

Donegal ETB Annual Report

2024



etb

Bord Oideachais agus
Oiliúna Dhún na nGall
Donegal Education and
Training Board

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Our Vision

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Donegal ETB - transforming learning, changing lives

By 2026, we will have improved the life chances of people in Donegal, by helping them to achieve successes in education and training.

Our Mission Statement

Donegal ETB offers education and training opportunities that help students to achieve their full potential and to contribute to the social, cultural and economic life of their communities.

Our Values

We are a learning organisation. We place students at the centre of our work. Everything we do to serve the best interests of our students is based on our core values: excellence, equality, care, community and respect.



Excellence

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We strive for excellence in all aspects of our work. We are committed to achieving the highest quality standards of teaching, learning and assessment in all our programmes. We value innovation and seek to achieve continuous improvement, supporting our staff to engage in professional development opportunities.

Equality

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We strive to ensure that all students are afforded equal opportunity to participate in our education and training programmes, that are based on respect for human rights and diversity. Our learning and work communities are inclusive of race, gender, religion or belief, age, family status, civil status, membership of the Traveller community, sexual orientation, ability and socioeconomic status. As an employer, we value diversity, and we aim to be fully inclusive in our staff teams.

Care

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We care for the well-being of our students and our staff by creating safe and welcoming environments for learning and working. We have a culture that recognises and celebrates the achievements of students and staff. At the same time, we support people who are experiencing challenges in their lives.

Community

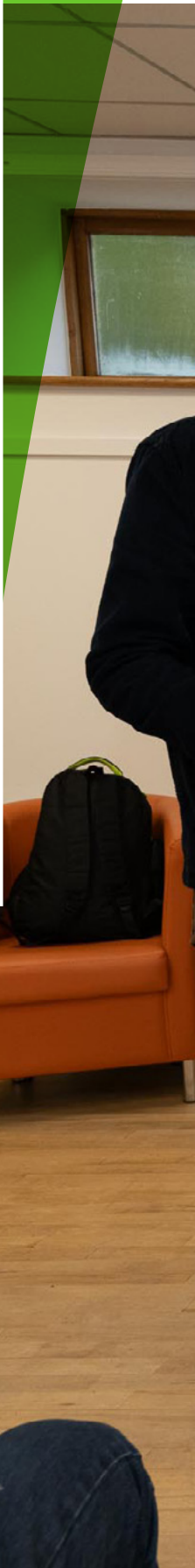
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Our Donegal ETB community includes our staff, our students and our partners, working together to achieve our collective goals. We are closely linked to communities throughout Donegal. We value the partnerships that we have developed with other groups and organisations to bring social, cultural and economic benefits to the county.

Respect

--

We treat every person with respect. Our relationships with students, staff and communities are based on openness and trust. We respect the laws and rules that govern all aspects of our work: we operate within a culture of accountability, fairness, honesty and inclusion.





Foreword

Donegal Education and Training
Board Chairperson,

Cllr Donal Coyle

As Chairperson of Donegal Education and Training Board, I am honoured to present the 2024 Annual Report. This report reflects our shared commitments, accomplishments, and strides that we have taken over the past year, in providing high-quality education and training services to the people of Donegal.

In a constantly changing educational environment where our learners continue to grow, our dedication to excellence remains strong. Thanks to the commitment of our staff, the collaboration of our partners, and the active participation of our learners, we have continued to expand learning opportunities and support individuals in achieving their fullest potential.

Our Annual Report emphasises the wide scope and impact of our educational achievements. It highlights the variety of programmes and initiatives that enhance the lives of individuals in our community and plays a vital role in supporting the socio-economic growth of the region.

We continue to prioritise improvement and innovation, striving to ensure our educational services are relevant, inclusive and delivered to the highest standards.

I wish to express my heartfelt appreciation to everyone who has played a part in the success of Donegal Education and Training Board over the past year, our hardworking staff, engaged learners, valued partners, and the wider community. Your combined efforts have helped us navigate challenges, embrace new opportunities and make a meaningful impact on both individuals lives and the overall development of our region.

As we move forward with the implementation of the statement of strategy 2022- 2026, we look ahead with optimism and a renewed commitment to education as a powerful driver of personal growth, social inclusion, and economic development.

Cllr Donal Coyle

Chairperson



Introduction

Donegal Education and Training Board
Chief Executive,
Anne McHugh

As Chief Executive of Donegal Education and Training Board, I am pleased to present our Annual Report, prepared in accordance with the requirements set out in Section 28 of the Education and Training Boards (ETB) Act 2013.

It captures our efforts, achievements, and the progress we have made over the past year as we continue to grow and evolve. Within these pages, you'll find the dedication, innovation and resilience that define our organisation as we work towards fulfilling the goals outlined in our Strategy Statement 2022-2026.

