

Annual Report 2023



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FOREWORD

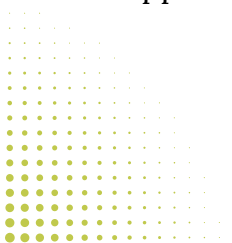
Welcome to the Bray Area Partnership (BAP) 2023 Annual Report. The breadth and depth of our work remained extensive during 2023. This Report is designed to provide readers with a flavour of the range of supports and services we delivered over the course of the year rather than a detailed analysis of all activity undertaken. We believe this easier-to-read and accessible format is best suited to highlight how our collaborative work locally makes a difference to the every day life conditions of those individuals, families and communities needing support to enhance wellbeing and improve their social and economic circumstances.

Our work during 2023 continued to include: integrated action involving communication and signposting to increase awareness, knowledge and uptake of services; direct service delivery with respect to education and training programmes for adults and young people; welfare to work progressions; self-employment ventures; health & wellbeing initiatives; early years development & family support; engaging with new communities; local management of labour programmes such as Community Employment & Tus and building the capacity and skills in local communities. Examples of the type of work undertaken are set out in the pages that follow.

Some of the programmes we delivered in recent years concluded in 2023 including SICAP 2018-2023 and the Measure to Support the Employment of PWD. As part of state procurement procedures, we were required to tender for the successor SICAP 2024-2028 that resulted in the award of the Programme contract to Bray Area Partnership in December 2023. The roll out of this significant programme for our inclusion related work locally will start in January 2024. We also successfully tendered for the new WorkAbility Programme, which focuses on engagement with people with disabilities to support them access the labour market, that will be delivered over a five-year period commencing in 2024.

As in previous years, our productivity remained high in 2023. We achieved and generally exceeded the annual output targets set for the various programmes delivered locally by BAP. This continuing creditable performance results from the needs-led and person-centred approach adopted by our staff team members in working collaboratively to deliver quality services and supports to target groups and communities locally.

As noted in previous Annual Reports, the effectiveness of our work relies on the input and commitment of many in the area. The positive working relationships developed are essential to building and sustaining an inclusive and equitable society where all sections of the community are included and can succeed. Long may this continue and be allowed to happen.



ABOUT BAP

Bray Area Partnership (BAP) is a local development company working predominantly in the Bray and North Wicklow area.

OUR VISION

A strong, vibrant and inclusive society where everyone has an equal chance to achieve their potential and participate in the social, cultural, economic and political life of the community.

OUR MISSION

Our mission is to work in partnership with all sectors of the local community to achieve a more fair and inclusive society by increasing equality of access to basic services, education, training and employment for marginalised individuals and groups.

We work collaboratively to empower local people and communities to have a say on issues that affect them, identify their own needs and make positive changes in their lives.

To achieve this, we work to:

- Bring the local community together to identify the needs and issues of disadvantaged groups and communities
- Take action that will make a real difference – such as setting up initiatives, services and projects in the community
- Provide a range of direct services and supports to individuals and groups
- Bring funding and investment into the local area and fund local services
- Build the capacity of local people and communities to have a say on issues that affect them
- Promote awareness and uptake of services available in our community
- Undertake policy work to bring about change that will improve the situation for local people, groups and communities



LOCAL COMMUNITY GROUPS

Capacity Building, Community Work & Initiatives

With resources provided through programmes such as the Social Inclusion Community Activation Programme (SICAP), BAP worked with 19 Local Community Groups (LCGs) to build and develop capacity to address social inclusion issues. Some of the key areas of work in 2023 included providing training opportunities for LCGs working with SICAP target groups, resourcing networks and fora and creating opportunities for interagency networking and collaboration.

Training to Local Community Groups

Eight LCG staff took part in a five week SICAP-funded **Foundation Facilitation Skills** course delivered by Meitheal, including staff from: Bray Community Addiction Team, Bray Women's Refuge, Bray Youth Service, EmployAbility, Festina Lente and RehabCare Bray.

The course covered the role and tasks of the facilitator, using games and closing rounds, active listening skills, preparation and planning, facilitation practice and feedback, dealing with difficulties and evaluation. The training supported participants to develop the skills they need to facilitate groups in their work with marginalised and disadvantaged people in their own services.



