

Irish Association for Social Inclusion Opportunities
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2021

Crowleys DFK Unlimited Company
Chartered Accountants and Statutory Audit Firm
16/17 College Green
Dublin 2
D02 V078

Company Number: 508840
Charity Number: 20578
Charities Regulatory Authority Number: 20081775

Irish Association for Social Inclusion Opportunities

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Irish Association for Social Inclusion Opportunities
REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Patricia Callan (Chairperson) John Lumsden (Vice Chair) Bernadette Gray Deirdre Healy Peter Byers Moira Horgan (Appointed 22 February 2021) Garrett Sheehan (Resigned 28 January 2021)
Company Secretary	Deirdre Healy
Charity Number	20578
Charities Regulatory Authority Number	20081775
Company Number	508840
Registered Office and Principal Address	Block 3 Grove Court Grove Road Blanchardstown Dublin 15
Auditors	Crowleys DFK Unlimited Company Chartered Accountants and Statutory Audit Firm 16/17 College Green Dublin 2 D02 V078
Bankers	AIB West End Retail Park Blanchardstown Dublin 9
Solicitors	Drumgoole Solicitors 102 Upper Drumcondra Road Dublin 9

Irish Association for Social Inclusion Opportunities

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2021.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is limited by guarantee not having a share capital.

Mission, Objectives and Strategy

Objectives

Our main objectives are as follows:

- (1) To provide a range of services to marginalised groups, making communities more socially inclusive
- (2) To establish the development of excellence in practice across the full range of our services
- (3) To assist those referred to us to become independent, socially integrated, and personally productive through client-centred, rehabilitative, employment, educational and vocational interventions
- (4) To develop collaborative working relationships that foster a more inclusive Ireland, promote opportunity and a shared responsibility in reducing marginalisation
- (5) To ensure the efficient use of resources in the pursuit of stakeholder objectives
- (6) To operate with integrity, be accountable to, and generate trust in our relationships with all our stakeholders

Services

Irish Association for Social Inclusion Opportunities (IASIO) provides the following services:

Linkage: The aim of Linkage is to help ex-offenders' access appropriate training, education, and employment with the objective of desistance from crime and full integration into the community. This programme establishes links between employers and former offenders referred by The Probation Service Officers.

Gate: This service operates within the prison system; it offers employment support and advice that fosters resettlement and reintegration once released.

Resettlement: This service is for prisoners both before and after release. It aims to help identify their resettlement needs and any support the individual may require upon release.

CSS: This service is for prisoners both before and after release. It aims to help identify their housing status, family and peer relations, drug and alcohol relationships and prison history and current prison behaviour to assist in resettlement needs and any support the individual may require upon release.

CMH: This service operates in the Community through outreach from the Central Mental Hospital the Service has one Employment Specialist working with clients to place them in training, education, and employment after they are released into the community.

Former Offenders Fund: This is a fund to help former offenders through education. It represents a last chance funding option for clients to access training courses. The fund is used to make contributions towards the client's course fees.

Mapping Project: Database Website to report on Service Gaps within the Criminal Justice Sector.

Social Enterprise Project: The Project Manager is hosted by IASIO. The Social Enterprise project is implementing the Working to Change Strategy which will increase access to and therefore maximise employment options for people with criminal convictions in Ireland by meaningfully engaging multiple stakeholders across a range of sectors including social enterprises. The funding managed by IASIO is used to manage costs for the Social Enterprise Project Manager and implementation of the strategy.

Recruit and Retain Project: The Recruit and Retain Employment Support Programme is led by a dedicated Employer Liaison Officer reporting to IASIO. The Recruit and Retain Project is implementing the Working to Change Strategy which will increase access to and therefore maximise employment options for people with criminal convictions in Ireland. The Employer Liaison Officer provides support to Social Enterprises with a view to supporting their recruitment of people with criminal records and supports the employer/SE through the process of recruiting candidates with criminal records and maintaining the candidates in employment.

