid Euralex sa Chróit. I measc na nithe a pléadh ag na cruinnithe sin bhí impleachtaí na teicneolaíochta digití do mhionteangacha agus an fhoclóireacht i mionteangacha. Trí NPLD chomh maith, leanamar den chomhoibriú leis an bhforas taighde Klusterra Soziolinguistika (Braisle Shocheangeolaíochta)i dTír na mBascach faoin tsuirbhéireacht a dhéantar go leanúnach ar labhairt na Bascaise agus teangacha eile ar an tsráid.[13] Tá sé i gceist ag Foras na Gaeilge taighde píolótach a dhéanamh faoi seo in Éirinn amach anseo. Tharraingíomar ar ár ngréasán teagmhálaithe Eorpacha freisin nuair a bhí cainteoirí á roghnú don Chomhdháil Pleanála Teanga a reáchtáladh i bhfómhar 2024.

Taighde

Mórthionscadal taighde 10 mbliana

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.[14] Ag deireadh 2023, fuaireamar maoiniú ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán chun an mórthionscadal seo a reáchtáil arís. In 2024, bhronnamar conradh ar Choláiste na Tríonóide agus IPSOS chun tabhairt faoin taighde, i ndiaidh próiseas tairisceana a reáchtáil. Thosaigh an obair sin ag deireadh 2024 agus tá sé i gceist againn na torthaí a fhoilsiú in 2025.



Toscairí NPLD, ionadaí Fhoras na Gaeilge John Walsh ina measc, ag cruinniú den eagraíocht in Santiago de Compostela, An Ghailís.

[11] *https://www.npld.eu/*
[12] *https://euralex.org/*
[13] *https://soziolinguistika.eus/eu/*
[14] *https://www.esri.ie/publications/attitudes-towards-the-irish-language-on-the-island-of-ireland*



Professor Colin Williams (3rd from the right) visiting the language planning team of Foras na Gaeilge.

Visits by international experts
Professor Colin Williams (Cardiff University, Wales) and Professor Rémi Leger (Simon Fraser University, Burnaby, Canada) visited Foras na Gaeilge during 2024 to conduct research on our work in the international context of minority languages.

Events in Wales
A representative from Foras na Gaeilge attended a conference organised by the Welsh Government in Cardiff University in honour of Professor Colin Williams, a renowned expert in minority languages, including Irish. Professor Williams was one of the advisers employed by the Government of Ireland when the 20-Year Strategy for the Irish Language 2010-2030 was being developed. We also had representation at the Conference of the International Association of Language Commissioners which was held in Wales in 2024.

Other research
In 2024, we advised Coimisiún na Méan (the media commission in the Government of Ireland jurisdiction) about the comprehensive review that is being carried out on the landscape, funding and content of Irish language communications media. The collaboration will continue in 2025. We also advised Queens University, Belfast, on the Irish language aspect of the Northern Ireland Life and Times Survey.

Cuairteanna ag saineolaithe idirnáisiúnta
Thug an tOllamh Colin Williams (Ollscoil Caerdydd, an Bhreatain Bheag) agus An tOllamh Rémi Leger (Simon Fraser University, Burnaby, Ceanada) cuairteanna ar Fhoras na Gaeilge le linn 2024 chun taighde a dhéanamh orainn i gcomhthéacs mionteangacha go hidirnáisiúnta.

Ócáidí sa Bhreatain Bheag
D'fhreastail ionadaí ó Fhoras na Gaeilge ar chomhdháil arna heagrú ag Rialtas na Breataine Bige in Ollscoil Caerdydd in ómós don Ollamh Colin Williams, saineolaí mór le rá ar mhionteangacha, an Ghaeilge ina measc. Bhí an tOllamh Williams ar dhuine de na comhairleoirí a d'fhostaigh Rialtas na hÉireann nuair a bhí an Straitéis 20 Bliain don Ghaeilge 2010-2030 á forbairt. Bhí ionadaíocht againn chomh maith ag Comhdháil Chumann Idirnáisiúnta na gCoimisinéirí Teanga a reáchtáladh sa Bhreatain Bheag in 2024.

Taighde eile
In 2024, chuireamar comhairle ar Choimisiún na Meán faoin athbhreithniú cuimsitheach atá á dhéanamh ar thírdhreach, maoiniú agus ábhar na meán cumarsáide Gaeilge. Leanfar leis an gcomhoibriú sin in 2025. Chuireamar comhairle chomh maith ar Ollscoil na Ríona, Béal Feirste, faoi ghné na Gaeilge den Northern Ireland Life and Times Survey.



An tOllamh Colin Williams (an 3ú duine ón taobh deas) ar cuairt le foireann pleanála teanga Fhoras na Gaeilge.



Julian de Spáinn (General Secretary, Conradh na Gaeilge), Paula Melvin (President, Conradh na Gaeilge), Dónall Ó Cnáimhsí (Language Planning Officer) and Róisín Ni Chinnéide (Advocacy Manager, Conradh na Gaeilge) at campaign day #SEAS.

Lead Organisations

Conradh na Gaeilge

Irish Language Week:

- Irish Language Week with Energia was held from 1 -17 March 2024. Almost a million people worldwide took part in the festival. The conversation circles that were being held online continued throughout the year and Circle Day was organised to celebrate them during Seachtain na Gaeilge with Energia. Around 600 secondary level pupils and third level students took part in #Dúshlán24 in 2024.

PEIG.ie:

- With regards to PEIG.ie, significant developments were continued to create a new brand on the platform and a continual focus was placed on the business directory and on the sector vacancies' map.

Legislation:

- In the jurisdiction of the Executive, the question of language legislation was on the agenda. With the re-establishment of the Executive, there was an opportunity to advance the Identity and Language Act 2022 with the First and Deputy-First Ministers, and the Committee for the Executive Office.

Lobbying:

- In the jurisdiction of the Irish Government, a series of lobbying meetings were held #SEAS24. The Plean Fáis (growth plan), education demands, Gaeltacht housing crisis and the 2025 Budget were the major themes discussed. In 2024, Conradh na Gaeilge undertook a campaign #Gaelvóta, at the time of the general election. Plean Fáis was brought before the Joint Committee for the Irish Language, Gaeltacht and Irish-Speaking Community, and attention was brought to the challenges that the Irish language must overcome, and the need for increased funding was emphasised.

Campaigns and representation:

- Significant work was done on various education campaigns, including the #Gaeilge4All campaign in the jurisdiction of the Irish Government. Conradh na Gaeilge published the results of Céard é an Scéal 2024? (what's the story?) public report. Representation was also given on behalf of the Irish language and the Gaeltacht community on various committees, ranging from ELEN (European Language Equality Network), COMEX (Committee of Experts of the European Charter for Regional or Minority Languages), the local or county councils in both jurisdictions, language planning committees and more, in order to promote the language.

Ceanneagraíochtaí

Conradh na Gaeilge

Seachtain na Gaeilge:

- Reáchtáladh Seachtain na Gaeilge le Energia ó 1 -17 Márta 2024. Ghlac beagnach milliún duine fud fad an domhain páirt san fhéile. Lean an comhoibriú leis na ciorcail chomhrá a bhí á reáchtáil ar líne ar aghaidh le linn na bliana agus eagraíodh lá na gciorcal le linn Sheachtain na Gaeilge le Energia. Ghlac nach mór 600 dalta meánscoile agus mic léinn tríú leibhéal páirt in #Dúshlán24 in 2024.

PEIG.ie:

- Maidir le PEIG.ie, leanadh leis na forbairtí suntasacha chun brandáil as an nua a dhéanamh ar an ardán agus cuireadh béim leanúnach ar an eolaire gnó agus ar léarscáil folúntais na hearnála.

Reachtaíocht:

- I ndlínse an Fheidhmeannais, bhí ceist na reachtaíochta teanga ar ár gclár oibre. Le hathbhunú an Fheidhmeannais bhí deis ann an tAcht Féiniúlachta agus Teanga 2022 a bhrú chun cinn leis an gCéad- agus an Leas-Chéad Aire, mar aon le Coiste Oifig an Fheidhmeannais.

Stocaireacht:

- I ndlínse Rialtas na hÉireann, reáchtáladh sraith chruinnithe stocaireachta #SEAS24. B'iad Plean Fáis, éilimh oideachais, géarchéim tithíochta na Gaeltachta agus Buiséad 2025 na príomhthéamaí a pléadh. In 2024, chuaigh Conradh na Gaeilge i mbun feachtais #Gaelvóta aimsir an olltoghcháin. Cuireadh Plean Fáis os comhair Chomhchoiste na Gaeilge, na Gaeltachta agus Phobal Labhartha na Gaeilge agus tarraingíodh aird ar na dúshláin atá le sárú ag an nGaeilge agus béim a chur ar an ngá atá le maoiniú méadaithe.

Feachtais agus ionadaíocht:

- Rinneadh obair mhór ar fheachtais éagsúla oideachais, ina measc an feachtas #Gaeilge4All agus ceist na ndíolúintí i ndlínse Rialtas na hÉireann. D'fhoilsigh Conradh na Gaeilge torthaí an tsuirbhé phoiblí ar an nGaeilge Céard é an Scéal 2024? Rinneadh ionadaíocht chomh maith ar son na Gaeilge agus phobal na Gaeltachta ar choistí éagsúla idir ELEN (European Language Equality Network), COMEX (Coiste Saineolaithe Chomhairle na hEorpa ar an gCairt Eorpach um Theangacha Réigiúnacha agus Mionlaigh), na comhairlí áitiúla nó contae sa 2 dhlínse, coistí pleanála teanga agus eile, chun cás na teanga a chur chun cinn.



Julian de Spáinn (Ard-Rúnaí Chonradh na Gaeilge), Paula Melvin (Uachtarán Chonradh na Gaeilge), Dónall Ó Cnáimhsí (Oifigeach Pleanála Teanga) agus Róisín Ni Chinnéide (Bainisteoir Abhcóideachta Chonradh na Gaeilge) ag Lá Stocaireachta #SEAS.

Main objective D: Resources, Funding and Evaluation

As a public organisation, it is important to ensure that the public, the administrators of the 2 jurisdictions and other stakeholders can have confidence in the planning, working and monitoring systems and processes in place in Foras na Gaeilge as we carry out our various statutory obligations and tasks. 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 arising from the recession in 2008. A wide range of actions were taken during 2024 to ensure the proper administration of the organisation.

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

Finance

Budget crisis

In 2024, it appeared to Foras na Gaeilge that the organisation was approaching a budget crisis as a result of a lack of funding. This shortfall had an effect on events during 2024 and the Project Fund had to be ended this year as a result. When schemes were being revised, it was clear that there was not enough funding to add to them. We continued to report the shortfall the entire time and it was a regular item on Foras na Gaeilge's risk register, as it has for years. Continual inflation in the economy, along with the increases in our pension liabilities further added to the crisis. The funding value of Foras na Gaeilge is approximately 45% lower when inflation is accounted for than it was in 2008. The baseline budget itself is €5m less than the budget that was available to the organisation in 2008. Funding pressures meant that we had to postpone new calls for applications under some schemes and extend their current funding rounds. The lack of funding put great pressure on human resources as well. We do not have the funding to create extra jobs which would enable us to address changes in the workplace relating to the areas of human resources and technology.

Online grants management system

The use of new online grant management systems was commenced. The system was still being developed and tested at the end of 2024.

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 beart le linn 2024 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

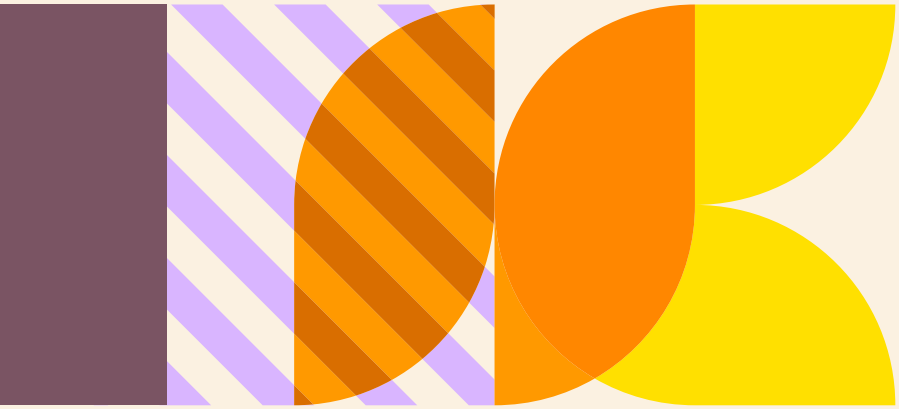
Airgeadas

Géarchéim bhuiséid

B'fhacthas d'Fhoras na Gaeilge in 2024 go raibh an eagraíocht ag druidim le géarchéim buiséid de dheasca an ghanntanais maoinithe. Bhí tionchar ag an nganntanas sin ar imeachtaí 2024 agus b'éigean deireadh a chur leis an gCiste Tionscadal i mbliana dá thoradh sin. Nuair a bhíothas ag athbhreithniú scéimeanna, ba léir nach raibh dóthain maoinithe againn le cur leo. Leanamar orainn de bheith ag tuairisciú an ghanntanais i gcaitheamh an ama agus bhí sé mar mhír rialta ar chlár rioscaí Fhoras na Gaeilge, mar atá le blianta. Chuir an boilsciú leanúnach sa gheilleagar, mar aon leis na harduithe ar ár ndliteanais phinsin leis an ngéarchéim chomh maith. Tá luach maoinithe Fhoras na Gaeilge tuairim is 45% níos ísle nuair a chuirtear boilsciú san áireamh ná a bhí sé in 2008. Tá an buiséad bonnlíne féin €5m níos ísle ná an buiséad a bhí ar fáil ag an eagraíocht in 2008. As siocair an bhrú maoinithe, b'éigean athfhógairt roinnt scéimeanna a chur ar athló agus síneadh a chur leis an mbabhta reatha de na scéimeanna. Tá an ganntanas maoinithe ag cur an-bhrú ar acmhainní daonna chomh maith. Níl an maoiniú againn le poist bhreise a chruthú a chuirfeadh ar ár gcumas dul i ngleic le hathruithe san ionad oibre a bhaineann le réimsí na n-acmhainní daonna agus na teicneolaíochta.

Córas bainistíochta deontas ar líne

Cuireadh tús le húsáid córas nua bainistíochta deontas ar líne. Bhí an córas fós á fhorbairt agus á thástáil ag deireadh 2024.



Strategy

Foras na Gaeilge 2025-2030 Strategic Direction

As the current *Strategic Direction* (2020-2025) comes to an end, work was continued on the development of a new Strategic Direction, encompassing 2025-2030. The Strategic Direction is a high-level document, which lays out the strategic priorities Foras na Gaeilge will have during the period - and it shapes the Corporate Plans which will be published in that period. We launched a consultation process in June 2024 on a draft of the 2025-2030 *Strategic Direction*. In the first stage of the consultation, a draft of the Direction was published on our website and the public was invited to complete a feedback survey or hand in written submissions about the draft. This stage of the consultation was very successful and we received 95 responses in total, both survey answers and written submissions. In the second stage of the consultation, 4 public meetings were held to gather public feedback. Two on-site meetings were held across the country in Áras Raidió Fáilte in Belfast and in the INEC in Killarney as part of the Oireachtas na Samhna (November Oireachtas) programme. Two other meetings were held online on MS Teams. This stage of the consultation was also very successful and 103 people attended the public meetings. By the end of 2024, the feedback from the consultation process was being incorporated into a new draft of the *Strategic Direction*, and we look forward to its launch in early 2025.

Corporate governance

Annual reports and accounts and other corporate documents.

The work on the Annual Report and Accounts for 2022 and 2023 was continued during 2024. The 2025 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 about financial affairs and corporate governance were fulfilled. Included were answers to Dáil and Assembly questions, reporting regarding statutory responsibilities in the areas of equality and climate.

Straitéis

Treo Straitéiseach Fhoras na Gaeilge 2025-2030

Agus tréimhse an Treo Straitéisigh reatha (2020-2025) ag teacht chun críche, leanadh den obair ar fhorbairt Treo Straitéiseach nua, a chuimseodh an tréimhse 2025-2030. Cáipéis ardleibhéil is ea an Treo Straitéiseach, a leagann amach na tosaíochtaí straitéiseacha a bheidh ag Foras na Gaeilge le linn na tréimhse, agus múnlaíonn sé na Pleananna Corparáideacha a fhoilseofar sa tréimhse. Sheolamar próiseas comhairliúcháin i Meitheamh 2024 ar dhréacht de *Threo Straitéiseach Fhoras na Gaeilge* 2025-2030. Sa chéad chéim den chomhairliúchán, foilsíodh dréacht den Treo ar ár suíomh gréasáin agus tugadh cuireadh don phobal suirbhé aiseolais a líonadh nó aighneacht scríofa a chur isteach faoin dréacht. Bhí an-rath ar an gcéim sin den chomhairliúchán, agus fuaireamar 95 freagra ar an iomlán, idir fhreagraí suirbhé agus aighneachtaí. Sa dara céim den chomhairliúchán, eagraíodh 4 chruinniú poiblí chun aiseolas an phobail a bhailiú. Reáchtáladh 2 chruinniú ar an láthair timpeall na tíre in Áras Raidió Fáilte i mBéal Feirste agus san INEC i gCill Áirne mar chuid de chlár Oireachtas na Samhna. Reáchtáladh 2 chruinniú eile ar líne ar MS Teams. Bhí an-rath ar an gcéim seo den chomhairliúchán freisin, agus d'fhreastail 103 duine ar na cruinnithe poiblí. Faoi dheireadh 2024, bhí an t-aiseolas ón bpróiseas comhairliúcháin á chuimsiú i ndréacht nua den Treo Straitéiseach, agus bhíomar ag súil lena sheoladh go luath in 2025.

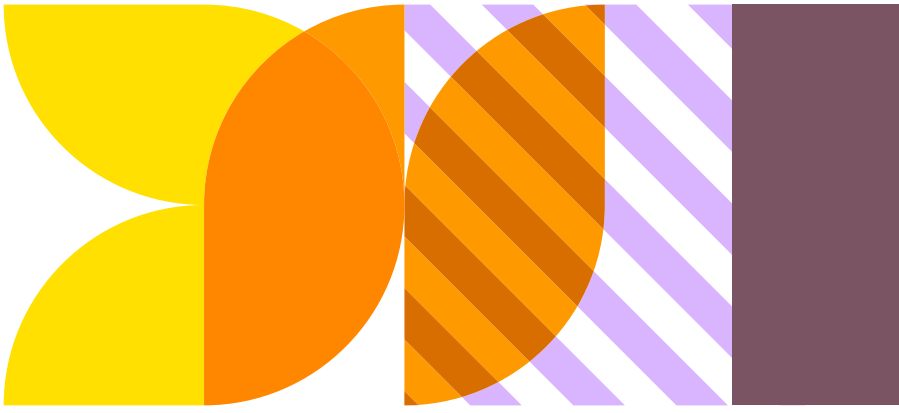
Rialachas corparáideach

Tuarascálacha bliantúla agus cuntais agus cáipéisí corparáideacha eile

Leanadh den obair ar Thuarascáil Bhliantúil agus Cuntais 2022 agus 2023 i rith 2024. Cuireadh Plean Gnó 2025 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 agus tuairisciú maidir le freagrachtaí reachtúla i réimsí oibre an chomhionannais agus na haeráide.





Ukrainian Action Choir under the mentorship of the Irish choir As Béal a Chéile for Creidim Ionat.

Equality

The Language Body's Equality Scheme

We began a review of the Language Body's Equality Scheme in 2024. The Equality Scheme is foundational to our agenda in this area, which lays out the ways in which we fulfil our duties under Article 75, and the scheme answers to the Language Body as a whole, not only to Foras na Gaeilge. We undertook this review in conjunction with the Ulster-Scots Agency, and a public consultation of the Scheme will soon be launched in 2025. As part of the review of the Equality Scheme, we undertook a comprehensive update of our consultation base, which encompasses a wide range of community groups relating to the equality categories defined in the legislation of both jurisdictions. This base was availed of during our public consultations on Foras na Gaeilge's 2025-2030 draft Strategic Direction in which some pledges were made in relation to equality.

Equality Committee

We founded an Equality Committee in August 2024 to deal with these questions in a systematic way. One of the primary concerns of the Committee is to initiate preparation of the Foras na Gaeilge Equality Action Plan. The Action Plan will lay out the actions we will take to promote equality and it will come into effect inside six months after approval of the Equality Scheme. Although the Equality Scheme is only a requirement in relation to the jurisdiction of the Executive, we intend to include all of the organisation's relevant activities, in both jurisdictions, in the action plan, also including our requirements with relation to Public Sector Duty in the Government of Ireland.

Comhionannas

Scéim Comhionannais an Fhorais Teanga

Chuireamar tús le hathbhreithniú ar Scéim Comhionannais an Fhorais Teanga in 2024. Is bunchloch í an Scéim Comhionannais dár gclár oibre sa réimse seo, a leagann amach na bealaí a gcomhlíonfaimid na dualgais faoi Alt 75, agus freagraíonn an scéim don Fhoras Teanga ina iomláine, ní d'Fhoras na Gaeilge amháin. Thugamar faoin athbhreithniú seo i gcomhpháirt le Gníomhaireacht na hUltaise, agus seolfar comhairliúchán poiblí ar an Scéim go luath in 2025.
Mar chuid den athbhreithniú seo ar an Scéim Comhionannais, thugamar faoi uasdátú cuimsitheach ar ár mbunachar comhairliúcháin, a chuimsíonn réimse leathan grúpaí pobail a bhaineann leis na catagóirí comhionannais a shonraítear sa reachtaíocht sa 2 dhlínse. Baineadh leas as an mbunachar seo le linn ár gcomhairliúcháin phoiblí ar dhréacht-Threo Straitéiseach Fhoras na Gaeilge 2025-2030, cáipéis ina ndearnadh roinnt gealltanas i dtaca leis an gcomhionannas.

Coiste Comhionannais

Bhunaíomar Coiste Comhionannais i mí Lúnasa 2024 le déileáil go córasach leis na ceisteanna seo. Ar cheann de phríomhchúraimí an Choiste, bhí tús a chur le réamhullmhúchán ar Phlean Gníomhaíochta Comhionannais Fhoras na Gaeilge. Leagfaidh an Plean Gníomhaíochta amach na bearta a ghlacfaimid chun an comhionannas a chur chun cinn agus tiocfaidh sé i bhfeidhm laistigh de 6 mhí tar éis fhaomhadh na Scéime Comhionannais. Cé gur riachtanas í an Scéim Comhionannais a bhaineann le dlínse an Fheidhmeannais amháin, tá sé ar intinn againn gníomhaíochtaí ábhartha uile na heagraíochta sa dá dhlínse a chuimsiú sa Phlean Gníomhaíochta agus ár riachtanais i dtaca le Dualgas na hEarnála Poiblí i ndlínse Rialtas na hÉireann a áireamh ann chomh maith.



Ukrainian Action Choir faoi mheantóireacht an chóir Éireannaigh As Béal a Chéile do Creidim Ionat.



The Bunrang (beginners' class) celebrating the end of term and being presented with 'cúpla focal' (a few words of Irish) certificates by Turas - East Belfast Mission.

Equality in the Foras na Gaeilge agenda

East Belfast Mission and Naíscoil na Seolta

As part of the duties of Article 75 in relation to good relations between different religious communities, we gave funding to two pioneering Irish language projects which serve the Protestant-Unionist-Loyalist (PUL) community in East Belfast. They are the Turas programme by East Belfast Mission and Naíscoil na Seolta. Over 700 people are registered with Irish language classes run by the East Belfast Mission. The Droichead project - which provides the PUL community in Derry with opportunities to learn Irish - was developed under the funding we provide to Cultúrlann Uí Chanáin in the city.

Lexicographical editing policy

Lexicography is an important part of the work of Foras na Gaeilge. The Lexicography Section has an editorial policy which ensures that respect is given to variation in conceiving sample sentences for the dictionaries, so that stereotypes are avoided and a balanced use of pronouns.

LGBTQ+ Terminology

Recommending new Irish terminology for new words and concepts is ongoing work for the Terminology Committee. The Committee continued to cooperate with LGBTQ+ community representative groups throughout the year as it chose relevant terms relating to this community.

The Traveller Community

It was a great cause of pride for Foras na Gaeilge to have supported an event relating to Traveller culture as part of the IMRAM na nÓG literary festival (see p 98). Amongst the productions on stage in 2024 was *An Drúchtín agus an Seilide*, a show which is based on the Irish language version of Oein DeBhairduin's story which descends from the Irish Traveller oral tradition.

An comhionannas i gclár oibre Fhoras na Gaeilge

Misean Oirthear Bhéal Feirste agus Naíscoil na Seolta

Mar chuid dár ndualgas Alt 75 i leith an dea-chaidreamh idir pobail éagsúla creidimh, thugamar maoiniú do 2 thionscadal cheannródaíocha Gaeilge a fhreastalaíonn ar an bpobal Protastúnach/aontachtach/Dílseach (PAD) in oirthear Bhéal Feirste. Is iad sin an clár Turas de chuid Mhisean Oirthear Bhéal Feirste, agus Naíscoil na Seolta. Tá os cionn 700 duine cláraithe le ranganna Gaeilge faoi choimirce Mhisean Oirthear Bhéal Feirste. Faoin maoiniú a chuirimid ar fáil do Chultúrlann Uí Chanáin i nDoire, forbraíodh an tionscadal Droichead a chuireann deiseanna foghlama Gaeilge ar fáil don phobal PAD sa chathair.

Polasaí eagarthóireachta foclóireachta

Is cuid thábhachtach í an fhoclóireacht d'obair Fhoras na Gaeilge. Tá polasaí eagarthóireachta ag ár Rannóg Foclóireachta a chinntíonn go léirítear meas ar an éagsúlacht agus abairtí samplacha á gcumadh do na foclóirí, go seachnaítear an stéiréitíopáil, agus go mbaintear úsáid chothrom as forainmneacha.

Téarmaíocht LADTA+

Is obair leanúnach í don Choiste Téarmaíochta téarmaí nua Gaeilge a mholadh d'fhocail agus do choincheapa úra. Lean an Coiste de bheith ag comhoibriú le grúpa ionadaíochta ón bpobal LADTA+ le linn na bliana agus téarmaí cuí á roghnú aige a bhaineann leis an bpobal sin.

An Lucht Siúil

Ba údar bróid d'Fhoras na Gaeilge an tacaíocht a thugamar d'imeacht a bhain le cultúr an Lucht Siúil mar chuid den fhéile liteartha IMRAM na nÓG (féach lch 99). I measc na léiriúchán a cuireadh ar stáitse le linn na féile in 2024 bhí *An Drúchtín agus an Seilide*, seó bunaithe ar leagan Gaeilge de scéal a scríobh Oein DeBhairduin a shíolraíonn ó thraidisiún béil an Lucht Siúil.



An Bunrang ag céiliúradh dheireadh an téarma agus teastais an chúpla focal á mbronnadh orthu ag Turas - Misean Oirthear Bhéal Feirste.

Official Languages Act

Foras na Gaeilge took the following actions in 2024 to ensure the fulfilment of the Act.

Article 9A – Signage
Foras na Gaeilge is fulfilling this obligation. All the organisation's signage is in Irish.

Article 9A – Stationery
Foras na Gaeilge is fulfilling this obligation, even though there is only minor use of physical stationery, it is to be seen more so in digital communication. All the organisation's stationery is in Irish only.

Article 9B – Written communication
Irish is the working language of Foras na Gaeilge and all internal communication is carried out only in Irish. Foras na Gaeilge carries out external communication in Irish with state bodies in the jurisdiction of the Government of Ireland, and in both Irish and English with private bodies, voluntary organisations and other organisations. We answer all correspondence in the official language in which it was initiated.

Article 10A – Advertising by Public Bodies
Foras na Gaeilge satisfied the provisions of Article 10A in 2024, and 83% of its advertisements in the year were conducted through Irish.

Sample campaign Scéal na nGael
Scéal na nGael (story of the Gaels) was announced in 2024 as an awareness campaign regarding the funding Foras na Gaeilge provides to Irish language centres in both jurisdictions. 7 videos in total were shown of visits to 6 community centres including An Droichead, Glór Léim an Mhadaidh, Áras na nGael, Glór Dhún Geimhin and Áras Mhic Reachtain. The videos were published on Foras na Gaeilge and Gaelphobal platforms between 29 February and 13 March 2024. The videos were promoted afterwards by advertising on Meta (Facebook & Instagram) from 25 March to 8 April. In total, the series of videos had 163,635 views. This campaign was run in Irish only.

Complaints
No complaints were made to Foras na Gaeilge in 2024 regarding fulfilment of the Official Languages Act.

Review of policies and practice

In 2024, a review of policies and practice was done to support our systems and processes. See further information on policies and other governance issues discussed throughout the year, in the Statement on Internal Financial Control as part of Foras na Gaeilge Accounts on p 246.

Develop and implement standard processes

A wide range of processes were in place in the organisation to support good employee performance (performance management), trade union relations and internal communication and information sharing. This work was discussed at the management and staff meetings during the year.

Acht na dTeangacha Oifigiúla

Rinne Foras na Gaeilge na gníomhartha seo a leanas i rith 2024 chun comhlíonadh an Achta a chinntiú.

Alt 9A – Comharthaíocht
Tá Foras na Gaeilge ag comhlíonadh an dualgais seo. Is i nGaeilge amháin atá comharthaí uile na heagraíochta.

Alt 9A – Stáiseanóireacht
Tá Foras na Gaeilge ag comhlíonadh an dualgais seo, cé gur beag úsáid a bhaintear as stáiseanóireacht fhisiciúil níos mó i bhfianaise na cumarsáide digití. Is i nGaeilge amháin atá stáiseanóireacht uile na heagraíochta.

Alt 9B – Cumarsáid i scríbhinn
Is í an Ghaeilge teanga oibre Fhoras na Gaeilge agus is i nGaeilge amháin a dhéantar an chumarsáid inmheánach ar fad. Déanann Foras na Gaeilge cumarsáid sheachtrach i nGaeilge le comhlachtaí stáit i ndlínse Rialtas na hÉireann agus i nGaeilge agus i mBéarla le comhlachtaí príobháideacha, eagraíochtaí deonacha agus eagraíochtaí eile. Freagraímid gach comhfhreagras sa teanga oifigiúil chéanna inar tionscnaíodh é.

Alt 10A – Fógraíocht ag Comhlachtaí Poiblí
Chomhlíon Foras na Gaeilge forálacha Alt 10A in 2024, agus rinneadh 83% dá fhógraíocht i nGaeilge.

Feachtas samplach: Scéal na nGael
Fógraíodh Scéal na nGael in 2024 mar fheachtas feasachta faoin maoiniú a chuireann Foras na Gaeilge ar fáil d'ionaid Ghaeilge sa 2 dhlínse. Léiríodh 7 bhfíseán san iomlán a thug cuairt ar 6 ionad pobail lena n-áirítear An Droichead, Glór Léim an Mhadaidh, Áras na nGael, Glór Dhún Geimhin agus Áras Mhic Reachtain. Foilsíodh na físeáin ar ardáin Fhoras na Gaeilge agus Gaelphobal idir 29 Feabhra agus 13 Márta 2024. Cuireadh na físeáin chun cinn ina dhiaidh sin trí fhógraíocht Meta (Facebook agus Instagram) ón 25 Márta go 8 Aibreán. Bhí 163,635 radharc físe ag an tsraith ar líne ina hiomláine. Ba i nGaeilge amháin a reáchtáladh an feachtas seo.

Gearáin
Ní dhearna duine ar bith gearán le Foras na Gaeilge in 2024 maidir le comhlíonadh Acht na dTeangacha Oifigiúla.

Athbhreithniú ar pholasaithe agus cleachtais

Rinneadh athbhreithniú in 2024 ar pholasaithe agus cleachtais le tacú lenár gcórais agus próisis. Féach tuilleadh eolais faoi na polasaithe a ndearnadh athbhreithniú orthu sa bhliain, mar aon le saincheisteanna eile rialachais a pléadh sa bhliain, sa Ráiteas i leith Rialú Inmheánach Airgeadais mar chuid de Chuntais Fhoras na Gaeilge ar lch 247.

Próisis chaighdeánacha a fhorbairt agus a fheidhmiú

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



Some of Foras na Gaeilge's staff with officers from the Sponsor Departments at an exhibition celebrating 25 years of the North/South Implementation Bodies.

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

The Partnership Approach

We started, once again, the evaluation on the effectiveness of the Partnership Approach during 2024. An external supplier is undertaking that work and the final result is expected in 2025.

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 the Q-Mark. We received all reports by the end of 2024 and we intend to draft an implementation plan in 2025. We also started the development of a research plan which will encompass all work of the organisation. We intend that this plan will be implemented by the end of 2025.

The Terminology Committee

Regarding the work of the Terminology Committee, a project has been set up with our development partners to carry out research on the use of newly approved terminology in the medium/long term. In 2024, a test study was carried out on a limited range of new terms, trying to design parameters for a more comprehensive study in future. This work is always ongoing and the project is included in the new development and maintenance contract for the period from 2024-2027

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 an athuair leis an luacháil ar éifeachtacht an Chur Chuige Comhpháirtíochta le linn 2024. Tá soláthróir seachtrach ag tabhairt faoin obair sin agus tá súil le toradh deiridh na hoibre in 2025.

Athbhreithniú ar scéimeanna Fhoras na Gaeilge

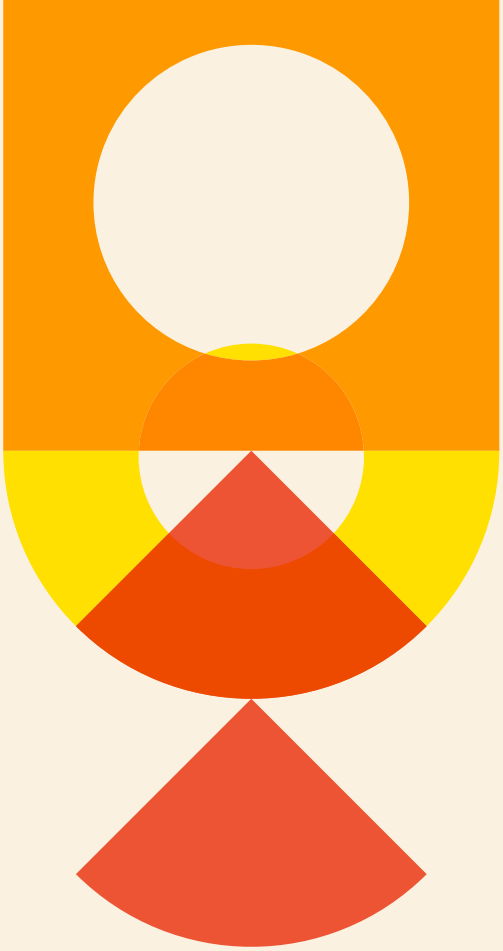
Choimisiúnaíomar Coláiste Mhuire gan Smál i Luimneach chun athbhreithniú a dhéanamh ar réimse 6 cinn de scéimeanna Fhoras na Gaeilge: Aistear, An Ciste Réamhscolaíochta, Gaelbhratach, Colmcille, Féach Thart agus Q-Mharc. Fuarthas na tuairiscí uile faoi dheireadh 2024 agus tá sé i gceist plean feidhmithe a dhréachtú in 2025. Chuireamar tús chomh maith le forbairt plean taighde a chuimseodh obair uile na heagraíochta. Tá sé i gceist an plean sin a bheith i bhfeidhm faoi dheireadh 2025.

An Coiste Téarmaíochta

Maidir le hobair an Choiste Téarmaíochta, tá tionscadal curtha ar bun in éineacht lenár gcomhpháirtithe forbartha chun taighde a dhéanamh ar úsáid na téarmaíochta nuafhaofa sa mheántéarma/fadtéarma. In 2024, rinneadh staidéar tástála ar raon teoranta nuathéarmaí ag féachaint le paraiméadair a dhearadh do thástáil níos cuimsithí amach anseo. Tá an obair seo ag dul ar aghaidh i gcónaí agus an tionscadal curtha san áireamh sa chonradh nua forbartha agus cothabhála a síníodh don tréimhse 2024-2027.



Cuid d'fhoireann Fhoras na Gaeilge in éineacht le hoifigigh ó na Ranna Coimircíochta ag taispeántas ag ceiliúradh 25 bliain de na Comhlachtaí Forfheidhmithe Thuaidh/Theas.

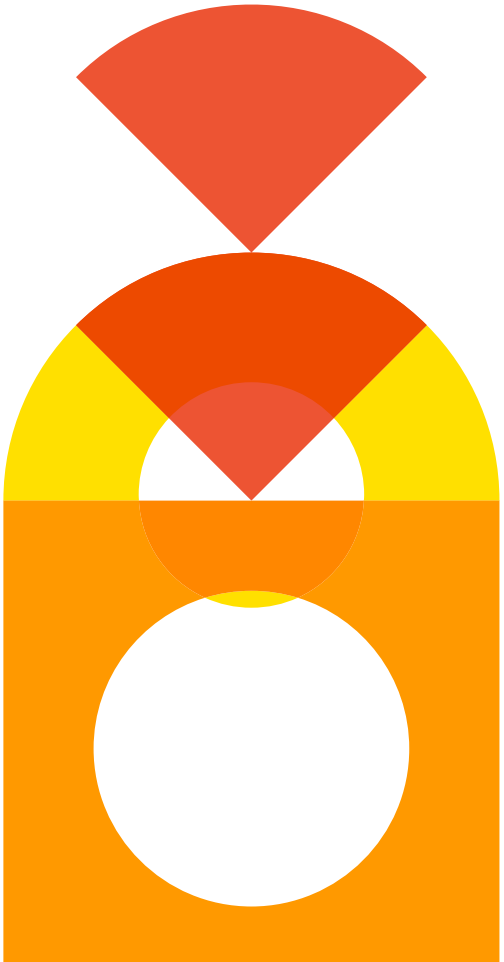


Secondary objective D3: Have an appropriate technical infrastructure in place that will manage the working conditions/needs of the coming era.

We developed and broadened the use of technical software to meet our needs, including hybrid work. As well as that, we worked on good practice guidance regarding good management of files and good practice regarding passwords. We took note of the Digital Plan for the Irish Language 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.

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 ár riachtanais, an obair chumaisc ina measc. Chomh maith leis sin, d'oibríomar ar threoir dea-chleachtais maidir le dea-bhainistiú comhad agus dea-chleachtais maidir le pasfhocail. Thugamar suntas don Phlean Digiteach don Ghaeilge 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.



Climate Action

Foras na Gaeilge is guided by two major pieces of legislation relating to climate action They are the Climate Action and Low Carbon Development Act 2015 and 2021 in the jurisdiction of the Government of Ireland and the Climate Change Act (Northern Ireland) 2022 in the jurisdiction of the Executive. Foras na Gaeilge is also bound by the Public Sector Climate Action Mandate in the jurisdiction of the Government of Ireland. The Mandate and the Act lay out the same goal that both jurisdictions respectively will be free from greenhouse gasses by the year 2050.