Eight staff from LCGs took part in our one-day **Introduction to Facilitation Skills** course: Bray Community Addiction Team, Bray Youth Service, Cairdeas Clubhouse, Greystones Family Resource Centre, North Wicklow Women's Shed and Signal Arts Centre.

Six LCG staff took part in our two-day **Introduction to Motivational Interviewing** course: BCAT, Bray Youth Service, Cairdeas Clubhouse and Tiglin. The course was accredited with 12 CPD hours from the Addiction Counsellors of Ireland.

19

Local Community Groups (LCGs) worked with

8

LCG staff trained in Facilitation Skills

6

LCG staff trained in Interviewing

Disability Network

BAP Disability Network continued to meet regularly to network, collaborate, share information and resources and highlight issues for people with disabilities. Network members included Autism Initiatives Ireland, Cairdeas Clubhouse, EmployAbility Wicklow, Festina Lente, Lakers, NLN Bray, Open Door, RehabCare Bray, Sunbeam House Services, Wicklow Triple A Alliance, as well as BAP IMPACT Initiative and Disability Federation of Ireland.



One of the initiatives of the Disability Network in 2023 was a **Breakfast Briefing** for Employers on how to become a disability confident and accessible employer. We engaged with Employers for Change, the national organisation whose role is to give advice to employers on employing people with disabilities, and with Mr Price, a company that has won many awards for their innovative approach to creating an inclusive workplace.

The event took place on 26th April and included a detailed presentation with practical tips from the Employers for Change representative, inputs from a BAP IMPACT Initiative client on his journey to employment as a person with dyspraxia and from the Operations Director of Mr Price. There was also a panel discussion where employers engaged in a questions and answers session.

This was a collaborative event run by BAP Disability Network – with funding and staff resources from SICAP, BAP's IMPACT Initiative and a speaker and ISL interpreters provided by Employers for Change. The event was very successful, with around 30 people attending – some representing wider local business networks, both in north Wicklow and south County Dublin. Feedback from participants has been extremely positive.





Ukrainian Community Centre

BAP continued to operate the Ukrainian Community Centre in 2023 to provide a safe space for the Ukrainian community to meet to avail of supports. The centre is supported by SICAP resourced staff and Tus participants. It is open daily Monday-Friday and has been made available to BAP by St. Andrew's Presbyterian Church. A number of social, educational and recreational group activities operate in the centre during the week. The Centre was officially launched in June 2023 by Minister Joe O'Brien marking one year of operation and celebrating Ukrainian culture.



Make Way Day

Members of BAP Disability Network and service users met at Bray Town Hall for a photo opportunity to highlight the Disability Federation of Ireland's national **#MakeWayDay23**, and carried out surveys in their local area and posted images of streetscape obstacles to accessibility onto the online survey tool.



Promoting Integration



We worked with a local community group **Bray for Love** to promote a whole community response to enabling new communities in the area to properly integrate and play an active role within their local areas. The group engaged with an external facilitator to support them in strategic planning and ran a **Street Fest** in June for all communities with financial support received from the International Protection Integration Fund.

Building the capacity of local community groups has been important in promoting community cohesion and integration. This was evidenced in empowering and inclusive community activities including the **Street Fest Day**, raising awareness through events such as **St. Patrick's Day Parade**, community arts project, positive social media presence and providing support to a newly established Direct Provision Centre and an Emergency Accommodation Centre when threatened by far-right led anti-immigration activity.



Bray Homeless Forum

BAP continued to coordinate the Bray Homeless Forum in 2023. In this period, BAP arranged a presentation from a member of Wicklow County Council's Homeless Outreach Team. We also updated information leaflets to inform member agencies on changes in supports and services to people who are homeless or at risk of homelessness.



BAP Community Lunch

Around 150 people from Bray and North Wicklow attended our Festive Community Lunch in December, providing a space for people from community groups, agencies and public representatives to network, share information and make connections to enable them work together more collaboratively. There were also information stands from local services and community groups and talks on the new Healthy Age Friendly Homes programme and the Community Climate Action Fund.