Irish Association for Social Inclusion Opportunities TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

Review of Activities, Achievements and Performance

Linkage Service Expected Performance Indicators (EPI's)

Linkage Service	2021		Narrative
Field	EPI	Actual	
New Referrals in 2021 (Unique Individuals)	1,800 (1510)	1,768 (1,613)	<p>Employment: 281 clients were placed in full time employment, 91 in part-time employment and 10 have variable hours. Main sectors include transportation & storage, repair of motor vehicles, accommodation & food service, and construction.</p> <p>Education: 56 placements in Adult/Further Education, including Business Administration and Digital Marketing Skills. 18 clients are undertaking Third Level courses and 17 are attending Literacy Courses.</p> <p>Training: 125 brief courses were undertaken such as Forklift, Safe Pass and Manual Handling. 76 placements in a wide variety of ETB vocational training courses including Addiction Studies, Health & Fitness & Solas 'Skills to Compete.' 66 clients are undergoing training as part of a Probation Project, and 56 are doing training with a private agency</p> <p>Community Return 125 Clients had completed the Community Return Scheme by the end of 2021. 53 of these have been re-referred for guidance & placement.</p> <p>Reasons for not engaging: Active substance use: 9 Behavioural management issues: 4 Change to physical health: 1 Childcare needs: 1 Client secured employment: 15 Client not responding to TEO contact: 39 Course already sourced – no support needed: 1 Deceased: 2 Housing/Accommodation needs: 5 Mental Health needs: 7 No further support requested: 2 No interest but PO needed to provide opportunity: 40 Referrer doesn't know reason: 8 Relocated: 1 Requested to close case by PO: 1 Returned to court for breach of Order: 2 Returned to custody: 13 Transferred to other TEO: 4</p>
Total engaged with service (to date)	1350	1,528	
Total Did Not Engage	180 (Tracking)	155	
Total Alternative Pathways Identified	278 (Tracking)	382	
Currently Active	1300	553	
• Active: Initial Assessment Stage		129	
• Active: Progression Potential Stage		107	
• Active: Progression Ready Stage		128	
• Active: Job Seeking		44	
• Active: Retention Stage		95	
• Active: Referrals for Other Types of Supports		50	
Total Placements secured:		870	
Employment	300	382	
Education	120	111	
Training	300	377	
Referrals for Groupwork Only		274	
Total Groupwork Participants	60	287	
Total Community Return Completed		125	
Total Community Service Supports		13	
Total Guidance Only Completed		35	
Total Outcomes to date (from those who engaged)	960	1,712	

Irish Association for Social Inclusion Opportunities

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

GATE Service Key Performance Indicators (KPI's)

GATE Service Field	2021	
	KPI	Actual
New Referrals in 2021 <i>(Unique Individuals)</i>	610	588 <i>(577)</i>
Total engaged/on waitlist	549	553
Total Did Not Engage	61 (Tracking)	35
Currently Active with service:	549	351
• Active 1: Initial Assessment Stage: Guidance Block		107
• Active 3: Progression Potential: Guidance Block		130
• Active 4: Progression Ready: Guidance Block		98
• Active 5: Job Seeking: Guidance Block		16
• Active 6: Retention Stage: Guidance Block		0
• Active: Referrals for Other Types of Supports		0
Total Not Progression Ready/Alternative Pathways Identified	(Tracking)	23
Total Placements secured:		265
Employment	75	81
Training/Education	178	184
Total Temporary Release/ Community Return Preparation	(Tracking)	2
Total Groupwork Participants	(Tracking)	3
Total Guidance Only Completed	(Tracking)	13
Total Guidance Blocks delivered	(Tracking)	366

Narrative
<p>Employment: Pre-release: 6 clients on CE/CE Drug Rehabilitation Schemes, 15 clients employed on day release Temporary Release (TR)</p> <p>Post release: 29 clients secured paid permanent work, 7 secured casual/seasonal work. 11 clients are on CE/CE Drug Rehabilitation Schemes, 8 secured employment on full-release TR and 2 are employed with Social Enterprises.</p>
<p>Education: Pre-release: Courses include Start Your Own Business, Social Studies, and Culinary Skills</p> <p>Post-release: Courses include BA in Culinary Arts, MA in Sociology, Addiction Studies & Software Development</p>
<p>Training: Pre-release: 33 clients undertaking ETB vocational training courses, 9 involved in an addiction programme. Remainder spread across Probation Projects, Traveller Initiatives, groupwork & prison based accredited training.</p> <p>Post-release: 27 clients undertaking ETB vocational training courses & 14 are undertaking training as part of a Probation Project. Courses include Welding, driving courses, Practical Computer Skills, Safe Pass, Skills to Compete & Traveller Initiatives</p>
<p>Reason for not Engaging: Behavioural management: 1 Client secured employment: 1 Client not responding to TEO contact: 2 Course already sourced; no support needed: 1 Deportation order: 1 Entered treatment programme: 1 No interest but referrer needed to provide opportunity: 6 Other priorities for now: 2 Referrer doesn't know reason: 3 Refused Service: 9 Released from custody: 4 Transferred to another prison: 4</p>