In a constantly changing environment, we have stayed committed to our mission of delivering high-quality education training and youth services to the communities of County Donegal. Our dedication to excellence has motivated us to adapt and evolve, ensuring we effectively address the diverse needs of our learners and stakeholders.

Our accomplishments reflect the hard work of our staff, the support of our partners and the determination of our learners. Together we have achieved outstanding results, enabling individuals to realise their full potential and making a positive impact on the social and economic development of our region.

Anne McHugh,
Chief Executive



- 1.1** Functions of the ETB Board
- 1.2** Responsibilities of the Board
- 1.3** Donegal ETB Membership and Chairpersons 2024
- 1.4** Board Composition
- 1.5** Board Meetings Attendance Record 2024

01

Donegal Education and Training Board Statement

Donegal Education and Training Board was established under the Education and Training Boards Act 2013 and is responsible and accountable for the proper direction and control of its functions in the Donegal local authority area.

Donegal Education and Training Board complies with the Code of Practice for Governance of Education and Training Boards, Department of Education Circular 0083/2024. The purpose of the code is to ensure that the principles of good governance and management are applied by the Donegal Education and Training Board.

1.1 Functions of the ETB Board

Decisions taken by the Board are reserved functions and are set out in Section 12 (2) of the Education and Training Board Act 2013 and in Circular 0083/2024 Code of Practice for the Governance of Education and Training Boards, with a full schedule set out in Appendix A of the Code. Decisions not specified in the Code are deemed to be Executive Functions for the Chief Executive. The Board is satisfied that the Chief Executive delegates functions where appropriate and in accordance with the Education and Training Board Act 2013.

1.2 Responsibilities of the Board

The Board is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Board and which enable it to ensure that the Financial Statements comply with section 51 of the Education and Training Boards Act 2013. The Board is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Board considers that the Annual Financial Statements properly present the income and expenditure of the Board and the state of affairs of the Board.

In preparing those accounts, the Board is required to:

- (a)** apply the standard accounting policies for the preparation of ETB financial statements
- (b)** make judgements and estimates that are reasonable and prudent
- (c)** disclose and explain any material departures from the standard accounting policies

During 2024 the Board approved the following documentation:

- Adoption of the Annual Report
- Financial Statements
- Adoption of the Annual Service Plan
- Authorised attendance of members at conferences
- Approved the acquisition, holding and disposal of land or interest in accordance with Department of Education regulations
- Ensured accurate records were kept of meetings and decisions
- Climate Action Roadmap

1.3 Donegal ETB Membership and Chairpersons 2024

Chief Executive: Ms Anne McHugh

Donegal Education and Training Board		
Name	Designation	Nominating Body
Cllr Donal Coyle	Chairperson	Donegal County Council
	Deputy Chairperson	National Association of Principals and Deputy Principals
Audit and Risk Committee		
Name	Designation	Nominating Body
Mr Francis Coyle	Chairperson	External Member
Finance Committee		
Name	Designation	Nominating Body
Mr Patsy McVicar	Chairperson	National Association of Principals and Deputy Principals

Representation and Meetings

- The term of office of Donegal ETB is five years (2024 -2029).
- The Board meets regularly - around once every six weeks. In 2024, the Board met eight times.
- The Chairperson and Deputy Chairperson are usually elected annually.
- Donegal ETB appoints four of its Board Members or representatives to each Board of Management of Donegal ETB schools and colleges for the five-year term of office of the Board.

1.4 Board Composition

The Board is comprised of 21 members elected under the provisions of Section 30 of the Education and Training Boards Act, 2013 as follows:

Donegal Education and Training Board has 21 Members, twelve of whom are elected following the local authority elections, two members of elected staff, two elected parent representatives and the five remaining members are appointed arising from nominations from bodies and organisations of special interest or knowledge of education as specified by the Minister for Education. The Board meets on a regular basis to carry out its reserved functions under the Education and Training Boards Act, 2013.

1.5 Board Meetings Attendance Record 2024

During the year the Board met on eight different occasions, with details of attendance outlined in the table below, note that a new Board was established in September 2024.

Register of Attendance & Frequency of Meetings of the Main Board 2024

Committee Members' Name	Nominating Body	26 February 2024	28 March 2024	27 May 2024	Total No. of Meetings Attended
Cllr Donal Coyle (Chairperson)	DCC	✓	✓	✓	3/3
Cllr Albert Doherty	DCC	✓	✓	✓	3/3
Cllr Gary Doherty	DCC		✓	✓	2/3
Cllr Rena Doherty	DCC	✓	✓	✓	3/3
Cllr Martin Farren	DCC	✓			1/3
*Cllr Noreen Mc Garvey RIP 31.12.2024	DCC				
Cllr Martin Harley	DCC	✓		✓	2/3
Cllr Michael Mc Bride	DCC	✓	✓	✓	3/3
Cllr Terry Crossan	DCC	✓	✓	✓	3/3
Cllr John O'Donnell	DCC				0/3
Cllr Barry Sweeney	DCC	✓	✓		2/3
Cllr John Seamus Ó Fearraigh	DCC		✓		1/3