150

People attended
BAP Christmas
Community
Lunch

Working with LGBTI Groups

BAP worked with Greystones Family Resource Centre, Club Enclave and Wicklow County Council to access funding through the 2023 Dormant Accounts Project/Applications to support the delivery of the National LGBTI+ Inclusion Strategy.



Club Enclave is a local community group set up to increase representation of the LGBTI+ community in the greater Bray area. The group were supported to develop a drop-in service where LGBTI+ adults can socialise and take part in events and activities in a safe and accessible space.

Greystones Family Resource Centre was funded to carry out a consultation with LGBTI+ community to determine what supports, activities and events they want to see happen and to develop a drop in service in in the Greystones area.

UPSKILLING WORK WITH INDIVIDUALS

Education & Training Programmes

BAP ran programmes concentrating on self-care for young people working closely with Home School Community Liaison Coordinators in local schools. A Self-Care Programme took place with 13 individuals and a further 11 individuals participated in A Mind Body Medicine programme in St. Kilian's Community School in 2023.

We delivered training to young people under the age of 25 years using a targeted approach with community partners including; DSP, Tiglin, NLN, Youth Reach and Daish Project in the area of food safety. 124 people availed of employment supports and took part in industry certified training in 2023 in a variety of areas including Safe pass, Manual Handling, Food Safety, CV preparation and interview skills.



Early Intervention and Parenting Support

BAP established a Parents and Toddlers group in collaboration with Wicklow County Childcare Committee and operating in the Ukrainian Community Centre. The group welcomes parents, grandparents and carers of children to meet with other people and have a chat, a cup of coffee, discuss how their week has gone for them while their children can socialise with other children of the same age and take part in set activities e.g. painting, singing rhymes, story time, playing dough.



BAP co-delivered a **Non-Violent Resistance (NVR) Programme** with Greystones Family Resource Centre (GFRC). The aim of the programme was to support parents who are experiencing child-to-parent violence or experiencing negative and aggressive behaviours. Based on evaluation scale metrics, all parents who completed the NVR support programme measured themselves two to three places higher on the scale in terms of being more confident in their parenting in general.

Support to New Communities

BAP provided education and training support to 235 new community individuals including International Protection Applicants and Refugees living in the Bray and North Wicklow area in 2023.

Activities included **Safe Pass** training programmes, **Manual Handling** and **Security Training** with assistance from interpreters as required.

235

New
Community
individuals
received
training



Fáilte Isteach English language classes took place in six sites throughout the year and could not have happened without our band of over 70 local volunteers. The classes are managed by BAP and supported nationally by Third Age Ireland who provide insurance for the classes and volunteer training and resources.

fáilte isteach

Welcoming Migrants through Conversational English Classes

Our staff team provided direct support to new community children and families by enrolling pupils in schools (in cooperation with REALT) and enabling open communication between parents and school personnel. The team linked in with two local schools to assist with parent coffee mornings aimed at the large Ukrainian community living in Bray and attending local schools. The staff team assisted with language barriers and providing information to parents about the Irish school system.

6

Faile Isteach
english class
locations
around the
county

70

Volunteers
giving
Faile Isteach
english classes



HEALTH & WELLBEING PROGRAMME WORK

In 2023 there was a significant range of work undertaken through the Sláintecare Healthy Communities Programme (SHCP) including:

Social Prescribing



166 people were supported to enhance their social, physical, mental health and wellbeing by linking them into community activities and services in 2023. Social Prescribing delivered a number of social, physical, and mental health and wellbeing interventions between January and December 2023. These were offered to the Social Prescribing participants and to the wider community and included:

Physical Activity

5 week programmes in collaboration with local fitness and dance providers

Walking Group

6 week collaboration with PARC & Bray Community Mental Health Team

Yoga

4 week yoga programme for health and wellbeing

Mental Health & Wellbeing

4 week taster programme in collaboration with ARCHES

The flexible and responsive Social Prescribing service delivery, including the provision of the above interventions, helped to bridge the gap in local supports and activities available.