Irish Association for Social Inclusion Opportunities

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

Resettlement Service Key Performance Indicators (KPI's)

Resettlement Service	2021	
Field	KPI	Actual
New Client Referrals in 2021 (Unique Individuals)	1,020	1,641 (1,412)
Resettlement Planning (Engaged to date)	918	1,575
Total Resettlement Outcomes	918	1,803
With supported access to pre-& post release essential services	551	1,245
Number of housing applications		379
Number of Social Welfare applications		774
Number of Medical Card Applications		813
Group work complete (participants)		
And supported stability post-release	220	558

Narrative
<p>Clients availed of a wide range of prison and community-based supports, both pre and post release. The database has been developed to capture in greater detail the work of Resettlement Coordinators, for example, referrals to addiction counselling / treatment, housing applications, Medical Card Applications and Social Welfare/Finance Applications.</p>

Community Support Scheme (CSS) 2021 Update

Community Support Scheme	2021
Field	
CSS New Client Referrals in 2021	85
Status/Outcomes	
Active	9
CSS Complete	71
No further support requested	4
CSS Incomplete	1

Supported Employment Service (SES) 2021 Update

Supported Employment Service	2021
Field	
New Referrals in 2021	8
Status/Outcomes	
Active	4
In-work support stage	2
Progression Plan referred to Occupational Therapist	1
On hold	1

Irish Association for Social Inclusion Opportunities

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

Financial Review

The results for the financial year are set out on page 14 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the charity has assets of €835,115 (2020 - €847,004) and liabilities of €705,135 (2020 - €743,122). The net assets of the charity have increased by €26,098.

Future Developments

The charity plans to continue its current levels of activities.

Trustees and Secretary

The trustees who served throughout the financial year, except as noted, were as follows:

Patricia Callan (Chairperson)
John Lumsden (Vice Chair)
Bernadette Gray
Deirdre Healy
Peter Byers
Moira Horgan (Appointed 22 February 2021)
Garrett Sheehan (Resigned 28 January 2021)

In accordance with the Constitution, the trustees retire by rotation and being eligible, offer themselves for re-election.

The secretary who served throughout the financial year was Deirdre Healy.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Irish Association for Social Inclusion Opportunities subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- The Statement on Guiding Principles for Fundraising
- The Charities Governance Code
- GDPR

Exemptions from Disclosure

There are no omissions of the name of any Trustees, executive officers, or senior staff members for any extenuating circumstances.

Reserves Policy

The purpose of the reserve policy for IASIO is to ensure the stability of the programmes, employment, and the on-going operations of the organisation. The Reserves are intended to provide for situations such as unanticipated loss in funding.

The Board of IASIO judges that it needs to have prudent reserves levels that allow it to:

- Meet its obligations as an employer by paying redundancy payments to its staff at the statutory minimum level.
- Continue to implement its obligations as an employer to implement its activity plans subject to available resources should an important income stream cease unexpectedly or be delayed.

If in the event of IASIO having to be wound up or having to cease business a 3 months termination period in writing will be served to the organisation. The quarterly funding provided in advance by the Irish Prison Service and Probation Service is considered sufficient income to offset the financial obligations. This income can be used to fund a notice period of one month to staff and any statutory notice and other payment obligations e.g., such as statutory wind down cost, audit fees etc.

Post Balance Sheet Events

There were no events subsequent to the yearend that would impact on or require disclosure in the financial statements or in the notes thereto.

Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Irish Association for Social Inclusion Opportunities TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2021

Auditors

The auditors, Crowleys DFK Unlimited Company, (Chartered Accountants and Statutory Audit Firm) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.


Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Block 3 Grove Court, Grove Road, Blanchardstown, Dublin 15.