2 Members who are members of staff. Section 30 (l) (b) Members of Staff elected

Mr Barry Molloy	Staff Nominee		✓	✓	2/3
Ms Joanne Donaghy	Staff Nominee	✓	✓	✓	3/3

2 Members of Parent Representatives. Section 30 (l) (c) nominated by Parents Association

Mr Geoffrey Browne	Parent Nominee	✓	✓	✓	3/3
Ms Lorraine Doherty	Parent Nominee			✓	1/3

5 Members appointed in accordance with Section 30 (l) (d) subsection (11) from National Bodies with specialist interest/areas as specified by the Minister.

Mr Patsy Mc Vicar	National Association of Principals and Deputy Principals	✓	✓	✓	3/3
Ms Lorraine Thompson	Youth Work Ireland	✓		✓	2/3
Mr Gerard Grant	IBEC	✓	✓	✓	3/3
Ms Regina Grant	Disability Federation of Ireland			✓	1/3
Dr Conor Mc Tiernan	Irish Hospitality Institute	✓	✓	✓	3/3

1.5 Board Meetings Attendance Record 2024 cont.

New Board - From 02 September 2024

New Board - From 02 September 2024

Committee Members' Names	Nomi- nating Body	2 Sep- tember 2024(1)	2 Sep- tember 2024 (2)	1 October 2024	8 No- vember 2024	16 De- cember 2024	Total
12 Members elected by Local Authority Elections under Donegal County Council Section 30 (I) (a) Donegal Education and Training Boards, Act 2013							
Cllr Fionán Bradley	DCC	✓	✓	✓	✓	✓	5/5
Cllr Ciaran Brogan	DCC	✓	✓	✓	✓		4/5
Cllr Brian Carr	DCC	✓	✓	✓	✓		4/5
Cllr Donal Coyle (Chairperson)	DCC	✓	✓	✓	✓	✓	5/5
Cllr Terry Crossan	DCC	✓	✓		✓		3/5
Cllr Tomás Seán Devine	DCC			✓		✓	2/5
Cllr Albert Doherty	DCC	✓	✓	✓	✓	✓	5/5
Cllr Martin Farren	DCC					✓	1/5
Cllr Martin Harley	DCC	✓	✓		✓	✓	4/5
Cllr Michael McBride	DCC	✓	✓	✓	✓	✓	5/5
Cllr Pauric McGarvey	DCC	✓	✓	✓			3/5
Cllr Declan Meehan	DCC	✓	✓			✓	3/5
2 Members who are members of staff. Section 30 (I) (b) Members of Staff elected							
Ms Joanne Donaghy	Staff Nominee	✓	✓	✓	✓	✓	5/5
Mr Kyle Clarke	Staff Nominee	✓	✓	✓	✓	✓	5/5
2 Members of Parent Representatives. Section 30 (I) (c) nominated by Parents Association							
Mr Geoffrey Browne	Parent Nominee	n/a	✓	✓	✓		3/3
Ms Lorraine Doherty	Parent Nominee	n/a	✓	✓	✓		3/3
5 Members appointed in accordance with Section 30 (I) (d) subsection (11) From Nominated Bodies with specialist interests/areas as specified by the Minister							
Ms Lorraine Thompson	Youth Work Ireland	n/a	n/a	✓		✓	2/3
Mr Patsy McVicar	National Associ- ation of Princi- pals and Deputy Princi- pals	n/a	n/a	✓		✓	2/3
Mr Stephen McCahill	IPAV	n/a	n/a	✓		✓	2/3
Dr Joanne Gallagher	THEA	n/a	n/a	✓	✓	✓	3/3
Ms Edel Ní Chorráin	Foras na Gaeilge	n/a	n/a	✓	✓	✓	3/3

- 2.1** Finance Committee
- 2.2** Audit and Risk Committee
- 2.3** Youth Work Committee

02

Committees

2.1 Finance Committee Meetings

During the year the Finance Committee met on four different occasions, with details of attendance outlined in the table below.

Register of Attendance & Frequency of Meetings of the Finance Committee

Committee Members' Name	Specify if they are an Internal or External Member	22nd Feb 2024	20th Mar 2024	12th Nov 2024	18th Dec 2024	Total No. of Meetings Attended
Mr Patsy Mc Vicar (Chairperson)	Internal Member	●	●	●	●	4/4
Mr Conall Dunne	External Member					0/4
Mr Seamus Bradley	External Member	●	●			2/4
Ms Regina Grant	Internal Member		●			1/4
Cllr Gary Doherty	Internal Member					0/4
Cllr Martin Harley	Internal Member		●			1/4
Ms Mary Doogan	External Number	●				1/4
Mr Stephen McCahill	Internal Member			●	●	2/4
Mr Martin Mc Glynn	External Member			●	●	2/4
Mr Paul Mc Gonigle	External Member			●	●	2/4
Ms Suzi Roarty	External Member			●	●	2/4
Cllr Martin Harley	Internal Member			●	●	2/4
Cllr Tomás Seán Devine	Internal Member				●	1/4

● New Committee established October 2024 (Meetings 12th November and 18th December)

2.2 Audit and Risk Committee Meetings

During the year the Audit and Risk Committee met on four different occasions, with details of attendance outlined in the table below.