Opportunities also presented to foster collaboration with other local supports and services. In addition, the methodology used by our Social Prescribing team provided for a time-limited social outlet to encourage participants connect with other activities available in the community by way of a signposting and supported transition approach. Such work facilitated ongoing promotion of the Social Prescribing model more widely within the community and to potential referrers, together with self-referrals to the service. Of equal significance was the number of individuals engaged by the service having no history of a connection with other local services and supports.

It brought me out more and I opened up more.

It got me to stop overthinking and back to talking to people again

"I really appreciated all the help and support I received. All the information to give me guidance.

I am now on a journey to bettering myself."

Parenting Strand

The parenting strand of SHCP was delivered through our Supporting Parents and Early Childhood Services (SPECS) initiative to support the mental health of parents and healthy child development.

A total of 90 parents were engaged in evidence-based parenting programmes in 2023 consisting of five **Parents Plus Early Years** Programmes along with two **Parents Plus Children** Programmes and six **Healthy Families** Workshops.



*Approachable friendly
and reassuring
environment*

*The course helped me
to get different tools to
help my kids and I
grow together.*

Community Quit Smoking Work



We employed a **Community Tobacco Worker** (CTW) to increase health opportunities in the area and reduce barriers to quit smoking attempts. The CTW ran a **Smoke Free Homes** Campaign alongside awareness raising to individual's, local community groups and businesses. The CTW was also responsible for coordination of **We Can Quit** Programmes as well as supporting referral to HSE Tobacco Clinics.



We delivered two We Can Quit programmes in 2023 as part of our commitment to SHCP. We Can Quit is a free group programme for people who want support to quit smoking. The programme runs for seven weeks and participants get support to quit from our trained local facilitators alongside Nicotine Replacement Therapy (NRT). 15 people completed the programmes in 2023.

Community Food & Nutrition Work



We employed a Community Food & Nutrition Worker (CFNW) in the second half of 2023. The CFNW has a remit to build capacity, knowledge and skills across communities and with local statutory and voluntary partners to improve food environment, address food poverty and activate agreed national campaigns.

6

Healthy Food
Made Easy
courses

77

Participants on
Healthy Food
courses

The CFNW coordinated the delivery of six **Healthy Food Made Easy** (HFME) Courses in 2023 with 77 participants. The HFME programme is a nutrition and cookery course that helps people to change to a healthy diet, plan meals on a budget and make easy to cook meals.

The CFNW also engaged with local community organisations to inform needs analysis with respect to issues of poor diet and food poverty while also building relationships for potential future collaboration.

*Build capacity,
knowledge and skills
across communities*

*Activate National
Campaigns*

*Address
food poverty*



ENTERPRISE & EMPLOYMENT

133

Individuals engaged with the Supporting Self Employment action

For some individuals who are unemployed, starting their own business can be a viable option, and there were a range of supports available through collaboration by BAP with our consortium partner **Bray Community Enterprise**. These assisted people with:

- market research
- training
- assessing viability
- progress to self-employment

This operational model delivered relevant support and training at the appropriate level to increase skills and help a range of individuals move towards economic independence, via:

- seeking employment
- on a self-employment journey from pre-start up
- actively trading and seeking on-going support

Seven **Start Your Own Business bootcamps** took place throughout the year. These courses were a mix of face-to-face and virtual events. They helped attendees to assess the viability of their business idea, develop their skills and work towards developing their business plan, completing their BTWEA application and progressing to self-employment.