Approved by the Board of Trustees on 24th Aug 2022 and signed on its behalf by:



Peter Byers
Trustee



Patricia Callan (Chairperson)
Trustee

Irish Association for Social Inclusion Opportunities TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

The trustees, who are also directors of Irish Association for Social Inclusion Opportunities for the purposes of company law, are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities, and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

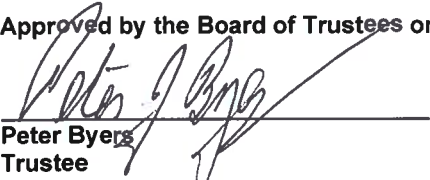
In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Trustees on 24/8/22 and signed on its behalf by:


Peter Byers
Trustee


Patricia Callan (Chairperson)
Trustee

INDEPENDENT AUDITOR'S REPORT

to the Members of Irish Association for Social Inclusion Opportunities

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Irish Association for Social Inclusion Opportunities for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the charity as at 31 December 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- we have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of Irish Association for Social Inclusion Opportunities

Matters on which we are required to report by exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

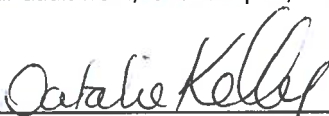
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 13, which is to be read as an integral part of our report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Natalie Kelly
for and on behalf of
CROWLEYS DFK UNLIMITED COMPANY
Chartered Accountants and Statutory Audit Firm
16/17 College Green
Dublin 2
D02 V078

24/08/2022

Irish Association for Social Inclusion Opportunities

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, 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.
- 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 charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements 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 Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements 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.

Irish Association for Social Inclusion Opportunities

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

	Notes	Restricted Funds 2021 €	Total 2021 €	Restricted Funds 2020 €	Total 2020 €
Income					
Charitable activities					
- Grants from governments and other co-funders	5.1	2,431,864	2,431,864	2,459,416	2,459,416
Expenditure					
Charitable activities	6.1	2,405,766	2,405,766	2,456,270	2,456,270
Net income/(expenditure)		26,098	26,098	3,146	3,146
Transfers between funds		-	-	-	-
Net movement in funds for the financial year		26,098	26,098	3,146	3,146
Reconciliation of funds					
Balances brought forward at 1 January 2021	15	103,882	103,882	100,736	100,736
Balances carried forward at 31 December 2021		129,980	129,980	103,882	103,882

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Irish Association for Social Inclusion Opportunities

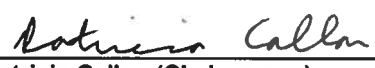
BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	11	13	1,060
Current Assets			
Debtors	12	21,629	-
Cash at bank and in hand		813,473	845,944
		835,102	845,944
Creditors: Amounts falling due within one year	13	(705,135)	(743,122)
Net Current Assets		129,967	102,822
Total Assets less Current Liabilities		129,980	103,882
Funds			
Restricted funds		129,980	103,882
Total funds	15	129,980	103,882

Approved by the Board of Trustees on 24/8/22 and signed on its behalf by:


Peter Byers
Trustee


Patricia Callan (Chairperson)
Trustee

Irish Association for Social Inclusion Opportunities

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Net movement in funds		26,098	3,146
Adjustments for:			
Depreciation		1,047	6,016
		<u>27,145</u>	<u>9,162</u>
Movements in working capital:			
Movement in debtors		(21,629)	799
Movement in creditors		(37,987)	37,480
		<u>(32,471)</u>	<u>47,441</u>
Cash generated from operations			
Net increase in cash and cash equivalents		(32,471)	47,441
Cash and cash equivalents at 1 January 2021		845,944	798,503
		<u>813,473</u>	<u>845,944</u>
Cash and cash equivalents at 31 December 2021	18	813,473	845,944

Irish Association for Social Inclusion Opportunities

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

1. GENERAL INFORMATION

IASIO is a company limited by guarantee (registered under Part 18 of the Companies Act 2014) incorporated and registered in the Republic of Ireland (CRO Number: 508840). The registered office of the company is Block 3 Grove Court, Grove Road, Blanchardstown, Dublin 15 which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", Irish statute comprising the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland.

As permitted by the Companies Act 2014, the charity has varied the standard formats in that Act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accrual's basis.