Register of Attendance & Frequency of Meetings of the Audit and Risk Committee

Committee Members' Name	Specify if they are an Internal or External Member	20th Feb 2024	20th Mar 2024	12th Nov 2024	18th Dec 2024	Total No. of Meetings Attended
Mr Francis Coyle (Chairperson)	External Member	●	●	●	●	4/4
Mr Gabriel O' Donnell	External Member	●	●	●	●	4/4
Mr Kevin Huston	External Member	●	●	●	●	4/4
Cllr Michael Mc Bride	Internal Member		●	●	●	3/4
Ms Lorraine Thompson	Internal Member	●			●	2/4
Mr Gerard Grant	Internal Member					0/4
Ms Kathleen Bonner	External Number	●	●			2/4
Mr Eunan Cunningham	External Member	●	●	●	●	4/4
Ms Mary Doogan	External Member			●	●	2/4
Cllr Fionán Bradley	Internal Member			●	●	2/4

● New Committee established October 2024 (Meetings 12th November and 18th December)

2.3 Youth Work Committee

Donegal Education and Training Board Youth Work Committee, established for the duration of the Term of Office of the Board under Section 10 of the Education and Training Boards Act 2013 ('the Act'), sets out the functions of each Education and Training Board (ETB). The youth work function for an ETB is provided for in subsection (j), namely to: "support the provision, co-ordination, administration and assessment of youth work services in its functional area and provide such information as may be requested by the Minister for Children and Youth Affairs in relation to such support."

The establishment of a Youth Work Committee facilitates the accounting of all executive functions carried out in relation to youth work to be reported to the Youth Work Committee. Accordingly, the only function of a Youth Work Committee set up in line with the Act is to take account of the functions carried out by the staff of the ETB in relation to youth work.

Donegal ETB Youth Committee met twice in 2024

Name of Member	Internal/External Membership
Geoffrey Browne, Chairperson	Donegal ETB
Gina Grant	Donegal ETB
Cllr Donal Coyle	Donegal ETB
Lorraine Thompson, Deputy Chairperson	Donegal Youth Service
Claire Gavigan	Foróige
Two students appointed annually	Donegal Youth Council
Kevin Ferguson	Scouting Ireland
Inspector Seamus McGonigle	An Garda Síochána
Martin Keeney	TUSLA
Donal McBride	Muintearas
Martin Mongan	Involve CLG (Youth Service for Young Travellers)

- 3.1** Systems of Internal Control
- 3.2** Procurement Policy and Procedures
- 3.3** Taxation
- 3.4** Financial Statement for the year ending 31st December 2024

03

Risk Management

The Board maintains active oversight of risk management and confirms that it has carried out an assessment of the principal risks, associated mitigation measures and reviewed the effectiveness of these measures in 2024. The Board manages risk for the organisation through a structured risk management programme.

The Board is assisted in its risk management function by the Audit and Risk Committee. The Board also relies on the Internal Audit Unit (IAU) and its reports, on the Comptroller and Auditor General (C&AG) annual audit and any external audit such as an ESF audit and or revenue audit. In addition, there is a review of Internal Controls performed on an annual basis.

Risk Management is a standing item at all Board meetings and consideration includes:

- Risk reports from senior management including the Chief Risk Officer (CRO)
- Reports of the Audit and Risk Committee
- Changes in risk ratings
- Audit Register

Details of the principal risks and associated mitigation measures or strategies have been included in the Statement of Internal Control as part of the audited financial statements which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report.

3.1 Systems of internal control

The Board confirms that there has been a review of the effectiveness of the system of internal control and that the Statement of Internal Control, which is subject to change until the external audit is completed, has been included in the Annual Financial Statements (AFS) for the year ended the 31st of December 2024 which will be published within one month of receipt from the Office of the Comptroller and Auditor General and as an appendix to the Chairpersons Comprehensive Report that has been submitted to the Minister.

3.2 Procurement Policy and Procedures

The Board confirms that the organisation is adhering to the relevant aspects of the Public Spending Code and affirm adherence to the relevant procurement policy and procedures and the development and implementation of the Corporate Procurement Plan.

3.3 Taxation

The Board confirms that Donegal ETB has complied with its obligations under tax law.