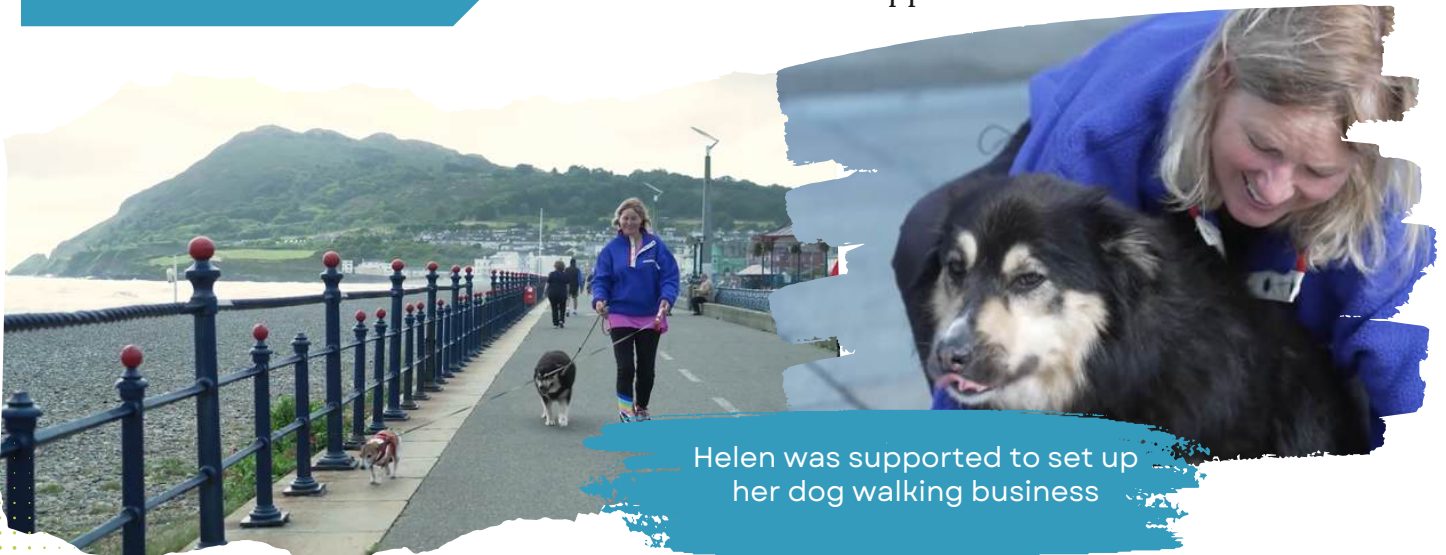
7

Start Your Own Business bootcamps

27

Clients set up their own business

One-to-one support was provided to all individuals to set up and develop their business, including advice and guidance to develop a detailed Business Plan and 12 month Cash Flow Forecast, and information on financial supports available.



Helen was supported to set up her dog walking business

Six **Enterprise Workshops** took place providing support to those who are considering self-employment, and those in their early days of trading. These courses included

- becoming the chief executive of your own life
- business idea generation
- Tik Tok for business
- intro to online advertising
- book keeping and tax returns

6 Enterprise Workshops for start ups and current traders

The total number of attendees for all programmes was 148 individuals.

Community Employment (CE) Scheme

Our **CE Scheme** employed 18 people, providing participants with work experience and the chance to develop skills they could use in the workplace, as well as on-the-job training in providing local services. Participants gained experience in office skills, timekeeping, book keeping, reception, dealing with customers, gardening and maintenance jobs, and completed a range of training programmes, including first aid, manual handling, establishing trees and shrubs and pesticide training.

Social Enterprises

CE participants work with our **Care And Repair Action**, CARA, together with supporting a local neighbourhood enhancement project. Based on the experience and skills they gained, participants are encouraged and supported to seek permanent jobs elsewhere. Over the years many of our CE participants have progressed to more permanent jobs in the open labour market resulting from the skills and know-how they acquired on the Programme.



Community Employment participant Louise working on our raised beds

James, a Community Employment scheme participant gardening





60+

Families
supported
through our BIA
programme

Our **BIA Food Initiative** provides free food to individuals and families in need across the greater Bray and North Wicklow areas. We collaborate with local community groups working with people facing food poverty to help distribute the food packs in a discreet and efficient manner. Sadly as a result of the current cost of living crisis, BIA continues to be a vital service for those who increasingly depend on it. Up to 70 individuals and families received support on a weekly basis throughout the year.

The food is sourced primarily via FoodCloud, from where surplus food from supermarkets is collected weekly by our labour market participants and delivered to our BIA centre for redistribution in the community.



Sylwia, one of our Community
Employment staff, assisting in
the BIA project



18

People employed through
Community Employment
(CE) schemes

Tús Work Placements

Our **Tús work placement initiative** provided work opportunities in local community groups for 45 unemployed people. The participants benefited from gaining valuable work experience and skills. 20 local community groups also benefited from these placements as the participants contributed to their work in the community.