Green Team

We established the Green Team in August 2024 to deal with the organisation's climate action in a systematic way. The Corporate Planning Project Manager was appointed as chairperson of the Team, and the Higher Executive Officer in the Corporate Planning Department as Energy Performance Officer. One of the primary concerns of the Green Team in 2024 was the drafting and publication of the Climate Action Roadmap, which was made publicly available in November, as well as planning in relation to implementing the Roadmap. Regarding staff training, three members of the Green Team attended training courses on this topic throughout the year. The Director of Corporate Services, who is a Climate and Sustainability Support in the organisation, attended a course in climate action management with Public Affairs Ireland. The Programme Manager and the Senior Executive Officer in the Corporate Planning Division attended a course on climate roadmaps with CMG Training.

Climate Action Roadmap

The Board of Foras na Gaeilge approved the Climate Action Roadmap in November 2024, and it is published on our website since then. The Roadmap is a central document, which explains the progress of the organisation to date, and our attempts to meet the goals of both jurisdictions in this area. The Roadmap will be updated annually.

Amongst the actions of highest priority which the Green Team are working on are:

1. End the use of single use cups, plates and utensils in the organisation;
2. Improve waste management, including organic and recyclable waste, and more effective refinement;
3. Register for the National Transport Authority's Smarter Travel Mark in the jurisdiction of the Government of Ireland.
4. Begin an internal staff newsletter to add to general staff awareness on climate issues.



An Earagail, a mountain which is close to Foras na Gaeilge's office in Gaoth Dobhair, in the Donegal Gaeltacht.

Gníomhú ar son na hAeráide

Tá Foras na Gaeilge faoi threoir ag 2 mhórphíosa reachtaíochta a bhaineann leis an ngníomhú ar son na haeráide. Is iad sin an tAcht um Ghníomhú Aeráide agus um Fhorbairt Ísealcharbóin 2015 agus 2021 i ndlínse Rialtas na hÉireann, agus an tAcht um Athrú Aeráide (Tuaisceart Éireann) 2022 i ndlínse an Fheidhmeannais. Tá Foras na Gaeilge faoi cheangal ag Sainordú na hEarnála Poiblí um Ghníomhú ar son na hAeráide i ndlínse Rialtas na hÉireann freisin. Leagann an Sainordú agus an tAcht an sprioc chéanna amach go mbeidh an 2 dhlínse faoi seach saor ó astaíochtaí gáis ceaptha teasa faoin mbliain 2050.

Foireann Ghlas

Bhunaíomar Foireann Ghlas i mí Lúnasa 2024 le déileáil go córasach le gníomhaíochtaí na heagraíochta ar son na haeráide. Ceapadh an Clárbhainisteoir Pleanála Corparáidí ina chathaoirleach ar an bhFoireann agus an tArdoifigeach Feidhmiúcháin sa Rannóg Pleanála Corparáidí ina Oifigeach Feidhmíochta Fuinnimh. Ar cheann de phríomhchúraimí na Foirne Glaise in 2024, bhí dréachtú agus foilsiú an Treochláir um Ghníomhú ar son na hAeráide, a cuireadh ar fáil go poiblí i mí na Samhna, agus pleanáil maidir le cur i bhfeidhm an Treochláir. Maidir le hoiliúint na foirne, d'fhreastail triúr ón bhFoireann Ghlas ar chúrsaí oiliúna ar an ábhar seo le linn na bliana. D'fhreastail an Stiúrthóir Seirbhísí Corparáideacha, atá ina Chrann Taca Aeráide agus Inbhuanaitheachta san eagraíocht, ar chúrsa sa bhainistíocht um ghníomhú ar son na haeráide le Public Affairs Ireland. D'fhreastail an Clárbhainisteoir agus an tArdoifigeach Feidhmiúcháin sa Rannóg Pleanála Corparáidí ar chúrsa faoi threochláracha aeráide le CMG Training.

Treochlár um Ghníomhú ar son na hAeráide

Thug Bord Fhoras na Gaeilge a bheannacht do Threochlár Fhoras na Gaeilge um Ghníomhú ar son na hAeráide i mí na Samhna 2024, agus tá sé foilsithe ar ár suíomh gréasáin ó shin. Cáipéis lárnach is ea an Treochlár, a mhíníonn an dul chun cinn go dtí seo atá déanta ag an eagraíocht, agus na hiarrachtaí atá ar bun againn chun spriocanna an 2 dhlínse a bhaint amach sa réimse seo. Déanfar nuashonrú bliantúil ar an Treochlár.

I measc na mbeart is mó tosaíochta a bhfuil an Fhoireann Ghlas ag obair orthu, tá:

1. Deireadh a chur le húsáid cupáin, gréithe, agus sceanra aonúsáide san eagraíocht;
2. Bainistíocht bhruscair a fheabhsú, lena n-áirítear bruscar órgánach agus in-athchúrsáilte a scagadh ar bhonn níos éifeachtaí;
3. Clárú le haghaidh an Chomhartha um Thaisteal Níos Cliste de chuid an Údaráis Náisiúnta Iompair i ndlínse Rialtas na hÉireann;
4. Nuachtlitir inmheánach foirne a thosú chun cur le feasacht ginearálta na foirne faoi shaincheisteanna aeráide.



An Earagail gar d'oifig Fhoras na Gaeilge i nGaoth Dobhair i nGaeltacht Dhún na nGall

Reporting on Energy

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 2024**	**Planning for 2025**
Amiens Street / Dublin	113,150	102,770	N/a	N/a	N/a	N/a	Foras na Gaeilge's Green Team was established in 2024 and had representatives from each of our offices and wrote the organisation's first Climate Action Roadmap, which was published in November 2024.	The Green Team will continue to implement the measures of the Climate Action Roadmap, which includes reminders to turn off lights and a more sustainable schedule for the use of the dishwasher.
Gaoth Dobhair / Dún na nGall	11,159	N/a	N/a	N/a	N/a	N/a	Foras na Gaeilge's Green Team was established in 2024 and had representatives from each of our offices and wrote the organisation's first Climate Action Roadmap, which was published in November 2024.	The Green Team will continue to implement the measures of the Climate Action Roadmap, which includes reminders to turn off lights and a more sustainable schedule for the use of the dishwasher.
ÁIS - Dún Seachlainn / Co. na Mí	33,101	104,511	N/a	19,332	N/a	N/a	Foras na Gaeilge's Green Team was established in 2024 and had representatives from each of our offices and wrote the organisation's first Climate Action Roadmap, which was published in November 2024.	The Green Team will continue to implement the measures of the Climate Action Roadmap, which includes reminders to turn off lights and a more sustainable schedule for the use of the dishwasher.
Ráth Chairn (RC) / Co. na Mí	9,034	N/a	N/a	N/a	N/a	N/a	In addition to the work of the Green Team, Údarás na Gaeltachta finished renovating this building in 2024 which resulted in the building having an A3 rating.	The Green Team will continue to implement the measures of the Climate Action Roadmap, which includes reminders to turn off lights and a more sustainable schedule for the use of the dishwasher.

Tuairisciú ar úsáid fuinnimh

Oifig	Leic-treachas	Breosla Iontaise					Céimeanna agus Pleanáil	
Láthair / Contae	**kWh Leic-treachas**	**kWh Gás Nádúrtha (teas)**	**kWh Gás Ola**	**kWh Breosla iompair (Peitreal, artola)**	**kWh Breosla iompair (LPG)**	**kWh Breosla Iontaise iomlán**	**Céimeanna tógtha 2024**	**Pleanáil do 2025**
Sráid Amiens / Baile Átha Cliath	113,150	102,770	N/bh	N/bh	N/bh	N/bh	Bunaíodh Foireann Ghlas Fhoras na Gaeilge in 2024 a raibh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a scríobh an chéad leagan riamh de Threochlár Aeráide na heagraíochta, a foilsíodh Samhain 2024.	Leanfaidh an Fhoireann Ghlas ag cur i bhfeidhm na bearta ón Treochlár Aeráide, lena n-áirítear meabhrúcháin maidir le múchadh soilse agus sceidliú níos inbhuanaithe ar úsáid an mhiasniteora.
Gaoth Dobhair / Dún na nGall	11,159	N/bh	N/bh	N/bh	N/bh	N/bh	Bunaíodh Foireann Ghlas Fhoras na Gaeilge in 2024 a raibh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a scríobh an chéad leagan riamh de Threochlár Aeráide na heagraíochta, a foilsíodh Samhain 2024.	Leanfaidh an Fhoireann Ghlas ag cur i bhfeidhm na bearta ón Treochlár Aeráide, lena n-áirítear meabhrúcháin maidir le múchadh soilse agus sceidliú níos inbhuanaithe ar úsáid an mhiasniteora.
ÁIS - Dún Seachlainn / Co. na Mí	33,101	104,511	N/bh	19,332	N/bh	N/bh	Bunaíodh Foireann Ghlas Fhoras na Gaeilge in 2024 a raibh ionadaíocht aici ó gach oifig de chuid na heagraíochta agus a scríobh an chéad leagan riamh de Threochlár Aeráide na heagraíochta, a foilsíodh Samhain 2024.	Leanfaidh an Fhoireann Ghlas ag cur i bhfeidhm na bearta ón Treochlár Aeráide, lena n-áirítear meabhrúcháin maidir le múchadh soilse agus sceidliú níos inbhuanaithe ar úsáid an mhiasniteora.
Ráth Chairn / Co. na Mí	9,034	N/bh	N/bh	N/bh	N/bh	N/bh	Maraon le hobair na Foirne Glaise, chuir Údarás na Gaeltachta críoch le hathchóiriú ar an bhfoirgneamh seo in 2024 a fhágann rátáil A3 air.	Leanfaidh an Fhoireann Ghlas ag cur i bhfeidhm na bearta ón Treochlár Aeráide, lena n-áirítear meabhrúcháin maidir le múchadh soilse agus sceidliú níos inbhuanaithe ar úsáid an mhiasniteora.

Remuneration Report

The Guidance for Accounts for the North/South Implementation Bodies, which have been jointly issued by the Department of Finance in the jurisdiction of the Executive and the Department of Public Expenditure and Reform in the Jurisdiction of the Government of Ireland, demands the publication of emolument and pension entitlements for certain senior staff.

The Senior Management Team comprises the Chief Executive and the Directors. The Chief Executive is the Accountable Person in Foras na Gaeilge.

Payment Policy

It is Foras na Gaeilge's payment policy to follow the public service's guidance on salaries on the island of Ireland, and under the sponsoring departments' order in the relevant jurisdiction.

Salary

'Salary' includes gross salary and any other allowance to the extent that it is subject to Irish/UK taxation.

Recruitment and Selection Policy

Staff are recruited according to the Language Body recruitment code that directs that appointments be made on the principle of merit and on the basis of just and open competition.

Termination, Compensation or Severance Payments

During 2024, no termination, compensation or severance payments were made.

Benefit in Kind

The financial value of a benefit in kind covers any benefit given by the employer to staff and it is treated as taxable office work. No senior management member received any benefit in kind in 2024.

Bonuses

No bonuses were paid in the current or prior year.

Supplementary Payments

It is not a policy in Foras na Gaeilge to pay supplementary payments to senior management or to staff. No supplementary payment was made this year.

Tuairisc Ar Luach Saothair

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

Tuarastal

Cuimsítear in 'tuarastal' olltuarastal agus aon liúntas eile a fhad is go bhfuil sé faoi réir chánachas RA/na hÉireann.

Polasaí Earcaíochta agus Roghnaithe

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

Íocaíochtaí Foirceanta, i gCúiteamh nó Téarfa

Le linn 2024 níor íocadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfa.

Sochar Comhchineáil

Clúdaíonn an luach airgeadais ar shochar comhchineáil aon sochar tugtha ag an bhfostaí don fhoireann agus caitear leis mar shaothar oifige inchánach. Ní bhfuair baill na hardbhainistíochta aon sochar comhchineáil in 2024.

Bónais

Níor íocadh aon bhónas sa bhliain reatha nó sa bhliain roimpi.

Íocaíochtaí sa Bhreis

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

Pay Ratios (Audited information)

Foras na Gaeilge is required to demonstrate the relationship between remuneration of the highest paid director in the organisation and median employee remuneration in the organisation.

The banded remuneration of the highest-paid director in Foras na Gaeilge in the 2024 financial year was €140,000-€150,000 (2023, €140,000-€150,000). The relationship between the mid-point of this band and the remuneration of the organisation's workforce is disclosed below.

	2024 (€'000)	2024 (£'000)	2023 (€'000)	2023 (£'000)
Band of highest paid Director's Total Remuneration	140-150	120-130	140-150	120-130
Median Total Remuneration	64,664	54,744	56,682	49,302
Ratio	2.24:1	2.28:1	2.56:1	2.54:1

No employee received remuneration in 2024 or 2023 greater than the highest paid director.

Cóimheasa Pá (Faisnéis iniúchta)

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 léiriú.

Ba é an luach saothair bandáilte ag an stiúrthóir ab airde pá i bhForas na Gaeilge sa bhliain airgeadais 2024 ná €140,000-€150,000 (2023, €140,000-€150,000). Nochtar thíos an gaol idir lárphointe an bhanda seo agus luach saothair an luchta saothair san eagraíocht.

	2024 (€'000)	2024 (£'000)	2023 (€'000)	2023 (£'000)
An Banda ina raibh Luach Saothair Iomlán an Stiúrthóra ab Airde Pá	140-150	120-130	140-150	120-130
Meán an Luacha Saothair Iomláin	64,664	54,744	56,682	49,302
Cóimheas	2.24:1	2.28:1	2.56:1	2.54:1

Ní bhfuair aon fhostaí in 2024 ná in 2023 luach saothair níos mó ná an stiúrthóir ab airde pá.

Senior Management Team's Salary and Pension Entitlements (Audited information)

Senior Management		Salary 2024 ('000)	Salary 2023 ('000)	Value of Pension Benefits Accrued in 2024 (to nearest 1,000)	Value of Pension Benefits Accrued in 2023(to nearest 1,000)	Total 2024 ('000)	Total 2023 ('000)
Chief Executive	Seán Ó Coinn	€140-€150	€140-€150	€43,000	€51,000	€190-€200	€190-€200
Director of Development Services	Breandán Mac Craith	€100-€110	€90-€100	€98,000	€97,000	€200-€210	€190-€200
Director of Corporate Services	Shane Ó hÉidhin	€120-€130	€100-€110	€25,000	€47,000	€140-€150	€150-€160
Director of Publication, Lexicography and Terminology Services	Edel Ní Chorráin	€100-€110	€90-€100	€37,000	€14,000	€130-€140	€100-€110
Deputy Chief Executive / Director of Education Services	Pól Deeds	£50-£60	£10-£20	£74,000	£6,000	£120-£130	£20-£30

Senior Management Team's Pension Benefits (Audited information)

Senior Management		Accrued Pension as at 31 12 24 ('000)	Accrued Lumpsum as at 31 12 24 ('000)	Real increase in pension ('000)	Real increase in lumpsum ('000)	CETV as at 31 12 24 ('000)	CETV as at 31 12 23 ('000)	Real increase in CETV ('000)
Chief Executive	Seán Ó Coinn	€25-€30	€55-€60	€0-€2.5	€0-€2.5	€571	€535	€36
Director of Development Services	Breandán Mac Craith	€40-€45	€100-€105	€2.5-€5	€5-€7.5	€846	€747	€99
Director of Corporate Services	Shane Ó hÉidhin	€10-€15	€40-€45	€0-€2.5	€5-€7.5	€221	€198	€23
Director of Publication, Lexicography and Terminology Services	Edel Ní Chorráin	€0-€5	-	€0-€2.5	-	€53	€25	€28
Deputy Chief Executive / Director of Education Services	Pól Deeds	£0-£5	-	£2.5-£5	-	£49	£4	£46

The Cash Equivalent Transfer Values ("CETVs") are not guaranteed and are for illustrative purposes only. CETVs have been calculated based on estimated pension benefits as at 31 December 2023 and 31 December 2024.

Salaries shown above are for the calendar year. Members within the Final Salary and Alpha categories will see their benefits for the Remedy Period, which spans from the 1st of April 2015 to the 31st of March 2022, represented as Final Salary.

Senior Management Team's Salary and Pension Entitlements (Audited information)

Ardbhainistíocht		Tuarastal 2024 ('000)	Tuarastal 2023 ('000)	Luach na Sochar Pinsin a fabhraíodh in 2024 (go dtí an 1,000 is gaire)	Luach na Sochar Pinsin a fabhraíodh in 2023(go dtí an 1,000 is gaire)	Iomlán 2024 ('000)	Iomlán 2023 ('000)
Príomhfheidhmeannach	Seán Ó Coinn	€140-€150	€140-€150	€43,000	€51,000	€190-€200	€190-€200
Stiúrthóir Seirbhísí Forbartha		€100-€110	€90-€100	€98,000	€97,000	€200-€210	€190-€200
Stiúrthóir Seirbhísí Corparáideacha	Shane Ó hEidhin	€120-€130	€100-€110	€25,000	€47,000	€140-€150	€150-€160
Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta	Edel Ní Chorráin	€100-€110	€90-€100	€37,000	€14,000	€130-€140	€100-€110
Leas-Phríomhfheidhmeannach / Stiúrthóir Seirbhísí Oideachais	Pól Deeds	£50-£60	£10-£20	£74,000	£6,000	£120-£130	£20-£30

Senior Management Team's Pension Benefits (Audited information)

Ardbhainistíocht		Pinsean fabhraithe amhail an 31 12 24 ('000)	Cnapshuim fhabhraithe amhail an 31 12 24 ('000)	Méadú iarbhír ar phinsean ('000)	Méadú iarbhír ar chnapshuim ('000)	LACA amhail an 31 12 24 ('000)	LACA amhail an 31 12 23 ('000)	Méadú iarbhír ar LACA ('000)
Príomhfheidhmeannach	Seán Ó Coinn	€25-€30	€55-€60	€0-€2.5	€0-€2.5	€571	€535	€36
Stiúrthóir Seirbhísí Forbartha	Breandán Mac Craith	€40-€45	€100-€105	€2.5-€5	€5-€7.5	€846	€747	€99
Stiúrthóir Seirbhísí Corparáideacha	Shane Ó hÉidhin	€10-€15	€40-€45	€0-€2.5	€5-€7.5	€221	€198	€23
Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta agus Téarmaíochta	Edel Ní Chorráin	€0-€5	-	€0-€2.5	-	€53	€25	€28
Leas-Phríomhfheidhmeannach / Stiúrthóir Seirbhísí Oideachais	Pól Deeds	£0-£5	-	£2.5-£5	-	£49	£4	£46

Níl an Luach Aistrithe Coibhéis Airgid (LACA) cinnte agus foilsítear é chun críocha léiriúcháin amháin. Ríomhadh LACA bunaithe ar na sochair phinsin mheasta amhail an 31 Nollaig 2023 agus an 31 Nollaig 2024.

Tá na tuarastail thuas léirithe don bhliain féilire. Feicfidh na baill atá sna catagóirí Tuarastal Deiridh agus Alfa an sochar atá acu don Tréimhse Leighis – is é sin, ón 1 Aibreán 2015 go dtí an 31 Márta 2022 – léirithe mar Thuarastal Deiridh.

Pension Arrangements

All staff and management are members of the North/South Pension Scheme which was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005.

Cash Equivalent Transfer Values

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

CETV figures are not guaranteed and are for illustrative purposes only. CETVs have been calculated based on estimated pension benefits as at 31 December 2023 and 31 December 2024.

Real increase in CETV

This reflects the increase in CETV effectively 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.

Payment to past Directors (Audited information): None in the year

Payments for loss of office (Audited information): None in the year

Socruithe Pinsin

Is baill den Scéim Pinsin Thuaidh/Theas iad an fhoireann agus an bhainistíocht uile, a bunaíodh ag na Comhlachtaí Forfheidhmithe Thuaidh/Theas agus Turasóireacht Éireann Teoranta le héifeacht ón 29 Aibreán 2005.

Luachanna Aistrithe Coibhéise Airgid

Is é is Luach Aistrithe Coibhéise Airgid (LACA) ann 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 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.

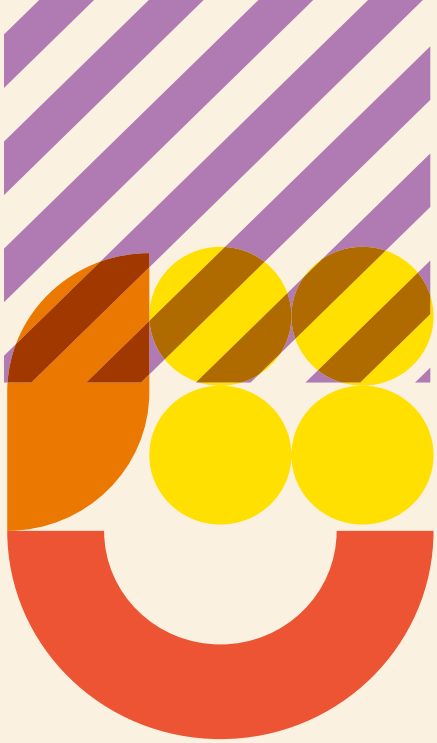
Níl na figiúirí LACA cinnte agus foilsítear é chun críocha léiriúcháin amháin. Ríomhadh LACA bunaithe ar na sochair phinsin mheasta amhail an 31 Nollaig 2023 agus an 31 Nollaig 2024.

Méadú iarbhír ar LACA

Léiríonn sé seo an t-ardú ar LACA atá maoinithe go praiticiúil 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.

Íocaíochtaí le hiar-Stiúrthóirí (Faisnéis iniúchta): Ní raibh íocaíocht mar seo sa bhliain seo.

Íocaíochtaí as cailleadh oifige (Faisnéis iniúchta): Ní raibh íocaíocht mar seo sa bhliain seo.



Staff salary bands

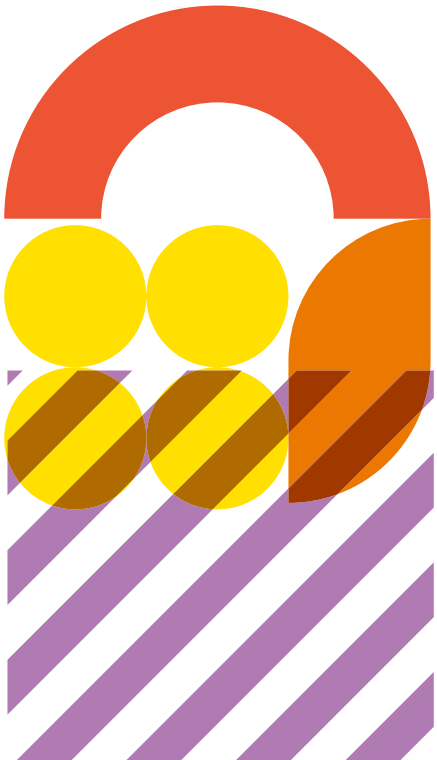
The following is the number of employees at year end whose emoluments (including their pension contributions) came within the following bands (this reflects the annual emoluments):

	2024	2023
	Number	Number
Less than €39,999	14	21
€40,000 - €49,999	9	4
€50,000 - €59,999	6	5
€60,000 - €69,999	8	13
€70,000 - €79,999	10	4
€80,000 - €89,999	4	7
€90,000 - €99,999	6	2
€100,000 - €109,999	1	1
€110,000 - €119,999	1	1
€120,000 - €129,999	1	0
€130,000 - €139,999	0	0
€140,000 - €149,999	1	1

Bandaí tuarastail na foirne

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

	2024	2023
	Líon	Líon
Níos lú ná €39,999	14	21
€40,000 - €49,999	9	4
€50,000 - €59,999	6	5
€60,000 - €69,999	8	13
€70,000 - €79,999	10	4
€80,000 - €89,999	4	7
€90,000 - €99,999	6	2
€100,000 - €109,999	1	1
€110,000 - €119,999	1	1
€120,000 - €129,999	1	0
€130,000 - €139,999	0	0
€140,000 - €149,999	1	1



Staff Salary Bands

The following is the number of employees at year end whose emoluments (including their pension contributions) came within the following bands (this reflects the annual emoluments):

The Board 01 January - 31 December 2024	**2024 €'000**	**2024 Stg£'000**
Regina Uí Chollatáin – Chairperson	Note (i)	Note (i)
Conor Mc Guinness	0-10	0-10
Maighréad Ní Chonghaile	0-10	0-10
Wuraola Majekodunmi	0-10	0-10
Dáithí Mac Cárthaigh	0-10	0-10
Neasa Ní Chiaráin	Note (i)	Note (i)
Liam Rushe	0-10	0-10
Liadh Ní Riada	0-10	0-10
Freda Nic Giolla Chatháin	0-10	0-10
Caoimhín Mac Giolla Mhín	0-10	0-10
Doiminic Ó Brolcháin	0-10	0-10
Ian Ó Dochartaigh	0-10	0-10
Kevin Ó hEadhra	Note (i)	Note (i)
Mairéad Ní Ghabháin	0-10	0-10
Gemma Ní Chionnaith	0-10	0-10
Nominee from the north (to be confirmed)	n/a	n/a
Nominee from the north (to be confirmed)	n/a	n/a
Nominee from the south (to be confirmed)	n/a	n/a
Nominee from the south (to be confirmed)	n/a	n/a
Nominee from the south (to be confirmed)	n/a	n/a
Nominee from the south (to be confirmed)	*n/a*	n/a

There were six vacancies (four nominees from the south and two nominees from the north) on the board of Foras na Gaeilge at 31 December 2024.
Note (i) There were no payable board fees under the 'One Person One Salary' principle of the Department of Public Expenditure and Reform.
Board members did not receive extra payments, benefits in kind or pension benefits during 2024.

Luach saothair an bhoird (Faisnéis iniúchta)

Seo a leanas luach saothair na gcomhaltaí boird (an Cathaoirleach san áireamh) don bhliain dar chríoch an 31 Nollaig 2024:

An Bord 01 Eanáir - 31 Nollaig 2024	**2024 €'000**	**2024 Stg£'000**
Regina Uí Chollatáin – Cathaoirleach	Nóta (i)	Nóta (i)
Conor Mc Guinness	0-10	0-10
Maighréad Ní Chonghaile	0-10	0-10
Wuraola Majekodunmi	0-10	0-10
Dáithí Mac Cárthaigh	0-10	0-10
Neasa Ní Chiaráin	Nóta (i)	Nóta (i)
Liam Rushe	0-10	0-10
Liadh Ní Riada	0-10	0-10
Freda Nic Giolla Chatháin	0-10	0-10
Caoimhín Mac Giolla Mhín	0-10	0-10
Doiminic Ó Brolcháin	0-10	0-10
Ian Ó Dochartaigh	0-10	0-10
Kevin Ó hEadhra	Nóta (i)	Nóta (i)
Mairéad Ní Ghabháin	0-10	0-10
Gemma Ní Chionnaith	0-10	0-10
Ainmní ó thuaidh (le deimhniú)	n/bh	n/bh
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
Ainmní ó dheas (le deimhniú)	n/bh	n/bh
Ainmní ó dheas (le deimhniú)	n/bh	n/bh

Bhí sé fholúntas (ceithre ainmní ó dheas agus beirt ainmní ó thuaidh) ar bhord Fhoras na Gaeilge ar an 31 Nollaig 2024
Nóta (i) Ní raibh aon táillí boird iníoctha faoin bprionsabal Duine Amháin Tuarastal Amháin de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe. Ní bhfuair comhaltaí boird íocaíochtaí sa bhreis, sochair chomhchineáil nó sochair phinsin le linn 2024.



Ulster-Scots Agency
Boord o Ulstèr-Scotch

2024

Annual Report and Accounts

2024

Tuarascáil Bhliantúil agus Cuntais



Shirlie Gregg, Education Officer of Ulster-Scots Agency at School Fair



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Shirlie Gregg, Oifigeach Oideachais i nGníomhaireacht na hUltaise ag Aonach Scoile





Chief Executive
Ian Crozier

Chief Executive Review

2024 has been an incredible year full of positive change for the Ulster-Scots Agency and the wider Ulster-Scots community despite the budgetary pressures faced. The infographic on pages 172-173 is a snapshot of some of our most notable achievements in the year. During the year, the Ulster-Scots Agency remained focused on our 3 strategic areas: **Inspire, Empower and Engage**.

Inspire

The Agency supported a range of projects to safeguard or promote Ulster-Scots heritage during the year with Monaghan Peace Campus and Bailieborough Plantation Museum. We also continued to build on our relationships with the Linen Hall Library and the Gamble Library at Union Theological College in Belfast, both repositories of major Ulster-Scots collections. Ulster-Scots heritage was made more visible in the public realm through blue plaques in conjunction with the Ulster History Circle, significant growth and engaging content on social media and through our Ulster-Scots writing competition with the Linen Hall Library.

Empower

We made strides into the education sector with strong interest in the Agency's school programmes. This was complemented by capacity-building support to the Ulster-Scots community through core funding of the Ulster-Scots Community Network and annual funding to three Ulster-Scots Community Impact Projects in West Tyrone, Mourne and North/West Belfast. Music and Dance in the community continues to be one of our largest grants.

Athbhreithniú an Phríomhfheidhmeannaigh

Bliain dhochreidte a bhí sa bhliain 2024, lán d'athrú dearfach do Ghníomhaireacht na hUltaise agus do phobal na nAlbanach-Uladh i gcoitinne in ainneoin an bhrú buiséid a bhí ann. Sa ghrafaic eolais ar leathanach 172-173 is féidir léargas a fháil ar roinnt de na héachtaí is suntasaí a bhain muid amach sa bhliain. Le linn na bliana, d'fhan Gníomhaireacht na hUltaise dírithe ar ár 3 réimse straitéiseacha: **Spreag, Cumasaigh agus Meall**.

Spreag

Le linn na bliana thacaigh an Ghníomhaireacht le réimse tionscadal chun oidhreacht na hUltaise a chosaint nó a chur chun cinn i gcomhar le Campas Síochána Mhuineacháin agus Iarsmalann Plandála Choill an Chollaigh. Leanamar ag cur lenár gcaidrimh le Leabharlann Halla an Línéadaigh agus Leabharlann Gamble ag Union Theological College i mBéal Feirste. Tá an 2 cheann acu ina dtaisclanna le bailiúcháin mhóra Ultaise iontu. Rinneadh oidhreacht na nAlbanach Uladh níos feiceálaí sa réimse poiblí trí phlaiceanna gorma a thaispeáint i gcomhar leis an Ulster History Circle, trí fhás nach beag agus ábhar mealltach ar na meáin shóisialta agus tríd an gcomórtas scríbhneoireachta Ultaise le Leabharlann Halla an Línéadaigh.

Cumasaigh

Tá forbairtí móra déanta againn in earnáil an oideachais agus léiríodh suim mhór i gcláir scoile na Gníomhaíochta. Cuireadh leis sin trí thacaíocht forbartha inniúlachta a thabhairt do phobal na nAlbanach Uladh trí bhunmhaoiniú Gréasáin Phobal na nAlbanach Uladh agus chomh maith le maoiniú bliantiúil do 3 thionscadal Albanach Uladh a mbeadh tionchar acu ar an bpobal. Tá na tionscadail sin in Iarthar Thír Eoghain, i Múrna agus i dTuaisceart/in Iarthar Bhéal Feirste. Tá Ceol agus Damhsa sa Phobal fós ar cheann de na deontais is mó a thugaimid amach.



Príomhfheidhmeannach, Ian Crozier



Director of Education William Olphert at QUB Event

Engage

The Agency worked in partnership with the Boys' Brigade, the Girls' Brigade, Scouts and Girlguiding Ulster in order to prepare Ulster-Scots resources and badges. This was a new initiative for the Agency and the uptake has been unprecedented. The Agency engaged with local authorities to deliver a wide range of programming. Ballyclare Mayfair, Armed Forces Day, Cockle Row Cottages, Pitch Perfect and our inaugural Tartan Day Dander were all successful events paving the way for some new occasions on the Ulster-Scots calendar.

We were honoured to welcome visits from 2 Ministers. In January, the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media in the jurisdiction of the Government of Ireland, Patrick O'Donovan TD, visited the Discover Ulster-Scots Centre and met with Agency Board Members for a frank discussion. In February, the Minister for Communities in the jurisdiction of the Executive, Gordon Lyons MLA, visited the Agency. Minister Lyons also toured the centre and had the opportunity to play the lambeg. We had very interesting discussions with both Ministers.

I am proud of the successes achieved by the Ulster-Scots Agency in 2024 but there is much more work to do, and we look forward to the challenge. Success depends primarily on the passion, interest, and inherent resources of the team all working collaboratively with multi-partners – and supporting each other to achieve our collective goals. I would like to acknowledge and thank our team for their commitment throughout 2024.

I would like to acknowledge and thank our Ministers and Sponsor Department officials, our community, strategic partners, local authorities, tutors, and suppliers for their continued support throughout 2024.

I am looking forward to the next 12 months as we build on our progress to date and commence execution of our next Corporate Plan.

Ian Crozier
Chief Executive Officer

Meall

D'oibrigh an Ghníomhaireacht i gcomhpháirtíocht leis an Boys' Brigade, an Girls' Brigade, na Gasóga agus Girlguiding Ulster ionas gur féidir linn acmhainní agus suaitheantais Albanach Uladh a ullmhú. Tionscnamh nua don Ghníomhaireacht ab ea é agus tá níos mó daoine páirteach ann na riamh. Chuaigh an Ghníomhaireacht i dteagmháil le húdaráis áitiúla le réimse leathan clár a chur ar fáil. Imeachtaí a raibh rath orthu ba iad Aonach Bealtaine Bhaile an Chláir, Lá na bhFórsaí Armtha, Teaichín Ré na Ruacan, Pitch Perfect agus ár gcéad Siúlóid Lá an Bhreacáin agus mar gheall orthu seo, beidh ócáidí nua ar fhéilire na nAlbanach Uladh feasta.

Ba mhór an onóir dúinn fáilte a chur roimh bheirt Airí a tháinig ar cuairt. I mí Eanáir, thug an tAire Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán i ndlínse Rialtas na hÉireann, Patrick Ó Donovan TD, cuairt ar an Discover Ulster-Scots Centre agus bhuail sé le Comhaltaí Boird na Gníomhaireachta le haghaidh comhrá macánta oscailte. I mí Feabhra, thug an tAire Pobal i ndlínse an Fheidhmeannais, Gordon Lyons CTR, cuairt ar an nGníomhaireacht. Rinne an tAire Lyons turas ar an ionad agus bhí deis aige druma Lainne Bige a sheinm. Bhí plé suimiúil againn leis an mbeirt Airí.

Tá mé bródúil as na rudaí a d'éirigh le Gníomhaireacht na hUltaise a bhaint amach in 2024, ach tá cuid mhór oibre eile le déanamh agus táimid ar bís le tabhairt faoin dúshlán. Braitheann an rath go príomha ar an bpaisean, ar an tsuim agus ar acmhainní dúchasacha na foirne – na baill foirne go léir ag obair i gcomhar le comhpháirtithe éagsúla – agus ag tacú lena chéile chun ár gcomhspriocanna a bhaint amach. Ba mhaith liom aitheantas a thabhairt dár bhfoireann agus buíochas a ghabháil leo as a dtiomantas i rith 2024.

Ba mhaith liom aitheantas a thabhairt dár nAirí agus dár n-oifigigh ó na Ranna Coimircíochta, ár bpobal, ár bpáirtithe straitéiseacha, na húdaráis áitiúla, na hoidí agus ár soláthróirí agus buíochas a ghabháil leo as a dtacaíocht leanúnach i rith na bliana 2024.

Tá mé ag súil go mór leis an gcéad 12 mhí eile agus muid ag tógáil ar an dul chun cinn atá déanta againn go dtí seo agus muid ag cur tús ar fheidhmiú ár gcéad Phlean Chorparáidigh eile.

Ian Crozier
Príomhfheidhmeannach



Stiúrthóir Oideachais William Olphert ag imeacht de chuid Ollscoil na Banríona

Ulster-Scots Agency
Boord o Ulstèr-Scotch

2024 HIGHLIGHTS

8 festivals funded with circa 56,000 attending

900+ children attending **23** summer schools

29 small community led events to celebrate Burns Day





CRACK AYE

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

6TH **Annual Leid (language) Week**

We welcomed the Forum for Research on Languages of Scotland and Ulster for the first time since 2000

Inaugural Tartan Dander Day on St Andrews Day, over 2,000 in attendance





Over 600 achieved **qualifications** in Ulster-Scots music and dance 517 in Highland Dance alone.

educational workshops 70+



4th year of the **Ulster-Scots writing Competition**.

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

Language classes delivered 20+



20,000 followers on facebook

Pipe Major masterclasses delivered with Richard Parkes MBE





www.ulsterscotsagency.com

Ulster-Scots Agency
Boord o Ulstèr-Scotch

BUAICPHOINTÍ 2024

féile maoinithe le thart ar 56,000 i láthair

900+ páiste a d'fhreastail ar **23** scoil samhraidh

29 imeacht beag pobail chun Lá Burns a cheiliúradh

110 clár scoile um **cheol agus damhsa** curtha ar fáil

CRACK AYE

6Ú **Leid Week** (seachtain teanga) **bliantúil**

Chuireamar fáilte roimh an bhFóram um Thaighde ar Theangacha na hAlban agus Uladh den chéad uair ó 2000

Céad Lá Shiúlóid an Bhreacáin ar Lá San Aindrias, níos mó ná 2,000 i láthair

Os cionn 600 a fuair **cáilíochtaí** i gceol agus damhsa Albanach Ultach, 517 i nDamhsa na nGarbhchríoch amháin

ceardlann oideachasúil 70+

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

4ú bliain den **Chomórtas Scríbhneoireachta Ultaise**

rang **teanga** curtha ar fáil 20+

20,000 leantóir ar facebook

Máistir-ranganna **maor píob** tugtha i gcomhar le Richard Parkes MBE

www.ulsterscotsagency.com



Armed Forces Day



Ballyclare May Fair

The Ulster Scots Agency

About the Ulster-Scots Agency

Who we are

The Ulster-Scots Agency (Tha Boord o Ulstèr-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) (Northern Ireland) Order 1999. Our 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.



Robert Burns at Belfast City Hall with pupils from Knockbreda and Rosetta Primary Schools



Robert Burns ag Halla na Cathrach, Béal Feirste le daltaí ó Bhunscoil an Chnoic agus na Bréadaí agus ó Bhunscoil Rosetta

Gníomhaireacht na hUltaise

Faoi Ghníomhaireacht na hUltaise

Cé Muid

Gníomhaireacht de chuid an Fhorais Teanga is ea Gníomhaireacht na hUltaise (Tha Boord o Ulstèr-Scotch), 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 saincheisteanna teanga agus cultúrtha Albanach Uladh , d'fhéadfadh an Ghníomhaireacht na nithe seo a leanas a dhéanamh:

- Comhairle a thabhairt don 2 rialtas sa 2 dlínse, do chomhlachtaí poiblí agus do ghrúpaí eile san earnáil phríobháideach agus san earnáil dheonach;
- Tabhairt faoi thaighde agus faoi fheachtais fógraíochta; agus
- Tacaíocht a thabhairt do thionscadail agus deontais i gcabhair a thabhairt do chomhlachtaí agus do ghrúpaí.

Tá ochtar comhaltaí Boird ag an nGníomhaireacht (tá 3 fholúntas ann faoi láthair), atá ceaptha ag an gComhairle Aireachta Thuaidh/Theas. Cuimsíonn na comhaltaí seo in éineacht leis na 16 chomhalta Boird ag Foras na Gaeilge, atá ceaptha ar an mbealach céanna, ballraíocht an Fhorais Teanga.