3.4 Financial Statements for the year ending 31 December 2024

The Annual Financial Statement for the year ended on 31st December 2024 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of the Annual Report 2024. Donegal ETB will publish the audited financial statements within one month of receipt from the Office of the Comptroller and Auditor General.

Financial data in relation to the following are included in the Annual Financial Statement:

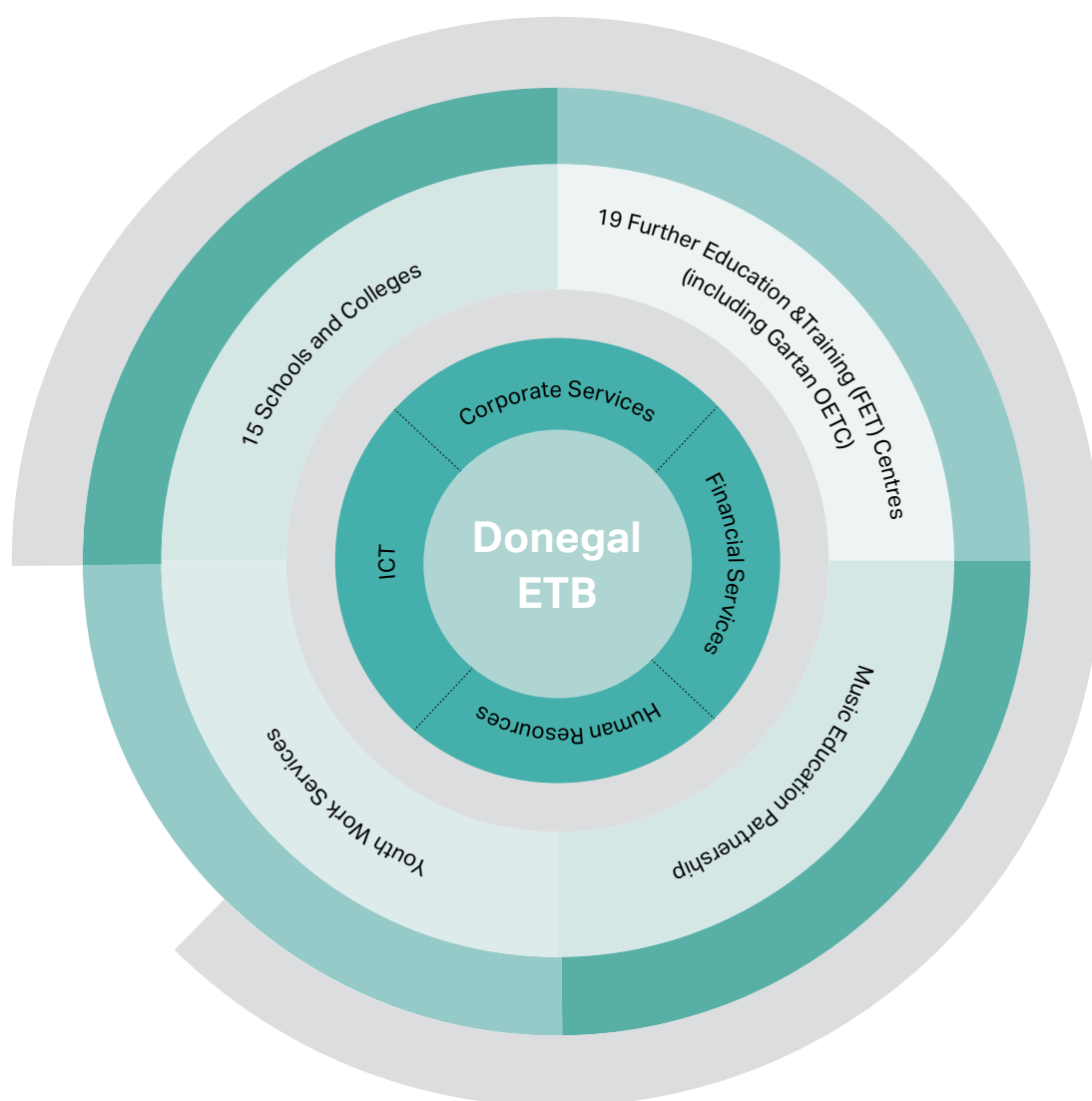
- Details of non-salary related fees paid in respect of Board Members analysed by category of fees
- Aggregate details of compensation of key management analysed by the following categories including management compensation in total;
 - Salaries and short-term employee benefits
 - Post-employment benefits
 - Termination benefits
- Key management compensation if any;
- Details of the number of employees whose total employee benefits (excluding employer pension cost) for the reporting period fell between €0 and €59,999 and within each pay band of €10,000 and €60,000 upwards and an overall figure for total employer pension contributions

Cllr Donal Coyle
Chairperson
Donegal Education and Training Board

04

- 4.1 Student Numbers
- 4.2 Climate, Energy and Sustainability
- 4.3 Public Sector Equality and Human Rights Duty
- 4.4 Gender Balance in the Board Membership
- 4.5 Irish Language

Overview of Services



Donegal ETB has signed an Oversight Agreement and Performance Delivery Agreement with the Department of Education which governs the administration and schools' operations.