The Tús initiative is an important community resource. In addition to our community groups placements, Tús participants also play a key role in the delivery of services such as BIA and the operation of the Ukrainian Community Centre (UCC). Tús provided two participants to help in the operation of the UCC, with regard to the work that BAP is doing in relation to the Ukrainian refugees in the local area.



45

Tús
work
placements

CARA Care And Repair Action

“Thank you for helping me in my time of need!”

“I can now use my clothes line during the summer time. My garden was overgrown, and I wasn’t able to do the gardening myself.”

CARA supported more than **200 older and more vulnerable people** through the delivery of a small jobs service – helping them to live more independently. Jobs included cutting hedges and lawns, minor carpentry, small paint jobs and installation of hand and grab rails for stairs

The interaction with the CARA staff when bookings are made and works are

completed also helps to reduce the social isolation experienced by some clients.

A number of coffee mornings took place in 2023, providing a new social outlet, and an opportunity to meet new people.

This project was staffed primarily through a CE Programme, funded through the Department of Social Protection.

Local Area Employment Service (LAES)

2023 was the first full operational year for the Bray/Kildare/Wicklow (BKW) Local Area Employment Service (LAES). The LAES is funded by the Department of Social Protection (DSP). Job seekers are referred by the DSP to the LAES for employment-related support, including information on progression options, intensive one-to-one guidance and job search support. The region covered by the LAES encompasses Co. Wicklow and Co. Kildare. Bray Area Partnership is the contract holder for the LAES and we work in partnership with Kildare County Employment Centre to deliver the service across the two counties.

During 2023 over 2,300 people were referred to the LAES across the region with over 1,700 engaging with the LAES. Of those who engaged with the LAES 98% completed Personal Progression Plans.



IMPACT Initiative

Due to the success of the work undertaken in 2022, our IMPACT initiative's engagement with people with disabilities to support progression to employment, advancing careers or establishing a business, was granted a one year extension for 2023. An independent evaluation published in early 2023 found that the programme had successfully supported many people with a disability to progress towards employment, adding to and enhancing service provision for people with disabilities in the Bray and North Wicklow area. Feedback from clients and organisations IMPACT worked collaboratively with was overwhelmingly positive. Its person-centred approach was particularly appreciated by clients who said that staff listened to them and were very approachable.

156

Clients provided with person-centred supports

61

Clients received certified skills-based training





The independent report recommended that IMPACT be considered as a long-term service and having completed a tender process for a new five year programme in 2023, BAP was delighted to be awarded funding for the new WorkAbility Programme to commence in 2024.

During 2023, our IMPACT programme provided person-centred supports to 156 clients with disabilities to secure employment, progress within their current employment or to engage in employment skills training to enhance their career prospects. Supports included professional CV writing, interview skills, in-work supports, identifying suitable training and education, support with securing work placements and advice on progressing within a current role.

Certified skills-based training was delivered to 61 clients including Retail Operation Skills, Customer Care, HACCP Food Safety, Safe Knife Handling Skills, Manual Handling, Health & Safety, Personal Development, Communication Skills, Conflict Resolution & Barista Training. 23 clients were supported to secure paid employment, eight with voluntary employment and nine to progress within their current employment. In total, IMPACT engaged with 33 employers to support them to make their workplace more inclusive, including providing information on employer grants and ongoing interaction with employers who provided work placement opportunities to IMPACT clients.

“They see YOU and not your disability.”

“They really do listen to you and do what they can to support you to get your dream job. They believe in you!”

IMPACT was set up in 2022 by a local Consortium, led by BAP, with funding from the Dormant Accounts Fund as part of the Measures to Support People with Disabilities.

EARLY INTERVENTION AND FAMILY SUPPORT SERVICES

Our Supporting Parents & Early Childhood Services (SPECS) initiative continued to provide a range of supports and services in the local community to improve outcomes for children and families.