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



Lá na bhFórsaí Armtha



Aonach na Bealtaine ag Baile an Chláir



Bottom - Burns Books



Blues & Royals Flute Band at Pitch Perfect Event

How we operate

The Sponsor Departments for the North South Language Body are the Department for Communities (DfC) in the Northern Ireland Executive and the Department of Rural and Community Development and the Gaeltacht (DRCDG) in the Government of 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 2 governments and are accountable to the Northern Ireland 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 Northern Ireland Audit Office and the Office of the Comptroller and Auditor General in the jurisdiction of the Government of Ireland.

Our offices

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

Contact us at:

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

William Street
Raphoe
Co. Donegal
F93 N5EK
+353 7 4917 3876
www.ulsterscotsagency.com

An chaoi a bhfeidhmímid

Is iad an Roinn Pobal i bhFeidhmeannas Thuaisceart Éireann agus an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta i Rialtas na hÉireann Ranna Coimircíochta an Fhorais Teanga.

Maoinítear Gníomhaireacht na hUltaise trí dheontais ar a vótáiltear sa Tionól Reachtach (75%) agus i nDáil Éireann (25%).

Feidhmímid faoi threoir pholasaí na Comhairle Aireachta Thuaidh/Theas agus an 2 Rialtas agus táimid freagrach do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is iad na hArd-Reachtairí Ciste agus Cuntas a dhéanann iniúchadh seachtrach ar ár dTuarascáil Bhliantúil agus ar ár gCuntais, arb iad na ceannasaithe ar Oifig Iniúchta Thuaisceart Éireann agus Oifig an Ard-Reachtaire Ciste agus Cuntas i ndlínse Rialtas na hÉireann iad.

Ár n-oifigí

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

Gabh i dteagmháil linn ag:

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

Sráid Liam
Ráth Bhoth
Co. Dhún na nGall
F93 N5EK
+353 7 4917 3876
www.ulsterscotsagency.com

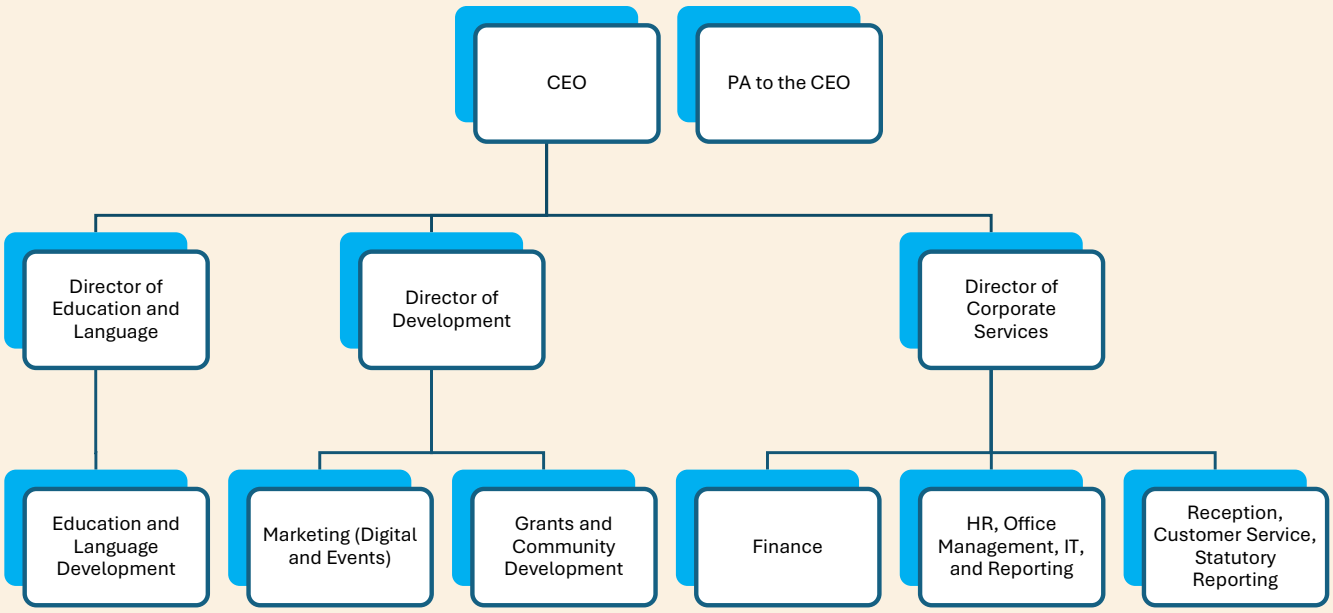


Leabhair de chuid Robbie Burns



Blues and Royals Flute Band ag imeacht Pitch Perfect

Our Organisational Structure



Our Senior Management Team

Ian Crozier is the Chief Executive. The Chief Executive is supported by 3 Directors and professional, operational and administration staff.



Director of Development
David Gilliland

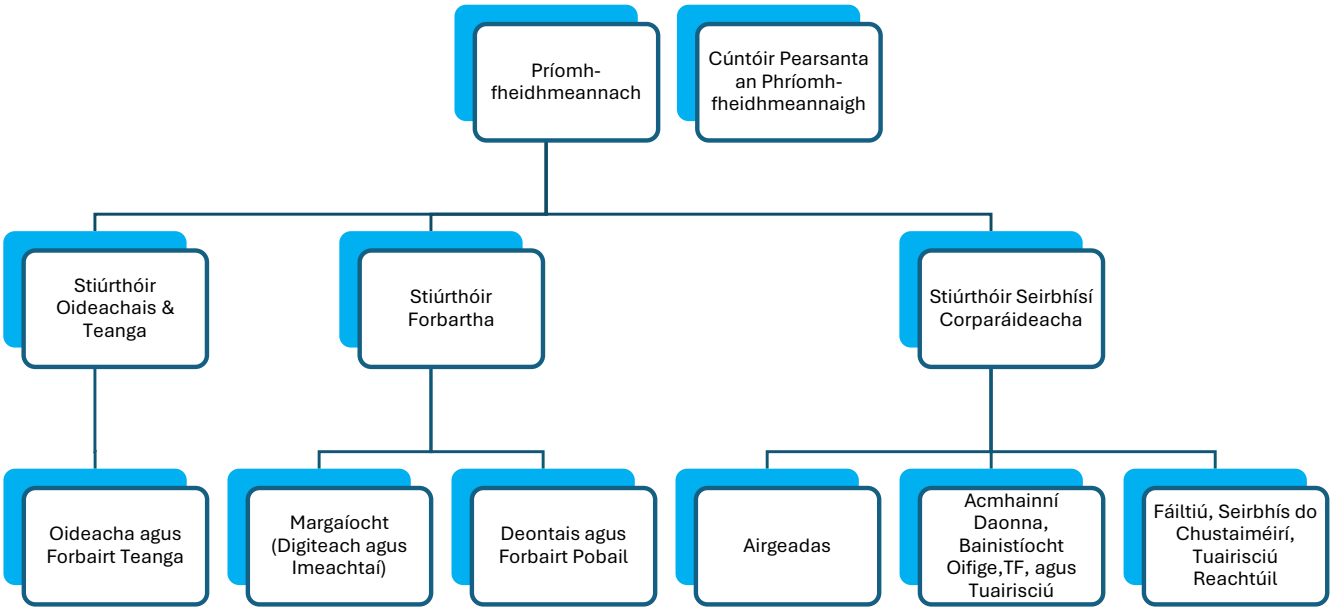


Director of Education and Language
William Olphert



Director of Corporate Services
Karen Stewart

Ár Struchtúr Eagraíochtúil



Ár bhFoireann Ardbhainistíochta

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



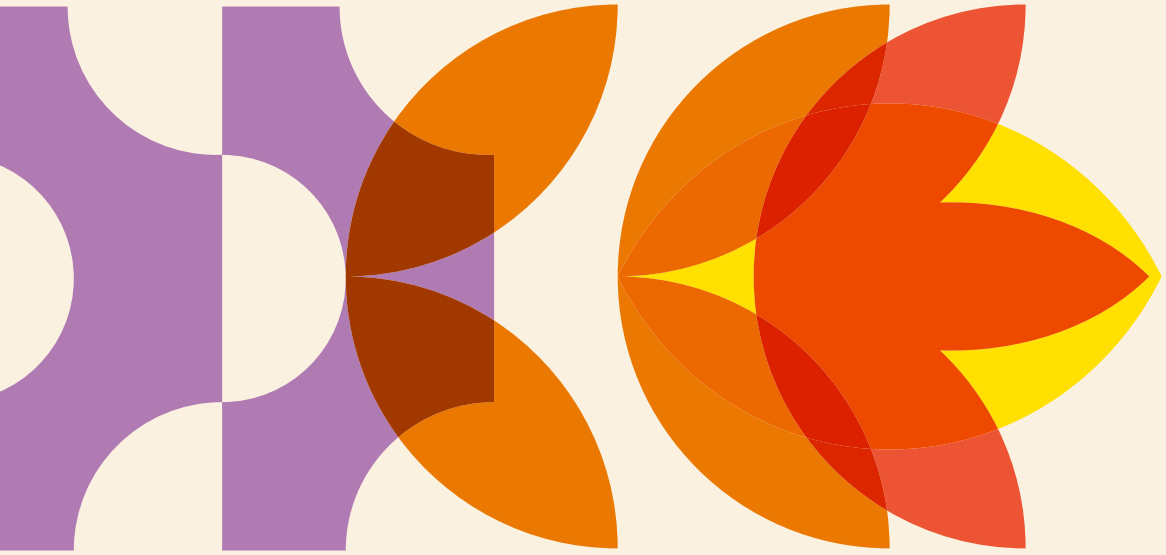
Stiúrthóir Forbartha
David Gilliland



Stiúrthóir Oideachais agus Teanga
William Olphert



Stiúrthóir Seirbhísí Corparáideacha
Karen Stewart



Corporate Governance

The Ulster-Scots Agency is committed in all its work to achieving the highest standards of corporate governance. The organisation is accountable to 2 government Sponsor Departments – the Department for Communities (DfC) in Northern Ireland and the Department of Rural and Community Development and the Gaeltacht (DRCDG) in Ireland. The Ulster-Scots Agency is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key organisational issues. The regular day to day management, control and direction of the Ulster-Scots Agency is the responsibility of the Chief Executive and the Senior Management Team. The Chief Executive and the Senior Management Team must follow the broad strategic direction agreed with the Sponsor Departments and must ensure they have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The Chief Executive acts as a direct liaison between the Sponsor Departments and Management of the Ulster-Scots Agency.

Senior Management Team

The Senior Management Team is made up of the Chief Executive; the Director of Development; the Director of Education and Language; and the Director of Corporate Services. The Senior Management Team meet weekly to review strategic and operational matters, including health and safety; financial; human resources; and all other corporate governance monitoring and reporting items.

Sponsor Departments

Throughout the year Monitoring Committee Meetings are hosted between the Chief Executive and Directors of the Ulster-Scots Agency and representatives from our government Sponsor Departments (Department for Communities and Department of Rural and Community Development and the Gaeltacht) to consult on strategic and operational matters including those agenda items that may give rise to public or parliamentary concern, including the nature, scale and likelihood of potential issues and risks. There were 4 Monitoring Meetings throughout 2024.

Rialachas corparáideach

Tá Gníomhaireacht na hUltaise tiomanta ina cuid oibre go léir do na caighdeáin is airde a bhaint amach ó thaobh an rialachais chorparáidigh de. Tá an eagraíocht freagrach do 2 roinn rialtais ar a dtugtar Ranna Coimircíochta: an Roinn Pobal de chuid Fheidhmeannas Thuaisceart Éireann agus an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta de chuid Rialtas na hÉireann. Tá Gníomhaireacht na hUltaise freagrach as an dea-rialachas a chinntiú, agus comhlíonann sí an tasc seo trí chuspóirí agus spriocanna straitéiseacha a leagan síos agus cinntí straitéiseacha a dhéanamh maidir le gach saincheist thábhachtach eagraíochtúil. Is iad freagrachtaí an Phríomhfheidhmeannaigh agus na Foirne Ardbhainistíochta bainistíocht, rialú, agus stiúradh laethúil Ghníomhaireacht na hUltaise. Ní mór don Phríomhfheidhmeannach agus don Fhoireann Ardbhainistíochta an treo straitéiseach leathan atá comhaontaithe leis na Ranna Coimircíochta a leanúint agus ní mór dóibh a chinntiú go bhfuil tuiscint shoiléir acu ar na príomhghníomhaíochtaí agus ar na príomhchinntí a bhaineann leis an gcomhlacht, agus ar aon rioscaí suntasacha a d'fhéadfadh teacht chun cinn. Feidhmíonn an Príomhfheidhmeannach mar idirghabhálaí díreach idir na Ranna Coimircíochta agus Foireann Bhainistíochta Ghníomhaireacht na hUltaise.

An Fhoireann Ardbhainistíochta

Cuimsíonn an Fhoireann Ardbhainistíochta an Príomhfheidhmeannach, an Stiúrthóir Seirbhísí Forbartha, an Stiúrthóir Seirbhísí Oideachais agus Teanga, agus an Stiúrthóir Seirbhísí Corparáideacha. Buaileann an Fhoireann Ardbhainistíochta le chéile gach seachtain chun athbhreithniú a dhéanamh ar chúrsaí straitéiseacha agus oibríochtúla, lena n-áirítear sláinte agus sábháilteacht; cúrsaí airgeadais; acmhainní daonna; agus gach rud eile a bhaineann leis an rialachas corparáideach ó thaobh monatóireachta agus tuairiscithe de.

Na Ranna Coimircíochta

Le linn na bliana, reáchtáiltear Cruinnithe Monatóireachta idir an Príomhfheidhmeannach, Stiúrthóirí Ghníomhaireacht na hUltaise agus ionadaithe ónár Ranna Coimircíochta rialtais (An Roinn Pobal agus an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta) chun dul i gcomhairle maidir le cúrsaí straitéiseacha agus oibriúcháin lena n-áirítear na míreanna sin den chlár oibre a d'fhéadfadh a bheith ina n-ábhair imní phoiblí nó pharlaiminte, agus lena n-áirítear cineál, scála agus dóchúlacht na saincheisteanna agus na rioscaí a d'fhéadfadh a bheith ann. Bhí 4 Chruinniú Monatóireachta ann le linn 2024.



Mounthill Drumming Club at Pitch Perfect

Audit Committee

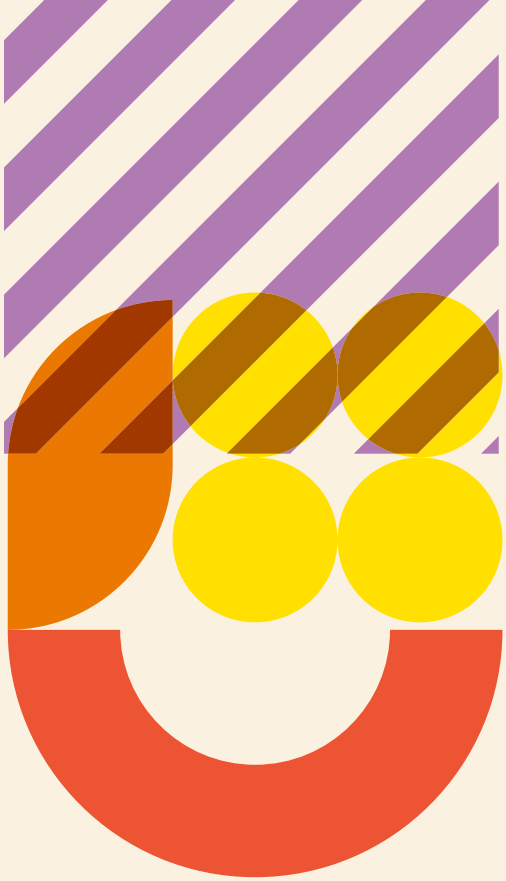
The Audit Committee met 4 times in 2024. The Committee receives, considers, and notes the reports from both Internal Audit and the External Auditors and reviews the financial statements and the risk management processes in place at the Ulster-Scots Agency. All internal audit reports were considered by the Committee. The Committee also considered the Body's Annual Report and Accounts which are audited by the Comptroller and Auditor General for Northern Ireland and the Irish Comptroller and Auditor General.

An Coiste Iniúchóireachta

Bhuail an Coiste Iniúchóireachta le chéile 5 huaire in 2024. Faigheann an Coiste na tuarascálacha ón Iniúchóireacht Inmheánach agus ó na hIniúchóirí Seachtracha araon; déanann an Coiste iad a mheas agus iad a thabhairt dá aire; agus déanann an Coiste athbhreithniú ar na ráitis airgeadais agus ar na próisis bainistithe riosca atá i bhfeidhm i nGníomhaireacht na hUltaise. Rinne an Coiste gach tuarascáil ón Iniúchóireacht Inmheánach a mheas. Phléigh an Coiste Tuarascáil Bhliantúil agus Cuntais an Chomhlachta, a ndéanann an tArd-Reachtaire Cuntas agus Ciste do Thuaisceart Éireann agus an tArd-Reachtaire Cuntas agus Ciste i bPoblacht na hÉireann iniúchadh orthu.



Mounthill Drumming Club ag imeacht Pitch Perfect



Our Strategy

Our Operating Environment

External Context

The Ulster-Scots Agency has experienced increased costs associated with supply shortages; longer supply chain cycles; escalating energy costs; and increasing payroll and pension costs. Our expenditure budgets have been severely tested to deliver continued value given the pressures on costs from these external factors. In financial terms our current funding has been consumed by increasing inflationary pressures.

Additionally, the market of third-party tutors has diminished, and an unwelcome feature of procurement has been a reduction in suppliers submitting bids for tenders.

In the short-term, uncertainty pervades our financial planning, and we envisage continuing high inflationary pressures throughout 2025 and 2026.

Ár Stráitéis

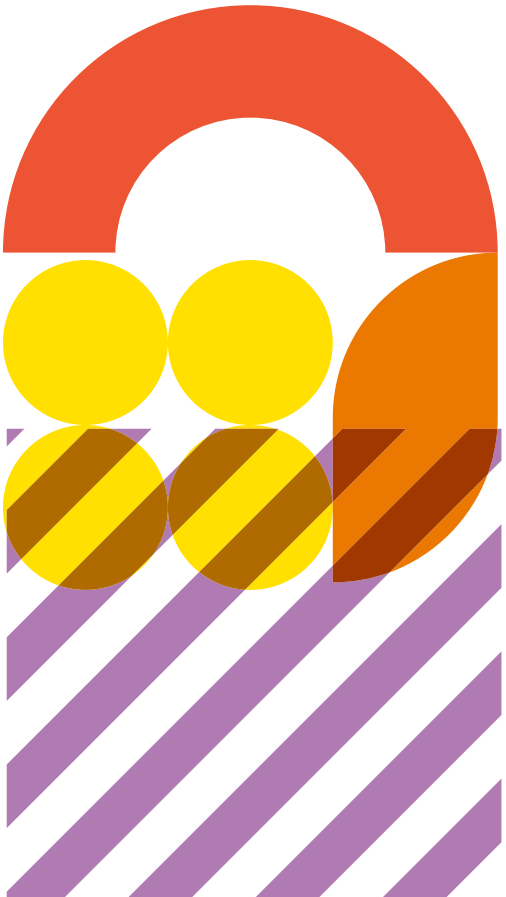
Ár dTimpeallacht Oibriúcháin

An Comhthéacs Seachtrach

I nGníomhaireacht na hUltaise, tá méadú tar éis teacht ar na costais a bhaineann le ganntanais soláthair; timthriallta níos faide slabhraí soláthair; costais fuinnimh a bhí ag dul i méid go mór; agus costais phárolla agus phinsin a bhí ag dul i méid. Chun luach leanúnach a sholáthar i bhfianaise an bhrú ar na costais de dheasca na dtosca seachtracha sin, bhí brú mór ar ár mbuiséid chaiteachais. Ó thaobh cúrsaí airgeadais de, tá ár maoiniú reatha ídithe mar gheall ar an méadú ar bhrú boilscithe.

Lena chois sin, tá laghdú tar éis teacht ar mhargadh na n-oidí tríú páirtí, agus is gné neamhfhabhrach den soláthar anois é an laghdú ar líon na soláthróirí a chuireann isteach ar thairiscintí.

Sa ghearrthéarma, tá éiginnteacht trínár bpleanáil airgeadais ar fad, agus feictear dúinn go mbeidh brú ann go leanúnach ón mboilsciú ard le linn na mblianta 2025 agus 2026.





Moyne Pipe Band & Moyne Highland Dancers at National Ploughing Championships

Internal Context

Our ambition is to be a leading example among cultural and linguistic institutions in the areas of stewardship, collaboration, and the revitalisation of our heritage. The successful implementation of our long-term strategic vision is essential to realising this goal.

To achieve excellence as a cultural and linguistic authority, we must amplify and refine our core strengths while minimising activities that do not meaningfully contribute to our mission. We have built a strong foundation for project delivery, leading to increased funding from external bodies, and a broader range of initiatives.

However, with this success, coming into 2024 we encountered challenges including:

- Gaps in specialised expertise, including areas such as linguistic preservation and development, cultural research and policy, and programme management.
- Delayed approvals necessary to strengthen leadership and organisational resources.

While these challenges led to a more reactive approach during 2024, they have provided valuable insights that will guide our continued growth. By growing our Senior Management Team in 2024, we have proactively worked to bridge the gap in specialised expertise. We also hope to welcome new members to our Board in 2025 to fill all vacancies.

Comhthéacs Inmheánach

Is é an mhian atá againn a bheith inár n-eiseamláir i measc institiúidí cultúrtha agus teanga, i réimsí na maoirseachta, an chomhoibrithe agus athbheochan ár n-oidhreachta. Gné thábhachtach is ea rath ar chur i bhfeidhm ár bhfíse straitéisí fadtéarmaí chun an sprioc seo a bhaint amach.

Chun barr feabhais a bhaint amach mar údarás cultúrtha agus teanga, ní mór dúinn cur lenár gcroí-bhuanna agus iad a bheachtú agus gan gníomhaíochtaí a dhéanamh nach gcuireann lenár misean ar bhealach fiúntach. Tá bonn láidir tógtha againn le haghaidh soláthar tionscadal, agus dá bharr sin, fuaireamar níos mó maoinithe ó chomhlachtaí seachtracha agus bhí réimse níos leithne tionscnamh ann mar thoradh.

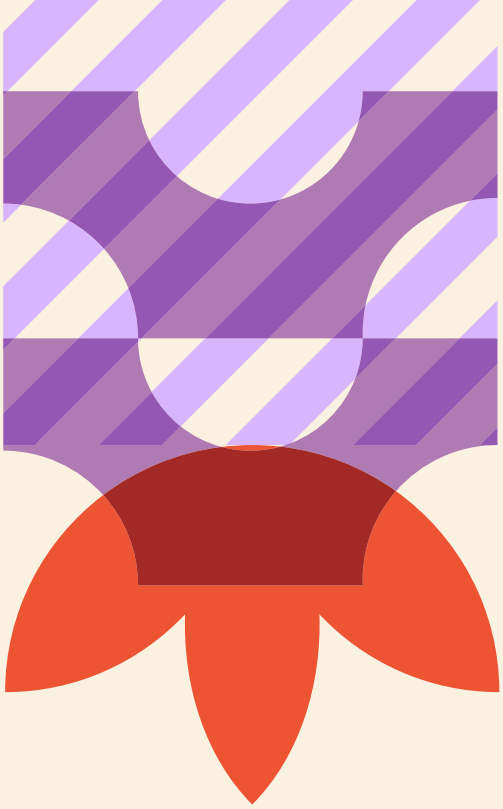
Bíodh sin mar atá, leis an rath seo, agus muid ag bogadh isteach in 2024, bhí roinnt dúshlán againn lena n-áirítear:

- Bearnaí saineolais, lena n-áirítear réimsí amhail caomhnú agus forbairt teanga, taighde agus polasaí cultúrtha agus bainistiú clár.
- Roinnt rudaí a faomhadh go mall ach a bhí riachtanach le ceannasaíocht agus acmhainní eagraíochtúla a neartú.

Cé go raibh cur chuige níos frithghníomhaí ann de thairbhe na ndúshlán seo, tá léargais luachmhara ar fáil anois, léargais a stiúrfaidh ár bhfás leanúnach. Trínár bhFoireann Ardbhainistíochta a fhás in 2024, tá obair déanta againn leis an mbearna saineolais a shárú. Tá súil againn freisin fáilte a chur roimh chomhaltaí nua chuig an mBord in 2025 le gach folúntas a líonadh.



Moyne Pipe Band agus damhsóirí de stíl na nGarbhchríoch ag an gComórtas Náisiúnta Treabhdóireachta



Our Strategy

The 2023-2025 Corporate Plan is aligned to previous Corporate Plans, Business Plans and the current strategic challenges and priorities for the Ulster-Scots Agency. Our organisation has been working towards key themes within this strategic approach with a clear vision and meaningful ambition for growth. We intend to be more ambitious and identify a growth platform to add more socio-economic value to the jurisdiction of the Government of Ireland and the jurisdiction of the Executive.

Our Corporate Plan goals continue to develop and increase the use of the Ulster-Scots language; to preserve the heritage of the Ulster-Scots and preserve and promote the attendant culture. At the core of the Corporate Plan is delivery of grant funding to those in the community who need it. We will continue to focus on ensuring funding is dispersed across all areas of Ulster as need demands. Key programmes include the development of the school music and dance programme which was restructured during 2024 after listening to teacher feedback on the process and the restructuring also had the advantage of ensuring more even dispersal of funds across Ulster. In general, our grant programmes have also become more competitive due to the reduction in available funding. Dispersing public funds to the public continues to be the largest line of expenditure for the Agency.

A key challenge for us remains preserving the language of Ulster-Scots and developing it for future generations, whilst also providing a safe and high-quality learning environment for the community. We hope to make large gains in this area with the advancement of the education duty as set out in the Identity and Language (Northern Ireland) Act 2022.

The Ulster-Scots Agency continues to seek ways to improve efficiency and effectiveness in its current spending whilst continuing to identify income opportunities from third-party funding.

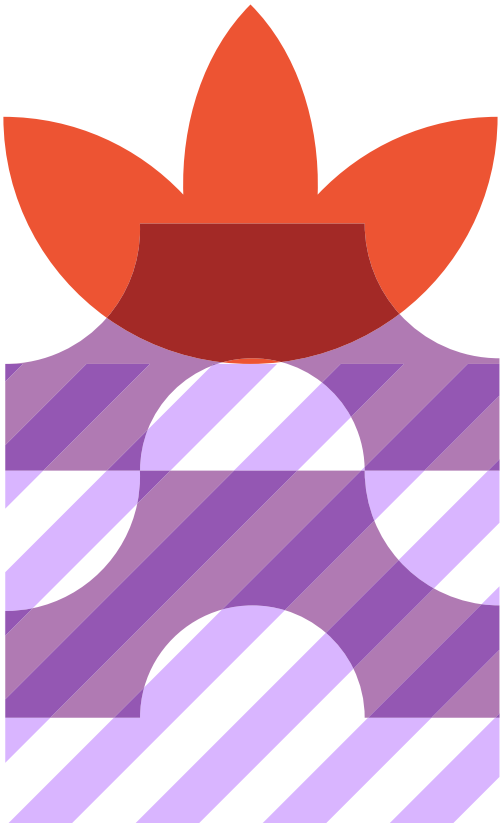
Ár Straitéis

Tá Plean Corparáideach 2023-2025 ailínithe le Pleananna Corparáideacha eile a bhí ann roimhe, pleananna gnó agus na dúshláin straitéiseacha reatha chomh maith leis na tosaíochtaí do Ghníomhaireacht na hUltaise. Tá ár n-eagraíocht ag obair i dtreo príomhthéamaí laistigh den chur chuige straitéiseach seo, agus tá fís shoiléir agus mian fhiúntach againn le haghaidh fáis. Tá sé de rún againn a bheith níos uaillmhianaí chun luach socheacnamaíoch níos mó a chur le dlínse Rialtas na hÉireann agus le dlínse an Fheidhmeannais.

Leanann spriocanna ár bPlean Chorparáidigh de bheith ag forbairt agus ag méadú úsáid na hUltaise; le hoidhreacht na nAlbanach Uladh a chaomhnú agus an cultúr a bhaineann léi a chaomhnú agus a chur chun cinn. Ag croílár an Phlean Chorparáidigh, tá soláthar maoinithe dóibh siúd sa phobal a bhfuil sé de dhíth orthu. Leanfaimid ag saothrú le cinntiú go scaipfear maoiniú i ngach ceantar i gCúige Uladh de réir mar is gá. I measc na bpríomhchlár, tá forbairt an chláir scoile don cheol agus damhsa a ndearnadh athchóiriú air le linn 2024 i ndiaidh éisteacht le haiseolas ó mhúinteoirí ar an bpróiseas. Bhí buntáiste ag an athchóiriú .i. gur scaipeadh an maoiniú níos mó arís ar fud Chúige Uladh. Go ginearálta, d'éirigh ár gcláir deontais níos iomaíche de bharr an laghdú ar an maoiniú atá ar fáil. Go fóill, is é scaipeadh na gcistí poiblí an caiteachas is mó don Ghníomhaireacht.

Is príomhdhúshlán dúinn go fóill é an Ultais a chaomhnú agus í a fhorbairt do na glúnta atá le teacht, agus ag an am céanna, timpeallacht foghlama shábháilte ardchaighdeáin a chur ar fáil don phobal. Tá súil againn go ndéanfaimid dul chun cinn mór sa réimse seo de thairbhe an dualgais oideachais atá á chur chun cinn, mar atá leagtha amach san Acht um Fhéiniúlacht agus Teanga (Tuaisceart Éireann) 2022.

Leanann Gníomhaireacht na hUltaise léi ag féachaint le bealaí a aimsiú chun éifeachtúlacht a fheabhsú ina caiteachas reatha agus ag an am céanna deiseanna ioncaim ó mhaoiniú triú páirtí a shainaithint.



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.

Our Values

The Ulster-Scots Agency is committed to excellence in everything that we do. In working to deliver on our statutory remit we are guided by the following core principles:

Authenticity – the Ulster-Scots heritage that we develop and promote will be authentic and will be based on sound knowledge and research on Ulster-Scots language, heritage and culture.

Quality – we will seek at all times to present Ulster-Scots in the best possible way, so that we do justice to the fantastic richness of our Ulster-Scots heritage.

Capacity Building – in all of our activities we will work to involve the Ulster-Scots community sector, continuously seeking new opportunities to grow the sector and enhance its capacity.

Partnership – we will develop partnerships across the public, private and community sectors to maximise the skills and resources that can be secured to achieve our mission.

Mainstreaming - we will work to enhance the presence of Ulster-Scots culture and heritage within mainstream cultural institutions such as museums, galleries and heritage centres.

Equality of Opportunity – we will ensure that in the delivery of our work we promote equality of opportunity and good relations.

Poverty – we will look for opportunities to deliver on our mission in ways which can make a difference in disadvantaged communities and ensure that economic barriers do not prevent people from enjoying Ulster-Scots activities.

Social Inclusion – we will look for opportunities to ensure the engagement of those who might be at risk of social exclusion, including young people, the elderly, women and rural communities.

North/South – our remit covers both the jurisdiction of the Executive and the jurisdiction of the Government of Ireland, and we will ensure that appropriate attention is paid to the development of Ulster-Scots in the border counties of Ireland, where there is a rich but underdeveloped Ulster-Scots heritage.

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 dá dtugtar 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, agus iad ag oibriú go leanúnach ag an am céanna le rialachas agus feidhmíocht airgeadais na heagraíochta, agus an fócas atá aici ar chustaiméirí **a fheabhsú**.

Ár Luachanna

Tá Gníomhaireacht na hUltaise tiomanta do bharr feabhais i ngach rud a dhéanaimid. Agus muid ag obair chun ár sainchúram reachtúil a chomhlíonadh, stiúrann na croíphrionsabail seo muid:

Barántúlacht: Oidhreacht na nAlbanach Uladh a fhorbraímid agus a chuirimid chun cinn, beidh sí barántúil agus bunaithe ar eolas iontaofa agus ar thaighde ar theanga, oidhreacht agus cultúr na nAlbanach Uladh.

Cáilíocht: féachfaimid i gcónaí leis an Ultais a chur i láthair ar an mbealach is fearr agus is féidir linn, sa dóigh is go léirítear scoth oidhreacht na hAlbanach Uladh.

Acmhainn a Fhorbairt: Inár ngníomhaíochtaí ar fad oibreoimid sa dóigh is go mbeidh earnáil phobal na nAlbanach Uladh páirteach, agus táimid ag lorg deiseanna nua i gcónaí leis an earnáil a fhás agus a hacmhainn a fheabhsú.

Comhpháirtíocht: rachaimid i gcompháirtíochtaí san earnáil phoiblí, phríobháideach agus pobail chun go dtiocfadh an oiread feabhais agus is féidir ar na scileanna agus na hacmhainní lenár misean a bhaint amach.

Príomhshruthú: oibreoimid ar bhealach lena chinntiú go mbeidh cultúr agus oidhreacht na hAlbanach Uladh laistigh de ghnáthinstitiúidí cultúrtha, amhail iarsmalanna, gailearaithe agus ionaid oidhreachta.

Comhionannas Deiseanna: Cinnteoimid agus muid ag soláthar ár gcuid oibre go gcuirimid comhionannas deiseanna agus dea-chaidrimh chun cinn.

Bochtaineacht: Lorgóimid deiseanna lenár misean a sholáthar ar bhealaí a ndéanfaidh difríocht i bpobail atá faoi mhíbhuntáiste agus cinnteoimid nach gcuirfidh constaicí eacnamaíocha cosc ar dhaoine sult a bhaint as gníomhaíochtaí Albanach Uladh.

Ionchuimsiú Sóisialta: Lorgóimid deiseanna lena chinntiú go mbeidh daoine a d'fhéadfadh a bheith i mbaol eisiata shóisialta, daoine óga, seandaoine, mná agus pobail tuaithe go léir páirteach.

Thuaidh/Theas: Clúdaíonn ár sainchúram dlínse an Fheidhmeannais agus dlínse Rialtas na hÉireann araon, agus cinnteoimid go dtabharfar aird chuí ar fhorbairt na hUltaise sna contaetha ar an teorainn idir an 2 dhlínse, áit a bhfuil oidhreacht shaibhir Albanach Uladh, ach saibhreas atá tearcfhorbartha.



Ian Crozier, Minister Gordon Lyons MLA and visitors at Balmoral Show

Our Strategic Priorities

To realise our Vision, we had identified 3 strategic priorities outlined in our Corporate Plan 2023-2025. These to strategic aims (SA) have been established following extensive user and stakeholder engagement.

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

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

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

Ár dTosaíochtaí Straitéiseacha

Chun ár bhFís a bhaint amach, tá 3 thosaíocht straitéiseacha aitheanta againn inár bPlean Corparáideach 2023-2025. Tá na haidhmeanna straitéiseacha (AS) seo curtha ar bun tar éis cuid mhór rannpháirtíochta idir úsáideoirí agus na páirtithe leasmhara.

AS1: Spreag
Déanfaidh an Ghníomhaireacht an teanga, oidhreacht agus cultúr na nAlbanach Uladh a shainaithint, a léirmhíniú, agus a bheochan.

AS2: Cumasaigh
Tabharfaidh an Ghníomhaireacht eolas agus scileanna do dhaoine agus grúpaí le dul i dteagmháil le teanga, oidhreacht agus cultúr na nAlbanach Uladh.

AS1: 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.



Ian Crozier, an tAire Gordon Lyons CTR agus cuairteoirí ag Seó Bhaile Mhoireil



Lambeg Accreditation Awards ceremony



Wheen o Wurds at Balmoral Show



Pupils from Raphoe Central National School

Stakeholder Engagement

The Ulster-Scots Agency could only deliver our strategic priorities set out in this Annual Report and Accounts through a shared ownership and commitment from both our internal and external stakeholders. This contribution from our stakeholders is vital to the enhancement of our priorities and we wish to thank all our partners who have helped us in this regard.

Our Sponsor Departments, funding bodies, and local authorities made a huge contribution to our outcomes for 2024. Our interaction with private sector organisations continued to develop in 2024, whether activity providers, tutors, or those wishing to organise events. The support of the local communities is vital in delivering vibrant and living Ulster-Scots activity and they along with the many voluntary organisations are very important players in realising the full potential of Ulster-Scots.

At the Ulster-Scots Agency we take the nature and quality of our relationships with all our stakeholders very seriously. We work closely to understand their views and interests, to deliver our projects in partnership, and respond to their interests as we progress our plans.

Rannpháirtíocht le Páirtithe Leasmhara

Níorbh fhéidir le Gníomhaireacht na hUltaise na Tosaíochtaí Straitéiseacha atá leagtha amach inár dTuarascáil Bhliantúil agus Cuntais a chur i gcrích gan an úinéireacht chomhroinnte agus an tiomantas ónár bpáirtithe leasmhara inmheánacha agus seachtracha araon. Tá an t-ionchur seo ónár bpáirtithe leasmhara ríthábhachtach d'fheabhsú ár dtosaíochtaí agus ba mhaith linn buíochas a ghabháil lenár gcomhpháirtithe a chabhraigh linn ina thaobh sin.

Bhí ról suntasach ag ár Ranna Coimircíochta, na comhlachtaí cistithe, agus na húdaráis áitiúla, i múnlú ár dtorthaí don bhliain 2024. Lean ár n-idirghníomhú le heagraíochtaí san earnáil phríobháideach ag forbairt in 2024, cé acu an raibh soláthróirí gníomhaíochtaí i gceist nó oidí nó daoine a bhí ag iarraidh imeachtaí a eagrú. Tá an tacaíocht ó na pobail áitiúla ríthábhachtach maidir le soláthar gníomhaíochtaí na nAlbanach Uladh agus chomh maith le cuid mhór eagraíochtaí deonacha, tá ról lárnach acu maidir le barr cumais na hUltaise a bhaint amach.

I nGníomhaireacht na hUltaise, táimid lándáiríre faoi chaighdeán agus faoi chineál na gcaidreamh atá againn lenár bpáirtithe leasmhara. Comhoibrímid go dlúth chun an dearcadh agus na leasanna atá acu a thuiscint, chun ár dtionscadail a chur i bhfeidhm i gcomhpháirtíocht lena chéile, agus chun freagairt dá suimeanna de réir mar a chuirimid ár bpleananna chun cinn.



Daltaí ó Scoil Náisiúnta Ráth Bhoth



Wheen o Wurds ag Seó Bhaile Mhoireil



Searmanas bronnta creidiúnaithe Lann Bheag

Athbhreithniú Feidhmíochta

Transformational projects

We have highlighted a selection of transformational projects delivered in 2024.

Richard Parkes Masterclass



Richard Parks Masterclass

A pipe major masterclass was delivered for the Agency by Richard Parkes MBE, the most successful pipe major in pipe band history. This class was the first of its kind and the Agency hopes to follow this class up with a masterclass for non-competitive bands.