Post-primary education is served by fifteen schools and colleges (four of which are Gaeltacht schools and two of which are Gaelcholáistí, and eleven of which are designated under the Delivering Equality of Opportunity in Schools (DEIS) scheme).

The Further Education and Training (FET) Service is directed by a Strategic Performance Agreement with SOLAS. FET have nineteen dedicated Centres, located in Gort an Choirce, Gaoth Dobhair, Buncrana, Glengad (Youthreach), Donegal Town (Ardscoil and Drumcliff), Letterkenny (Ballyraine, Kilmacrennan Road (Youthreach), Business Park Road and Port Road), Ballyshannon, Milford, Lifford Youthreach, Buncrana Youthreach and Stranorlar. Post Leaving Certificate programmes are delivered in three ETB Schools: Errigal College (Letterkenny), St Catherine's Vocational School (Killybegs) and Finn Valley College (Stranorlar).

The FET Service delivers Apprenticeships, Traineeships, and also works collaboratively with 140+ community, voluntary, statutory and private bodies to deliver its programmes and services across the county, including extensive engagement with local industry. Outdoor Education and Training is provided by Gartan Outdoor Education and Training Centre on its extensive facilities and 87-acre estate.

The Adult Guidance and Information Service offers impartial and confidential information, advice, guidance and counselling to adults on education and training options that are available both within Donegal ETB and elsewhere.

The Youth Work Services Programmes are provided throughout the County in line with the ETB's obligations and responsibilities under the Youth Work Act, 2001 led by the Youth Development Officer.

Donegal Music Education Partnership (DMEP) offers music tuition, vocal tuition and instrumental provision to both primary and post-primary students across the county. DMEP also has performing groups, including the Donegal Youth Orchestra, Donegal Youth Chamber Orchestra and the Donegal Junior Strings Orchestra performing at local and national level. Donegal ETB has one of the largest school's Ukulele Programmes in the country with a membership of over 1,000 primary pupils.

The Drugs and Alcohol education and training programme provides training courses to Counties Donegal, Leitrim and Sligo delivered by its Coordinator.

There are five School Completion Programmes under the aegis of TUSLA, to which Donegal ETB provides administrative support.

Donegal ETB works in partnership with various bodies including Donegal County Council, Donegal Sports Partnership, the Children and Young People's Services Committee (CYPSC), the Local Community Development Committee, Atlantic Technological University (ATU) and Údarás na Gaeltachta in the development of strategies at regional level.