Parenting Programmes and Family Support

SPECS delivered 14 parenting group programmes and supported over 190 parents in groups and individually through:

- Parents Plus Early Years (1-6 years) and Core programme
- Parenting When Separated
- Parents Plus Children's Programme (6-11 years)
- Healthy Families and
- Circle of Security

SPECS continued to deliver a number of evidence-based programmes to address the needs of children between the ages of 6 and 12 years. Our Family Support Worker provided supports to 38 families through programmes such as **SPACE** and **Non-Violent Resistance (NVR)**.



Baby Massage and PEEP Parent and Baby groups

Demand for baby massage classes continued to grow in 2023 with SPECS running eight groups with 49 parents attending our classes or one to one sessions throughout the year. Our three **PEEP** parent and baby groups continued in 2023 around Bray, including a language-focused group, a group with Bray Travellers and a group with parents in a local direct provision type facility.

Early Years and Schools

SPECS supported 34 individual families to secure and make the transition into early years settings. **Roots of Empathy** continued to be delivered and supported across a number of schools in Bray. Our SPECS team directly delivered the programme in two schools with over 40 children in 2023.

14

Parenting groups ran on various topics

40

Expectant parents supported through 'Preparing for Life'

8

Baby massage groups

34

Families supported to transition to early years settings

26

Families living in IPAS centres supported through a range of activities

54

Early years staff upskilled in language development

Preparing for Life

PfL family mentors worked with 40 families starting from pregnancy, visiting families in their homes to provide support and information on topics such as child development, attachment and parenting.

Language Development

SPECS, in collaboration with HSE Primary Care Speech & Language service, continued the rollout of **Chatterboxes**, our language development programme in early years settings and primary schools. Five schools participated in running the **Talk Boost Key Stage 1** programme in 2023 with over 40 teachers now trained across the community and over 250 children benefitting from improved language and communication skills.

The **Early Talkboost** programme was introduced in three early years services in Bray. Nine staff were trained and 66 children participated. The **Bringing Stories to Life** programme commenced in two community creches with five staff trained and over 30 children benefitting. **Learning Language and Loving It** continued with 20 staff across 12 schools and services participating. Four parents workshops focusing on speech and language development were run with over 50 parents attending.

New Communities

In 2023 we expanded our work with new communities locally. As well as delivering a weekly **PEEP** play group, we ran a summer programme with children and families

living in the Esplanade Hotel. We facilitated family visits to Glenroe Farm, Dublin Zoo, SeaLife and Bray library as well as other activities based around the community such as Teddy Bears Picnic, baking and lots of art and crafts.



Parents Plus Core Programme

In addition to the **Parents Plus** (P+) programme, we launched the new **P+ Core** Programme in November 2023. This programme was in the development phase for the last two years and its introduction in 2023 received a very positive response from parents and practitioners alike. Key to the new Programme composition is its delivery approach, offered as an alternative and complementary content to the standard Parents Plus model, that provides for a more flexible and accessible format enabling a wider range of mothers and fathers have meaningful participation in a support service shaped to their individual needs.



SPECS is funded under the Government's Area Based Childhood (ABC) Programme, funded by the Department of Children, Equality, Disability, Integration and Youth and aligned with Tusla Prevention Partnership and Family Support (PPFS).

BOARD

Name	Sector	Organisation
Judy Coolahan	Social Partner	Bray Council of Trade Unions
Garvan Hickey	Statutory	Wicklow County Council
Anne Marie McMorro	Community	Bray Women's Refuge
Helen Furlong	Community	Lakers Club
Kate Byrne	Community	St. Margaret's
Lourda Scott	Elected Public Representative	Wicklow County Council
Aoife Flynn Kennedy (Chair)	Elected Public Representative	Wicklow County Council
Grace McManus	Elected Public Representative	Wicklow County Council
Louise Fortune	Statutory	Kildare & Wicklow ETB
*Assumpta O'Neill	Inter-Agency Group	Wicklow County Childcare Committee
Gerry McKiernan	Independent	Local Interest Member
Moirá Byrne	Independent	Local Interest Member
Ian McGahon	Social Partner	ICTU