Uniform Organisations



Girlguides Badge

The Agency provided funding to develop resources for badge work in conjunction with the Girlguides, Girls Brigade, Boys Brigade and Scouts NI. Another first of its kind project, it has been met with unprecedented enthusiasm and uptake. It has been a delight to share images of the various groups completing their badges. Wheeker!

Athbhreithniú Feidhmíochta

Tionscadail chlaochlaitheacha

Tá aird tarraingthe againn ar roinnt de na tionscadail chlaochlaitheacha a cuireadh i gcrích in 2024.

Máistir-rang Richard Parkes



Máistir-rang Richard Parks

Chuir Richard Parkes MBE rang maoir píobaireachta ar fáil don Ghníomhaireacht. Is é Parkes an maor píobaireachta is mó rath i stair an bhanna píobaireachta. Ba é seo an chéad rang den chineál seo agus tá súil leis an nGníomhaireacht máistir-rang a eagrú do bhannaí neamhiomaíocha amach anseo.

Eagraíochtaí Faoi Éide



Suaitheantas Banóglach

Chuir an Ghníomhaireacht maoiniú ar fáil le hacmhainní a chur le chéile le haghaidh obair ar shuaitheantais i gcomhar leis an Girlguides, an Girls Brigade, an Boys Brigade and Gasóga Thuaisceart Éireann. Bhí sé ar an gcéad tionscadal den chineál sin, cuireadh spéis mhór ann agus ghlac go leor daoine páirt ann ar bhealach nach rabhamar ag súil leis. Ba mhór an lúcháir dúinn na híomhánna de na grúpaí éagsúla a roinnt agus a suaitheantais á gcur i gcrích acu. Wheeker!

Tartan Day Dander



Belfast Tartan Dander

The Agency hosted the inaugural Belfast Tartan Dander and Tartan Tay in Belfast City Hall with over 500 taking part. The Dander was led by Minister for Communities Gordon Lyons MLA and the Deputy Lord Lieutenant, Professor Mark Sheridan acted as Chieftain and took the salute. Afterwards, most participants attended the Tartan Tay in the City Hall, which was hosted by the Lord Mayor, Councillor Mickey Murray.



Campbell College pipes and drums at Belfast Tartan Dander

There were 3 bands in the event, Campbell College Pipes and Drums, Major Sinclair Memorial Pipe Band and Down Academy Pipes and Drums, as well as the massed band, which had around 50 musicians of all ages. There was a large representation of drum majors, with The Force, Northern Ireland Drum Major Display Team and the County Armagh Drum Major class represented. There was also a large contingent of Highland dancers and many unaffiliated Ulster-Scots.

Siúlóid Lá an Bhreacáin



Siúlóid Breacáin Bhéal Feirste

D'óstáil an Ghníomhaireacht an chéad Siúlóid Breacáin (Tartan Dander) i mBéal Féirste agus Tae an Bhreacáin (Tartan Tay) i Halla na Cathrach, Béal Feirste agus bhí 500 duine páirteach ann. Ba é Gordon Lyons, an tAire Pobal, a bhí ar cheann na hócáide agus ba é Leas-Ionadaí an Rí an tOllamh Mark Sheridan a bhí mar Cheann Fine agus ghlac sé an chuirtéis. Ina dhiaidh sin, d'fhreastail an chuid is mó de na rannpháirtithe ar an Tartan Tay i Halla na Cathrach, imeacht a d'óstáil an tArdmhéara, an Comhairleoir Mickey Murray.



Píoba agus drumaí de chuid Campbell College ag Siúlóid Breacáin Bhéal Feirste

Bhí 3 bhanna ag an imeacht, Campbell College Pipes and Drums, Major Sinclair Memorial Band agus Down Academy Pipes and Drums, chomh maith leis an mbanna cruinnithe, ina raibh thart faoi 50 ceoltóir de gach aois. Bhí cuid mhór maor druma ann: The Force, Northern Ireland Drum Major Display Team agus rang County Armagh Drum Major. Bhí buíon mhór damhsoirí de stíl na nGarbhchríoch agus roinnt mhór Albanach Uladh gan chomhcheangal ann.

BAILIEBOROUGH BRIDEWELL



Bailieborough Bridewell launch

The Bailieborough Bridewell in County Cavan was opened in December by the Minister for Rural and Community Development and Social Protection in the jurisdiction of the Government of Ireland, Heather Humphreys. The Agency assisted Bailieborough Development Association and Cavan County Council to secure the funds to deliver the project and supported the development of the exhibition, which focuses on the 3 traditional strands of cultural identity and the plantation of Ulster. The Agency also loaned a plantation era land grant, issued by King James I, known as the Carrowdownan Manuscript, which will be the key artefact on display in the museum. The launch event also provided a useful opportunity to network with a range of stakeholders regarding further opportunities in the area.



Carrowdownan Manuscript

SMACHTLANN CHOILL AN CHOLLAIGH



Seoladh ag Smachtlann Choill an Chollaigh

Ba í an tAire Forbartha Tuaithe agus Pobal agus Coimirce Sóisialaí i ndlínse Rialtas na hÉireann, Heather Humphreys, a d'oscail Smachtlann Choill an Chollaigh i gContae an Chabháin. Chuidigh an Ghníomhaireacht le Cumann Forbartha Choill an Chollaigh agus Comhairle Chontae an Chabháin leis an maoiniú a fháil chun an tionscadal a chur i gcrích agus thacaigh sí leis an taispeántas a chur le chéile, rud a dhíríonn ar na 3 ghné d'fhéiniúlacht chultúrtha agus ar Phlandáil Uladh. Thug an Ghníomhaireacht deonú talaimh ar iasacht ó thréimhse na plandála, a d'eisigh Rí Séamas I, a dtugtar Lámhscríbhinn Carrowdownan uirthi, agus beidh sí ina déantán lárnach ar taispeáint san iarsmalann. Leis an imeacht seolta sin, cuireadh deis úsáideach ar fáil le haithne a chur ar réimse páirtithe leasmhara maidir le deiseanna breise sa cheantar.



Carrowdownan Manuscript

YOUNG KELVIN PRIZE

The Young Kelvin Prize was launched at the Royal Belfast Academical Institution on 3rd December. After remarks from the Chief Executives of the Ulster-Scots Agency and Institute of Physics, a class of A-Level Physics students undertook an experiment to calculate absolute zero. The launch was reported in the Belfast News Letter. The competition will be promoted to post-primary schools across Ulster in 2025.



Young Kelvin prize launch



Author Billy Kay at Forum for Research of the Languages of Scotland and Ulster conference

FRLSU CONFERENCE

The Agency hosted a successful 2-day conference by the Forum for Research on the Languages of Scotland and Ulster in November, in partnership with Ulster University. Approximately 40 academics from the UK and beyond attended the event, mostly in person.

DUAIS YOUNG KELVIN

Seoladh Duais Young Kelvin ag an Royal Belfast Academical Institution ar an 3 Nollaig. I ndiaidh ráitis ó Phríomhfheidhmeannaigh Ghníomhaireacht na hUltaise agus ón Institute of Physics, thug rang fisice de mhic léinn A-leibhéal faoi thurgnamh chun dearbhnialas a ríomh. Tuairscíodh an seoladh sa nuachtán News Letter i mBéal Feirste. Cuirfear an comórtas chun cinn in iar-bhunscoileanna ar fud Chúige Uladh in 2025.



Seoladh Dhuais Young Kelvin



An t-údar Billy Kay ag comhdháil an Fhóraim le haghaidh taighde ar theangacha na hAlban agus Uladh

COMHDHÁIL AN FHÓRAIM LE hAGHAIDH TAIGHDE AR THEANGACHA NA hALBAN AGUS ULADH

D'óstáil an Ghníomhaireacht comhdháil 2 lá a raibh rath uirthi de chuid an Fhóraim le haghaidh Taighde ar Theangacha na hAlban agus Uladh i mí na Samhna, i gcomhpháirtíocht le hOllscoil Uladh. D'fhreastail tuairim is 40 acadóir ón Ríocht Aontaithe agus níos faide i gcéin. Bhí an chuid is mó díobh i láthair.

Remuneration Report

Report on the Remuneration of Senior Management

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

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

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

The pay scales of the Senior Management who are based in the jurisdiction of the executive mirror those of the NICS pay scales. The pay scales for each NICS grade contain a number of pay points from minima to maxima, allowing progression towards the maxima based on performance. The Annual increments are issued to the Agency through the 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 2024 there were no compensation or severance payments to senior management.

Salary and pension entitlements (Audited Information)

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 an Fheidhmeannais, 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 2024, ní dhearnadh aon chúiteamh ná scaoilíocaíocht le hardbhainisteoirí.

Teidlíochtaí tuarastail agus pinsin (Faisnéis iniúchta)

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

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

	2024				2023			
	Salary £'000	**Salary €'000**	**Pension Benefits £'000***	**Benefits in kind**	**Salary £'000**	**Salary €'000**	**Pension Benefits £'000***	**Benefits in kind**
Ian Crozier (CEO)	80-90	90-100	32	Nil	50-60	60-70	30	Nil
Gillian Pearson (DOD) (left in 2023, paid backpay due in 2024)	0-10	0-10	-	Nil	30-40	40-50	20	Nil
Karen Stewart (DOCS)	40-50	50-60	44	Nil	40-50	40-50	22	Nil
David Gilliland (DOD)	10-20	10-20	6	Nil	-	-	-	Nil
William Olphert (DOL)	10-20	20-30	8	Nil	-	-	-	Nil

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

The remuneration of the CEO increased in the year by £24,189/€27,810. Of this increase, £23,420/€26,926 are payments related to compensation for additional hours worked.

William Olphert (FTE Salary £42,315/€48,650) and David Gilliland (FTE Salary £45,351/€52,140)) were appointed Directors in August and September 2024 respectively.

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

	2024				**2023**			
	Tuarastal £'000	**Tuarastal €'000**	**Sochair Phinsin £'000***	**Sochair Chomhchineáil**	**Tuarastal £'000**	**Tuarastal €'000**	**Sochair Phinsin £'000***	**Sochair Chomhchineáil**
Ian Crozier (PF)	80-90	90-100	32	Nialas	50-60	60-70	30	Nialas
Gillian Pearson (SF) (d'imigh sí in 2023, aisíocaíocht dlite in 2024 íoctha)	0-10	0-10	-	Nialas	30-40	40-50	20	Nialas
Karen Stewart (SSC)	40-50	50-60	44	Nialas	40-50	40-50	22	Nialas
David Gilliland (SF)	10-20	10-20	6	Nialas	-	-	-	Nialas
William Olphert (ST)	10-20	20-30	8	Nialas	-	-	-	Nialas

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

Bhí méadú £24,189/€27,810 ar luach saothair an PF sa bhliain. Maidir leis an méadú seo, tá £23,420/€26,926 de ina n-íocaíochtaí mar chúiteamh as uaireanta breise oibre.

Ceapadh William Olphert (Tuarastal CLA £42,315/€48,650) agus David Gilliland (Tuarastal CLA £45,351/€52,140)) mar stiúrthóirí in Lúnasa agus Meán Fómhair 2024 faoi seach.

Pay multiples (Audited Information)

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.

	2024 £	**2024 €**	**2023 £**	**2023 €**
The highest paid Director (£'000/€'000)	80-90	90-100	50-60	60-70
Median remuneration of staff (£/€)	35,712	41,058	34,011	39,102
Ratio	2.26:1		1.67:1	

The remuneration of the highest paid director in 2024 was £80k-£90k (2023: £50k-£60k). This was 2.26 times the median salary of the workforce which in 2024 was £35,712. In 2024 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. The Chief Executive received £23,420/€26,926 relating to compensation for additional hours worked. There were no other 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.

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.

Iolraithe pá (Faisnéis iniúchta)

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

	2024 £	**2024 €**	**2023 £**	**2023 €**
An Stiúrthóir ab airde pá (£'000/€'000)	80-90	90-100	50-60	60-70
Luach saothair airmheánach na foirne (£/€)	35,712	41,058	34,011	39,102
Cóimheas	2.26:1		1.67:1	

Ba é luach saothair an stiúrthóra ab airde pá in 2024 £80k-£90k (2023: £50k-£60k). Bhí sé seo 2.26 uair níos airde ná tuarastal airmheánach an luchta oibre in 2024, a bhí ag £35,712. In 2024, ní bhfuair aon fhostaí luach saothair níos mó ná an stiúrthóir ab airde pá.

Cuimsítear leis an luach saothair iomlán an tuarastal agus an pá neamh-chomhdhlúite i gcoibhneas le feidhmíocht. Ní chuimsítear leis 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. Fuair an Príomhfheidhmeannach £23,420/€26,926 a bhain le cúiteamh as uaireanta breise oibre. Níor íocadh aon liúntas eile 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 an Rí/na Coimisinéirí Ioncaim i ndlínse Rialtas na hÉireann leis mar shaothar oifige inchánach. Níor tugadh aon sochar comhchineáil don fhoireann sa bhliain.

Bónais

Ní polasaí é sa Ghníomhaireacht bónais a íoc le lucht na hardbhainistíochta nó leis an bhfoireann. Ní dhearnadh aon íocaíochtaí bónais le linn na bliana.

Pension Benefits (Audited Information)

	Accrued pension at pension age as at 31/12/24 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/24	CETV at 31/12/23	Real increase in CETV
	£'000	£'000	£'000	£'000	£'000
Mr Ian Crozier Chief Executive	Pension 10-15 Lump Sum 20-25	Pension 0-2.5 Lump Sum -	207	188	19
Mrs Gillian Pearson Director of Development*	Pension - Lump Sum -	Pension - Lump Sum -	-	-	-
Mrs Karen Stewart Director of Corporate Services	Pension 5-10 Lump Sum 0-5	Pension 0-2.5 Lump Sum 0-2.5	116	90	26
Mr David Gilliland Director of Development	Pension 0-5 Lump Sum -	Pension 0-2.5 Lump Sum -	4	-	4
Mr William Olphert Director of Language	Pension 0-5 Lump Sum -	Pension 0-2.5 Lump Sum -	5	-	5

* 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

Sochair Phinsin (Faisnéis iniúchta)

	Pinsean fabhraithe ag aois phinsin amhail 31/12/24 agus an chnapshuim ghaolmhar	**Méadú iarbhír ar phinsean agus ar an gcnapshuim ghaolmhar ag aois phinsin**	**LACA ar an 31/12/24**	**LACA ar an 31/12/23**	**Méadú iarbhír ar LACA**
	£'000	**£'000**	**£'000**	**£'000**	**£'000**
Ian Crozier Uasal *Príomhfheidhmeannach*	Pinsean 10-15 Cnapshuim 20-25	Pinsean 0-2.5 Cnapshuim -	207	188	19
Gillian Pearson Uasal *Stiúrthóir Forbartha**	Pinsean - Cnapshuim -	Pinsean - Cnapshuim -	-	-	-
Karen Stewart Uasal *Stiúrthóir Seirbhísí Corparáideacha*	Pinsean 5-10 Cnapshuim 0-5	Pinsean 0-2.5 Cnapshuim 0-2.5	116	90	26
David Gilliland Uasal Stiúrthóir Forbartha	Pinsean 0-5 Cnapshuim -	Pinsean 0-2.5 Cnapshuim -	4	-	4
William Olphert Uasal Stiúrthóir Teanga	Pinsean 0-5 Cnapshuim -	Pinsean 0-2.5 Cnapshuim -	5	-	5

* 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 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,

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.

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 2024 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 2024.

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.

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.

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 2024 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 2024.

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 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.

Méadú iarbhír 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 le linn an chinn 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 (Audited Information)

	2024	2024	2023	2023
	£'000	€'000	£'000	€'000
Allen McAdam	0-10	0-10	0-10	0-10
Frederick Kettyle	0-10	0-10	0-10	0-10
Karyn Devenney	-	-	0-10	0-10
Lavinia Tilson	-	-	-	-
Trevor Wilson	0-10	0-10	0-10	0-10

Board members received no bonus payments, benefits in kind or pension benefits during the year ended 31 December 2024. The amounts above reflect their total remuneration. Lavinia Tilson & Karyn Devenney are not paid remuneration under Single Salary rules

Board Members expenses in 2024 were £8.8k (€10.4k) (2023: £5.4k (€6.2k).

Salary bands for all employees

Number of employees whose emoluments for the twelve months ending 31 December 2024 fell within the following bands:

Salary bands (£)	2024 (Number of employees)	2023 (Number of employees)
Less than 40,000	11	10
40,000 – 49,999	3	1
50,000 – 59,999	1	2
60,000 – 69,999	0	0
70,000 -79,999	0	0
80,000- 89,999	1	0

Board Members' Remuneration (Audited Information)

	2024	2024	2023	2023
	£'000	€'000	£'000	€'000
Allen McAdam	0-10	0-10	0-10	0-10
Frederick Kettyle	0-10	0-10	0-10	0-10
Karyn Devenney	-	-	0-10	0-10
Lavinia Tilson	-	-	-	-
Trevor Wilson	0-10	0-10	0-10	0-10

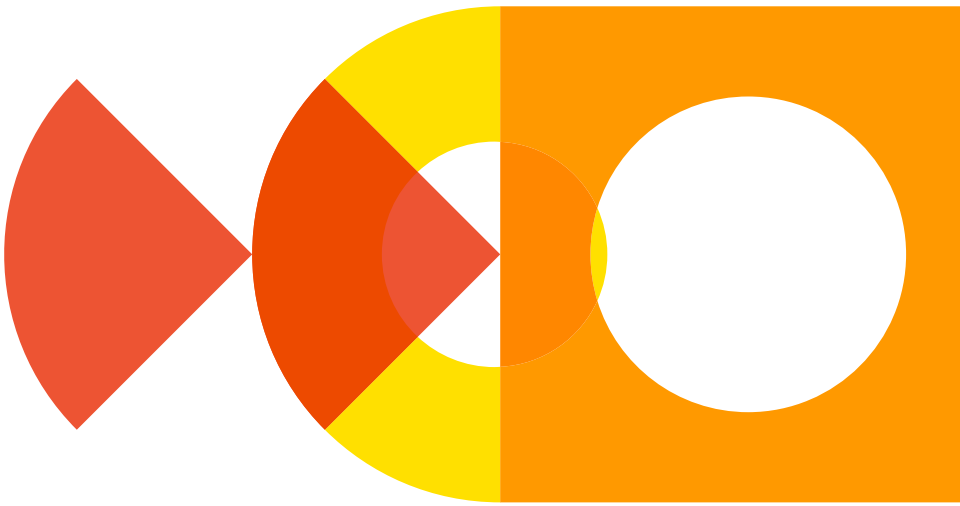
Ní bhfuair comhaltaí boird íocaíochtaí bónais, sochair chomhchineáil ná sochair phinsin le linn na bliana dar críoch an 31 Nollaig 2024. Léiríonn na méideanna thuas a luach saothair iomlán. Ní íoctar luach saothair le Lavinia Tilson ná le Karyn Devenney faoi rialacha an Tuarastail Aonair

B'ionann costais Chomhaltaí an Bhoird in 2024 agus £8.8k (€10.4k) (2023: £5.4k (€6.2k).

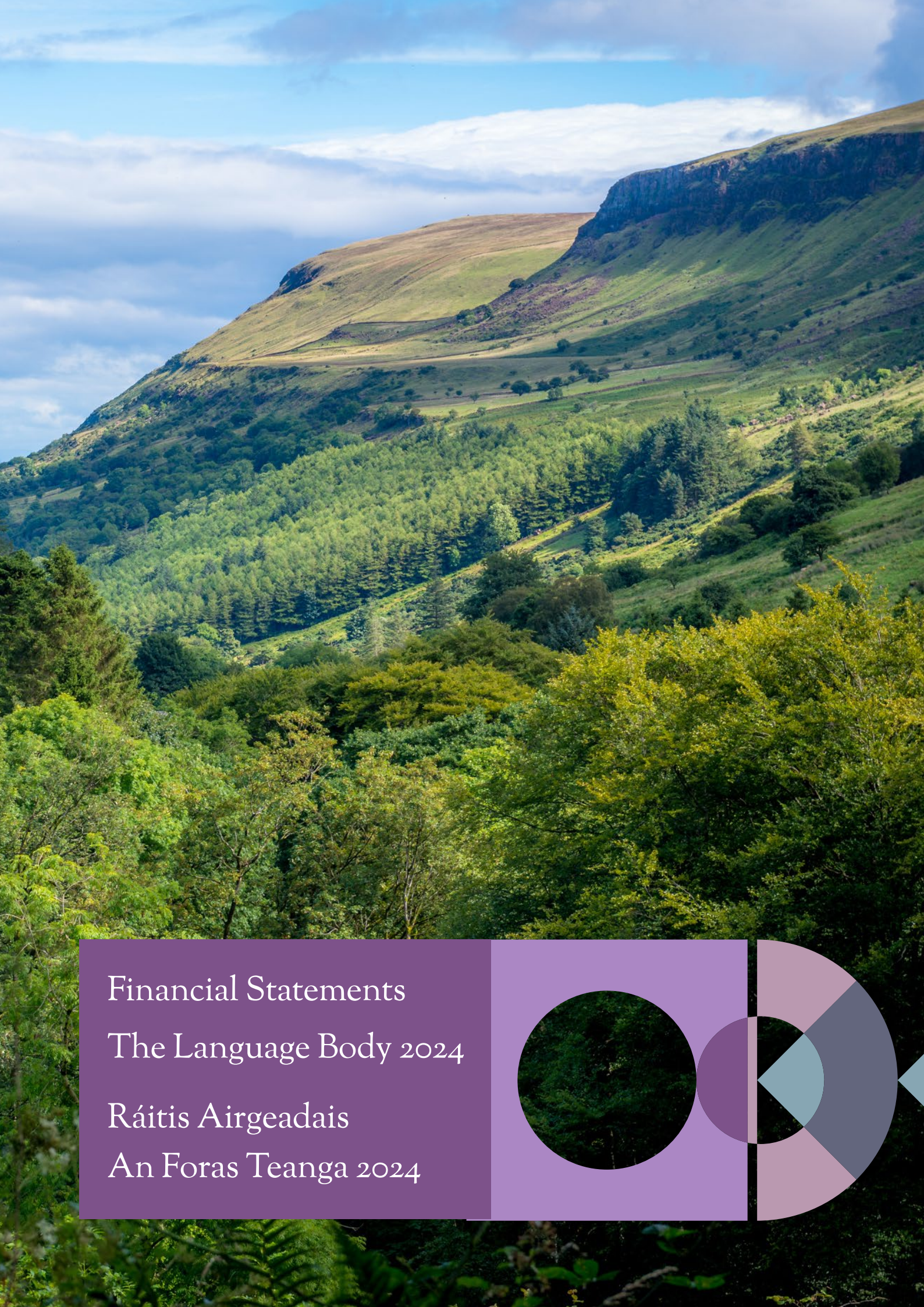
Bandaí tuarastail do gach fostaí

Líon na bhfostaithe ar thit a luach saothair do na 12 mhí dar críoch an 31 Nollaig 2024 sna bandaí seo a leanas:

Bandaí tuarastail (£)	2024 (Líon na bhfostaithe)	2023 (Líon na bhfostaithe)
Less than 40,000	11	10
40,000 – 49,999	3	1
50,000 – 59,999	1	2
60,000 – 69,999	0	0
70,000 -79,999	0	0
80,000- 89,999	1	0







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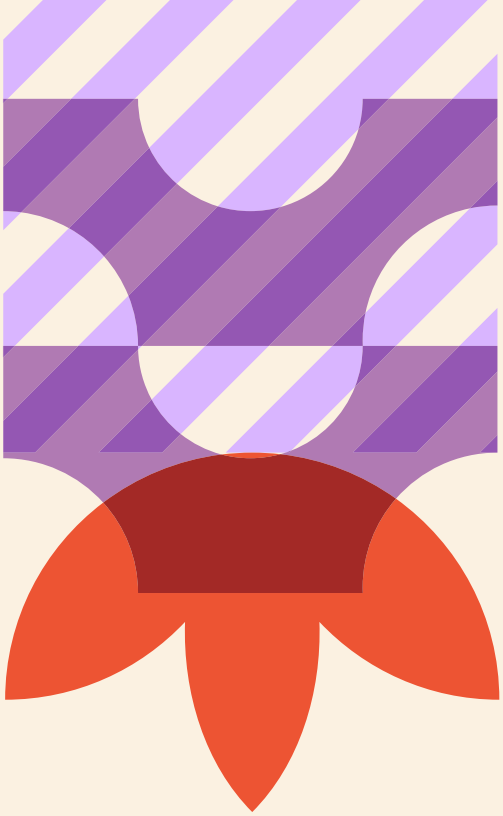

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Ráitis Airgeadais
An Foras Teanga 2024

CLÁR ÁBHAIR

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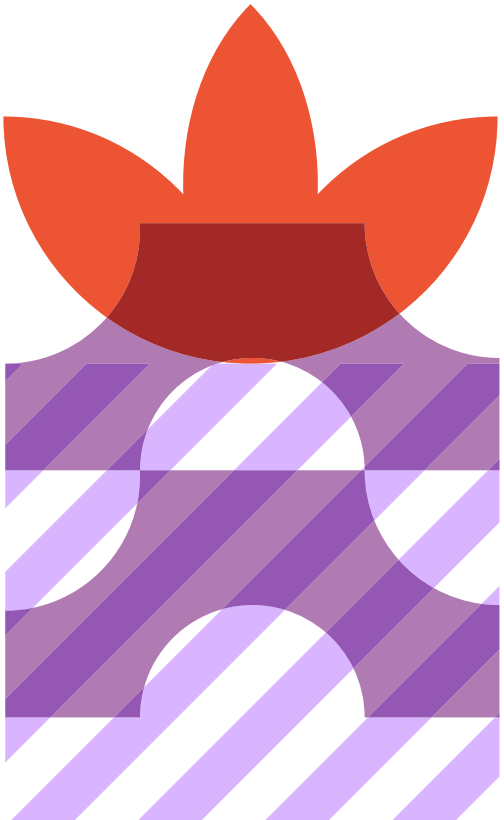
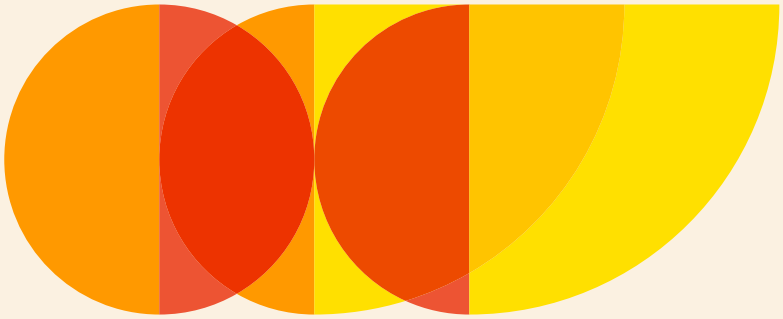




Foreword to the Consolidated Statement of Account

- 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:

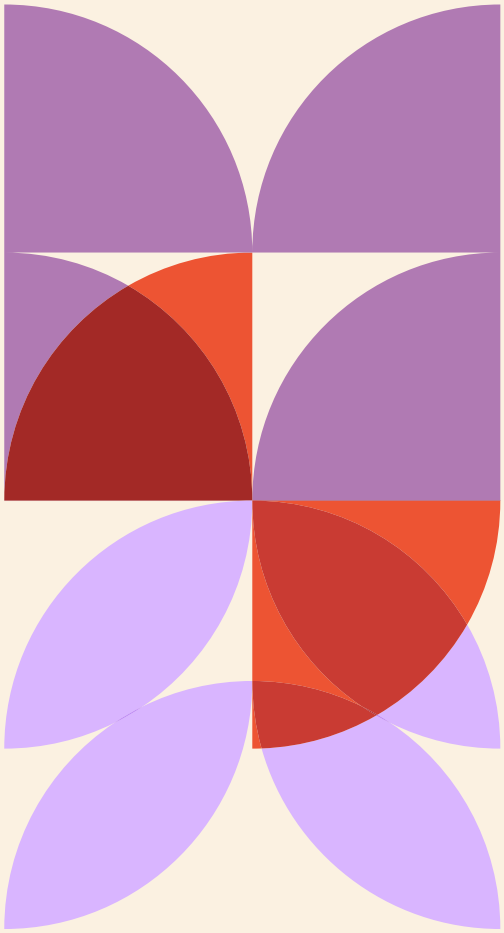
- Foras na Gaeilge
- The Ulster-Scots Agency

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 234 and page 296.

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 352.

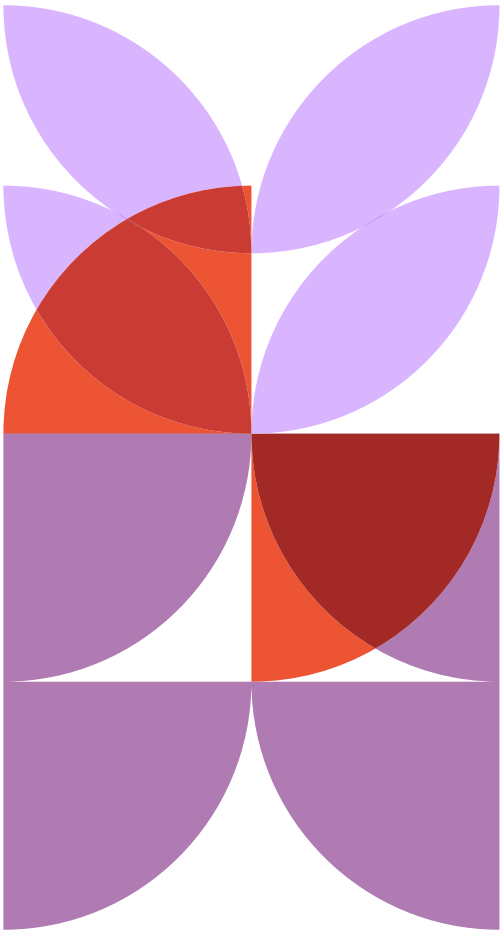
Bonn na Cuntasaíochta

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 235 agus leathanach 297.

Leagtar amach treoir ón Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán agus ón Roinn Pobal ar leathanach 353.



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.

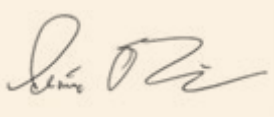
The Accounts which comprise a Consolidated Statement of Account of the Body together with the separate accounts of Foras na Gaeilge and the Ulster-Scots Agency each comprising a Statement of Income and Expenditure, Statement of Financial Position, Statement of Cash Flows and related notes and appendices 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.

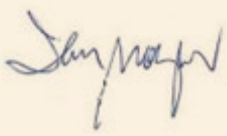
The Language Body requires each agency to keep proper books of accounts and financial records and to prepare a statement of accounts in respect of each year. The accounting responsibilities of each agency are set out in the separate accounts.

The responsibilities of each Chief Executive are set out in the respective Statements of Responsibilities of each agency.



Seán Ó Coinn 27/06/25

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge



Ian Crozier 27/06/25

Ian Crozier Date
Chief Executive - Ulster-Scots Agency

Ráiteas i leith Freagrachtaí

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

Ullmhaítear na Cuntais, atá déanta den Ráiteas Comhdhlúite ar Chuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Ghníomhaireacht na hUltaise 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 27/06/25

Seán Ó Coinn Dáta
Príomhfheidhmeannach
Foras na Gaeilge



Ian Crozier 27/06/25

Ian Crozier Dáta
Príomhfheidhmeannach
Gníomhaireacht na hUltaise

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 2024 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 income and expenditure statement, 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.

The accounts have been prepared under the accounting policies set out within them. We have also audited the information in the remuneration reports that is described in that report as having been audited.

In our opinion, the accounts

- give a true and fair view of the state of the Body's affairs as at 31 December 2024 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 Responsibilities of the Auditors 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 2024 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. Tá iniúchadh déanta againn freisin ar an eolas sna tuairiscí ar luach saothair a ndéantar cur síos orthu sna tuairiscí sin mar eolas a bhfuil iniúchadh déanta air.
Dar linn:

- tugann na cuntais dearcadh fírinneach agus cothrom ar staid chursaí an Fhorais amhail an 31 Nollaig 2024 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 systems 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.

Opinion on remuneration disclosures

The Body has presented remuneration reports with the accounts. Under the North South Implementation Bodies Annual Reports and Accounts Guidance (2024) issued jointly by the Department of Finance and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, we are required to audit and to provide an opinion on certain disclosures made in the remuneration reports.

In our opinion, the parts of the remuneration reports to be audited have been properly prepared in accordance with North South Implementation Bodies Annual Reports and Accounts Guidance (2024) issued by the Department of Finance and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation.

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 and the parts of the remuneration reports to be audited are not in agreement with the accounting records, or
- the statement on the system of internal control does not reflect compliance with applicable guidance on corporate governance.

Responsibilities of the Body and the Accounting Officers for the accounts

As explained more fully in the statement of responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in appendix 3 to the accounts and for being satisfied that they give a true and fair view. The Chief Executives, as Accounting Officers, are responsible for the propriety and regularity in relation to the use of public funds.

Ábhar 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.

Tuairim ar nochtadh maidir le luach saothair

Tá tuairiscí ar luach saothair curtha faoinár mbráid ag an bhForas in éineacht leis na cuntais. Faoi réir na Treorach do Thuarascálacha Bliantúla agus Cuntais na bhForas Thuaidh Theas (2024), arna comheisiúint ag an Roinn Airgeadais agus ag an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin, ní mór dúinn iniúchadh a dhéanamh agus tuairim a thabhairt ar faisnéisiú áirithe laistigh de na tuairiscí ar luach saothair.

Inár dtuairim, ullmhaíodh na codanna de na tuairiscí ar luach saothair ar gá iniúchadh a dhéanamh orthu go cóir agus faoi réir na Treorach do Thuarascálacha Bliantúla agus Cuntais na bhForas Thuaidh Theas (2024), arna comheisiúint ag an Roinn Airgeadais agus ag an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin.

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, ná na codanna de na tuairiscí ar luach saothair ar gá iniúchadh a dhéanamh orthu, 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

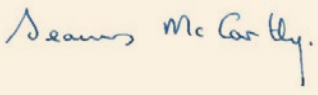
Mar a mhínítear níos iomláine sa Ráiteas i leith Freagachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoir do chuntais in aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh fírinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh,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

Responsibilities of the Auditors

Our responsibility is to audit the accounts in accordance with the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and to the Houses of the Oireachtas.
Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists.
Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.
As part of an audit in accordance with the ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. In doing so

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

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



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Freagrachtaí na nIniúchóirí

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

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

Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; Cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca leis na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnaimh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmhéanaigh bainteach leis an gcalaois.
- Faighimid tuiscint ar an rialiú inmheánach ata ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chuinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmhéanaigh a mheas.
- Measaimid feiliúnacht na bpolasaithe cuntasaíochta atá in úsáid, agus réasúntacht na meastachán cuntasaíochta mar aon leis an nochtadh a bhunaítear orthu sin.
- Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas ar cé 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 iúl dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus thorthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an t-ioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na 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

THE LANGUAGE BODY
CONSOLIDATED STATEMENT OF ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	2024		2023	
	€	**Stg £**	**€**	**Stg £**
GRANTS RECEIVED				
Revenue grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	16,603,842	14,070,887	15,518,630	13,498,104
Department for Communities	6,576,358	5,567,545	6,478,196	5,634,734
Department of Education	530,000	448,698	230,000	200,054
Department of Children	7,995	6,769	-	-
	23,718,195	20,093,899	22,226,826	19,332,892
Capital grants				
Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	18,716	15,845	27,343	23,782
Department for Communities	11,836	10,325	12,422	10,805
	30,552	26,170	39,765	34,587
Total grants received	**23,748,747**	**20,120,069**	**22,266,591**	**19,367,479**
FUNDING APPLIED TO				
Foras na Gaeilge				
Revenue grants	20,575,657	17,433,426	19,014,708	16,538,993
Capital grants	21,976	18,605	34,803	30,271
	20,597,633	17,452,031	19,049,511	16,569,264
Ulster-Scots Agency				
Revenue grants	3,142,538	2,660,473	3,212,118	2,793,899
Capital grants	8,576	7,565	4,962	4,316
	3,151,114	2,668,038	3,217,080	2,798,215
Total grants paid	**23,748,747**	**20,120,069**	**22,266,591**	**19,367,479**

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn Dáta
Chief Executive
Foras na Gaeilge

Ian Crozier *24/07/2026*
Ian Crozier Dáta
Chief Executive
Ulster-Scots Agency

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin Dáta
Chairperson
Foras na Gaeilge

Keith Gamble *24/07/2026*
Keith Gamble Dáta
Chairperson
Ulster-Scots Agency

AN FORAS TEANGA
RÁITEAS COMHDHLÚITE CUNTAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2024

	2024		2023	
	€	**Stg £**	**€**	**Stg £**
DEONTAIS A FUARTHAS				
Deontais Ioncaim				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	16,603,842	14,070,887	15,518,630	13,498,104
An Roinn Pobal	6,576,358	5,567,545	6,478,196	5,634,734
An Roinn Oideachais	530,000	448,698	230,000	200,054
An Roinn Leanaí	7,995	6,769	-	-
	23,718,195	20,093,899	22,226,826	19,332,892
Deontais Chaipitil				
Roinn Tuarasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán	18,716	15,845	27,343	23,782
An Roinn Pobal	11,836	10,325	12,422	10,805
	30,552	26,170	39,765	34,587
Iomlán na nDeontas a fuarthas	**23,748,747**	**20,120,069**	**22,266,591**	**19,367,479**
MAOINIÚ CURTHA I BHFEIDHM DO				
Foras na Gaeilge				
Deontais Ioncaim	20,575,657	17,433,426	19,014,708	16,538,993
Deontais Chaipitil	21,976	18,605	34,803	30,271
	20,597,633	17,452,031	19,049,511	16,569,264
Gníomhaireacht na hUltaise				
Deontais Ioncaim	3,142,538	2,660,473	3,212,118	2,793,899
Deontais Chaipitil	8,576	7,565	4,962	4,316
	3,151,114	2,668,038	3,217,080	2,798,215
Iomlán na nDeontas a íocadh	**23,748,747**	**20,120,069**	**22,266,591**	**19,367,479**

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn Dáta
Príomhfheidhmeannach
Foras na Gaeilge

Ian Crozier *24/07/2026*
Ian Crozier Dáta
Príomhfheidhmeannach
Gníomhaireacht na hUltaise

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin Dáta
Cathaoirleach
Foras na Gaeilge

Keith Gamble *24/07/2026*
Keith Gamble Dáta
Cathaoirleach
Gníomhaireacht na hUltaise



Appendix 1
Foras na Gaeilge
Accounts and notes to the accounts
For the year ended 31 December 2024

Aguisín 1
Foras na Gaeilge
Cuntais agus nótaí a ghabhann leis na cuntai
Don bhliain dar chríoch an 31 Nollaig 2024



Foreword to the accounts

Background Information

An Foras Teanga (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 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 Rural and Community Development and the Gaeltacht 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, Infrastructure, Public Service Reform and Digitalisation.

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 surplus for the year was €222,673/£202,591

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 that are included in the Income and Expenditure account are based on the expenditure that was due and payable during the year in pursuance of the approved contracts. A procurement process was run for a major research project on the public's view of the Irish language in 2024, and Trinity College/Ipsos B&A were selected as provider. This research will be completed in 2025.