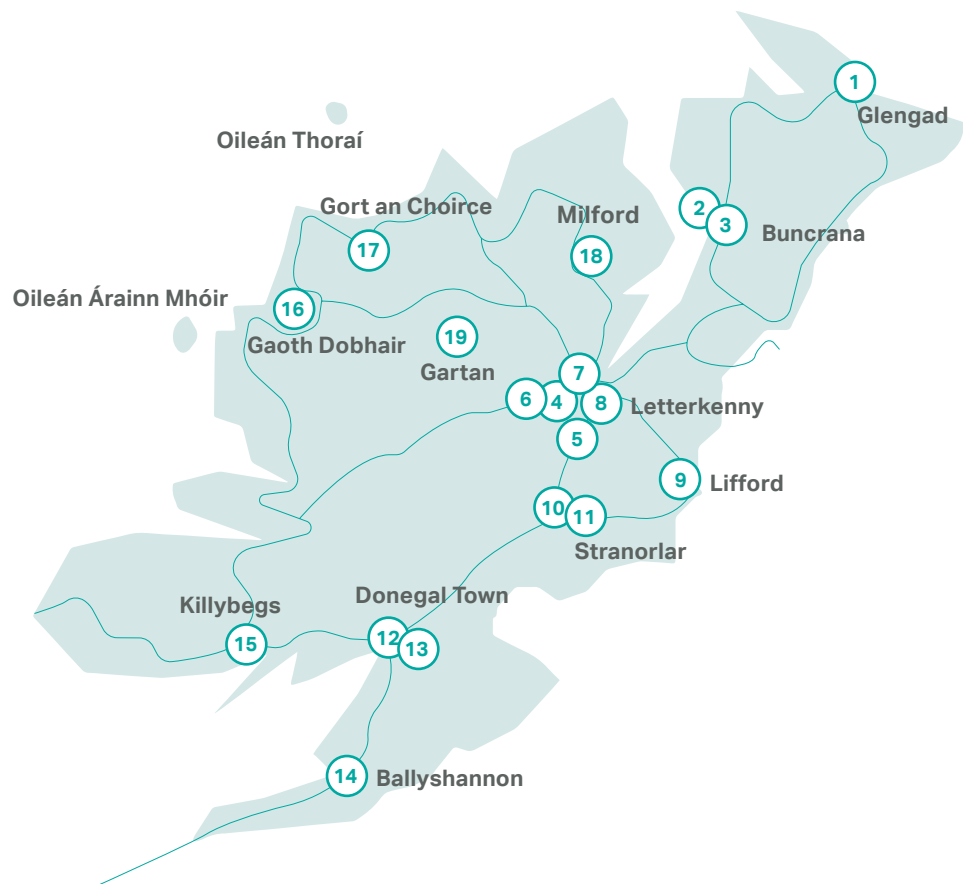


Schools and Music



School Map - Clockwise from Moville		
1	Moville Community College	Moville
2	Crana College	Buncrana
3	Coláiste Chineál Eoghain	Buncrana
4	Coláiste Ailigh	Letterkenny
5	Errigal College	Letterkenny
6	Deele College	Raphoe
7	Finn Valley College	Stranorlar
8	Gairmscoil Chú Uladh	Béal anÁtha Móir
9	Abbey Vocational School	Donegal Town
10	Magh Éne College	Bundoran
11	St. Catherine's Vocational School	Killybegs
12	Coláiste na Carraige	An Charraig
13	Gairmscoil Mhic Diarmada	Oileán Árann Mhóir
14	Coláiste Phobail Cholmcille	Oileán Thoraí
15	Mulroy College	Milford
Music Education		
16	Donegal Music Education Partnership	Letterkenny

FET Centres



FET Centres - Clockwise from Glengad		
1	Youthreach Centre	Glengad
2	FET Centre Buncrana	Buncrana
3	Youthreach Centre	Buncrana
4	FET Centre Letterkenny (Port Road)	Letterkenny
5	FET Centre Letterkenny (Business Park Road)	Letterkenny
6	Errigal College (PLCs)	Letterkenny
7	Training Centre Letterkenny	Letterkenny
8	Youthreach Centre	Letterkenny
9	Youthreach Centre	Lifford
10	FET Centre Stranorlar	Stranorlar
11	Finn Valley College (PLCs)	Stranorlar
12	FET Centre Donegal Town (Drumcliff)	Donegal Town
13	FET Centre Donegal Town (Ard Scoil na gCeithre Máistir)	Donegal Town
14	FET Centre Ballyshannon	Ballyshannon
15	St Catherine's Vocational School (PLCs)	Killybegs
16	Training Centre Gaoth Dobhair	Gaoth Dobhair
17	FET Centre Gort an Choirce	Gort an Choirce
18	FET Centre Milford	Milford
19	Gartan Outdoor Education and Training Centre	Churchill

4.1 Student Numbers 2024

The following provides a breakdown of student numbers across the organisation during 2024:

	Music Partnership	Gartan Outdoor Education and Training Centre (OETC)	Schools	FET	TOTAL
2024	1,608	7,589	6,089	18,949	34,235

4.2 Climate Action, Energy Management and Sustainability

Donegal ETB has embraced the Public Sector Climate Action Mandate, committing to a 51% reduction in greenhouse gas emissions by 2030 and achieving net-zero emissions by 2050. This mandate requires public bodies to lead by example in climate action, demonstrating the necessary changes to meet Ireland's climate targets. Donegal ETB is addressing this through various initiatives, including energy efficiency improvements, staff training, and a focus on sustainability in its operations and education.

Mandate Overview:

The Public Sector Climate Action Mandate, which is part of the overall Climate Action Plan, outlines the responsibilities of public bodies in reducing greenhouse gas emissions and promoting energy efficiency. It is a legally binding commitment for all public bodies to perform their functions in a way that aligns with Ireland's climate ambition.

Donegal ETB's Commitment:

Donegal ETB has adopted the Mandate, understanding its role in leading by example and demonstrating the necessary actions to meet the national targets.

Specific Actions:

Donegal ETB is implementing various strategies to reduce its environmental impact, including:

- Establishment of a Climate, Energy and Sustainability (CES) steering group led by our Chief Executive and including Senior Management representatives from across the organisation. This group provides leadership and direction to our work in this area.
- Establishment of an Energy Management Working Group to focus specifically on how we can improve our energy efficiency and meet what is referred to as our “Gap to Target” (what we need to do to meet our targets). This group has benefitted from the input and guidance of our SEAI-appointed energy adviser and has done an enormous amount of work in identifying and prioritising areas where we can make significant improvements.
- Energy Efficiency: Improving the energy performance of its buildings and operations. Investing over €300,000 to date in initiatives to address our Climate Action targets.
- Greenhouse Gas Emissions: Reducing energy-related greenhouse gas emissions.
- Staff Training: Providing education and training to its staff on climate action and sustainability.
- Sustainability in Education: Incorporating environmental education into its curriculum and training programmes.
- Incorporating Green Public Procurement in relevant categories.