Expenditure

All resources expended are accounted for on an accrual's basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT, and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Irish Association for Social Inclusion Opportunities

NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2021

Retirement Benefits

Retirement benefits are met by payments to a defined contribution pension fund. Contributions are charged to the Statement of Financial Activities in the year in which they fall due. The assets are held separately from those of the company in an independently administered fund.

Financial Instruments

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in the case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 33% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at year end, is included in debtors.

Creditors

Creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

IASIO is compliant with the relevant tax circulars including circular 44/2006 "Tax Clearance Procedures, Grants, Subsidies and Similar Payments".

Irish Association for Social Inclusion Opportunities

NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2021

3. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income, and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Accounting for depreciation:

The company provides for depreciation on its tangible fixed assets. Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives. The trustees review on an on-going basis the charge to depreciation to ensure it is consistent with the expected residual value applicable to the different categories of tangibles. The total amount of assets subject to depreciation is €13 (2020: €1,060).

Going Concern

The trustees have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the charity was unable to continue as a going concern.

Useful Lives of Tangible Fixed Assets

Long-lived assets comprising primarily of property, fixtures and fittings, and office equipment represent a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The trustees regularly review these useful lives by considering technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year.

4. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements and to prepare and submit returns to the Companies Registration Office.

Irish Association for Social Inclusion Opportunities
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

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5.1	INCOME CHARITABLE ACTIVITIES	Unrestricted Funds €	Restricted Funds €	2021 €	2020 €
	Department of Justice and Equality - The Probation Service - Linkage Service	-	1,252,000	1,252,000	1,252,000
	Department of Justice and Equality - Irish Prison Service - Gate Service	-	432,429	432,429	419,834
	Department of Justice and Equality - Irish Prison Service - Resettlement Service	-	591,037	591,037	576,253
	Department of Justice and Equality - Irish Prison Service - CSS Service	-	42,056	42,056	45,677
	Former Offenders Fund	-	15,000	15,000	19,000
	Support Employment	-	22,742	22,742	26,600
	Employee Liaison	-	14,387	14,387	-
	The Mapping Project	-	15,477	15,477	31,000
	Social Enterprise Project	-	46,736	46,736	89,052
		-	2,431,864	2,431,864	2,459,416

The total of the income derived by the charity relates from its activities in the Republic of Ireland.

The Department of Justice and Equality through the Probation Service provide funding for the Linkage Service. In 2021, the total budget received for Linkage activities amounted to €1,252,000, which consisted of grant funding of €1,252,000. The grant received is restricted and is provided in accordance with the terms and conditions of an annual service level agreement. The purpose of the grant is to provide training and employment services.

6.1	EXPENDITURE CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
	Department of Justice and Equality - The Probation Service - Linkage Service	-	970,351	253,869	1,224,220	1,252,673
	Department of Justice and Equality - Irish Prison Service - Gate Service	-	359,108	88,371	447,479	413,358
	Department of Justice and Equality - Irish Prison Service - Resettlement Service	-	481,364	89,831	571,195	584,387
	Department of Justice and Equality - Irish Prison Service - CSS Service	-	37,720	-	37,720	34,452
	Former Offenders Fund	-	20,388	-	20,388	37,148
	Support Employment	-	20,776	1,724	22,500	22,779
	Employee Liaison	-	9,340	-	9,340	-
	The Mapping Project	-	11,426	-	11,426	21,108
	Social Enterprise Project	-	53,083	-	53,083	82,609
	Governance Costs (Note 6.2)	-	8,415	-	8,415	7,756
		-	1,971,971	433,795	2,405,766	2,456,270

6.2	GOVERNANCE COSTS	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
	Audit and Accountancy	-	8,415	-	8,415	7,756

Irish Association for Social Inclusion Opportunities
NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2021

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7. ANALYSIS OF SUPPORT COSTS

	2021	2020
	€	€
Salaries and related costs	<u>433,795</u>	<u>403,306</u>

8. NET INCOME

	2021	2020
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	<u>1,047</u>	<u>6,016</u>

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2021	2020
	Number	Number
Social Enterprise Project	1	1
CSS	1	1
CMH	1	1
Administration	2	1
CEO	1	1
Operations Manager	2	2
Finance Manager	1	1
HR/Communications Manager	1	1
ICT/Office Manager	1	1
Linkage Services	17	17
Resettlement Services	11	11
Gate Services	8	8
Recruit & Retain Project	1	-
	<u>48</u>	<u>46</u>