Future Developments

The 2025 Business Plan was drafted for approval by the Sponsoring Departments. A draft of the Foras na Gaeilge Strategic Direction 2025-2030 was published and a public consultation was held on it. This Strategic Direction is to be published in 2025 and it will serve as a model for the 2026-2028 Corporate Plan.

Réamhrá leis na cuntais

Cúlra

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 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 Forbartha Tuaithe agus Pobail agus Gaeltachta, 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 Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin.

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 barrachas a bhí ann don bhliain ná €222,673/£202,591

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. Reáchtáladh próiseas soláthair le haghaidh mórthionscadail taighde ar dhearcadh an phobail i leith na Gaeilge in 2024 agus roghnaíodh Coláiste na Tríonóide/IPSOS B&A mar sholathróir. Cuirfear an taighde seo i gcrích le linn 2025.

Forbairtí sa todhchaí

Dréachtaíodh Plean Gnó 2025 le faomhadh ag na Ranna Coimircíochta. Foilsíodh dréacht de Threo Straitéiseach Fhoras na Gaeilge 2025-2030 agus reáchtáladh comhairliúchán poiblí air. Tá an Treo Straitéiseach seo le foilsiú go luath in 2025 agus beidh sé mar mhúnla do Phlean Corparáideach 2026-2028.

Blended Working

A review of the blended-work policy was initiated in 2024, and a staff survey was circulated as part of that process.

Full Time Posts

Of the 70 full-time staff positions approved in principle by the NSMC for Foras na Gaeilge, 60 positions have been approved by the sponsoring departments and Finance Departments in both jurisdictions for the year ending 31 December 2024. The sponsoring departments approved five additional posts in 2022, designated for the lexicography projects, on a five-year fixed term. In 2023, DRCDG approved three extra positions, designated for language planning, on a 3-year fixed term. In 2024, the Department of Education approved one fixed-term one-year position for the Séideán Sí review project and it is intended to appoint to this role in 2025.
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

Pressure on Foras na Gaeilge's budget continued throughout 2024, particularly in the context of inflation and with only one substantial increase in the baseline budget since 2008. With the support of Sponsoring Departments, a solution emerged at the start of 2025 which meant that the organisation had no need to implement significant cuts to the sector in the year. Foras na Gaeilge's funding was increased by the Departments for the year 2026.

Charitable Donations

Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2024.

Board Members

The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2024.

Regina Uí Chollatáin – Chairperson	
Conor Mc Guinness – Deputy Chairperson	*Resigned position on the board 30/11/2024*
Wurolas Majekodunmi	*Term on the board came to an end 26/11/2024*
Dáithí Mac Cárthaigh	*Term on the board came to an end 26/11/2024*
Neasa Ní Chiaráin	*Term on the board came to an end 26/11/2024*
Liam Rushe	*Term on the board came to an end 15/12/2024*
Freda Nic Giolla Chatháin	
Liadh Ní Riada	
Kevin Ó hEadhra	
Caoimhín Mac Giolla Mhín	
Doiminic Ó Brolcháin	
Ian Ó Dochartaigh	

Obair Chumaisc

Cuireadh tús le hathbhreithniú ar an bpolasaí obair chumaisc in 2024, agus scaipeadh suirbhé foirne mar chuid den phróiséas sin.

Poist Lánaimseartha

As an 70 post lánaimseartha ceadaithe d'Fhoras na Gaeilge i bprionsabal ag an gCATT, tá 60 post díobh faofa ag na ranna coimirciochta agus Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2024. D'fhaomh na ranna coimircíochta cúig phost breise in 2022, sonraithe do na tionscadail foclóireachta, ar théarma seasta cúig bliana. In 2023 d'fhaomh RFTPG trí phost breise, sonraithe do phleanáil teanga, ar théarma seasta 3 bliana. In 2024, d'fhaomh an Roinn Oideachais post amháin ar théarma seasta bliana do thionscadal athbhreithnithe Séideán Sí agus tá sé i gceist ceapachán a dhéanamh sa ról seo in 2025.
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

Lean an brú ar bhuiséad Fhoras na Gaeilge i rith na bliana 2024, go háirithe i gcomhthéacs an bhoilscithe agus gan ach ardú substaintiúil amháin ar an mbuiséad bonnlíne ó bhí 2008 ann. Le tacaíocht na Ranna Coimircíochta, tháinig réiteach chun cinn ag tús na bliana 2025 a chiallaigh nár ghá don eagraíocht ciorruithe suntasacha a chur i bhfeidhm ar an earnáil le linn na bliana sin. Tháinig ardú ar mhaoiniú Fhoras na Gaeilge ó na Ranna don bhliain 2026.

Tabhartais Charthanúla

Ní dhearna Foras na Gaeilge aon tabhartais charthanacha i rith na bliana dar chríoch an 31 Nollaig 2024.

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 2024.

Regina Uí Chollatáin– Cathaoirleach	
Conor Mc Guinness – Leaschathaoirleach	*D'éirigh sé as 30/11/2024*
Wuraola Majekodunmi	*Comhaltas in éag 26/11/2024*
Dáithí Mac Cárthaigh	*Comhaltas in éag 26/11/2024*
Neasa Ní Chiaráin	*Comhaltas in éag 26/11/2024*
Liam Rushe	*Comhaltas in éag 15/12/2024*
Freda Nic Giolla Chatháin	
Liadh Ní Riada	
Kevin Ó hEadhra	
Caoimhín Mac Giolla Mhín	
Doiminic Ó Brolcháin	
Ian Ó Dochartaigh	

Maighréad Ní Chonghaile
Gemma Ní Chionnaith
Máiréad Ní Ghabháin

There were six vacancies (four southern nominees and two northern nominees) on the Board of Foras na Gaeilge at 31 December 2024.

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 2024, 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 and 2024.

Equality and Employees with Disabilities

In the jurisdiction of the Government of Ireland, Foras na Gaeilge reports on the employment of people with disabilities under the Disability Act 2005. All employees and applicants (actual and potential) will be 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 2025, in which 4.9% of respondents to the survey indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005. 80% of staff participated in this volunatary anonymous survey.

As a cross-border body, Foras na Gaeilge is bound to the statutory equality obligations in both jurisdictions: The Public Sector Equality and Human Rights Duty in the jurisdiction of the Government of Ireland, and Section 75 of the Northern Ireland Act in the jurisdiction of the Executive.

Maighréad Ní Chonghaile
Gemma Ní Chionnaith
Máiréad Ní Ghabháin

Bhí sé fholúntas (ceithre ainmní ó dheas agus dhá ainmní ó thuaidh) ar Bhord Fhoras na Gaeilge amhail an 31 Nollaig 2024.

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 Transactions (Interest) Act, 1998', arna leasú agus arna fhorlíonadh ag an 'Late Payment of Commercial Transactions 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 2024.

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 agus Sabháilteachta measúnú caighdeánach ar an gcóras bainistíochta ar Shláinte agus 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 iomlán neamhspleách ar an trádstóras i nDún Seachlainn i 2023 agus i 2024.

Comhionannas agus Fostaithe atá faoi Mhíchumas

I ndlínse Rialtas na hÉireann, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. Ag tús 2025, rinneadh suirbhé foirne a léirigh go raibh 4.9% den fhoireann iomlán (sa bhliain féilire roimhe) faoi mhíchumas de réir sainmhíniú an Achta um Mhíchumais 2005. Ghlac 80% den fhoireann páirt sa suirbhé deonach, anaithnid seo.
Mar eagraíocht thrasteorann, tá Foras na Gaeilge faoi cheangal ag na dualgais reachtúla comhionannais sa dá dhlínse: Dualgas na hEarnála Poiblí um Chomhionannas agus Cearta an Duine i ndlínse Rialtas na hÉireann, agus Alt 75 d'Acht Thuaisceart Éireann i ndlínse an Fheidhmeannais.

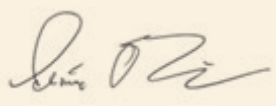
Employee Involvement

Employees were members of various trade unions during 2024, namely, SIPTU and FÓRSA. No labour relations difficulties arose during the year. Throughout the year employees were regularly advised of any new developments and were consulted with through formal and informal meetings, at courses and briefings where staff were given every opportunity to contribute or comment on new procedures and policies.

Statement of Responsibilities for Board Members

The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public.
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 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

Rannpháirtíocht Fostaithe

Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumainn éagsúla le linn 2024, 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.

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 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

Statement of responsibilities

Foras na Gaeilge's Responsibilities

The Department of Rural and Community Development and the Gaeltacht 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.

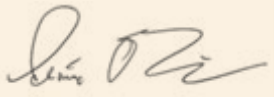
In preparing the accounts the Language Body is required to:

- observe the accounts direction issued by the Department of Rural and Community Development and the Gaeltacht 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 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

Ráiteas i leith freagrachtaí

Freagrachtaí Fhoras na Gaeilge

Tá an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta, 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 Forbartha Tuaithe agus Pobail agus Gaeltachta, 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 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

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;
- A representative from the Department for Communities is invited to attend Foras na Gaeilge Audit Committee meetings, and receives the relevant documentation;

Ráiteas maidir le rialúchán inmheánach

Freagracht as an gCóras Rialaithe Inmheánaigh

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 in áit, le línte soiléire freagrachtaí;
- Clárbhainisteoir Airgeadais agus Theichneolaíocht 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 athbhreithnithe 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;
- Faigheann ionadaí ón Roinn Pobal cuireadh freastal ar chruinnithe de chuid an Coiste Iniúchta, agus cuirtear an cháipéisíocht chuí ar fáil dó;

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;
    - The Internal Auditor completed a report on audit activities in 2024. The report assessed the internal control systems as satisfactory and effective overall. This report was presented to the Audit Committee in March 2025.
    - Reports by the Internal Auditor were presented to the Audit Committee on the following areas:
    - Corporate Governance, Structure and Efficiency
    - Change Management regarding payments
    - ÁIS Debtors System
    - Departmental Funding
    - Lead-Organisation Funding
    - Non-pay Expenditure

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.

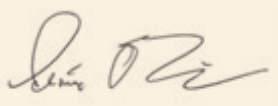
Athbhreithniú Bliantúil ar Rialúcháin

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 2025 agus faoi bhráid an Bhoird i mí Aibreáin 2025.
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;
- Tá sé beartaithe ag an gCoiste Iniúchta agus an Bord athbhreithniú agus uasdátú a dhéanamh ar na polasaithe seo a leanas i 2025:
  - An Polasaí Sceithireachta, agus
  - An Polasaí Calaoise;
- Chuir an tIniúchóir Inmheánach tuairisc i gcrích ar ghníomhaíochtaí iniúchta sa bhliain 2024. 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 2025.
- Cuireadh tuairiscí ón Iniúchóir Inmheánach faoi bhráid an Choiste Iniúchta sna réimsí seo a leanas:
  - Rialachas Corparáideach Struchtúr agus Éifeachtacht
  - Bainistíocht Athruithe maidir le híocaíochtaí
  - Córas Féichiúnaithe ÁIS
  - Maoiniú Ranna
  - Maoiniú na gCeanneagraíochtaí
  - Caiteachas neamhphá

Statement of losses and special payments

The organisation suffered a loss of €21,398.85 in August 2024 related to a fraudulent payment. Every reporting step was followed as appropriate and additional arrangements have been put in place to strengthen the organisation's systems in relation to technology security arrangements and payments. One special payment (ex gratia) was made during the year for a value of less than £10,000/ €12,000.



Seán Ó Coinn 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

Ráitis ar chaillteanais agus íocaíochtaí speisialta

Bhí caillteanas ag an eagraíocht ar luach €21,398.85 i Lúnasa 2024 a bhain le híocaíocht chalaoiseach. Leanadh gach céim thuairiscithe mar is cuí agus tá socruithe breise curtha in áit le córais na heagraíochta a láidriú maidir le socruithe slándála teicneolaíochta agus íocaíochtaí. Déanadh íocaíocht speisialta amháin (ex gratia) i rith na bliana ar luach faoi bhun £10,000/€12,000.

Seán Ó Coinn 24/07/26

Seán Ó Coinn Date
Chief Executive - Foras na Gaeilge

FORAS NA GAEILGE
STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 €	2024 Stg£	2023 €	2023 Stg£
INCOME					
Revenue from Departments	2	**20,575,657**	**17,433,426**	**19,014,708**	**16,538,993**
Deferred funding for Pensions	15.4.4	**1,554,000**	**1,315,616**	**1,063,000**	**924,597**
Release from Capital Grant Reserve	13	**32,120**	**27,192**	**34,007**	**29,580**
Income from from Book Distribution and Sales		**1,150,821**	**974,285**	**989,727**	**860,864**
Other Operating Income	4	**70,563**	**59,739**	**21,184**	**18,426**
Total Income		**23,383,161**	**19,810,258**	**21,122,626**	**18,372,460**
EXPENDITURE					
Staff Costs & Board Remuneration	5	**6,570,652**	**5,562,714**	**5,727,655**	**4,981,913**
Grants expended by Foras na Gaeilge	8	**12,064,902**	**10,214,146**	**11,924,929**	**10,372,304**
Other Operating Costs	7	**3,367,812**	**2,851,189**	**2,726,043**	**2,371,108**
Direct Printing and Distribution Costs	3	**1,125,002**	**952,426**	**771,940**	**671,433**
Depreciation	9	**32,120**	**27,192**	**34,007**	**29,580**
Total Expenditure		**23,160,488**	**19,607,667**	**21,184,574**	**18,426,338**
Surplus/Deficit for the year		**222,673**	**202,591**	**(61,948)**	**(53,878)**
Surplus carried forward from previous year		**2,030,116**	**1,794,375**	**2,092,064**	**1,853,864**
Currency Translation Adjustmet	1.11		**(98,949)**		**(35,611)**
Surplus transferred to Revenue Reserves		**2,252,789**	**1,868,017**	**2,030,116**	**1,764,375**

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDING 31 DECEMBER 2024

	Notes	2024 €	2024 Stg£	2023 €	2023 Stg£
Surplus for the Year					
Experience Gain/Loss	15.4.3	**222,673**	**202,591**	**(61,948)**	**(53,878)**
(Loss)/ Gain due to currency movements	15.4.3	**(388,000)**	**(328,481)**	**1,590,000**	**1,382,000**
Loss on change of financial assumptions	15.4.3	**(35,000)**	**(29,631)**	**(37,000)**	**(32,000)**
Gain / (Loss) on changes due to demographic assumptions	15.4.3	**1,312,000**	**1,110,739**	**(1,042,000)**	**(906,000)**
Actuarial Loss on the pension liabilities		**889,000**	**752,627**	**511,000**	**444,000**
Adjustment to deferred pension funding		**(889,000)**	**(752,627)**	**(511,000)**	**(444,000)**
Recognised Surplus/(Loss) for the Year		**222,673**	**202,591**	**(61,948)**	**(53,878)**

The notes 1 to 24 form part of these accounts.

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn Date
Chief Executive

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin Date
Chairperson

FORAS NA GAEILGE
RÁITEAS IONCAIM AGUS CAITEACHAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2024

	Nótaí	2024 €	2024 stg£	2023 €	2023 stg£
IONCAM					
Ioncam ó na ranna	2	**20,575,657**	**17,433,426**	**19,014,708**	**16,538,993**
Cistiúchán iarchurtha pinsin	15.4.4	**1,554,000**	**1,315,616**	**1,063,000**	**924,597**
Scaoileadh ó chúlchiste deontais chaipitil	13	**32,120**	**27,192**	**34,007**	**29,580**
Ioncam ó dháileadh agus ó dhíol leabhar		**1,150,821**	**974,285**	**989,727**	**860,864**
Ioncam oibriúcháin eile	4	**70,563**	**59,739**	**21,184**	**18,426**
Ioncam iomlán		**23,383,161**	**19,810,258**	**21,122,626**	**18,372,460**
CAITEACHAS					
Costais foirne agus luach saoth air an bhoird	5	**6,570,652**	**5,562,714**	**5,727,655**	**4,981,913**
Deontais íoctha ag Foras na Gaeilge	8	**12,064,902**	**10,214,146**	**11,924,929**	**10,372,304**
Costais oibriúcháin eile	7	**3,367,812**	**2,851,189**	**2,726,043**	**2,371,108**
Costais dhíreacha phriontála agus dáilte	3	**1,125,002**	**952,426**	**771,940**	**671,433**
Dímheas	9	**32,120**	**27,192**	**34,007**	**29,580**
Caiteachas iomlán		**23,160,488**	**19,607,667**	**21,184,574**	**18,426,338**
Barrachas / (Easnamh) don Bhliain		**222,673**	**202,591**	**(61,948)**	**(53,878)**
Barrachas a tugadh ar aghaidh ón mbliain roimhe		**2,030,116**	**1,764,375**	**2,092,064**	**1,853,864**
Coigeartú aistrithe airgeadra	1.11		**(98,949)**		**(35,611)**
Barrachas arna aistriú chuig cúlchistí ioncaim		**2,252,789**	**1,868,017**	**2,030,116**	**1,764,375**

RÁITEAS AR GHNÓTHACHÁN AGUS AR CHAILLTEANAS CUIMSITHEACH DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2024

	Nótaí	2024 €	2024 stg£	2023 €	2023 stg£
Barrachas don Bhliain					
Gnóthachan / (Caillteanas) ó thaithí	15.4.3	**222,673**	**202,591**	**(61,948)**	**(53,878)**
(Caillteanas) / Gnóthachan ó mhalartú airgeadra	15.4.3	**(388,000)**	**(328,481)**	**1,590,000**	**1,383,000**
Caillteanas maidir le hathruithe sna toimhtí airgeadais	15.4.3	**(35,000)**	**(29,631)**	**(37,000)**	**(32,000)**
Gnóthachan / (Caillteanas) maidir le hathruithe sna toimhtí déimeagrafacha	15.4.3	**1,312,000**	**1,110,739**	**(1,042,000)**	**(906,000)**
Caillteanas achtúireach ar an scéim pinsin		**889,000**	**752,627**	**511,000**	**444,000**
Leasú ar mhaoiniú pinsean iarchurtha		**(889,000)**	**(752,627)**	**(511,000)**	**(444,000)**
Barrachas / (Easnamh) aitheanta don Bhliain		**222,673**	**202,591**	**(61,948)**	**(53,878)**

Is cuid de na cuntais seo na nótaí 1 go 24.

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn — Date
Príomhfheidhmeannach

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin — Date
Cathaoirleach

STATEMENT ON FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Notes	2024 €	2024 Stg£	2023 €	2023 Stg£
FIXED ASSETS					
Tangible assets	9	**35,805**	**29,692**	**45,950**	**39,937**
CURRENT ASSETS					
Stocks	10	**629,635**	**522,094**	**608,709**	**529,029**
Receivables due within one year	11	**1,152,079**	**955,304**	**839,289**	**729,426**
Cash at bank and in hand	14.2	**1,020,790**	**846,441**	**976,324**	**848,521**
		2,802,504	**2,323,839**	**2,424,322**	**2,106,976**
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	**(549,712)**	**(455,822)**	**(394,204)**	**(342,602)**
CURRENT NET ASSETS		**2,252,792**	**1,868,017**	**2,030,118**	**1,764,374**
Total assets less current liabilities before pension		**2,288,598**	**1,897,709**	**2,076,068**	**1,804,311**
Deferred pension funding balance	15.4.6	**27,855,000**	**23,097,366**	**27,190,000**	**23,630,829**
Pension liability	15.4.2	**(27,855,000)**	**(23,097,366)**	**(27,190,000)**	**(23,630,829)**
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,288,597**	**1,897,709**	**2,076,068**	**1,804,311**
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue Reserve		**2,252,789**	**1,868,017**	**2,030,116**	**1,764,375**
Capital Grant Reserve	13	**35,808**	**29,692**	**45,952**	**39,936**
		2,288,597	**1,897,709**	**2,076,068**	**1,804,311**

The notes 1 to 24 form part of these accounts.

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn Date
Chief Executive

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin Date
Chairperson

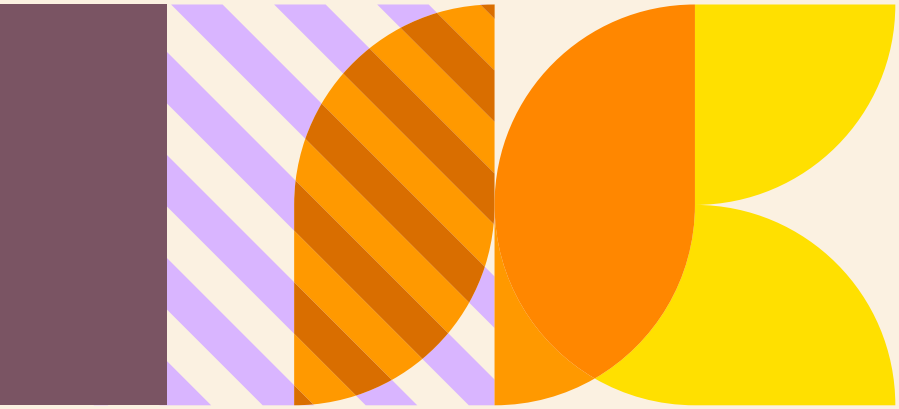
FORAS NA GAEILGE
RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2024

	Nótaí	2024 €	2024 stg£	2023 €	2023 stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	**35,805**	**29,692**	**45,950**	**39,937**
SÓCMHAINNÍ REATHA					
Stoic	10	**629,635**	**522,094**	**608,709**	**529,029**
Féichiúnaithe dlite laistigh de bhliain amháin	11	**1,152,079**	**955,304**	**839,289**	**729,426**
Airgead sa bhanc agus ar láimh	14.2	**1,020,790**	**846,441**	**976,324**	**848,521**
		2,802,504	**2,323,839**	**2,424,322**	**2,106,976**
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	**(549,712)**	**(455,822)**	**(394,204)**	**(342,602)**
GLANSÓCHMHAINNÍ REATHA		**2,252,792**	**1,868,017**	**2,030,118**	**1,764,374**
Sócmhainní iomlána lúide dliteanais reatha roimh pinsean		**2,288,598**	**1,897,709**	**2,076,068**	**1,804,311**
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	**27,855,000**	**23,097,366**	**27,190,000**	**23,630,829**
Dliteanas pinsin	15.4.2	**(27,855,000)**	**(23,097,366)**	**(27,190,000)**	**(23,630,829)**
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA		**2,288,597**	**1,897,709**	**2,076,068**	**1,804,311**
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste ioncaim		**2,252,789**	**1,868,017**	**2,030,116**	**1,764,375**
Cúlchiste deontais chaipitil	13	**35,808**	**29,692**	**45,952**	**39,936**
		2,288,597	**1,897,709**	**2,076,068**	**1,804,311**

Is cuid de na cuntais seo na nótaí 1 go 24.

Seán Ó Coinn *24/07/2026*
Seán Ó Coinn Date
Príomhfheidhmeannach

Regina Uí Chollatáin *24/07/2026*
Regina Uí Chollatáin Date
Cathaoirleach



FORAS NA GAEILGE
STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31 DECEMBER 2024

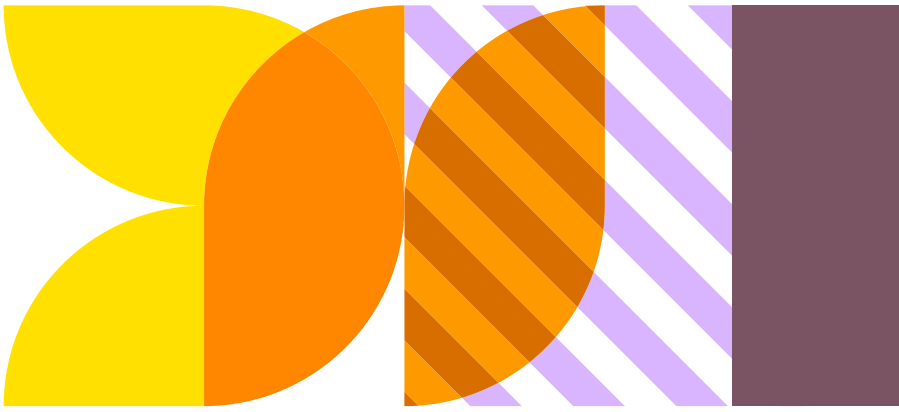
	Notes	2024 €	2024 Stg£	2023 €	2023 Stg£
NET CASH INFLOW FROM OPERATING ACTIVITIES	14.1	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire Tangible Fixed Assets	9	**(21,976)**	**(18,605)**	**(34,803)**	**(30,271)**
NET CASH INFLOW BEFORE FINANCING		**22,490**	**(20,685)**	**(342,575)**	**(320,617)**
FINANCING					
Capital Grant Received	13	**21,976**	**18,605**	**34,803**	**30,271**
INCREASE IN CASH AND CASH EQUIVALENTS	14.2	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**

The notes 1 to 24 form part of these accounts.

FORAS NA GAEILGE
RÁITEAS MAIDIR LE SREABHADH AIRGID DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2024

	Nótaí	2024 €	2024 stg£	2023 €	2023 stg£
SREABHADH GLAN AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**
CAITEACHAS CAIPITIL AGUS INFHEISTÍOCHT AIRGEADAIS					
Íocaíochtaí chun sócmhainní seasta inláimhsithe a fháil	9	**(21,976)**	**(18,605)**	**(34,803)**	**(30,271)**
SREABHADH GLAN AIRGID ROIMH MHAOINIÚ		**22,490**	**(20,685)**	**(342,575)**	**(320,617)**
MAOINIÚ					
Deontas caipitil faighte	13	**21,976**	**18,605**	**34,803**	**30,271**
MÉADÚ AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	**44,466**	**(2,080)**	**(307,772)**	**(290,348)**

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 Rural and Community Development and the Gaeltacht 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 2024 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

1.3 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 Forbartha Tuaithe agus Pobail agus Gaeltachta, agus ag an Roinn Pobal, le faomhú ó na ranna airgeadais faoi seach, de réir Ordú Comhaontas Thuaidh/Theas (Comhlachtaí Forfeidhmithe Thuaisceart Éireann) 1999 agus Comhaontú na Breataine/na hÉireann 1999. Ullmhaíodh na cuntais de réir an chaighdeáin tuarascála FRS 102.

1.2 Ráiteas Comhlíonta

Ullmhaíodh Ráitis Aigeadais Fhoras na Gaeilge don bhliain dar chríoch an 31 Nollaig 2024 de réir FRS 102 an caighdeán tuarascála airgeadais i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eisithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC), agus curtha i bhfeidhm ag Chartered Accountants Ireland.

1.3 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

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 Rural and Community Development and the Gaeltacht 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 Rural and Community Development and the Gaeltacht (DRCDG) 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.

ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus an tsuim in-aisghabhála mar chaillteanas amúchta. Is í an tsuim in-aisghabhála ná luach cóir sócmhainne lúide costas a díolta agus luach a feidhmiú. Déantar athbhreithniú ag gach dáta tuarascála ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.5 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 agus 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 Forbartha Tuaithe agus Pobail agus Gaeltachta maoiniú ó Rialtas na hÉireann ar fáil agus cuireann an Roinn Pobal maoiniú ó Fheidhmeannas Thuaisceart Éireann ar fáil.

Faoi réir riachtanais FRS 102, 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 Forbartha Tuaithe agus Pobail agus Gaeltachta (RFTPG) 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 measchán bliantúil.

While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, Foras na Gaeilge has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice. This treatment is inconsistent with accounting practice for UK Non-Departmental Bodies, where, due to the absence of a formal guarantee, a funding liability is not recognised until the commitment falls due.

1.8 Stocks

Stocks comprise of books and other published material held for resale. Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.9 Leases

Finance Leases

Leases in which substantially all the risks and rewards of ownership are transferred by the lessor are 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

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 chaipitiúil 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 bhrabús nó caillteanas ar bhonn líne chothrom 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.

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£0.8292 (the exchange rate at the statement of financial position date 31 December 2024) and the rate used for the statement of Income and Expenditure was €1=stg£0.8466 (the average exchange rate during the year ending 31 December 2024).

1.12 Grants Payable

Grants payable to third parties are chargeable to the Income and Expenditure Account in the year in which the recipient carries out the activity that creates an entitlement.

1.13 Grants Receivable

Revenue Grants receivable are recognised as income in the period in which they are received. Capital Grants received are credited to the Capital Grant Reserve and released to the Income and Expenditure Account in line with the depreciation charged on the relevant assets.

1.14 Capital Grant Reserve

The Government Grant Reserve represents the unamortised value of income used for capital purposes.

1.11 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£0.8292 (an ráta malairte amhail an 31 Nollaig 2024) agus ba é an ráta a úsáideadh don Chuntas Ioncaim agus Caiteachais €1=stg£0.8466 (an meánráta malairte le linn na bliana dar chríoch an 31 Nollaig 2024).

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

The Department of Rural and Community Development and the Gaeltacht (DRCDG)	**2024 Grant Revenue €**	**2024 Capital Grant €**	**2024 Grant Total €**	**2023 Grant Revenue €**	**2023 Grant Capital €**	**2023 Grant Total €**
Foras na Gaeilge (FNAG) **Vote 33 Subhead D**	**12,258,176**	**16,482**	**12,274,658**	**12,245,439**	**26,102**	**12,271,541**
FNAG New Decade New Approach **Vote 33 Subhead C.9**	**100,000**	**-**	**100,000**	**100,000**	**-**	**100,000**
FNAG Language Planning Process **Vote 33 Subhead C.9**	**758,273**	**-**	**758,273**	**447,099**	**-**	**447,099**
FNAG Language Planning Co-Ordinator **Vote 33 Subhead C.10**	**157,769**	**-**	**157,769**	**7,571**		**7,571**
FNAG additional funding for Dictionary	**329,415**	**-**	**329,415**	**-**	**-**	**-**
FNAG funding for reprinting of books	**289,030**		**289,030**			
FNAG Funding for Research	**-**	**-**	**-**	**250,000**		**250,000**
FNAG Funding re: increased salary costs	**97,118**	**-**	**97,118**	**94,198**	**-**	**94,198**
FNAG Interpretative Centre Belfast	**60,000**	**-**	**60,000**	**-**	**-**	**-**
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	**605,687**	**-**	**605,687**	**305,516**	**-**	**305,516**
Colmcille **Vote 33 Subhead D**	**115,602**	**-**	**115,602**	**118,519**	**-**	**118,519**
Colmcille Funding re: increased salary costs **Vote 33 Subhead C.9**	**903**	**-**	**903**	**875**	**-**	**875**
Department for Communities (DfC)						
FNAG	**4,084,241**	**5,494**	**4,089,735**	**4,036,122**	**8,701**	**4,044,823**
Colmcille	**120,283**		**120,283**	**118,204**	**-**	**118,204**
Department of Education (DoE)						
FNAG Gaelbhratach **Vote 26 Subhead A.14**	**180,000**		**180,000**	**180,000**	**-**	**180,000**
FNAG dictionary project funding **Vote 26 Subhead A.14**	**50,000**		**50,000**	**50,000**	**-**	**50,000**
FNAG Project Funding	**300,000**		**300,000**	**-**	**-**	**-**
Department of Children						
FNAG	**7,995**		**7,995**			
Total	**20,575,657**	**21,976**	**20,597,633**	**19,014,708**	**34,803**	**19,049,511**

2. DEONTAIS Ó NA RANNA

An Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta (RFTPG)	2024 Ioncam ó Dheontais €	2024 Deontas Caipitil €	2024 Ioncam Iomlán ó Dheontais €	2023 Ioncam ó Dheontais €	2023 Deontas Caipitil €	2023 Ioncam Iomlán ó Dheontais €
Foras na Gaeilge (FNAG) **Vóta 33 Fomhír D**	**12,258,176**	**16,482**	**12,274,658**	**12,245,439**	**26,102**	**12,271,541**
FNAG Ré Nua Cur Chuige Nua **Vóta 33 Fomhír C.9**	**100,000**	**-**	**100,000**	**100,000**	**-**	**100,000**
FNAG Próiseas Pleanála Teanga **Vóta 33 Fomhír C.9**	**758,273**		**758,273**	**447,099**	**-**	**447,099**
FNAG Comhordaitheoir Pleanála Teanga **Vóta 33 Fomhír C.10**	**157,769**		**157,769**	**7,571**		**7,571**
FNAG Maoiniú Breise Foclóireachta	**329,415**		**329,415**			
FNAG Maoiniú d'Athchlónna	**289,030**		**289,030**			
FNAG Maoiniú do Thaighde	**-**		**-**	**250,000**		**250,000**
FNAG Maoiniú le haghaidh costais ardaithe tuarastail	**97,118**		**97,118**	**94,198**	**-**	**94,198**
FNAG Ionad léirmhínithe BF	**60,000**		**60,000**			
CNLG **Vóta 33 Fomhír D**	**1,061,165**	**-**	**1,061,165**	**1,061,165**	**-**	**1,061,165**
CNLG Maoiniú le haghaidh costais ardaithe tuarastail agus maoiniú eile	**605,687**		**605,687**	**305,516**	**-**	**305,516**
Colmcille **Vóta 33 Fomhír D**	**115,602**		**115,602**	**118,519**	**-**	**118,519**
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail **Vóta 33 Fomhír C.9**	**903**		**903**	**875**	**-**	**875**
An Roinn Pobal (RP)						
FNAG	**4,084,241**	**5,494**	**4,089,735**	**4,036,122**	**8,701**	**4,044,823**
Colmcille	**120,283**		**120,283**	**118,204**	**-**	**118,204**
An Roinn Oideachais (RO)						
FNAG Gaelbhratach **Vóta 26 Fomhír A.14**	**180,000**		**180,000**	**180,000**	**-**	**180,000**
FNAG Maoiniú tionscadal foclóireachta **Vóta 26 Fomhír A.14**	**50,000**		**50,000**	**50,000**	**-**	**50,000**
FNAG Tionscanamh	**300,000**		**300,000**	**-**	**-**	**-**
An Roinn Leanaí						
FNAG	**7,995**		**7,995**	**-**		**-**
Iomlán	**20,575,657**	**21,976**	**20,597,633**	**19,014,708**	**34,803**	**19,049,511**

The Department of Rural and Community Development and the Gaeltacht (DRCDG)	**2024 Grant Revenue Stg£**	**2024 Capital Grant Stg£**	**2024 Grant Total Stg£**	**2023 Grant Revenue Stg£**	**2023 Grant Capital Stg£**	**2023 Grant Total Stg£**
Foras na Gaeilge (FNAG) **Vote 33 Subhead D**	**10,377,772**	**13,954**	**10,391,726**	**10,651,083**	**22,703**	**10,673,786**
FNAG New Decade New Approach **Vote 33 Subhead C.9**	**84,660**		**84,660**	**86,980**	**-**	**86,980**
FNAG Language Planning Process **Vote 33 Subhead C.9**	**641,954**		**641,954**	**388,887**	**-**	**388,887**
FNAG Language Planning Co-Ordinator **Vote 33 Subhead C.10**	**133,568**		**133,568**	**6,585**	**-**	**6,585**
FNAG additional funding for Dictionary	**278,883**		**278,883**	**-**	**-**	**-**
FNAG funding for reprinting of books	**244,693**		**244,693**			
FNAG Funding for Research				**217,450**		**217,450**
FNAG Funding re: increased salary costs	**82,220**		**82,220**	**81,933**	**-**	**81,933**
FNAG Interpretative Centre Belfast	**50,796**		**50,796**			
CNLG **Vote 33 Subhead D**	**898,382**		**898,382**	**923,001**	**-**	**923,001**
CNLG Funding re: increased salary and other funding	**526,827**		**526,827**	**265,738**	**-**	**265,738**
Colmcille **Vote 33 Subhead D**	**97,869**		**97,869**	**103,088**	**-**	**103,088**
Colmcille Funding re: increased salary costs **Vote 33 Subhead C.9**	**785**		**785**	**761**		**761**
Department for Communities (DfC)						
FNAG	**3,457,718**	**4,651**	**3,462,369**	**3,510,619**	**7,568**	**3,518,187**
Colmcille	**101,832**		**101,832**	**102,814**	**-**	**102,814**
Department of Education (DoE)						
FNAG Gaelbhratach **Vote 26 Subhead A.14**	**152,388**		**152,388**	**156,564**	**-**	**156,564**
FNAG dictionary project funding **Vote 26 A.14**	**42,330**		**42,330**	**43,490**	**-**	**43,490**
FNAG Project Funding	**253,980**		**253,980**			
Department of Children						
FNAG	**6,769**		**6,769**			
Total	**17,433,426**	**18,605**	**17,452,031**	**16,538,993**	**30,271**	**16,569,264**

An Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta (RFTPG)	2024 Ioncam ó Dheontais stg£	2024 Deontas Caipitil stg£	2024 Ioncam Iomlán ó Dheontais stg£	2023 Ioncam ó Dheontais stg£	2023 Deontas Caipitil stg£	2023 Ioncam Iomlán ó Dheontais stg£
Foras na Gaeilge (FNAG) **Vóta 33 Fomhír D**	**10,377,772**	**13,954**	**10,391,726**	**10,651,083**	**22,703**	**10,673,786**
FNAG Ré Nua Cur Chuige Nua **Vóta 33 Fomhír C.9**	**84,660**		**84,660**	**86,980**	**-**	**86,980**
FNAG Próiseas Pleanála Teanga **Vóta 33 Fomhír C.9**	**641,954**		**641,954**	**388,887**	**-**	**388,887**
FNAG Comhordaitheoir Pleanála Teanga **Vóta 33 Fomhír C.10**	**133,568**		**133,568**	**6,585**		**6,585**
FNAG Maoiniú breise foclóireachta	**278,883**		**278,883**	**-**	**-**	**-**
FNAG Maoiniú d'Athchlónna	**244,693**		**244,693**			
FNAG Taighde	**-**		**-**	**217,450**		**217,450**
FNAG Maoiniú le haghaidh costais ardaithe tuarastail	**82,220**		**82,220**	**81,933**	**-**	**81,933**
FNAG Ionad léirmhínithe BF	**50,796**		**50,796**			
CNLG **Vóta 33 Fomhír D**	**898,382**		**898,382**	**923,001**	**-**	**923,001**
CNLG Maoiniú le haghaidh costais ardaithe tuarastail agus maoiniú eile	**526,827**		**526,827**	**265,738**	**-**	**260,544**
Colmcille **Vóta 33 Fomhír D**	**97,869**		**97,869**	**103,088**	**-**	**103,088**
Colmcille Maoiniú le haghaidh costais ardaithe tuarastail **Vóta 33 Fomhír C.9**	**785**		**785**	**761**		**747**
An Roinn Pobal (RP)						
FNAG	**3,457,718**	**4,651**	**3,462,369**	**3,510,619**	**7,568**	**3,518,187**
Colmcille	**101,832**		**101,832**	**102,814**	**-**	**102,814**
An Roinn Oideachais (RO)						
FNAG Gaelbhratach **Vóta 26 Fomhír A.14**	**152,388**		**152,388**	**156,564**	**-**	**156,564**
FNAG Maoiniú tionscadal foclóireachta **Vóta 26 Fomhír A.14**	**42,330**		**42,330**	**43,490**	**-**	**43,490**
FNAG Maoiniú tionscadal	**253,980**		**253,980**			
An Roinn Leanaí						
FNAG	**6,769**		**6,769**			
Iomlán	**17,433,426**	**18,605**	**17,452,031**	**16,533,993**	**30,271**	**16,564,056**

3. DIRECT PRINTING AND DISTRIBUTION COSTS

	2024 €	2024 Stg£	2023 €	2023 Stg£
Book Purchases and Distribution Costs (Áis)	**721,759**	**611,041**	**531,996**	**462,730**
Printing and Production Costs (An Gúm) (i)	**403,243**	**341,385**	**239,944**	**208,703**
Total	**1,125,002**	**952,426**	**771,940**	**671,433**

(i) The Department of Rural and Community Development and the Gaeltacht provided €289,030 in 2024 from the Capital Programme for Irish Support Schemes outside of the Gaeltacht to reprint a wide range of publications that were out of print or almost out of print.