*Resigned August 2023

STAFF

CEO

Peter Brennan

FINANCE & ADMINISTRATION TEAM

Donna White	Finance Manager
Olivia Berry	Clerical Officer/Receptionist

PROGRAMME RESOURCING

Ciara Mooney	Programmes Delivery Support Worker
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SOCIAL INCLUSION PROGRAMMES TEAM

Jennifer D'Arcy	Social Inclusion Programmes Manager
Lorna Lafferty	Education Development Officer
Michelle Rogers	Communications Officer
Susanne Martin	Training & Development Outreach Worker
Jennifer Jones	Programmes Activation & New Communities Team Leader
Caragh Munn	Social Prescribing Wellbeing Co-ordinator
Alexandra Kelly	Social Prescribing Co-ordinator
Ivanna Ibragimova	Community Development Worker to Support Ukrainian Refugees
Sasha Sydorenko	Community Development Worker to Support Ukrainian Refugees
Mariana Yakubiv	Community Development Worker to Support Ukrainian Refugees
Louise Curtin	Community Food & Nutrition Worker
Karen Hammond	Community Tobacco Worker
Jennifer O'Sullivan	Social Prescribing link Worker

IMPACT INITIATIVE TEAM

Orla Butler	IMPACT Workability Coordinator
Kevin Kelliher	Employment Facilitator
Renee Sutton	Employment Facilitator
Sonya Stafford	Employment Facilitator

STAFF

LAES TEAM

Mary O' Carolan	LAES General Manager
Sandra Jennings	LAES Finance Officer
Cathy Heffernan	LAES Case Worker
Zelma Greene	LAES Case Worker
Lorraine Creighton	LAES Case Worker
Susan McGrane	LAES Clerical Officer
Linda Graham	LAES Clerical Officer

EARLY INTERVENTION & FAMILY SUPPORT TEAM

Maryrose Costello	Early Intervention & Family Support Services Coordinator
Lulu O'Kelly	Senior Development & Support Worker
Claire Murphy	Development & Support Worker
Deirdre Murphy	Development & Support Worker
Gillian O'Rourke	Communications & Administrator Worker
Brona Murphy	Transitions Development Worker
Sarah Louise Cole	Family Support Worker

ENTERPRISE SUPPORT TEAM

Eithne Gunning	Economic Progressions Manager
Gillian O'Neill	Enterprise Development Officer

CE PROGRAMME & CARA INITIATIVE TEAM

James Brady	CE Programme Supervisor
Staffed by	CE programme participants

TÚS TEAM

Michael Byrne	Team Leader
Cillian Russell	Team Leader

Tús staff were located in the following workplaces in 2023:

Bray Area Partnership	Holy Redeemer Parish
Bray Emmets GAA	Lakers Social & Recreational Club
Bray Family Resource & Development Project	Liberty Charity Shop
Bray Institute of Further Education	NCBI Home Charity Shop
Bray Wanderers	Purple House
Cornerstone at the Well	St. Fergal's Parish
Delgany Tidy Towns	Sunbeam House Services
Enniskerry Youth Club	Ukrainian Community Centre
Festina Lente	WHAD Residents
Greystones Cheshire	WH Five Loaves

FINANCIAL

Extract from Financial Statements for the year ended 31st December 2023

	2023 €	2022 €
Income		
Dept. of Social Protection	2,134,012	801,331
Health Service Executive	227,562	299,313
Receipts from Pobal	154,154	61,974
Wicklow County Council	1,032,316	947,459
Receipts from Tusla	427,840	395,358
Dept. of Rural & Community Development	31,531	31,531
Dept. of Health	6,059	-
Dept. of Children, Equality, Disability, Integration & Youth	12,000	20,000
Other Income	13,680	19,711
	4,039,154	2,576,677
WCC SICAP Expenditure		
Administration & Monitoring	235,402	217,618
Goal 1 Costs	337,757	242,765
Goal 2 Costs	471,398	370,529
VAT	12,236	7,784
	1,056,793	838,696
Other Expenditure		
Wages / Administration / Support Costs	2,529,114	1,679,612
LESN Mediator Fund Expenditure	-	4,312
Depreciation	11,222	16,880
	2,540,336	1,700,804
Net surplus	442,025	37,177

FUNDERS





Bray Area Partnership

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