The staff costs comprise:

	2021	2020
	€	€
Wages and salaries	1,962,581	1,905,803
Social security costs	202,994	195,546
Pension costs	64,646	61,095
	<u>2,230,221</u>	<u>2,162,444</u>

10. SALARY BANDS

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	Number of	Number of
	Employees	Employees
€60,000 - €70,000	2	6
€70,001 - €80,000	-	2
€90,001 - €100,000	1	1
	<u>3</u>	<u>9</u>

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NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

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11. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €
Cost	
At 31 December 2021	78,274
Depreciation	
At 1 January 2021	77,214
Charge for the financial year	1,047
At 31 December 2021	78,261
Net book value	
At 31 December 2021	13
At 31 December 2020	1,060

12. DEBTORS

	2021 €	2020 €
Other debtors	21,629	-
	<u>21,629</u>	<u>-</u>

13. CREDITORS

	2021 €	2020 €
Amounts falling due within one year		
Trade creditors	2,087	25,891
Taxation and social security costs	53,092	51,110
VISA	-	2,293
Pension accrual	13,709	10,373
Accruals	7,500	47,924
Deferred Income (Note 13.1)	628,747	605,531
	<u>705,135</u>	<u>743,122</u>

13.1 DEFERRED INCOME

	Balance Beginning Of Year €	Received €	SOFA €	Capital Transfer €	Balance at Year End €
The Probation Service – Linkage	313,007	1,252,000	1,252,000	-	313,007
Irish Prison Service – Gate	104,959	435,577	432,429	-	108,107
Irish Prison Service – Resettlement	142,565	595,314	591,037	-	146,842
Irish Prison Service – CSS	-	42,056	42,056	-	-
CMH	-	20,000	15,000	-	5,000
CFI Fund	-	37,742	22,742	-	15,000
St Stephens Green Trust – Mapping	-	15,500	15,477	-	23
The Probation Service – Social Enterprise	45,000	1,890	46,736	-	154
Recruit & Retain Employer Liaison	-	55,000	14,387	-	40,613
	<u>605,531</u>	<u>2,455,079</u>	<u>2,431,864</u>	<u>-</u>	<u>628,747</u>

Irish Association for Social Inclusion Opportunities
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

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14. RESERVES

	2021 €	2020 €
At 1 January 2021	103,882	100,736
Surplus for the financial year	26,098	3,146
At 31 December 2021	<u>129,980</u>	<u>103,882</u>

15. FUNDS

15.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Restricted Funds €	Total Funds €
At 1 January 2020	100,736	100,736
Movement during the financial year	3,146	3,146
At 31 December 2020	103,882	103,882
Movement during the financial year	26,098	26,098
At 31 December 2021	<u>129,980</u>	<u>129,980</u>

15.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2021 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2021 €
Restricted funds					
Restricted	103,882	2,431,864	2,405,766	-	129,980
Total funds	<u>103,882</u>	<u>2,431,864</u>	<u>2,405,766</u>	<u>-</u>	<u>129,980</u>

15.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Total €
Restricted funds	13	835,102	(705,135)	129,980
	<u>13</u>	<u>835,102</u>	<u>(705,135)</u>	<u>129,980</u>

Included in the total restricted funds above are: Linkage €35,158; Gate €8,882; Resettlement €35,530; CSS €24,110; CMH €5,249; CFI Fund €1,954; Social Enterprise Project €95; Mapping Project €13,942, Recruit and Retain; €5,047 and capital funds not fully depreciated €13.

16. STATUS

The charity is limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges, and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

17. TAX CLEARANCE

IASIO is compliant with the relevant tax circulars including circular 44/2006 "Tax Clearance Procedures, Grants, Subsidies and Similar Payments".

Irish Association for Social Inclusion Opportunities

NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2021

18. CASH AND CASH EQUIVALENTS	2021 €	2020 €
Cash and bank balances	<u>813,473</u>	<u>845,944</u>

19. POST-BALANCE SHEET EVENTS

There were no events subsequent to the yearend that would impact on or require disclosure in the financial statements or in the notes thereto.

20. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on 24th Aug. 2022.....