4 OTHER OPERATING INCOME

	2024 €	2024 Stg£	2023 €	2023 Stg£
Early Education Scheme - (Séideán Sí) **Vote**	**47,139**	**39,908**	**8,594**	**7,475**
26 Miscellaneous Income Dictionary Project	**46**	**39**	**50**	**44**
Interest and miscellaneous income FNAG	**23,378**	**19,792**	**12,540**	**10,907**
Total	**70,563**	**59,739**	**21,184**	**18,426**

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 2024 was 61 (2023: 61).

(b) The costs incurred in respect of these employees and Board members were:

	2024 €	2024 Stg£	2023 €	2023 Stg£
Wages and Salaries	**3,876,793**	**3,282,093**	**3,394,265**	**2,952,331**
Board Member fees	**73,491**	**62,217**	**77,647**	**67,537**
Social Security cost	**392,368**	**332,179**	**352,743**	**306,816**
Pension costs	**2,228,000**	**1,886,225**	**1,903,000**	**1,655,229**
Total Staff Costs	**6,570,652**	**5,562,714**	**5,727,655**	**4,981,913**

During the year, **€37,137 (stg£31,440)** of additional superannuation contributions were deducted and paid to the Department of Rural and Community Development and the Gaeltacht.

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 Rural and Community Development and the Gaeltacht 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 2024.

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 2024 which sets out the primary areas of focus and responsibility and the method by which they are assessed for the year.

3. COSTAIS DHÍREACHA PRIONTÁLA AGUS DÁILTE

	2024 €	2024 stg£	2023 €	2023 stg£
Ceannacháin leabhar agus costais dáiliúchán (Áis)	**721,759**	**611,041**	**531,996**	**462,730**
Costais chló agus táirgthe (An Gúm) (1)	**403,243**	**341,385**	**239,944**	**208,703**
Iomlán	**1,125,002**	**952,426**	**771,940**	**671,433**

(1) Chuir an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta €289,030 ar fáil i 2024 faoin gClár Caipitil do Scéimeanna Tacaíochta Gaeilge lasmuigh den Ghaeltacht le hathchló a dhéanamh ar réimse leathan foilseachán a bhí as cló cheana nó ar tí dul as cló.

4. IONCAM OIBRIÚCHÁIN EILE

	2024 €	2024 stg£	2023 €	2023 stg£
Scéim Luathoideachais - (Séideán Sí) **Vóta 26**	**47,139**	**39,908**	**8,594**	**7,475**
Ioncam ilchineálach Tionscadal an Fhoclóra	**46**	**39**	**50**	**44**
Ús agus ioncam eile FNAG	**23,378**	**19,792**	**12,540**	**10,907**
Iomlán	**70,563**	**59,739**	**21,184**	**18,426**

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 2024 ná 61 (2023: 61**)**.

(b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2024 €	2024 Stg£	2023 €	2023 Stg£
Tuarastail agus pá	**3,876,793**	**3,282,093**	**3,394,265**	**2,952,331**
Táillí comhaltaí boird	**73,491**	**62,217**	**77,647**	**67,537**
Costais leasa shóisialaigh	**392,368**	**332,179**	**352,743**	**306,816**
Costais phinsin	**2,228,000**	**1,886,225**	**1,903,000**	**1,655,229**
Costais iomlána foirne	**6,570,652**	**5,562,714**	**5,727,655**	**4,981,913**

Le linn na bliana baineadh **€37,137 (stg£31,440)** de ranníocaíochtaí breise aoisliúntais agus íocadh iad leis an An Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta.

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 Forbartha Tuaithe agus Pobail agus Gaeltachta ná an Roinn Pobal go mbeadh sé iomchuí eochar-spriocanna airgeadais a leagan d'Fhoras na Gaeilge don bhliain dár chríoch an 31 Nollaig 2024.

Tá Foras na Gaeilge freagrach do CATT agus do na hairí sna ranna coimiríochta. Tuairiscíonn Foras na Gaeilge go foirmiúil do 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 2024 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 Fhoras na Gaeilge don bhliain.

7. OTHER OPERATING COSTS

	2024 €	2024 Stg£	2023 €	2023 Stg£
Internal Programme Costs				
Internal Programmes & Activities	**550,333**	**465,912**	**376,398**	**327,392**
Communications & Sponsorship	**506,447**	**428,758**	**461,277**	**401,218**
Irish in the Business Community	**47,303**	**40,047**	**35,961**	**31,279**
Dictionary Project	**310,582**	**262,939**	**143,818**	**125,093**
Corpus	**42,500**	**35,981**	**-**	**-**
Tibus national database	**10,871**	**9,204**	**11,529**	**10,028**
Early Education Scheme – (Séideán Sí)	**86,696**	**73,397**	**56,152**	**48,841**
Website (maintenance and development)	**36,225**	**30,668**	**8,720**	**7,584**
	1,590,957	**1,346,906**	**1,093,855**	**951,435**
Administration Expenses				
Travel & Subsistence (i)	**172,706**	**146,213**	**191,385**	**166,467**
Office, Printing & Stationery	**104,061**	**88,095**	**89,586**	**77,918**
Consultancy (ii)	**20,141**	**17,052**	**22,998**	**20,004**
Legal & Professional Services	**5,535**	**4,686**	**23,785**	**20,688**
Outsourcing	**138,059**	**116,881**	**156,220**	**135,880**
Audit	**34,100**	**28,869**	**34,100**	**29,660**
Telecommunications & Postage	**79,982**	**67,712**	**92,260**	**80,248**
Training & Staff Development	**44,713**	**37,854**	**24,490**	**21,302**
Recruitment	**3,120**	**2,641**	**7,543**	**6,561**
Pension Administration Costs	**53,093**	**44,948**	**44,291**	**38,524**
Distribution	**5,254**	**4,448**	**9,560**	**8,315**
Subscriptions	**10,601**	**8,975**	**5,518**	**4,799**
	671,365	**568,374**	**701,736**	**610,366**
Establishment Expenses				
Rent & Rates (iii)	**728,926**	**617,109**	**581,361**	**505,668**
Repairs & renewals	**40,218**	**34,049**	**27,021**	**23,503**
Licence for Software	**83,874**	**71,008**	**59,902**	**52,102**
Lifts in the Head Office	**1,447**	**1,225**	**1,724**	**1,500**
Light & Heat	**85,641**	**72,504**	**128,381**	**111,665**
Insurance	**37,196**	**31,490**	**40,340**	**35,088**
Cleaning & Canteen	**83,944**	**71,067**	**73,676**	**64,083**
	1,061,246	**898,452**	**912,405**	**793,609**
Financial Charges				
Bank Interest and Charges	**3,300**	**2,794**	**2,955**	**2,571**
Foreign Exchange Loss/(Gain)	**40,944**	**34,663**	**15,092**	**13,127**
	44,244	**37,457**	**18,047**	**15,698**
Total	**3,367,812**	**2,851,189**	**2,726,043**	**2,371,108**

(i) Foras na Gaeilge incurred costs amounting to €10,271 / stg£8,695 in relation to foreign travel in 2024. Foras na Gaeilge incurred costs amounting to €12,082 / stg£10,509 in relation to foreign travel in 2023.

(ii) In 2024, €20,141/£17,052 was spent on consultancy related to the Partnership Approach, which is complete now. In 2023, €20,970/ £18,240 was spent on consultancy relating to the Partnership Approach and on an adjudication day between the lead organisations and Foras na Gaeilge.

(iii) Raidió na Life, a radio station for the Irish-language community, can use certain facilities in Foras na Gaeilge's 63-66 Amiens Street offices for broadcasting purposes. Foras na Gaeilge covers the rental cost of the office space used by Raidió na Life, which had a notional annual cost in 2024 of €69,889 / stg£59,168, and in 2023 of €69,889 / stg£60,789.

7. COSTAIS OIBRIÚCHÁIN EILE

	2024 €	2024 stg£	2023 €	2023 stg£
Costais na gClár Inmheánach				
Cláir agus Gníomhaíochtaí Inmheánacha	**550,333**	**465,912**	**376,398**	**327,392**
Cumarsáid agus Urraíocht	**506,447**	**428,758**	**461,277**	**401,218**
Gaeilge i measc an Phobail Ghnó	**47,303**	**40,047**	**35,961**	**31,279**
Tionscadal an Fhoclóra	**310,582**	**262,939**	**143,818**	**125,093**
Corpas	**42,500**	**35,981**	**-**	**-**
Bunachar Náisiúnta Tibus	**10,871**	**9,204**	**11,529**	**10,028**
Scéim Luathoideachais – (Séideán Sí)	**86,696**	**73,397**	**56,152**	**48,841**
Suíomh gréasáin (cothabháil agus forbairt)	**36,225**	**30,668**	**8,720**	**7,584**
	1,590,957	**1,346,906**	**1,093,855**	**951,435**
Costais Riaracháin				
Taisteal agus cothú (i)	**172,706**	**146,213**	**191,385**	**166,467**
Oifig, priontáil agus stáiseanóireacht	**104,061**	**88,095**	**89,586**	**77,918**
Sainchomhairliúchán (ii)	**20,141**	**17,052**	**22,998**	**20,004**
Seirbhísí dlí agus gairmiúla	**5,535**	**4,686**	**23,785**	**20,688**
Seachfhoinsiú	**138,059**	**116,881**	**156,220**	**135,880**
Iniúchadh	**34,100**	**28,869**	**34,100**	**29,660**
Teileachumarsáid agus postas	**79,982**	**67,712**	**92,260**	**80,248**
Oiliúint agus forbairt foirne	**44,713**	**37,854**	**24,490**	**21,302**
Earcaíocht	**3,120**	**2,641**	**7,543**	**6,561**
Costais riartha pinsin	**53,093**	**44,948**	**44,291**	**38,524**
Dáileadh	**5,254**	**4,448**	**9,560**	**8,315**
Síntiúis	**10,601**	**8,975**	**5,518**	**4,799**
	671,365	**568,374**	**701,736**	**610,366**
Costais Bhunaithe				
Cíos agus Rátaí (iii)	**728,926**	**617,109**	**581,361**	**505,668**
Deisiúcháin agus athnuachaintí	**40,218**	**34,049**	**27,021**	**23,503**
Ceadúnas bogearraí	**83,874**	**71,008**	**59,902**	**52,102**
Ardaitheoirí sa cheannoifig	**1,447**	**1,225**	**1,724**	**1,500**
Solas agus teas	**85,641**	**72,504**	**128,381**	**111,665**
Árachas	**37,196**	**31,490**	**40,340**	**35,088**
Glanadh agus ceaintín	**83,944**	**71,067**	**73,676**	**64,083**
	1,061,246	**898,452**	**912,405**	**793,609**
Muirir Airgeadais				
Muirir agus ús bhainc	**3,300**	**2,794**	**2,955**	**2,571**
Caillteanas in airgeadra coigríche	**40,944**	**34,663**	**15,092**	**13,127**
	44,244	**37,457**	**18,047**	**15,698**
Iomlán	**3,367,812**	**2,851,189**	**2,726,043**	**2,371,108**

(i) Tharraing Foras na Gaeilge caiteachas ar luach €10,271/ stg£8,695 air ar thaisteal thar lear in 2024. Tharraing Foras na Gaeilge caiteachas ar luach €12,082/ stg£10,509 air ar thaisteal thar lear in 2023.

(ii) In 2024, caitheadh €20,141/£17,052 ar chomhairleoireacht bainteach leis an gCur Chuige Comhpháirtíochta, atá curtha i gcrích anois. In 2023, caithfeadh €20,970/ £18,240 ar chomhairleoireacht bainteach leis an gCur Chuige Comhpháirtíochta agus ar lá breithnithe idir na ceanneagraíochtaí agus Foras na Gaeilge.

(iii) 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, arbh é a chostas barúlach bliantúil in 2024 ná: €69,889 / stg£59,168, agus in 2023 ná: €69,889/ stg£60,789.

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.

	2024 €	2024 Stg£	2023 €	2023 Stg£
Grant Commitments at 1 January	**12,902,786**	**11,213,812**	**12,949,245**	**11,484,685**
Grants Approvals in the year	**13,528,940**	**11,453,601**	**12,065,618**	**10,494,675**
Grants De-committed in the year	**(129,936)**	**(110,003)**	**(260,594)**	**(226,665)**
Total net grant commitment authorised	**13,399,004**	**11,343,598**	**11,805,024**	**10,268,010**
Grant Expenditure	**(12,064,902)**	**(10,214,146)**	**(11,924,929)**	**(10,372,304)**
Grant Commitments at 31 December	**14,236,888**	**12,343,264**	**12,829,339**	**11,380,392**
Currency translation adjustment (note 1.11) Grant	**163,424**	**(402,523)**	**73,447**	**(166,580)**
Commitments at 31 December as restated	**14,440,312**	**11,940,741**	**12,902,786**	**11,213,812**

- 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 2024 and 2023 are set out in the table below:

	2024 €	2024 Stg£	2023 €	2023 Stg£
Gaeloideachas Gael	**738,562**	**626,267**	**708,562**	**616,307**
Linn	**675,183**	**571,610**	**650,183**	**565,529**
Glór na nGael	**1,123,615**	**951,252**	**1,078,615**	**938,179**
Oireachtas na Gaeilge	**647,594**	**548,253**	**622,594**	**541,532**
Conradh na Gaeilge	**867,457**	**734,389**	**832,457**	**724,071**
Cumann na bhFiann	**775,136**	**656,230**	**745,136**	**648,119**
Total	**4,827,547**	**4,088,001**	**4,637,547**	**4,033,737**

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 development, raising families with Irish and developing entrepreneurship.
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 27 for the use of Irish and networks for young people

8. DEONTAIS

Cuireann Foras na Gaeilge tairiscintí cúnaimh deontais 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.

	2024 €	2024 stg£	2023 €	2023 stg£
Ceangaltais deontas amhail an 1 Eanáir	**12,902,786**	**11,213,812**	**12,949,245**	**11,484,685**
Deontais ceadaíodh sa bhliain	**13,528,940**	**11,453,601**	**12,065,618**	**10,494,675**
Deontais díthiomnaithe sa bhliain	**(129,936)**	**(110,003)**	**(260,594)**	**(226,665)**
Glandliteanas iomlán deontais a údaraíodh	**13,399,004**	**11,343,598**	**11,805,024**	**10,268,010**
Caiteachas deontais	**(12,064,902)**	**(10,214,146)**	**(11,924,929)**	**(10,372,304)**
Ceangaltais deontais amhail an 31 Nollaig	**14,236,888**	**12,343,264**	**12,829,339**	**11,380,392**
Coigeartú aistrithe airgeadra (nóta 1.11)	**163,424**	**(402,523)**	**73,447**	**(166,580)**
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	**14,400,312**	**11,940,741**	**12,902,786**	**11,213,812**

- Léiríonn an coigeartú don aistriú airgeadra an t-athrú i luach deontas a ceadaíodh (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 2024 agus 2023:

	2024 €	2024 stg£	2023 €	2023 stg£
Gaeloideachas	**738,562**	**626,267**	**708,562**	**616,307**
Gael Linn	**675,183**	**571,610**	**650,183**	**565,529**
Glór na nGael	**1,123,615**	**951,252**	**1,078,615**	**938,179**
Oireachtas na Gaeilge	**647,594**	**548,253**	**622,594**	**541,532**
Conradh na Gaeilge	**867,457**	**734,389**	**832,457**	**724,071**
Cumann na bhFiann	**775,136**	**656,230**	**745,136**	**648,119**
Iomlán	**4,827,547**	**4,088,001**	**4,637,547**	**4,033,737**

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, ag tógáil clainne le Gaeilge, agus forbairt Eacnamaíochta.
Oireachtas na Gaeilge	Deiseanna a thacaíonn le hÚsáid na Gaeilge agus le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú Feasachta, Cosaint Teanga agus Ionadaíocht thar ceann na teanga le húdaráis stáit
Cumann na bhFiann	Forbairt Deiseanna Úsáide Gaeilge agus Gréasán do Dhaoine Óga

9. FIXED ASSETS

	Office Furniture	Office Equipment	Motor vehicles	Total
	€	€	€	€
COST	**118,884**	**821,074**	**23,739**	**963,697**
At 1 January 2024	**-**	**21,976**	**-**	**21,976**
Additions	**118,884**	**843,050**	**23,739**	**985,673**
At 31 December 2024				
ACCUMULATED DEPRECIATION				
At 1 January 2024	**108,642**	**785,367**	**23,739**	**917,748**
Charge for the year	**4,045**	**28,075**	**0**	**32,120**
At 31 December 2024	**112,687**	**813,442**	**23,739**	**949,868**
NET BOOK VALUE				
At 31 December 2024 (€)	**6,198**	**29,608**	**0**	**35,805**
At 31 December 2024 (stg£)	**5,249**	**25,066**	**0**	**30,315**
Currency translation adjustment	**(108)**	**(515)**		**(623)**
As 31 December 2024 (stg£) as restated	**5,141**	**24,551**	**0**	**29,692**
At 31 December 2023 (€)	**10,243**	**35,707**	**0**	**45,950**
At 31 December 2023 (Stg£)	**8,904**	**31,033**	**0**	**39,937**

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

	2024	2024	2023	2023
	€	Stg£	€	Stg£
An Gúm: Book Stock	**2,943**	**2,441**	**3,294**	**2,863**
Áis: Book Stock	**626,692**	**519,653**	**605,415**	**526,166**
Total	**629,635**	**522,094**	**608,709**	**529,029**

11. RECEIVABLES DUE WITHIN ONE YEAR

	2024	2024	2023	2023
	€	Stg£	€	Stg£
Receivables	**365,687**	**303,228**	**362,142**	**314,737**
Other Receivables	**10,315**	**8,553**	**11,010**	**9,568**
Early Education Scheme			**2,508**	**2,180**
Prepayments	**753,131**	**624,496**	**435,673**	**378,644**
Repayment of VAT	**22,946**	**19,027**	**27,956**	**24,297**
Total	**1,152,079**	**955,304**	**839,289**	**729,426**

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige	Trealaimh Oifige	Mótar-fheithiclí	Iomlán
	€	€	€	€
COSTAS	**118,884**	**821,074**	**23,739**	**963,697**
Amhail an 1 Eanáir 2024	**-**	**21,976**	**-**	**21,976**
Breiseanna	**118,884**	**843,050**	**23,739**	**985,673**
Amhail an 31 Nollaig 2024				
DÍMHEAS CARNTHA				
Amhail an 1 Eanáir 2024	**108,642**	**785,367**	**23,739**	**917,748**
Muirear don bhliain	**4,045**	**28,075**	**0**	**32,120**
Amhail an 31 Nollaig 2024	**112,687**	**813,442**	**23,739**	**949,868**
GLANLUACH DE RÉIR NA LEABHAR				
Amhail an 31 Nollaig 2024 (€)	**6,198**	**29,608**	**0**	**35,805**
Amhail an 31 Nollaig 2024 (stg£)	**5,249**	**25,066**	**0**	**30,315**
Coigeartú ar airgeadra a aistriú	**(108)**	**(515)**	**0**	**(623)**
Amhail an 31 Nollaig 2024 (stg£) arna athlua	**5,141**	**24,551**	**0**	**29,692**
Amhail an 31 Nollaig 2023 (€)	10,243	35,707	0	45,950
Amhail an 31 Nollaig 2023 (stg£)	8,904	31,033	0	39,937

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 an glanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOC

	2024	2024	2023	2023
	€	stg£	€	stg£
An Gúm: stoc leabhar	**2,943**	**2,441**	**3,294**	**2,863**
Áis: stoc leabhar	**626,692**	**519,653**	**605,415**	**526,166**
Iomlán	**629,635**	**522,094**	**608,709**	**529,029**

11. FÉICHIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2024	2024	2023	2023
	€	stg£	€	stg£
Féichiúnaithe	**365,687**	**303,228**	**362,142**	**314,737**
Féichiúnaithe eile	**10,315**	**8,553**	**11,010**	**9,568**
Scéim Luathoideachais	**-**	**-**	**2,508**	**2,180**
Réamhíocaíochtaí	**753,131**	**624,496**	**435,673**	**378,644**
Aisíoc CBL	**22,946**	**19,027**	**27,956**	**24,297**
Iomlán	**1,152,079**	**955,304**	**839,289**	**729,426**

12. PAYABLES DUE WITHIN ONE YEAR

	2024	2024	2023	2023
	€	Stg£	€	Stg£
Grant Liabilities	74,709	61,949	42,866	37,255
Payroll taxes	119,594	99,168	103,396	89,860
Early Education Scheme	3,668	3,042		
Payables and accruals	351,741	291,663	247,942	215,487
Total	549,712	455,822	394,204	342,602

13 CAPITAL GRANT RESERVE

	2024	2024	2023	2023
	€	Stg£	€	Stg£
Opening balance at 1 January	45,952	39,936	45,156	40,048
Capital Grant Received	21,976	18,605	34,803	30,271
	67,928	58,541	79,959	70,319
Transfer to Income and Expenditure Account				
Amortisation of fixed assets	(32,120)	(27,192)	(34,007)	(29,579)
Currency translation adjustment		(1,657)	-	(804)
Final balance at 31 December	35,808	29,692	45,952	39,936

12. CREIDIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2024 €	2024 stg £	2023 €	2023 stg £
Dliteanais deontais	**74,709**	**61,949**	**42,866**	**37,255**
Cánacha Párolla	**119,594**	**99,168**	**103,396**	**89,860**
Scéim Luathoideachais	**3,668**	**3,042**	**-**	**-**
Creidiúnaithe agus fabhruithe	**351,741**	**291,663**	**247,942**	**215,487**
Iomlán	**549,712**	**455,822**	**394,204**	**342,602**

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2024 €	2024 stg £	2023 €	2023 stg £
Iarmhéid tosaigh amhail an 1 Eanáir	**45,952**	**39,936**	**45,156**	**40,048**
Deontas Caipitil Faighte	**21,976**	**18,605**	**34,803**	**30,271**
	67,928	**58,541**	**79,959**	**70,319**
Aistriú chuig an gCuntas Ioncaim agus Caiteachais				
Maitheamh sócmhainní seasta	**(32,120)**	**(27,192)**	**(34,007)**	**(29,579)**
Coigeartú ar airgeadra a aistriú		**(1,657)**	**-**	**(804)**
Iarmhéid deiridh amhail an 31 Nollaig	**35,808**	**29,692**	**45,952**	**39,936**

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

	2024 €	2024 Stg£	2023 €	2023 Stg£
Surplus for the year	**222,673**	**202,591**	**(61,948)**	**(53,878)**
Adjustment for non-cash transactions				
Depreciation	**32,120**	**27,192**	**34,007**	**29,579**
Transfer from Capital Grant Reserve	**(32,120)**	**(27,192)**	**(34,007)**	**(29,579)**
	222,673	**202,591**	**(61,948)**	**(53,878)**
Adjustments for movements in working capital				
Decrease / (Increase) in Stock	**(20,926)**	**6,935**	**72,146**	**74,822**
Decrease / (Increase) in Receivables	**(312,790)**	**(225,878)**	**(156,207)**	**(123,600)**
Increase/(Decrease) in Payables	**155,509**	**113,221**	**(161,763)**	**(152,078)**
	(178,207)	**(105,722)**	**(245,824)**	**(200,856)**
Currency translation adjustment		**(98,949)**		**(35,612)**
Net cash inflow from operating activities	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**

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

	2024 €	2024 Stg£	2023 €	2023 Stg£
Cash in the bank at 1 January	**976,324**	**848,521**	**1,284,096**	**1,138,867**
Net cash inflow from operating activities	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**
Cash in Bank at 31 December	**1,020,790**	**846,441**	**976,324**	**848,521**

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

	2024 €	2024 stg £	2023 €	2023 stg £
Barrachas don bhliain	**222,673**	**202,591**	**(61,948)**	**(53,878)**
Coigeartú i leith idirbhearta nach idirbhearta airgid iad				
Dímheas	**32,120**	**27,192**	**34,007**	**29,579**
Aistriú ó chúlchiste deontais chaipitil	**(32,120)**	**(27,192)**	**(34,007)**	**(29,579)**
	222,673	**202,591**	**(61,948)**	**(53,878)**
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
Laghdú / (Méadú) ar an Stoc	**(20,926)**	**6,935**	**72,146**	**74,822**
Laghdú / (Méadú) ar na Féichiúnaithe	**(312,790)**	**(225,878)**	**(156,207)**	**(123,600)**
Méadú / (Laghdú) ar na Creidiúnaithe	**155,509**	**113,221**	**(161,763)**	**(152,078)**
	(178,207)	**(105,722)**	**(245,824)**	**(200,856)**
Coigeartú ar airgeadra a aistriú		**(98,949)**		**(35,612)**
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	**44,466**	**(2,080)**	**(307,772)**	**(290,346)**

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

	2024 €	2024 stg £	2023 €	2023 stg £
Airgead sa bhanc amhail an 1 Eanáir	**976,324**	**848,521**	**1,318,196**	**1,167,519**
Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	**44,466**	**(2,080)**	**(341,872)**	**(318,998)**
Airgead sa bhanc amhail an 31 Nollaig	**1,020,790**	**846,441**	**976,324**	**848,521**

15. PENSION OBLIGATIONS

Pension obligations are included in the financial statements for the year ended 31 December 2024 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 2024 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 2024.

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 2024 and 31 December 2023 accounting dates and the methodology of deriving these assumptions follows.

15. DUALGAIS PHINSIN

Áirítear dualgais phinsin sna ráitis airgeadais don bhliain dar chríoch an 31 Nollaig 2024 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 leanaí. 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 ghníomhach (méadaítear an phinsean ag tús gach bliain de réir gnáthbhoilisciú phraghas) agus pinsean do chéilithe agus do leanaí. Is é an ghnáthaois 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 an 1 Eanáir 2021 agus le hardú go 68 amhail an 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 praghais.

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-ball sna míreanna buntuarastal deireanach agus alpha agus i gcásanna formhór na mball a théann isteach sa scéim ón 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den chroíscéim alpha.

An luacháil a úsáideadh d'fhaisnéisiú FRS 102 ag an 31 Nollaig 2024, ba achtúire cáilithe neamhspleách (XPS) a rinne é. Ullmhaíodh torthaí na bliana seo trí dliteanais na scéime amhail an 31 Nollaig 2024, cúinsí mhargaidh san áireamh, a thomhas.

15.1 Measúnú ar Dhliteanais agus ar Chostais

Braitheann na dliteanais mheasúnaithe ar na sochair iníoctha ón scéim sa todhchaí. Leagtar síos na sochair i ngníomhas trusta na scéime agus sna rialacha mar a leasaítear ó am go ham.

15.2 Luach na Sócmhainní

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Fhoras na Gaeilge. Maoinítear sochair a íoctar le ballphinseanóirí trí ranníocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 Toimhdí - Ginearálta

Le measúnú a dhéanamh ar na dliteanais agus ar na costais ba ghá toimhdí a bheith ann maidir le himeachtaí eacnamaíochta agus deimeagrafaíochta sa todhchaí a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo ag comhardadh le chéile agus gurb é an toradh a bheadh orthu ná an meastachán is fearr ar na sreabhaí airgid a thiocfaidh i gceist de bharr dliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntasaíochta an 31 Nollaig 2024 agus an 31 Nollaig 2023 agus den mhodheolaíocht a úsáideadh le teacht orthu

15.4 Disclosure Figures

15.4.1 Principal actuarial assumptions used for the calculations

	2024	2023
Discount rate		
Republic of Ireland:	**3.57%**	**3.40%**
Northern Ireland:	**5.51%**	**4.54%**
Inflation Rate		
Republic of Ireland:	**1.95%**	**2.10%**
Northern Ireland:	**2.70%**	**2.55%**
Rate of increase in salaries		
Republic of Ireland:	**2.70%**	**2.55%**
Northern Ireland:	**2.70%**	**2.55%**
Increase in pensions paid		
Core members – Republic of Ireland	**1.95%**	**2.10%**
Other members – Republic of Ireland	**2.70%**	**2.55%**
Northern Ireland:	**2.70%**	**2.55%**
Expected age at death of current pensioner at age 65:	*Years*	*Years*
Man currently aged 65	**86.7**	**86.8**
Woman currently aged 65	**89.1**	**89.0**
Expected age at death of future pensioner at age 65:		
Man currently aged 45	**87.9**	**88.1**
Female currently aged 45	**90.5**	**90.4**

15.4.2 Movement in the Net Pension Liabilities during the financial year

	2024	2024	2023	2023
	€ (000)	STG£ (000)	€ (000)	STG£ (000)
Deficit in the plan at the beginning of the year	**(27,190)**	**(23,631)**	**(26,638)**	**(23,625)**
Exchange differences	**0**	**1,096**	**-**	**474**
Benefits paid during the year	**674**	**571**	**840**	**731**
Net transfers out of/(into) the scheme	**52**	**44**	**-**	**-**
Current service cost*	**(1,276)**	**(1,080)**	**(873)**	**(759)**
Other finance charges	**(952)**	**(806)**	**(1,030)**	**(896)**
Actuarial (loss) / gain	**837**	**709**	**511**	**444**
(Deficit) in the plan at the end of the year	**(27,855)**	**(23,097)**	**(27,190)**	**(23,631)**

***** member contributions are included within the service cost disclosed

15.4.3 Analysis of the movement in (deficit) in the Plan over the year

	2024	2024	2023	2023
	€ (000)	STG£ (000)	€ (000)	STG£ (000)
Gain/(loss) due to demographic assumptions	**1,312**	**1,111**	**(1,042)**	**(906)**
(Loss) / gain due to currency movements	**(35)**	**(30)**	**(37)**	**(32)**
Experience gain / (loss)	**(388)**	**(328)**	**1,590**	**1,382**
Actuarial (loss) / gain	**889**	**753**	**511**	**444**

15.4 Figiúir Fhaisnéisithe

15.4.1 Na príomh-thoimhdí achtúireacha ar a bhfuil na háirimh bunaithe

	2024	2023
Ráta lascaine		
Éire:	3.57%	3.40%
Tuaisceart Éireann:	5.51%	4.54%
Ráta Boilscithe		
Éire:	1.95%	2.10%
Tuaisceart Éireann:	2.70%	2.55%
Ráta Méadaithe ar Thuarastail		
Éire:	2.70%	2.55 %
Tuaisceart Éireann:	2.70%	2.55 %
Méadú ar Phinsin Íoctha		
Croíbhaill - Éire:	1.95%	2.10%
Baill Eile – Éire:	2.70%	2.55%
Tuaisceart Éireann:	2.70%	2.55%
Aois ionchasach pinsinéara reatha amhail a bháis	Blianta	Blianta
Fear aois 65	86.7	86.8
Bean aois 65	89.1	89.0
Aois ionchasach pinsinéara sa todhchaí amhail a bháis		
Fear aois 45	87.9	88.1
Bean aois 45	90.5	90.4

15.4.2 Gluaiseacht sna Glandliteanais Phinsin le linn na Bliana Airgeadais

	2024	2024	2023	2023
	€ (000)	**stg £ (000)**	**€ (000)**	**stg £ (000)**
Caillteanas sa phlean i dtús na bliana	(27,190)	(23,631)	(26,638)	(23,625)
Difríochtaí malairte	0	1,096	0	474
Sochair a íocadh le linn na bliana	674	571	840	731
Glan aistrithe isteach/amach as an scéim	52	44	0	0
Costais seirbhíse reatha*	(1,276)	(1,080)	(873)	(759)
Muirir Airgeadais Eile	(952)	(806)	(1,030)	(896)
Gnóthachan Achtúireach	837	709	511	444
Easnamh sa phlean ag deireadh na bliana	(27,855)	(23,097)	(27,190)	(23,631)

***Áirítear ranníocaíochtaí na mball sa chostas seirbhíse a nochtar**

15.4.3 Anailís ar ghluaiseacht (in easnamh) sa phlean le linn na bliana

	2024	2024	2023	2023
	€ (000)	**stg £ (000)**	**€ (000)**	**stg £ (000)**
Gnóthachan / (Caillteanas) maidir le hathruithe sna toimhdí	1,312	1,111	(1,042)	(906)
(Caillteanas) / Gnóthachan ó mhalartú airgeadra	(35)	(30)	(37)	(32)
(Caillteanas) / Gnóthachan ó thaithí	(388)	(328)	1,590	1,383
Gnóthachan Achtúireach	889	753	511	445

15.4.4 Analysis of the net deferred funding for pensions:

	2024 € (000)	2024 STG£ (000)	2023 € (000)	2023 STG£ (000)
Current service cost*	**1,276**	**1,080**	**873**	**759**
Other finance cost	**952**	**806**	**1,030**	**896**
Benefits paid during the year	**(674)**	**(571)**	**(840)**	**(731)**
Total	**1,554**	**1,315**	**1,063**	**924**

15.4.5 Analysis of the pension service costs

	2024 € (000)	2024 STG£ (000)	2023 € (000)	2023 STG£ (000)
Current service cost	**1,276**	**1,080**	**873**	**759**
Other finance cost	**952**	**806**	**1,030**	**896**
Total	**2,228**	**1,886**	**1,903**	**1,655**

15.4.6 Deferred Asset for Pensions

	2024 € (000)	2024 STG£ (000)	2023 € (000)	2023 STG£ (000)
Opening balance as at 1 January	**27,190**	**23,631**	**26,638**	**23,625**
Increase / (decrease) in Deferred Funding of Pension Asset	**665**	**(534)**	**552**	**6**
Closing balance as at 31 December	**27,855**	**23,097**	**27,190**	**23,631**

15.4.7 History of Defined Benefit Liabilities

	2024 € (000)	2023 € (000)	2022 € (000)	2021 € (000)
Deficit as at 31 December	**(27,855)**	**(27,190)**	**(26,638)**	(38,399)
Experience (loss) / gain	**(388)**	**1,590**	**(1,602)**	1,368
Percentage of Scheme Liabilities	**1.4%**	**5.8%**	**6.0%**	3.6%

15.4.8 Sensitivity of the liability value to changes in the principal assumptions

	Impact on Scheme liabilities
Increase in assumption 2024	**€ (000)**
Discount rate – change by 0.50%	(2,365)
Inflation - change by 0.50%	2,668
Life expectancy- change by 1 year	962

15.4.9 Employer contributions

The employer does not contribute to the scheme but makes up the difference between the benefits paid over the year and the employee contributions.

15.4.4 Anailís ar an nglan mhaoiniú iarchurtha do phinsin:

	2024	2024	2023	2023
	€ (000)	**stg £ (000)**	**€ (000)**	**stg £ (000)**
Costais seirbhíse reatha*	1,276	1,080	873	759
Costais airgeadais eile	952	806	1,030	896
Sochair íoctha i rith na bliana	(674)	(571)	(840)	(731)
Iomlán	1,554	1,315	1,063	924

15.4.5 Anailís ar chostais na seirbhíse pinsin

	2024	**2024**	**2023**	**2023**
	€ (000)	**stg £ (000)**	**€ (000)**	**stg £ (000)**
Costais seirbhíse reatha	1,276	1,080	873	759
Costais airgeadais eile	952	806	1,030	896
Iomlán	2,228	1,886	1,903	1,655

15.4.6 Iarmhéid cistithe pinsin iarchurtha

	2024	**2024**	**2023**	**2023**
	€ (000)	**stg £ (000)**	**€ (000)**	**stg £ (000)**
Iarmhéid tosaigh amhail an 1 Eanáir	27,190	23,631	26,638	23,625
(Laghdú) / Méadú ar an iarmhéid chistithe pinsin iarchurtha	665	(534)	552	6
Iarmhéid deiridh amhail an 31 Nollaig	27,855	23,097	27,190	23,631

15.4.7 Stair na nDliteanas le Sochar Sainithe

	2024	**2023**	**2022**	**2021**
	€ (000)	**€ (000)**	**€ (000)**	**€ (000)**
(Caillteanas) amhail an 31 Nollaig	(27,855)	(27,190)	(26,638)	(38,399)
(Caillteanas) / Gnóthachan ó thaithí	(388)	1,590	(1,602)	1,368
Céatadán dhliteanas na scéime	1.4%	5.8%	6.0%	3.6%

15.4.8 Íogaireacht an luacha dliteanais ar athruithe sna príomhthoimhdí

Tionchar ar dhliteanais na Scéime

	Méadú i dtoimhde 2024
	€ (000)
Ráta lascaine – athrú de réir 0.50%	(2,365)
Boilsciú – athrú de réir 0.50%	2,668
Ionchas Saoil – athrú 1 bhliain amháin	962

15.4.9 Ranníocaíochtaí an Fhostóra

Ní dhéanann an fostóir ranníocaíocht isteach sa scéim ach soláthraíonn sé an difríocht idir na sochair a íoctar le linn na bliana agus ranníocaíochtaí na bhfostaithe.

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. A contingent liability, which is an estimate of the possible additional liability associated with this matter, has been calculated. 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, on the basis of previous contingent liability notes prepared for each Body, that additional costs for the retrospective remedy will be up to €598k for this Body as at 31 December 2024 (€606k – FY23).
This includes allowance for arrears due to current pensioner members.

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 soláthar déanta do thionchar an athraithe seo ar na dliteanais sa nochtadh seo.

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 an 1 Aibreán 2015 agus an 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.Tá dliteanas teagmhasach, ar meastachán é ar an dliteanas féideartha breise a bhaineann leis an gceist seo, áirithe againn. 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 an 31 Nollaig 2024, ar an mbonn a ullmhaíodh nótaí dliteanais teagmhasaigh roimhe seo do gach Foras, nach mó aon chúiteamh iníoctha mar chuid den ghné shiarghabhálach ná €598,000 (2023: €606,000). Tá riaráistí féideartha do phinsineirí reatha san áireamh san fhigiúr seo.

16 COMMITMENTS

16.1 Capital Commitments

There were no capital commitments as at 31 December 2024 for which provision has not been made.

16.2 Operating Lease Commitments

At 31 December 2024, Foras na Gaeilge has commitments under opererating leases as follows:

	2024	2024	2023	2023
Basis	**€**	**Stg£**	**€**	**Stg£**
Within 1 year	**680,316**	**564,118**	**681,627**	**592,402**
Between 2 and 5 years	**2,529,452**	**2,097,421**	**2,609,059**	**2,267,533**
More than 5 years	**9,611,693**	**7,970,016**	**10,220,706**	**8,882,815**
Total	**12,821,461**	**10,631,555**	**13,511,392**	**11,742,750**

17. RENT PAID IN 2024 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

Headquarters	Rent period	Expiry date	€
63-66 Amiens Street – Dublin	01/01/2024 - 31/12/2024	2047	593,447
Other offices			
Westgate House – Belfast	01/01/2024 - 31/12/2024	Rolling	45,358
Ráth Chairn – Meath	01/01/2024 - 31/12/2024	2031	6,253
Gaoth Dobhair – Donegal	01/01/2024 - 31/12/2024	2026	22,612
Dunshaughlin – Meath	01/01/2024 - 31/12/2024	2027	51,750

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2024.

19 STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

The organisation suffered a loss of €21,398.85 in August 2024 related to a fraudulent payment. Every reporting step was followed as appropriate and additional arrangements have been put in place to strengthen the organisation's systems in relation to technology security arrangements and payments. One special payment (*ex gratia*) was made during the year for a value of less than £10,000/ €12,000.

20. RELATED PARTY TRANSACTIONS

Foras na Gaeilge is an arm of The Language Body, a North /South implementation body sponsored by the Department of Rural and Community Development and the Gaeltacht 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 an 31 Nollaig 2024 nach bhfuil soláthar déanta dó.

16.2 Ceangaltais léasanna oibriúcháin

Faoi dheireadh na bliana bhí ceangaltais faoi léasanna oibriúcháin ar Fhoras na Gaeilge mar a leanas:

Bonn	**2024 €**	**2024 stg £**	**2023 €**	**2023 stg £**
Laistigh de bhliain amháin	**680,316**	**564,118**	**681,627**	**592,402**
Idir 2 agus-5 bliana	**2,529,452**	**2,097,421**	**2,609,059**	**2,267,533**
Níos mó ná 5 bliana	**9,611,693**	**7,970,016**	**10,220,706**	**8,882,815**
	12,821,461	**10,631,555**	**13,511,392**	**11,742,750**

17. CÍOS 2024 INÍOCTHA I LEITH RÉADMHAOINE IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	**Tréimhse an chíosa**	**Dáta Éagtha**	**€**
63-66 Sráid Amiens – Baile Átha Cliath	01/01/2024 - 31/12/2024	2047	593,447
Oifigí eile			
Teach an Gheata Thiar – Béal Feirste	01/01/2024 - 31/12/2024	Le rothlú	45,358
Ráth Chairn – An Mhí	01/01/2024 - 31/12/2024	2031	6,253
Gaoth Dobhair – Dún na nGall	01/01/2024 - 31/12/2024	2026	22,612
Dún Seachlainn – An Mhí	01/01/2024 - 31/12/2024	2027	51,750

18. DLITEANAIS SOLÁTHAR AGUS TEAGMHASACHA

Ní raibh aon dliteanais soláthar ná teagmhasacha ar an 31 Nollaig 2024.

19. RÁITIS AR CHAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Bhí caillteanas ag an eagraíocht ar luach €21,398.85 i Lúnasa 2024 a bhain le híocaíocht chalaoiseach. Leanadh gach céim thuairiscithe mar is cuí agus tá socruithe breise curtha in áit le córais na heagraíochta a láidriú maidir le socruithe slándála teicneolaíochta agus íocaíochtaí. Déanadh íocaíocht speisialta amháin (*ex gratia*) i rith na bliana ar luach faoi bhun £10,000/€12,000.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA

Is géag é Foras na Gaeilge den Fhoras Teanga, ar comhlacht forfheidhmithe Thuaidh/Theas é atá urraithe ag an Roinn Forbartha Tuaithe agus Pobail agus Gaeltachta 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 ending 31 December 2024 Foras na Gaeilge undertook to pay the following transactions:

- An aggregate payment of €135,938 / stg£117,505 (2023: €117,922 / stg£102,569) was made to Coiste Forbartha Charn Tóchair, where an employee of Foras na Gaeilge is a committee member. This payment was made under the Networks Scheme, the youth schemes, the Colmcille Scheme, the Irish-language Community Centre Scheme and the Festivals Scheme. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

- An aggregate payment of €58,160 / stg£50,273 (2023: €57,029 / stg£49,604) was made to Gaelphobal Ard Mhacha Theas, where an employee of Foras na Gaeilge is a committee member. This payment related to funding of the Irish-language Networks Development Scheme, the Youth Club Scheme, the Festivals Scheme and the Drama Company Scheme. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

- An aggregate payment of €128,840 / stg£ £111,369 (2023: €106,801 / stg£92,895) was made to Comhar, where an employee of Foras na Gaeilge is a member of the Board. This payment related to the Publisher Scheme and to the Magazine Scheme. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

- An aggregate payment of €1,133,615 / stg£979,897 (2023: €1,134,378 / stg£986,682) was made to Glór na nGael, where an employee of Foras na Gaeilge is a member of the board of directors. This payment related to Core Funding for Lead Organisations and Scholarships for Lifelong Learning. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

- An aggregate payment of €15,000 / stg£12,966 (2023: €0/ stg£0) was made to Pobal Gaeilge 15, where an employee of Foras na Gaeilge is treasurer. This payment related to funding of the Irish-language Networks Development Scheme. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

- An aggregate payment of €34,924 / stg£30,188 (2023 €19,199 / stg£16,700) was made to Aerach Aiteach Gaelach, where an employee of Foras na Gaeilge is a committee member. This payment related to the Drama Company Scheme. This employee did not take part in the assessment of these grants and was not provided with any documentation relating to these transactions.

A register of interests for Board Members and staff was compiled and is being maintained up to date.

22. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Foras na Gaeilge generates income from the sale and distribution of books (and from other sources). The majority of funding comes from sponsoring departments; therefore, Foras na Gaeilge is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits borrowing subject to prior approval of the sponsoring departments and the finance departments, which Foras na Gaeilge has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not assumed 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 capital expenditure. It is, therefore, not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it is not exposed to significant interest rate increases.

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 an 31 Nollaig 2024 thug Foras na Gaeilge faoi na hidirbhearta seo a leanas a íoc:

- Rinneadh íocaíocht chomhiomláin de luach €135,938 /Stg£117,505 (2023: €117,922 / Stg £102,569) 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 d'Ionaid Phobail Gaeilge 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 €58,160 /Stg£50,273 (2023: €57,029 /Stg£49,604) 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 gClub Óige, Scéim na bhFéilte agus 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 €128,840 / Stg£ £111,369 (2023: €106,801 / Stg£92,895) le Comhar, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den Bhord. Bhain an íocaíocht seo le Scéim na bhFoilsitheoirí 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.

- Rinneadh íocaíocht chomhiomláin de luach €1,133,615 / Stg£979,897 (2023: €1,134,378 / Stg£986,682) le Glór na nGael, áit a bhfuil ball foirne le Foras na Gaeilge ina bhall den bhord stiúrtha. Bhain an íocaíocht seo le Bunmhaoiniú do Cheanneagraíochtaí agus le Scoláireachtaí d'Oideachas fadsaoil. 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 €15,000 /Stg£12,966 (2023: €0/ Stg£0) le Pobal Gaeilge 15, áit a bhfuil ball foirne le Foras na Gaeilge ina chisteoir. Bhain an íocaíocht seo le maoiniú Scéim Forbartha Líonraí Gaeilge. 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 €34,924 / Stg£30,188 (2023 €19,199 / Stg£16,700) 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.

Cuireadh clár de leasanna na gComhaltaí Boird agus na foirne le chéile agus coinnítear cothrom le dáta é.

22. IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

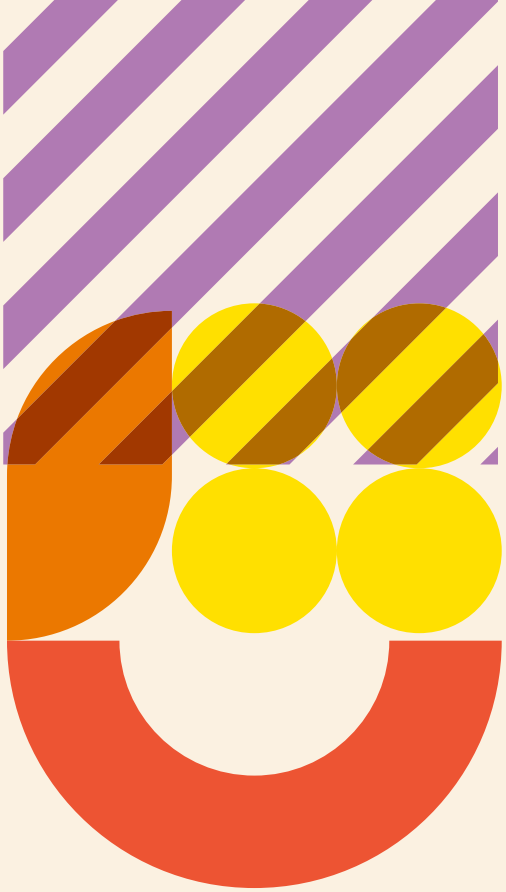
a Ionstraimí Airgeadais

Gineann Foras na Gaeilge ioncam ó dhíolachán agus dáileachán leabhar (agus ó fhoinsí eile). Tagann an chuid is mó den mhaoiniú ó ranna coimircíochta, mar sin níl Foras na Gaeilge gan chosaint ar an méid rioscaí airgeadais atá roimh aonáin ghnó eile. Ceadaíonn an Meamram Airgeadais iasacht faoi réir fhaomhadh na ranna coimircíochta agus na ranna airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu agus iad ag tabhairt faoina ngníomhaíochtaí. Is é atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó ná airgead tirim, féichiúnaithe 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 chaiteachas caipitil. Mar sin, níl sé gan chosaint ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé gan chosaint mar sin ar ardú suntasach úis.



Foras na Gaeilge is not exposed to significant foreign currency risk as it receives agreed levels of funding from its sponsoring departments in sterling and in 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.

PRINCIPAL RISKS AND UNCERTAINTIES Brexit
After the United Kingdom exited the European Union on 31 January 2020, the long-term outcome in relation to one sponsoring department being in the EU and another sponsoring department being outside of the EU is unknown and is not possible to measure at present.

Approval of 2024 Business Plan

On 29 May 2024, the sponsoring departments approved the 2024 Business Plan, which was prepared in accordance with agreed guidance issued by the Department of Finance and the The Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, and which was agreed by the sponsoring departments and the finance ministers.While there is a reasonable expectation that the respective governments will continue to fund the activities of Foras, the level of funding is under constant review.
Funding for Foras is still lower than the funding it received in 2008 and in real terms, there will be a continued decline due to the high rate of inflation which significantly reduces the value of funding available. In addition to this, the increasing number of pensions and potential rates of currency exchange will impact on the amount of money available to fund Foras activities. Foras na Gaeilge pays the pension costs for all retired staff from its operating budget.

23. APPROVAL OF 2024 FINANCIAL STATEMENTS

The Board approved the financial statements on 26th June 2026.

Níl Foras na Gaeilge ar riosca airgeadra eachtraigh suntasach mar faigheann sé leibhéil chomhaontaithe mhaoinithe óna ranna coimircíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro, mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRÍOMHRIOSCAÍ AGUS PRÍOMHÉIGINNTEACHTAÍ

An Breatimeacht
I ndiaidh don Ríocht Aontaithe an tAontas Eorpach a fhágáil ar an 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.

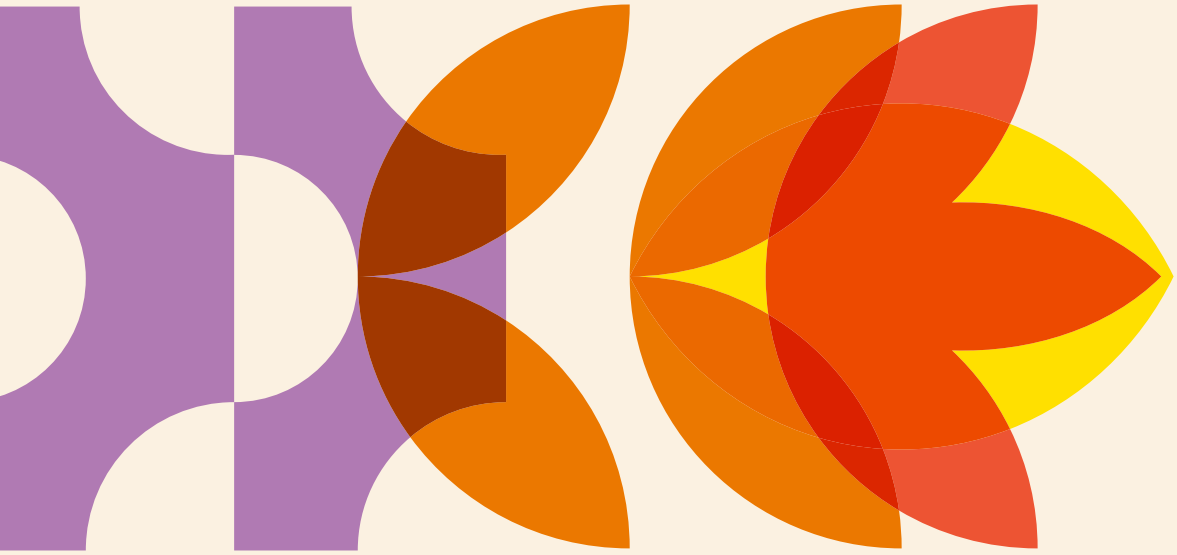
Faomhadh Phlean Gnó 2024

Ar 29 Bealtaine 2024, d'fhaomh na Ranna Coimircíochta Plean Gnó 2024, a ullmhaíodh de réir treoir aontaithe a d'eisigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin, agus a bhí aontaithe ag na ranna coimircíochta 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 ísle ná an maoiniú a fuair sé in 2008 agus i bhfírinne, beidh ísliú leanúnach ann de bharr an ráta ard bhoilscithe a laghdaíonn go suntasach an luach atá leis an maoiniú atá ar fáil. Chomh maith leis seo cuirfidh líon na bpinsean ag dul i méid agus rátaí féideartha malartaithe airgeadra isteach ar an méid airgid atá ar fáil le gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge costais phinsin le gach fostaí ar scoir óna bhuiséid oibriúcháin.

24. FAOMHADH AR RÁITEAS AIRGEADAIS DON BHLIAIN 2024

D'fhaomh an Bord na ráitis airgeadais ar 26 Meithimh 2026.



Appendix 2
Ulster-Scots Agency
Accounts and notes to the accounts
For the year ended 31 December 2024

Aguisín 2
Gníomhaireacht na hUltaise
Cuntais agus nótaí a ghabhann leis na cuntais
Don bhliain dar críoch an 31 Nollaig 2024

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 the jurisdiction of the Executive and the Department of Tourism, Culture, Arts, Gaeltacht, Sport & Media (DTCAGSM) in the jurisdiction of the Government of Ireland. The Body was established on the 2nd of December 1999 under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Act 1999. The other part of the Language Body is Foras Na Gaeilge which has responsibility for the development of the Irish (Gaelic) Language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.

The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the Agreement[1] establishing Implementation Bodies. The statement of accounts is to be in a form directed by DfC and DTCAGSM, with the approval of the Finance Departments, as provided for in the body's Financial Memorandum, and the Annual Report and Accounts Guidance provided by the Department of Finance (DoF) and the The Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (DPEIPSRD).

Business Review

A review of the Ulster-Scots Agency's activities is given within its Annual Report for the year ended 31 December 2024. The financial results of the Ulster-Scots Agency are set out in detail on page 42. The deficit for the period was £90,043 (€106,368). In 2023 the deficit for the period was £400,790 (€460,786).

1 Agreement of 8th March 1999 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Ireland establishing Implementation Bodies.

Réamhrá leis na cuntais

Eolas Cúlra

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) i ndlínse an Fheidhmeannais agus na Roinne Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt & Mean (RTCEGSM) i ndlínse Rialtas na hÉireann. Bunaíodh an Foras Teanga ar an 2 Nollaig 1999 faoi The North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 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 Ghníomhaireacht na hUltaise 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[1] 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, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin (RCPBASPD).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Ghníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar críoch an 31 Nollaig 2024. Tá torthaí airgeadais Ghníomhaireacht na hUltaise leagtha amach go mionsonrach ar leathanach 42. Ba é an t-easnamh don tréimhse £90,043 (€106,368). In 2023, ba é an t-easnamh don tréimhse £400,790 (€460,786).

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.

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. During the year ended 31 December 2024, the disposal of the trademarks took place.

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 2024.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2024.

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.

Board Members

The functions of the Agency are exercised by the Board. The following served as Board members during 2024:-

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 2024:-

Mr Ray Dolan (Co-Opted Member from Safefood)
Ms Patricia McCaffrey (Co-Opted Member from Waterways Ireland)
Mr Allen McAdam (Chairperson)
Mr Frederick Kettyle

Réadmhaoin, 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. I rith na bliana dar críoch an 31 Nollaig 2024, rinneadh na trádmharcanna a dhiúscairt.

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 2024.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise aon íocaíocht le haghaidh taighde agus forbartha le linn na bliana dar críoch an 31 Nollaig 2024.

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.

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 2024:-

Frederick Kettyle Uasal (Leas-Chathaoirleach)
Allen McAdam Uasal
Karyn Devenney Uasal
Lavinia Tilson Uasal
Trevor Wilson Uasal

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn 2024:-

Ray Dolan Uasal (Comhalta Comhthofa ó Biaslán)
Patricia McCaffrey Uasal (Comhalta Comhthofa ó Uiscebhealaí Éireann)
Allen McAdam Uasal (Cathaoirleach)
Frederick Kettyle Uasal

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.

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.

Tá an Ghníomhaireacht ag fanacht le triúr comhaltaí boird a bheith ceaptha ag an gCATT. 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.

Tá an tiomantas do chomhionannas deise lárnach inár bpróisis oibre agus cláir forbartha go léir. Mar shampla, cuireann ár gclár imeachtaí an comhionannas rochtana ar na himeachtaí atá 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.

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 recognise 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 98% of payments for grants claims were made within 10 working days.

Health and Safety Policy

The Ulster-Scots Agency has a Health and Safety policy and Procedures covering the organisation and its premises.

Guidance for all staff in connection with the evacuation procedures and security arrangements for all premises occupied by the body is in place. This information has been provided to each individual member of staff and instructions are posted in prominent positions in the Belfast and Raphoe buildings. First Aiders and fire wardens have been appointed and received necessary training.

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

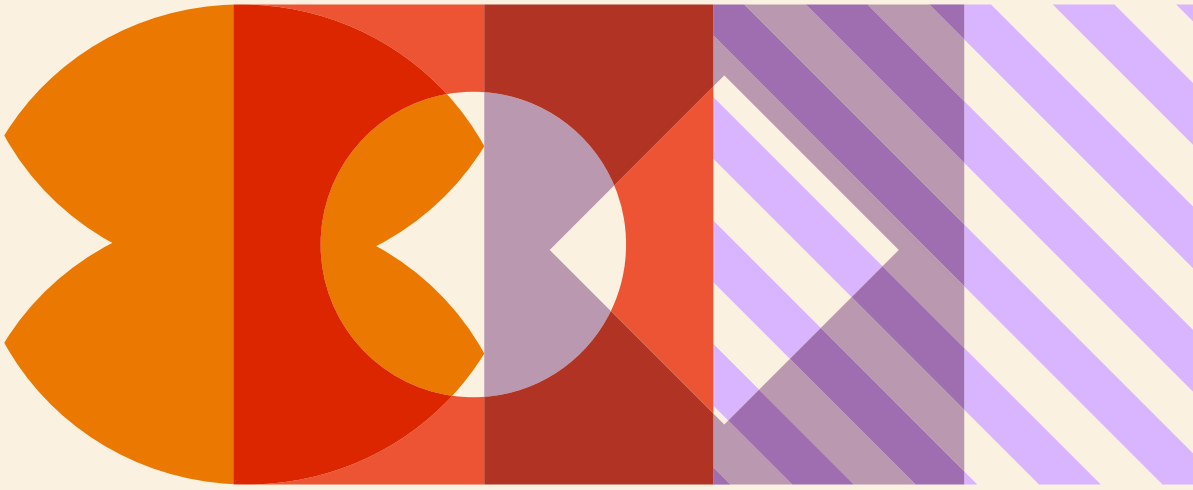
Tá Gníomhaireacht na hUltaise tiomanta d'íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir an Late Payment of Commercial Debts (Interest) Act 1998, arna leasú agus arna fhorlíonadh ag The Late Payment of Commercial Debts Regulations 2002 sa Ríocht Aontaithe, agus de réir na 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 an Ghníomhaireacht 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 98% d'íocaíochtaí i leith éilimh deontas laistigh de 10 lá oibre.

Polasaí Sláinte agus Sábháilteachta

Tá Polasaí agus Nósanna Imeachta Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise a chlúdaíonn an eagraíocht agus a 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.



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 24/07/2026

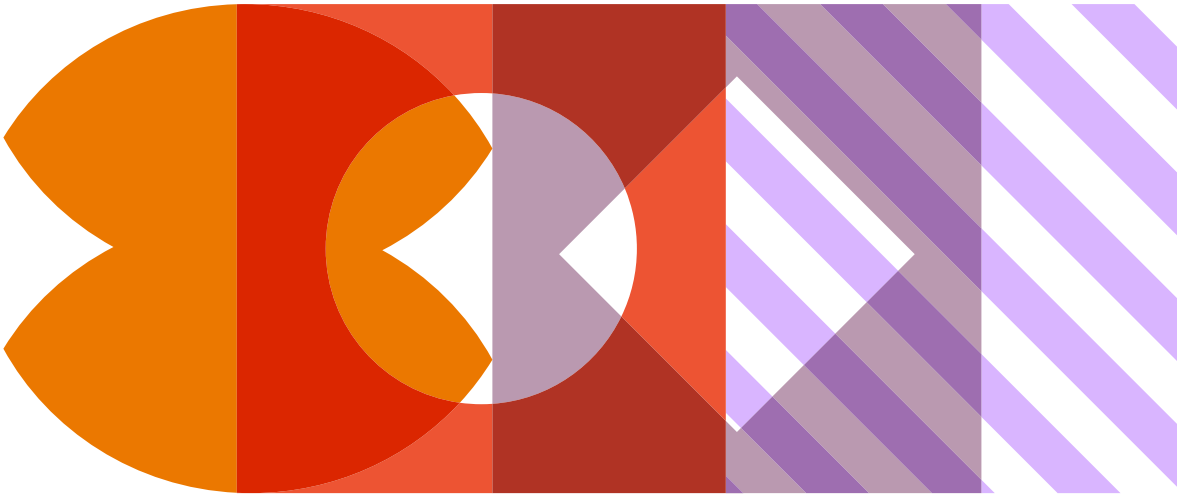
Scéim Comhionannais

D'ullmhaigh Gníomhaireacht na hUltaise Scéim Comhionannais de réir riachtanais Alt 75 den Northern Ireland Act 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 Leasanna

Tá clár leasanna 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 24/07/2026



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 24/07/2026

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

I Meamram Airgeadais Ghníomhaireacht na hUltaise, 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.

Ian Crozier
Ian Crozier
Príomhfheidhmeannach 24/07/2026

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, Infrastructure, Public Service Reform and Digitalisation (DPEIPSRD), 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 2024 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 an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin (RCPBASPD), mar an tOifigeach Cuntasaíochta don Ghíomhaireacht. 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 hGníomhaireachta 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 2024 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 2024.

3. 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 2024.

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 2024. 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 2024.

Ian Crozier
Ian Crozier
Chief Executive – 24/07/2026

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 2024. 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 um Dhearbhú ar Iniúchóireacht is Rioscaí 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 2024.

Ian Crozier
Ian Crozier
Príomhfheidhmeannach – 24/07/2026

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	2024 €	2023 £	2023 €
INCOME					
Revenue Grant from Departments	2	**2,660,473**	**3,142,538**	2,793,899	3,212,118
Release from Capital Grant Reserve		**17,840**	**21,072**	20,434	23,492
Other Income	3	**211,988**	**250,398**	174,378	200,480
Total Income		**2,890,301**	**3,414,008**	2,988,711	3,436,090
EXPENDITURE					
Staff Costs	4	**905,939**	**1,070,092**	919,046	1,056,619
Other Operating Costs	6	**639,578**	**755,472**	809,636	930,833
Grants	7	**1,416,987**	**1,673,740**	1,640,385	1,885,932
Depreciation	8	**17,840**	**21,072**	20,434	23,492
Total Expenditure		**2,980,344**	**3,520,376**	3,389,501	3,896,876
Surplus / (Deficit) for the period		**(90,043)**	**(106,368)**	(400,790)	(460,786)
Surplus/ (Deficit) carried forward from previous year		**41,139**	**47,336**	441,929	498,285
Currency Translation Adjustment			**56**		9,837
Amount Transferred to Reserves		**(48,904)**	**(58,976)**	41,139	47,336

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2024

		2024 £	2024 €	2023 £	2023 €
(Deficit) / Surplus for the year		**(90,043)**	**(106,368)**	(400,790)	(460,786)
Experience Gain / (Loss) on pension scheme liabilities	15b	**(67,000)**	**(79,140)**	508,000	584,043
(Loss) / Gain due to currency movements	15b	**13,000**	**15,356**	13,000	14,946
Gain / (Loss) on change to assumptions	15b	**429,000**	**506,733**	(53,000)	(60,934)
Actuarial Gain / (Loss) on Pension Liabilities		**375,000**	**442,949**	468,000	538,055
Adjustment to Deferred Pension Funding		**(375,000)**	**(442,949)**	(468,000)	(538,055)
Total Comprehensive Income for the year		**(90,043)**	**(106,368)**	(400,790)	(460,786)

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Ian Crozier *24/07/2026*
Ian Crozier Date
Chief Executive

Keith Gamble *24/07/2026*
Keith Gamble Date
Chairperson

RÁITEAS IONCAIM DON BHLIAIN DAR CRÍOCH AN 31 NOLLAIG 2024

	Nótaí	2024 £	2024 €	2023 £	2023 €
IONCAM					
Deontas Ioncaim ó na Ranna	2	**2,660,473**	**3,142,538**	2,793,899	3,212,118
Scaoileadh ón gCúlchiste Deontais Caipitil		**17,840**	**21,072**	20,434	23,492
Ioncam Eile	3	**211,988**	**250,398**	174,378	200,480
Ioncam Iomlán		**2,890,301**	**3,414,008**	2,988,711	3,436,090
CAITEACHAS					
Costais Foirne	4	**905,939**	**1,070,092**	919,046	1,056,619
Costais Eile Oibriúcháin	6	**639,578**	**755,472**	809,636	930,833
Deontais	7	**1,416,987**	**1,673,740**	1,640,385	1,885,932
Dímheas	8	**17,840**	**21,072**	20,434	23,492
Caiteachas Iomlán		**2,980,344**	**3,520,376**	3,389,501	3,896,876
Barrachas / (Easnamh) don tréimhse		**(90,043)**	**(106,368)**	(400,790)	(460,786)
Barrachas / (Easnamh) tugtha ar aghaidh ón mbliain roimhe		**41,139**	**47,336**	441,929	498,285
Coigeartú ar Aistriú Airgeadra			**56**		9,837
Méid a Aistríodh go Cúlchistí		**(48,904)**	**(58,976)**	41,139	47,336

AN RÁITEAS AR IONCAM CUIMSITHEACH DON BHLIAIN DAR CRÍOCH AN 31 NOLLAIG 2024

		2024 £	2024 €	2023 £	2023 €
(Easnamh) / Barrachas don bhliain		**(90,043)**	**(106,368)**	(400,790)	(460,786)
Gnóthachan / (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	15b	**(67,000)**	**(79,140)**	508,000	584,043
(Caillteanas) / Gnóthachan mar gheall ar ghluaiseachtaí airgeadra	15b	**13,000**	**15,356**	13,000	14,946
Gnóthachan / (Caillteanas) ar athrú ar thoimhdí	15b	**429,000**	**506,733**	(53,000)	(60,934)
Gnóthachan / (Caillteanas) Achtúireach ar Dhliteanais Phinsin		**375,000**	**442,949**	468,000	538,055
Coigeartú ar Chistiú Pinsean Iarchurtha		**(375,000)**	**(442,949)**	(468,000)	(538,055)
Ioncam Cuimsitheach Iomlán don bhliain		**(90,043)**	**(106,368)**	(400,790)	(460,786)

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo na nótaí 1 go dtí 19.

Ian Crozier *24/07/2026*
Ian Crozier Dáta
Príomhfheidhmeannach

Keith Gamble *24/07/2026*
Keith Gamble Dáta
Cathaoirleach

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2024

	Notes	2024 £	2024 €	2023 £	2023 €
FIXED ASSETS					
Property, plant & equipment	8.1	**38,760**	**46,745**	56,296	64,776
Intangible Assets	8.2	**-**	**-**	-	-
Heritage Assets	8.3	**102,494**	**123,604**	95,234	109,576
		141,254	**170,349**	151,530	174,352
CURRENT ASSETS					
Receivables due within one year	9	**132,537**	**159,837**	207,188	238,394
Cash and cash equivalents	12.2	**186,341**	**224,724**	113,738	130,869
		318,878	**384,561**	320,926	369,263
CURRENT LIABILITIES					
Creditors (Amounts falling due within one year)	10	**(367,782)**	**(443,537)**	(279,787)	(321,928)
NET CURRENT ASSETS / (LIABILITIES)		**(48,904)**	**(58,976)**	41,139	47,335
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS		**92,350**	**111,373**	192,669	221,687
Pension Liabilities	15b	**2,695,000**	**3,250,031**	2,892,000	3,327,581
Deferred Pension Funding	15b	**(2,695,000)**	**(3,250,031)**	(2,892,000)	(3,327,581)
TOTAL ASSETS LESS CURRENT LIABILITIES		**92,350**	**111,373**	192,669	221,687
FINANCED BY: CAPITAL AND RESERVES					
Income and Expenditure Account Reserve		**(48,904)**	**(58,976)**	41,139	47,336
Capital Grant Reserve		**141,254**	**170,349**	151,530	174,351
		92,350	**111,373**	192,669	221,687

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Ian Crozier *24/07/2026*
Ian Crozier Date
Chief Executive

Keith Gamble *24/07/2026*
Keith Gamble Date
Chairperson

RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2024

	Nótaí	2024 £	2024 €	2023 £	2023 €
SÓCMHAINNÍ SEASTA					
Réadmhaoin, gléasra & trealamh	8.1	**38,760**	**46,745**	56,296	64,776
Sócmhainní Doláimhsithe	8.2	**-**	**-**	-	-
Sócmhainní Oidhreachta	8.3	**102,494**	**123,604**	95,234	109,576
		141,254	**170,349**	151,530	174,352
SÓCMHAINNÍ REATHA					
Infháltais dlite laistigh de bhliain amháin	9	**132,537**	**159,837**	207,188	238,394
Airgead tirim agus coibhéisí airgid thirim	12.2	**186,341**	**224,724**	113,738	130,869
		318,878	**384,561**	320,926	369,263
DLITEANAIS REATHA					
Creidiúnaithe (Méideanna dlite laistigh de bhliain amháin)	10	**(367,782)**	**(443,537)**	(279,787)	(321,928)
GLANSÓCHMHAINNÍ / (DLITEANAIS) REATHA		**(48,904)**	**(58,976)**	41,139	47,335
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA ROIMH PHINSIN		**92,350**	**111,373**	192,669	221,687
Dliteanais Phinsin	15b	**2,695,000**	**3,250,031**	2,892,000	3,327,581
Cistiú Iarchurtha Pinsin	15b	**(2,695,000)**	**(3,250,031)**	(2,892,000)	(3,327,581)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA		**92,350**	**111,373**	192,669	221,687
ARNA MHAOINIÚ AG: CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste an Chuntais Ioncaim agus Caiteachais		**(48,904)**	**(58,976)**	41,139	47,336
Cúlchiste Deontais Caipitil		**141,254**	**170,349**	151,530	174,351
		92,350	**111,373**	192,669	221,687

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo na nótaí 1 go dtí 19.

Ian Crozier *24/07/2026*
Ian Crozier Dáta
Príomhfheidhmeannach

Keith Gamble *24/07/2026*
Keith Gamble Dáta
Cathaoirleach

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	2024 €	2023 £	2023 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	**72,563**	**93,815**	(419,105)	(469,924)
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	**(7,565)**	**(8,576)**	(4,316)	(4,962)
CASH FLOWS FROM FINANCING ACTIVITIES:		**-**	**-**	-	-
NET CASH IN/(OUT)FLOW BEFORE FINANCING		**64,998**	**85,239**	(423,421)	(474,886)
FINANCING					
Capital Grant Received	2	**7,565**	**8,576**	4,316	4,962
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		**72,563**	**93,815**	(419,105)	(469,924)

Ian Crozier *24/07/2026*
Ian Crozier Date
Chief Executive

Keith Gamble *24/07/2026*
Keith Gamble Date
Chairperson

RÁITEAS AR SHREAFAÍ AIRGID DON BHLIAIN DAR CRÍOCH AN 31 NOLLAIG 2024

	Nótaí	2024 £	2024 €	2023 £	2023 €
GLANSREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	11	**72,563**	**93,815**	(419,105)	(469,924)
SREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA:					
Íocaíochtaí chun réadmhaoin, gléasra agus trealamh a fháil	8	**(7,565)**	**(8,576)**	(4,316)	(4,962)
SREAFAÍ AIRGID Ó GHNÍOMHAÍOCHTAÍ MAOINITHE:		**-**	**-**	-	-
GLANSREABHADH AIRGID ISTEACH/(AMACH) ROIMH MHAOINIÚ		**64,998**	**85,239**	(423,421)	(474,886)
MAOINIÚ					
Deontas Caipitil Faighte	2	**7,565**	**8,576**	4,316	4,962
MÉADÚ / (LAGHDÚ) AR AIRGEAD TIRIM AGUS COIBHÉISÍ AIRGID THIRIM		**72,563**	**93,815**	(419,105)	(469,924)

Ian Crozier *24/07/2026*
Ian Crozier Dáta
Príomhfheidhmeannach

Keith Gamble *24/07/2026*
Keith Gamble Dáta
Cathaoirleach

STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2024

INCOME AND EXPENDITURE ACCOUNT RESERVE

	2024 £	2024 €	2023 £	2023 €
Balance at 1 January	**41,139**	**47,336**	441,929	498,285
Currency Translation Adjustment	**-**	**56**	-	9,837
Surplus/(Deficit)	**(90,043)**	**(106,368)**	(400,790)	(460,786)
Balance at 31 December	**(48,904)**	**(58,976)**	41,139	47,336

CAPITAL GRANT RESERVE

	2024 £	2024 €	2023 £	2023 €
Balance at 1 January	**151,530**	**174,351**	167,648	189,027
Capital funding Receivable	**7,565**	**8,576**	4,316	4,962
Disposals - NBV	**-**	**-**	-	-
Less amount released to Income Statement	**(17,840)**	**(21,072)**	(20,434)	(23,492)
	141,255	**161,855**	151,530	170,497
Currency Translation Adjustment		**8,494**		3,854
Balance at 31 December	**141,255**	**170,349**	151,530	174,351

RÁITEAS AR ATHRUITHE SA CHOTHROMAS AMHAIL AN 31 NOLLAIG 2024

CÚLCHISTE AN CHUNTAIS IONCAIM AGUS CAITEACHAIS

	2024 £	2024 €	2023 £	2023 €
Iarmhéid ar an 1 Eanáir	**41,139**	**47,336**	441,929	498,285
Coigeartú ar Aistriú Airgeadra	**-**	**56**	-	9,837
Barrachas/(Easnamh)	**(90,043)**	**(106,368)**	(400,790)	(460,786)
Iarmhéid ar an 31 Nollaig	**(48,904)**	**(58,976)**	41,139	47,336

CÚLCHISTE DEONTAIS CAIPITIL

	2024 £	2024 €	2023 £	2023 €
Iarmhéid ar an 1 Eanáir	**151,530**	**174,351**	167,648	189,027
Cistiú caipitil Infhála	**7,565**	**8,576**	4,316	4,962
Diúscairtí – Glanluach de réir na leabhar	**-**	**-**	-	-
Lúide an méid scaoilte chuig an Ráiteas Ioncaim	**(17,840)**	**(21,072)**	(20,434)	(23,492)
	141,255	**161,855**	151,530	170,497
Coigeartú ar Aistriú Airgeadra		**8,494**		3,854
Iarmhéid ar an 31 Nollaig	**141,255**	**170,349**	151,530	174,351

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, Infrastructure, Public Service Reform and Digitalisation (DPEIPSRD) 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%

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.

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 ag an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin (RCPBASPD) i mí an Mheithimh 2017, ullmhaíodh na ráitis airgeadais de réir na gcaighdeán cuntasaíochta infheidhme sa Ríocht Aontaithe, 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 RCPBASPD.

1.2 Sócmhainní Seasta

Sócmhainní Inláimhsithe

Déantar sócmhainní inláimhsithe a chaipitliú ag luach fála don Ghníomhaireacht. 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:

Trealaimh 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%

Sócmhainní Oidhreachta

Déantar sócmhainní oidhreachta a chaipitliú ag luach fála don Ghníomhaireacht. Caitear leo mar mhíreanna neamh-indímheasa.

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 na hAlbanaigh Uladh agus a gcultúr. Tugtar cur síos ar an mbailiúchán agus an chaoi a ndéantar é a bhainistiú i nóta 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.

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:

	2024	2023
Average rate	£1 = €1.181195	£1 = €1.14969
Closing rate	£1 = €1.205982	£1 = €1.150616

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.

1.3 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 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 (€) 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 deiridh. 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:

	2024	2023
Meánráta	£1 = €1.181195	£1 = €1.14969
Ráta deiridh	£1 = €1.205982	£1 = €1.150616

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	2024 DfC £	2024 DTCAGSM £	2024 DfC €	2024 DTCAGSM €	2024 Total £	2024 Total €	2023 Total £	2023 Total €
Revenue Grant- DfC 75% DTCAGSM 25%	**1**	**2,007,995**	**652,478**	**2,371,834**	**770,704**	**2,660,473**	**3,142,538**	2,674,591	3,074,951
Revenue Grant- DfC 100%	**2**	-	**-**	**-**	**-**	**-**	**-**	-	-
Revenue Grant- DTCAGSM 100%	**3**	-	**-**	**-**	**-**	**-**	**-**	49,526 -	56,939
Revenue Grant- DTCAGSM 100%	**4**	-	**-**	**-**	**-**	**-**	**-**	69,782	80,228
		2,007,995	**652,478**	**2,371,834**	**770,704**	**2,660,473**	**3,142,538**	2,793,899	3,212,118
Capital Grant - DfC 75% DTCAGSM 25%		**5,674**	**1,891**	**6,342**	**2,234**	**7,565**	**8,576**	4,316	4,962
Total		**2,013,669**	**654,369**	**2,378,176**	**772,938**	**2,668,038**	**3,151,114**	2,798,215	3,217,080

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

		2024 £	2024 €	2023 £	2023 €
Other Income		**33,638**	**39,732**	3,378	3,883
Net deferred funding for pensions	15c	**178,000**	**210,253**	171,000	196,597
Service Charge Income		**350**	**413**	-	-
		211,988	**250,398**	174,378	200,480

4 STAFF COSTS AND BOARD MEMBERS

		2024 £	2024 €	2023 £	2023 €
Wages & salaries		**513,431**	**606,462**	431,765	496,397
Board Costs		**20,616**	**24,353**	25,929	29,810
Social Security Costs		**53,949**	**63,724**	44,673	51,361
Temporary Staff		**77,911**	**92,028**	168,084	193,244
Pension costs	15c	**240,032**	**283,525**	248,595	285,807
Total Staff and Board Costs		**905,939**	**1,070,092**	919,046	1,056,619

2. DEONTAIS Ó NA RANNA

	Nóta	2024 RP £	2024 RTCEGSM £	2024 RP €	2024 RTCEGSM €	2024 Iomlán £	2024 Iomlán €	2023 Iomlán £	2023 Iomlán €
Deontas Ioncaim- RP 75% RTCEGSM 25%	**1**	**2,007,995**	**652,478**	**2,371,834**	**770,704**	**2,660,473**	**3,142,538**	2,674,591	3,074,951
Deontas Ioncaim- RP 100%	**2**	-	**-**	**-**	**-**	**-**	**-**	-	-
Deontas Ioncaim- RTCEGSM 100%	**3**	-	**-**	**-**	**-**	**-**	**-**	49,526 -	56,939
Deontas Ioncaim- RTCEGSM 100%	**4**	-	**-**	**-**	**-**	**-**	**-**	69,782	80,228
		2,007,995	**652,478**	**2,371,834**	**770,704**	**2,660,473**	**3,142,538**	2,793,899	3,212,118
Deontas Caipitil - RP 75% RTCEGSM 25%		**5,674**	**1,891**	**6,342**	**2,234**	**7,565**	**8,576**	4,316	4,962
Iomlán		**2,013,669**	**654,369**	**2,378,176**	**772,938**	**2,668,038**	**3,151,114**	2,798,215	3,217,080

Nóta 1: Íocadh deontais leis an nGníomhaireacht ó airgead a bhí vótáilte ag Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol an CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 – RP (75%) agus RTCEGSM (25%). Íocadh an t-airgead seo ó airgead leithghafa ag *The 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

		2024 £	2024 €	2023 £	2023 €
Ioncam Eile		**33,638**	**39,732**	3,378	3,883
Glanchistiú iarchurtha do phinsin	15c	**178,000**	**210,253**	171,000	196,597
Ioncam Táille Seirbhísí		**350**	**413**	-	-
		211,988	**250,398**	174,378	200,480

4 COSTAIS FOIRNE AGUS LUACH SAOTHAIR AN BHOIRD

		2024 £	2024 €	2023 £	2023 €
Pá & tuarastail		**513,431**	**606,462**	431,765	496,397
Costais Boird		**20,616**	**24,353**	25,929	29,810
Costais Slándála Sóisialaí		**53,949**	**63,724**	44,673	51,361
Foireann Shealadach		**77,911**	**92,028**	168,084	193,244
Costais Phinsin	15c	**240,032**	**283,525**	248,595	285,807
Costais Iomlána Foirne agus Boird		**905,939**	**1,070,092**	919,046	1,056,619

The average weekly number of employees (full-time equivalent) was**:**

	2024	2023
Permanent Staff		
Senior Management	3	3
Corporate Services	2	2
Operations	7	7
Seconded/Agency/ temporary staff	1	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.

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 2024.

6. OTHER OPERATING COSTS

	2024 STG £	2024 €	2023 STG £	2023 €
Travel & Subsistence	**27,013**	**31,908**	24,684	28,379
Hospitality	**1,443**	**1,705**	500	575
Training	**2,480**	**2,929**	2,232	2,566
Advertising/Media	**245,386**	**289,851**	416,709	479,088
Electricity	**13,255**	**15,657**	13,428	15,438
Insurance	**10,736**	**12,681**	8,462	9,729
Office Supplies	**412**	**487**	872	1,003
Foreign Currency (Gain)/Loss	**13,157**	**15,541**	19,969	22,958
Rent & Rates	**103,655**	**122,437**	102,116	117,402
Internal Audit & Accountancy	**10,279**	**12,142**	18,058	20,761
Postage and Stationery	**1,938**	**2,289**	3,305	3,800
Telephone	**9,653**	**11,403**	8,113	9,327
Meetings	**600**	**709**	484	557
Office IT, Web Site design and Maintenance	**48,450**	**57,229**	42,465	48,822
Other Office Costs	**49,015**	**57,899**	48,386	55,628
Auditors Remuneration	**33,250**	**39,274**	32,250	37,078
Distribution of Ulster Scots Newspaper	**17,591**	**20,778**	25,400	29,202
Pension Administrator Costs	**11,883**	**14,036**	10,611	12,199
Legal & Professional	**6,090**	**7,193**	920	1,058
Subscriptions	**8,092**	**9,558**	8,184	9,409
Motor Vehicle Costs	**2,027**	**2,394**	3,166	3,640
Service Charge expenditure	**23,173**	**27,372**	19,322	22,214
	639,578	**755,472**	809,636	930,833

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £18,491 (€21,842) was national (within the island of Ireland) and £8,522 (€10,066) was international (all other travel).

Ba é meánlíon seachtainiúil na bhfostaithe (coibhéis lánaimseartha) ná:

	2024	2023
Baill Foirne Bhuana		
Ardbhainistíocht	3	3
Seirbhísí Corparáid	2	2
Oibriúcháin	7	7
Foireann ar iasacht/ghníomhaireachta/shealadach	1	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 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 Ghníomhaireacht na hUltaise don bhliain dar críoch an 31 Nollaig 2024.

6. COSTAIS EILE OIBRIÚCHÁIN

	2024 STG £	2024 €	2023 STG £	2023 €
Taisteal & Cothú	**27,013**	**31,908**	24,684	28,379
Fáilteachas	**1,443**	**1,705**	500	575
Oiliúint	**2,480**	**2,929**	2,232	2,566
Fógraíocht/Na Meáin	**245,386**	**289,851**	416,709	479,088
Leictreachas	**13,255**	**15,657**	13,428	15,438
Árachas	**10,736**	**12,681**	8,462	9,729
Soláthairtí Oifige	**412**	**487**	872	1,003
(Gnóthachan)/Caillteanas ar Airgeadra Eachtra	**13,157**	**15,541**	19,969	22,958
Cíos agus Rátaí	**103,655**	**122,437**	102,116	117,402
Iniúchadh Inmheánach & Cuntasaíocht	**10,279**	**12,142**	18,058	20,761
Postas agus Stáiseanóireacht	**1,938**	**2,289**	3,305	3,800
Guthán	**9,653**	**11,403**	8,113	9,327
Cruinnithe	**600**	**709**	484	557
TF Oifige, dearadh agus cothabháil an tsuímh gréasáin	**48,450**	**57,229**	42,465	48,822
Costais Eile Oifige	**49,015**	**57,899**	48,386	55,628
Luach Saothair na nIniúchóirí	**33,250**	**39,274**	32,250	37,078
Dáiliúchán Nuachtán na nAlbanach Uladh	**17,591**	**20,778**	25,400	29,202
Costais Riarthóra Pinsin	**11,883**	**14,036**	10,611	12,199
Costais Dlí & Ghairmiúla	**6,090**	**7,193**	920	1,058
Síntiúis	**8,092**	**9,558**	8,184	9,409
Costais Mótarfheithiclí	**2,027**	**2,394**	3,166	3,640
Caiteachas Táille Seirbhísí	**23,173**	**27,372**	19,322	22,214
	639,578	**755,472**	809,636	930,833

Taisteal & Cothú

As na costais iomlána a tabhaíodh le haghaidh taistil agus cothaithe, bhain £18,491 (€21,842) le hÉirinn (laistigh d'oileán na hÉireann) agus bhain £8,522 (€10,066) 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.

	2024 £	**2024 €**	2023 £	2023 €
Grant commitments at 1 January	**92,283**	**106,181**	67,406	76,002
Grant Approvals in period	**1,458,830**	**1,723,161**	1,715,510	1,972,304
Grant De-committed in period	**(49,453)**	**(58,414)**	(50,248)	(57,770)
Total net grant commitment authorised	**1,501,660**	**1,770,928**	1,732,668	1,990,536
Grant Expenditure in period:				
Core Funded Activities	**(492,174)**	**(581,356)**	(446,091)	(512,866)
Music and Dance Tuition	**(286,683)**	**(338,629)**	(417,650)	(480,168)
Capacity Building Activities	**(136,965)**	**(161,782)**	(124,564)	(143,210)
Educational and Language activities	**(211,422)**	**(249,730)**	(219,679)	(252,562)
Wider Community based activities	**(289,743)**	**(342,243)**	(432,401)	(497,126)
	(1,416,987)	**(1,673,740)**	(1,640,385)	(1,885,932)
Grant Commitments at 31 December	**84,673**	**97,188**	92,283	104,604
Currency translation adjustment	**-**	**4,920**		1,578
Grant Commitments as at 31 December	**84,673**	**102,108**	92,283	106,182

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:

	2024 £	**2024 €**	2023 £	2023 €
Ulster Scots Community Network	**416,123**	**491,522**	369,973	425,354
Monreagh Ulster Scots Education Centre	**76,051**	**89,831**	76,118	87,512

7 ANAILÍS AR GHLUAISEACHTAÍ DEONTAS

Cuireann an Ghníomhaireacht tairiscintí cúnaimh deontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an nGníomhaireacht. Tarraingítear siar na tairiscintí sin nuair atá tréimhse na tairisceana caite nó má thagann athrú ar chúrsaí.

	2024 £	**2024 €**	2023 £	2023 €
Ceangaltais deontais ar an 1 Eanáir	**92,283**	**106,181**	67,406	76,002
Deontais a Ceadaíodh sa tréimhse	**1,458,830**	**1,723,161**	1,715,510	1,972,304
Deontais a tarraingíodh siar sa tréimhse	**(49,453)**	**(58,414)**	(50,248)	(57,770)
Iomlán na nglancheangaltas deontais a údaraíodh	**1,501,660**	**1,770,928**	1,732,668	1,990,536
Caiteachas deontais sa tréimhse:				
Gníomhaíochtaí Bunchistithe	**(492,174)**	**(581,356)**	(446,091)	(512,866)
Teagasc Ceoil agus Damhsa	**(286,683)**	**(338,629)**	(417,650)	(480,168)
Gníomhaíochtaí Forbartha Acmhainne	**(136,965)**	**(161,782)**	(124,564)	(143,210)
Gníomhaíochtaí Oideachais agus Teanga	**(211,422)**	**(249,730)**	(219,679)	(252,562)
Gníomhaíochtaí Ginearálta Pobalbhunaithe	**(289,743)**	**(342,243)**	(432,401)	(497,126)
	(1,416,987)	**(1,673,740)**	(1,640,385)	(1,885,932)
Ceangaltais Deontais ar an 31 Nollaig	**84,673**	**97,188**	92,283	104,604
Coigeartú ar aistriú airgeadra	**-**	**4,920**		1,578
Ceangaltais Deontais amhail an 31 Nollaig	**84,673**	**102,108**	92,283	106,182

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:

	2024 £	**2024 €**	2023 £	2023 €
Gréasán Phobal na nAlbanach Uladh	**416,123**	**491,522**	369,973	425,354
Ionad Oidhreachta na Móna Riabhaí	**76,051**	**89,831**	76,118	87,512

8.1 FIXED ASSETS – TANGIBLE ASSETS

	Computer quipment	Office Equipment	Fixtures & Fittings	Musical Instruments	Visitor Centre	Motor Vehicles	TOTAL	Total
	£	£	£	£	£	£	£	€
COST								
At 31 December 2023	96,234	102,356	133,600	34,736	62,914	19,944	449,784	505,957
Additions	-	-	-	-	305	-	305	360
Disposals	-	-	(3,732)	-	-	-	(3,732)	(4,409)
At 31 December 2024	96,234	102,356	129,868	34,736	63,219	19,944	446,357	501,908
DEPRECIATION								
At 31 December 2023	88,464	93,326	100,167	29,702	61,886	19,944	393,489	443,800
Provision for the year	1,254	3,997	8,257	3,384	948		17,840	21,072
Disposals	-	-	(3,732)	-	-	-	(3,732)	(4,409)
At 31 December 2024	**89,718**	**97,323**	**104,692**	**33,086**	**62,834**	**19,944**	**407,597**	460,463
NET BOOK VALUE 2024	**6,516**	**5,033**	**25,176**	**1,650**	**385**	-	**38,760**	**41,445**
Currency Translation Adjustment								5,300
NET BOOK VALUE 2024	**6,516**	**5,033**	**25,176**	**1,650**	**385**	**-**	**38,760**	**46,745**
NET BOOK VALUE 2023	7,770	9,030	33,433	5,034	1,028	-	56,294	64,776

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

8.1 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ INLÁIMHSITHE

	Trealamh mhaireachta	Trealaimh Oifige	Daingneáin & Feistis	Uirlisí Ceoil	Ionad Cuairteoirí	Mótarfheithiclí	IOMLÁN	Iomlán
	£	£	£	£	£	£	£	€
COSTAS								
Amhail an 31 Nollaig 2023	96,234	102,356	133,600	34,736	62,914	19,944	449,784	505,957
Breiseanna	-	-	-	-	305	-	305	360
Diúscairtí	-	-	(3,732)	-	-	-	(3,732)	(4,409)
Amhail an 31 Nollaig 2024	96,234	102,356	129,868	34,736	63,219	19,944	446,357	501,908
DÍMHEAS								
Amhail an 31 Nollaig 2023	88,464	93,326	100,167	29,702	61,886	19,944	393,489	443,800
Soláthar don bhliain	1,254	3,997	8,257	3,384	948		17,840	21,072
Diúscairtí	-	-	(3,732)	-	-	-	(3,732)	(4,409)
Amhail an 31 Nollaig 2024	**89,718**	**97,323**	**104,692**	**33,086**	**62,834**	**19,944**	**407,597**	460,463
GLANLUACH DE RÉIR NA LEABHAR 2024	**6,516**	**5,033**	**25,176**	**1,650**	**385**	-	**38,760**	**41,445**
Coigeartú ar Aistriú Airgeadra								5,300
GLANLUACH DE RÉIR NA LEABHAR 2024	**6,516**	**5,033**	**25,176**	**1,650**	**385**	**-**	**38,760**	**46,745**
GLANLUACH DE RÉIR NA LEABHAR 2023	7,770	9,030	33,433	5,034	1,028	-	56,294	64,776

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 FIXED ASSETS – INTANGIBLE ASSETS

	*Trademarks £	TOTAL £	Total €
COST			
At 31 December 2023	8,812	8,812	10,292
Additions	-	-	-
Disposals	(8,812)	(8,812)	(10,627)
Currency Translation Adjustment			335
At 31 December 2024	**-**	**-**	**-**
DEPRECIATION			
At 31 December 2023	8,812	8,812	10,292
Provision for the year	-	-	-
Disposals	(8,812)	(8,812)	(10,627)
Currency Translation Adjustment	**-**	**-**	335
At 31 December 2024	**-**	**-**	**-**
NET BOOK VALUE 2024	**-**	**-**	**-**
NET BOOK VALUE 2023	-	-	-

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 were 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. The trademarks expired in 2024 and were fully depreciated – they were effectively disposed of as shown above.

8.3 HERITAGE ASSETS

	Heritage Assets £	TOTAL £	Total €
COST			
At 31 December 2023	95,234	95,234	112,178
Additions	7,260	7,260	8,576
Disposals	-	-	-
Currency Translation Adjustment			
At 31 December 2024	102,494	102,494	120,754
NET BOOK VALUE 2024	102,494	102,494	120,754
Currency Translation Adjustment			2,850
NET BOOK VALUE 2024	**102,494**	**102,494**	**123,604**
NET BOOK VALUE 2023	95,234	95,234	109,576

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.

8.2 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ DOLÁIMHSITHE

	*Trádmharcanna £	IOMLÁN £	Iomlán €
COSTAS			
Amhail an 31 Nollaig 2023	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	(8,812)	(8,812)	(10,627)
Coigeartú ar Aistriú Airgeadra			335
Amhail an 31 Nollaig 2024	**-**	**-**	**-**
DÍMHEAS			
Amhail an 31 Nollaig 2023	8,812	8,812	10,292
Soláthar don bhliain	-	-	-
Diúscairtí	(8,812)	(8,812)	(10,627)
Coigeartú ar Aistriú Airgeadra	**-**	**-**	335
Amhail an 31 Nollaig 2024	**-**	**-**	**-**
GLANLUACH DE RÉIR NA LEABHAR 2024	**-**	**-**	**-**
GLANLUACH DE RÉIR NA LEABHAR 2023	-	-	-

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*, bhí na trádmharacanna sa RA agus in Éirinn – agus bhí 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. Chuaigh na trádmharcanna in éag in 2024 agus dímheasadh iad go hiomlán – rinneadh iad a dhiúscairt, go bunúsach, mar a thaispeántar thuas.

8.3 SÓCMHAINNÍ OIDHREACHTA

	Sócmhainní Oidhreachta £	IOMLÁN £	Iomlán €
COSTAS			
Amhail an 31 Nollaig 2023	95,234	95,234	112,178
Breiseanna	7,260	7,260	8,576
Diúscairtí	-	-	-
Coigeartú ar Aistriú Airgeadra			
Amhail an 31 Nollaig 2024	102,494	102,494	120,754
GLANLUACH DE RÉIR NA LEABHAR 2024	102,494	102,494	120,754
Coigeartú ar Aistriú Airgeadra			2,850
GLANLUACH DE RÉIR NA LEABHAR 2024	**102,494**	**102,494**	**123,604**
GLANLUACH DE RÉIR NA LEABHAR 2023	95,234	95,234	109,576

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.

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)

	2024 £	**2024 €**	2023 £	2023 €
Trade Receivables	**4,269**	**5,147**	5,006	5,760
Prepayments (Administration)	**57,235**	**69,025**	101,899	117,247
Prepayments (Grants)	**71,033**	**85,665**	100,283	115,387
	132,537	**159,837**	207,188	238,394

10 PAYABLES (amounts falling due within one year)

	2024 £	**2024 €**	2023 £	2023 €
Accruals (Grants)	**146,977**	**177,251**	171,649	197,502
Accruals (Administration)	**159,496**	**192,350**	87,615	100,812
Trade Payables	**53,915**	**65,020**	13,216	15,206
PAYE/NIC	**6,015**	**7,254**	2,623	3,019
Other Payables	**1,379**	**1,662**	4,684	5,389
	367,782	**443,537**	279,787	321,928

Is é atá sna sócmhainní oidhreachta atá i seilbh na Gniomhaireachta 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)

	2024 £	**2024 €**	2023 £	2023 €
Infháltais Trádála	**4,269**	**5,147**	5,006	5,760
Réamhíocaíochtaí (Riarachán)	**57,235**	**69,025**	101,899	117,247
Réamhíocaíochtaí (Deontais)	**71,033**	**85,665**	100,283	115,387
	132,537	**159,837**	207,188	238,394

10 SUIMEANNA INÍOCTHA (méideanna dlite laistigh de bhliain amháin)

	2024 £	**2024 €**	2023 £	2023 €
Fabhruithe (Deontais)	**146,977**	**177,251**	171,649	197,502
Fabhruithe (Riarachán)	**159,496**	**192,350**	87,615	100,812
Suimeanna Íoctha Trádála	**53,915**	**65,020**	13,216	15,206
ÍMAT/RÁN	**6,015**	**7,254**	2,623	3,019
Suimeanna Íoctha Eile	**1,379**	**1,662**	4,684	5,389
	367,782	**443,537**	279,787	321,928

11 RECONCILIATION OF RESULT FOR THE YEAR TO NET CASH IN/(OUT)FLOW FROM OPERATING ACTIVITIES

	2024 £	**2024 €**	2023 £	2023 €
Surplus / (Deficit) for the period	**(90,043)**	**(106,368)**	(400,790)	(460,786)
Depreciation Charges	**17,840**	**21,072**	20,434	23,492
Transfer from Capital Grant Reserve	**(17,840)**	**(21,072)**	(20,434)	(23,492)
Decrease / (Increase) in Receivables	**74,651**	**78,557**	174,298	191,740
(Decrease)/Increase in Payables	**87,955**	**121,570**	(192,613)	(210,713)
Currency Translation Adjustment	**-**	**56**	-	9,835
Net Cash (Outflow)/Inflow from Operating Activities	**72,563**	**93,815**	(419,105)	(469,924)

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.

	2024 £	**2024 €**	2023 £	2023 €
Cash in bank at 1st January	**113,738**	**130,869**	532,843	600,793
Net Cash Inflow/(Outflow)	**72,563**	**93,815**	(419,105)	(469,924)
Cash in bank at 31st December	**186,301**	**224,684**	113,738	130,869

12.2 ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS

	2024 £	**2024 €**	2023 £	2023 €
Cash at Bank and in Hand	**186,341**	**224,724**	113,738	130,869

13 COMMITMENTS

i There were no capital commitments as at 31 December 2024 for which provision had not been made.

ii At 31 December 2023 the Agency had commitments under operating leases as follows:-

	2024 £	**2024 €**	2023 £	2023 €
Within 1 year	**8,320**	**9,573**	65,564	75,439
Between 2 and 5 years	**-**	**-**	8,320	9,573
More than 5 Years	**-**	**-**	-	-
	8,320	**9,573**	73,884	85,012

There were no other financial commitments as at 31 December 2024.

The Agency are currently out of the lease and are in the process of renegotiating the lease in 2025.

11 RÉITEACH AN BHARRACHAIS / (EASNAIMH) DON BHLIAIN LEIS AN nGLAN-INSREABHADH / (EIS-SREABHADH) AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2024 £	**2024 €**	2023 £	2023 €
Barrachas / (Easnamh) don tréimhse	**(90,043)**	**(106,368)**	(400,790)	(460,786)
Muirir Dhímheasa	**17,840**	**21,072**	20,434	23,492
Aistriú ón gCúlchiste Deontais Caipitil	**(17,840)**	**(21,072)**	(20,434)	(23,492)
Laghdú / (Méadú) ar Infháltais	**74,651**	**78,557**	174,298	191,740
(Laghdú)/Méadú ar na Suimeanna Iníoctha	**87,955**	**121,570**	(192,613)	(210,713)
Coigeartú ar Aistriú Airgeadra	**-**	**56**	-	9,835
Glan- (Eis-Sreabhadh)/Insreabhadh Airgid ó Ghníomhaíochtaí Oibriúcháin	**72,563**	**93,815**	(419,105)	(469,924)

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.

12.1 ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2024 £	**2024 €**	2023 £	2023 €
Airgead sa bhanc amhail an 1 Eanáir	**113,738**	**130,869**	532,843	600,793
Glan-insreabhadh/(Eis-Sreabhadh)	**72,563**	**93,815**	(419,105)	(469,924)
Airgead sa bhanc amhail an 31 Nollaig	**186,301**	**224,684**	113,738	130,869

12.2 ANAILÍS AR IARMHÉIDEANNA AIRGID THIRIM AGUS COIBHÉISÍ AIRGID THIRIM

	2024 £	**2024 €**	2023 £	2023 €
Airgead sa bhanc agus ar láimh	**186,341**	**224,724**	113,738	130,869

13. CEANGALTAIS

i Ní raibh aon cheangaltais chaipitil amhail an 31 Nollaig 2024 nach bhfuil soláthar déanta ina leith.

ii Faoin 31 Nollaig 2023, bhí ceangaltais faoi léasanna oibriúcháin ar an nGníomhaireacht mar seo a leanas:-

	2024 £	**2024 €**	2023 £	2023 €
Laistigh de bhliain amháin	**8,320**	**9,573**	65,564	75,439
Idir 2 agus 5 bliana	**-**	**-**	8,320	9,573
Níos mó ná 5 bliana	**-**	**-**	-	-
	8,320	**9,573**	73,884	85,012

Ní raibh aon cheangaltas eile airgeadais amhail an 31 Nollaig 2024.

Tá an Ghníomhaireacht as an léas faoi láthair agus tá siad i mbun idirbheartaíochta i dtaca leis an léas in 2025.

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 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. Affected members who retired or died prior to October 2023 are being given a "Immediate Choice" of remedy period benefits while affected members who have not yet retired will be given a "Deferred Underpin Choice" when they retire. Until member by member impacted retires the final cost of this remedy is unknown. A contingent liability which is an estimate of the possible additional liability associated with this matter, has been calculated. 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 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 £45k for this Body as at 31 December 2024 (£54k – FY23). This includes allowances for arrears due to current pensioner members who are being given an immediate choice.

15 PENSION DISCLOSURES

a Analysis of total pension costs charged to Expenditure

	2024 £	**2024 €**	2023 £	2023 €
Current Services Costs	**114,000**	**134,656**	103,000	118,418
Interest on Pension Scheme Liabilities	**126,000**	**148,831**	146,000	167,855
	240,000	**283,487**	249,000	286,273

b Movement in Net Pension Liability during the financial year

	2024 £	**2024 €**	2023 £	2023 €
Net Pension Liability at 1 January	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
Current Service Cost	(114,000)	(134,656)	(103,000)	(118,418)
Interests Cost	(126,000)	(148,831)	(146,000)	(167,855)
Actuarial gain/(loss) on change of financial assumptions	**429,000**	506,733	(53,000)	(60,934)
Actuarial Experience (loss) / gains	**(67,000)**	(79,140)	508,000	584,043
(Loss)/gain from change in exchange rates per actuarial report	**13,000**	15,356	13,000	14,946
Difference on currency translation	-	(155,236)	-	(73,368)
Benefits paid in year	62,000	73,324	78,000	**89,676**
Net Pension Liability at 31 December	**(2,695,000)**	**(3,250,031)**	(2,892,000)	(3,327,581)

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.

14 SOLÁTHAIR 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.

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. Tabharfar "Rogha Láithreach" i dtaca le sochair don tréimhse leighis do na baill sin lena mbaineann sé seo agus a bhí ar scor nó a fuair bás roimh Dheireadh Fómhair 2023; agus tabharfar "Rogha Tacaíochta Iarchurtha" do bhaill lena mbaineann nach bhfuil ar scor fós, nuair a théann siadsan ar scor. Go dtí go rachaidh an ball lena mbaineann sé seo ar scor, ní fios cad é costas deiridh an leighis seo. Rinneadh dliteanas teagmhasach a ríomh, arb ionann é agus meastachán ar an dliteanas breise féideartha a bhaineann leis an ábhar seo. Le himeacht ama, agus de réir mar a dhéanfaidh na baill a bheas ag dul ar scor a rogha féin, táimid ag dúil go laghdódh an dliteanas teagmhasach mar chuid den dliteanas iomlán.

Níl aon soláthar déanta sna cuntais seo don ghné 'Cúlghabhálach' den réiteach sna nochtaí. Measaimid, bunaithe ar nótaí dliteanais theagmhasaigh roimhe seo a ullmhaíodh do gach Comhlacht, go mbeidh costais bhreise don réiteach cúlghabhálach suas le £45 míle don Chomhlacht seo amhail an 31 Nollaig 2024 (£54 míle – BA22). Cuirtear san áireamh leis seo liúntais le haghaidh riaráistí atá dlite do na pinsinéirí atá ina mball reatha, agus a bhfuil rogha láithreach á thabhairt dóibh.

15 NOCHTAÍ PINSIN

a Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2024 £	**2024 €**	2023 £	2023 €
Costais Seirbhísí Reatha	**114,000**	**134,656**	103,000	118,418
Ús ar Dhliteanais Scéime Pinsin	**126,000**	**148,831**	146,000	167,855
	240,000	**283,487**	249,000	286,273

b Gluaiseacht sa Ghlandliteanas Pinsin le linn na Bliana Airgeadais

	2024 £	**2024 €**	2023 £	2023 €
Glandliteanas Pinsin amhail an 1 Eanáir	(2,892,000)	(3,327,581)	(3,189,000)	(3,595,671)
Costas Seirbhíse Reatha	(114,000)	(134,656)	(103,000)	(118,418)
Costas Úis	(126,000)	(148,831)	(146,000)	(167,855)
Gnóthachan / (caillteanas) achtúireach ar athrú na dtoimhdí airgeadais	429,000	506,733	(53,000)	(60,934)
(Caillteanas) / gnóthachan achtúireach ó thaithí	(67,000)	(79,140)	508,000	584,043
(Caillteanas) / gnóthachan ó athrú ar rátaí malairte de réir na tuairsce achtúirí	13,000	15,356	13,000	14,946
Difríocht ar aistriú airgeadra	-	(155,236)	-	(73,368)
Sochair íoctha sa bhliain	62,000	73,324	78,000	89,676
Glandliteanas Pinsin amhail an 31 Nollaig	(**2,695,000**)	**(3,250,031)**	(2,892,000)	(3,327,581)

Tharla difríocht ar aistriú airgeadra mar gheall ar an ngluaiseacht idir an glandliteanas pinsin a ríomhtar ag an ráta deiridh 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 Deferred Pension Funding

In accordance with accounting practice previously adopted for the North/South Bodies, the Ulster-Scots Agency recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, the Ulster-Scots Agency has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2024 is as follows: -

	2024 £	**2024 €**	2023 £	2023 €
Funding recoverable in respect of current year pension costs	**240,000**	**283,487**	248,595	285,807
Benefits paid during the year	**(62,000)**	**(73,234)**	(78,000)	(89,676)
	178,000	**210,253**	170,595	196,131

d History of defined benefit obligations

	2024 £	**2024 €**	2023 £	2023 €
Defined benefit obligations	(2,695,000)	**(**3,250,121)	**(**2,892,000)	(3,327,581)
Experience gains/(losses) on Scheme Liabilities Amount	**(67,000)**	**(**79,140)	**508,000**	**584,043**
Percentage of Scheme Liabilities	2.5%		**-17.6%**	

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 from26 December 2018, an increase in the compulsory retirement age to 70 will apply as set out in the Public Service Superannuation (Age of Retirement) Bill 2018 on an administrative basis. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 66 in Ireland. The State pension age in Ireland was due to rise to 67 from 1 January 2021 and then 68 from 1 January 2028 however, the legislative provision which provided for 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 2024 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 2024.

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.

Seo a leanas an Glanchistiú Iarchurtha do phinsin aitheanta sa Chuntas Ioncaim amhail an 31 Nollaig 2024: -

	2024 £	**2024 €**	2023 £	2023 €
Cistiú inghnóthaithe i leith costais phinsin sa bhliain reatha	**240,000**	**283,487**	248,595	285,807
Sochair íoctha i rith na bliana	**(62,000)**	**(73,234)**	(78,000)	(89,676)
	178,000	**210,253**	170,595	196,131

d Stair oibleagáidí le sochar sainithe

	2024 £	**2024 €**	2023 £	2023 €
Oibleagáidí le sochar sainithe	(2,695,000)	(3,250,121)	(2,892,000)	(3,327,581)
Gnóthachain / (caillteanais) ó thaithí ar Mhéid Dliteanais na Scéime	(67,000)	(79,140)	**508,000**	**584,043**
Céatadán de Dhliteanais na Scéime	2.5%		-**17.6%**	

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, beidh 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. Téann 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 2024 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 2024.

The principal actuarial assumptions were as follows:-

	2024	2023
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	2.70%	2.55%
Rate of Expected Salary Increase (South)	2.70%	2.55%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	2.70%	2.55%
Republic of Ireland - In line with salary increases	1.95%	2.10%
Republic of Ireland - In line with CPI	2.70%	2.55%
Discount Rate		
Northern Ireland	5.51%	4.54%
Republic of Ireland	3.57%	3.40%
Inflation		
Northern Ireland	2.70%	2.55%
Republic of Ireland	1.95%	2.10%
Expected age at death of current pensioner at age 65:-		
Male currently aged 65	21.7	21.8
Female currently aged 65	24.1	24.0
Expected age at death of future pensioner at age 65:-		
Male currently aged 45	22.9	23.1
Female currently aged 45	25.5	25.4

16 STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

Scéime, inar cuimsíodh dálaí sa mhargadh agus sonraí na scéime ar an 31 Nollaig 2024.

Ba iad seo a leanas na príomhthoimhdí achtúireacha:-

	2024	2023	
Ráta an Mhéadaithe Mheasta ar Thuarastail			
Ráta an Mhéadaithe Mheasta ar Thuarastail (ó thuaidh)	2.70%	2.55%	
Ráta an Mhéadaithe Mheasta ar Thuarastail (ó dheas)	2.70%	2.55%	
Ráta Méadaithe ar Íocaíochtaí Pinsin			
Ráta Méadaithe ar Íocaíochtaí Pinsin (ó thuaidh)	2.70%	2.55%	
Poblacht na hÉireann - I gcomhréir le méadaithe tuarastail	1.95%	2.10%	
Poblacht na hÉireann - I gcomhréir le praghasinnéacs tomhaltóirí		2.70%	2.55%
Ráta Lascaine			
Tuaisceart Éireann	5.51%	4.54%	
Poblacht na hÉireann	3.57%	3.40%	
Boilsciú			
Tuaisceart Éireann	2.70%	2.55%	
Poblacht na hÉireann	1.95%	2.10%	
Aois mheasta an bháis do phinsinéir faoi láthair atá 65 d'aois:-			
Fear atá 65 d'aois faoi láthair	21.7	21.8	
Bean atá 65 d'aois faoi láthair	24.1	24.0	
Aois mheasta an bháis do phinsinéir sa todhchaí a bheidh 65 d'aois:-			
Fear atá 45 d'aois faoi láthair	22.9	23.1	
Bean atá 45 d'aois faoi láthair	25.5	25.4	

16 RÁITIS AR CHAILLTEANAIS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas ná íocaíocht speisialta le linn na bliana.

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 2024.

The Ulster-Scots Agency paid grants totalling STG £44,957 (EURO: €53,078), (2023: STG £58,446 (EURO: €66,939) to 9 organisations (2023 - 10 organisations) in which Board members and Agency employees had an interest. The Board members and Agency employees declared their interest in these organisations and took no part in the decision making process. The breakdown is shown below:

	2024	**2024**	2023	2023
	£	**€**	£	€
Duncairn Ulster-Scots Society	**310**	**366**	4,214	4,845
Bendooragh and District Community Association	**1,138**	**1,344**	2,773	3,188
Raphoe Ulster-Scots Pipe Band	**3,626**	**4,284**	5,031	5,530
Plumbridge LOL 560	**193**	**228**	1,396	1,605
Ballygowan Community Pre-school and Playgroup	**-**	**-**	430	494
Corvally Presbyterian Church	**967**	**1,117**	449	516
Plumbridge Pipe Band	**-**	**-**	488	560
Arts for All	**-**	**-**	430	494
Antrim and Newtownabbey BC	**20,000**	**23,623**	24,222	27,848
Florencecourt Old Gate Flute Band	**500**	**591**	-	-
Belfast Benevolent Society of St Andrew	**325**	**384**		
Sollus Highland Dance Group	**17,898**	**21,141**	19,013	21,859
	44,957	**53,078**	58,446	66,939

Ní raibh aon chaillteanas na 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 2024.

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG £44,957 (EURO: €53,078), (2023: STG £58,446 (EURO: €66,939) iad le 9 n-eagraíocht (2023 – 10 eagraíocht) ina raibh leas ag comhaltaí Boird agus fostaithe de chuid na Gníomhaireachta. D'fhógair comhaltaí Boird agus fostaithe de chuid na Gníomhaireachta a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta. Taispeántar miondealú thíos:

	2024 £	**2024 €**	2023 £	2023 €
Cumann Albanach Uladh Dhún Cairn	**310**	**366**	4,214	4,845
Cumann Pobail Cheantar Bhun Dúraí	**1,138**	**1,344**	2,773	3,188
Banna Píob na nAlbanach Uladh – Ráth Bhoth	**3,626**	**4,284**	5,031	5,530
Lóiste Oráisteach Dílis 560 Dhroichead an Phlum	**193**	**228**	1,396	1,605
Naíonra agus Grúpa Súgartha Pobail Bhaile Mhic Gabhann	**-**	**-**	430	494
Eaglais Phreispitéireach Chorr an Bhealaigh	**967**	**1,117**	449	516
Banna Píob Dhroichead an Phlum	**-**	**-**	488	560
Ealaíona do Chách	**-**	**-**	430	494
Comhairle Búirge Aontroma agus Bhaile Nua na Mainistreach	**20,000**	**23,623**	24,222	27,848
Banna Fliúit an tSean-Gheata, Mullach na Seangán	**500**	**591**	-	-
Cumann Carthanachta San Aindrias, Béal Feirste	**325**	**384**		
Grúpa Dhamhsa na nGarbhchríoch - Solas	**17,898**	**21,141**	19,013	21,859
	44,957	**53,078**	58,446	66,939

18 FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRECY RISK

a Financial Instruments

Due to the non-trading nature of its activities and the way the 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 2025 Business 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, which has been completed in accordance with agreed guidance issued by the Department of Finance and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. The Business Plan was approved by NSMC on 10 April 2025.

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 nGníomhaireacht 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 trádála, agus suimeanna iníoctha trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

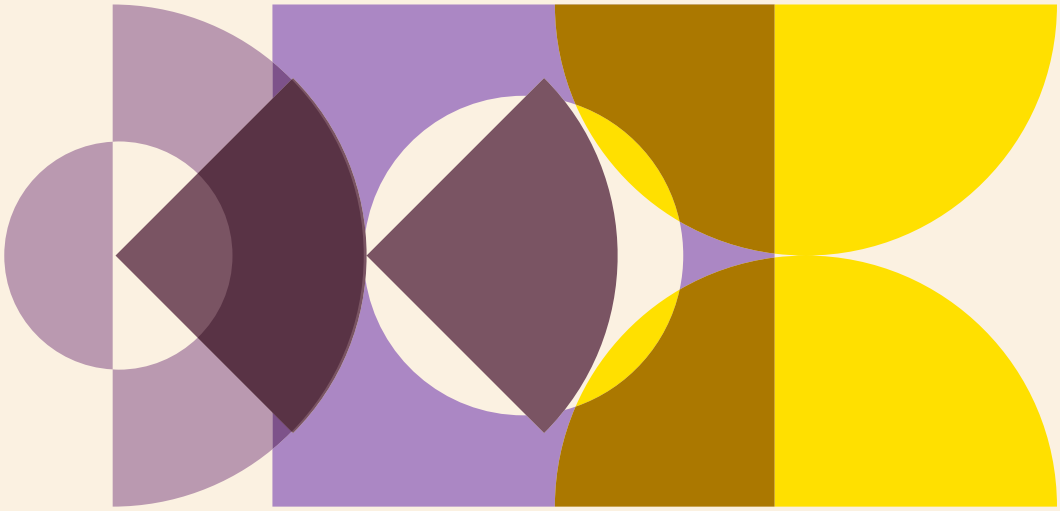
Déantar riachtanais acmhainní glanioncaim Ghníomhaireacht na hUltaise a mhaoiniú le hacmhainní a bhíonn vótáilte go bliantúil ag Tionól Thuaisceart Éireann agus Tithe an Oireachtais, mar an caiteachas caipitil s'acu. Mar sin de, níl sí neamhchosanta ar rioscaí leachtachta suntasacha.

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 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 an buiséad do na Forais Thuaidh-Theas ar fad, atá curtha le chéile de réir na treorach comhaontaithe a chuir an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí, Bonneagair, Athchóiriúcháin Seirbhíse Poiblí agus Digitiúcháin (RCPBASPD) amach. D'fhaomh CATT an Plean Gnó ar an 10 Aibreán 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
Department of Arts, Heritage & the Gaeltacht

Arthur E. Scott
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
An Roinn Ealaíon, Oidhreachta agus Gaeltachta

Arthur E. Scott
An Roinn Cultúir, Ealaíon, agus Fóillíochta

Dáta: 12/12/2011