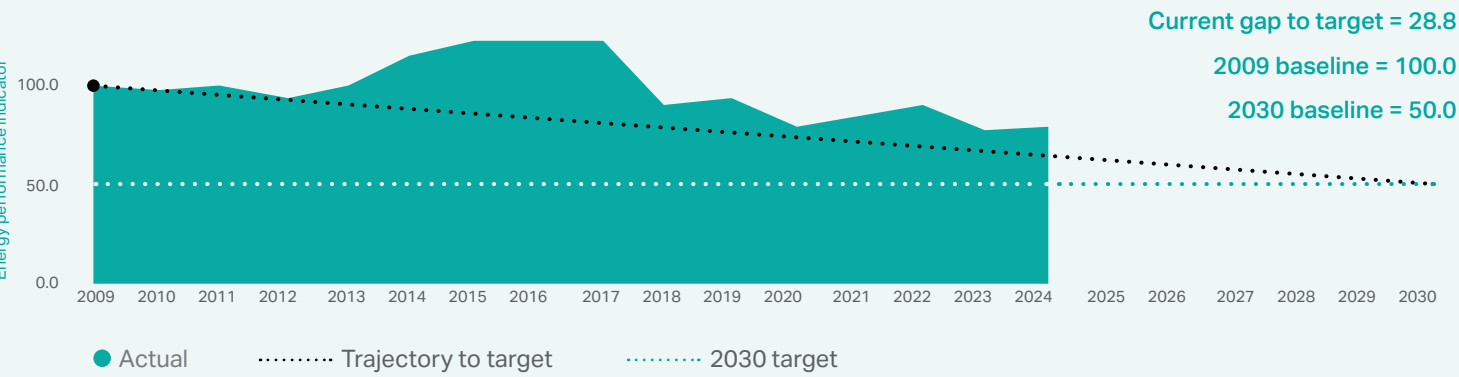
Reporting and Monitoring:

Donegal ETB will report annually on its progress towards its climate action goals, using the Monitoring and Reporting system.

Progress to Date:

Donegal ETB is committed to achieving its climate goals. As of 2024, energy performance has improved by 21.2% compared to the baseline (2016–2018 average).

Energy efficiency target



In 2024, total CO₂ emissions were 20.3% lower than the baseline figure of 2,311,548 kgCO₂. Also, according to Donegal ETB’s energy performance indicators, fossil CO₂ emissions in 2024 were 5.6% below the baseline level of 1,205,371 kgCO₂. To meet the 2030 target of 590,632 kgCO₂, a further reduction of 43.4% is required over the next six years.

Progress Towards 2030

Donegal ETB continues to make steady progress toward the 2030 target of a 51% improvement in energy efficiency, achieving a 5.6% increase in energy performance since the baseline years, despite significant organisational growth during this period.

This improvement is the result of several key initiatives:

— Oil Metering Installation:

Oil meters have been installed in several larger buildings to enable more accurate tracking of usage. This data has helped identify areas of high consumption, supporting targeted reductions in oil use and lowering carbon emissions.

— Heating Sensor Upgrades:

Upgraded heating sensors in various schools and centres ensure systems operate only when necessary, minimising waste and improving overall energy efficiency.

— LED Lighting and Automatic Switch-Off Sensors:

Traditional lighting has been replaced with energy-efficient LED systems in multiple centres. In addition, automatic switch-off sensors have been installed to prevent unnecessary electricity use, further reducing energy consumption.

— Building Management System (BMS) Upgrades:

Targeted upgrades and maintenance of BMS across facilities have enhanced system efficiency and fuel management, ensuring smarter energy use across the building portfolio.

[These efforts underscore Donegal ETB's strong commitment to sustainability, operational efficiency, and environmental responsibility.](#)

In parallel, Green Teams have been established in many schools and centres. These teams are actively engaged with the national Green Teams programme, which focuses on two key objectives:

1. Influencing decision-making in public sector bodies by embedding climate and environmental priorities.
2. Encouraging sustainable practices among staff both at work and in daily life.

By championing these goals, **Green Teams** are helping to foster a culture of sustainability across Donegal ETB.

Within Green Procurement we find creative examples of sustainability practices that are making a difference, such as:

- 100% compostable packaging and utensils for school meals.
- The shredding of paper under stationery contracts being recycled to provide bedding for animals.
- School buses being washed with harvested rainwater.

This gives a small flavour of the ways in which Donegal ETB is playing its part in attempting to combat the effects of climate change. There is no doubt that this has become, and will remain, a key focus of the organisation in the years ahead as we work towards meeting our 2030 and 2050 targets.

4.3 The Public Sector Equality and Human Rights Duty

The Public Sector Equality and Human Rights Duty (the Duty) requires public bodies to have regard to the need to eliminate discrimination, promote equality and protect human rights across all their functions, under Section 42 of the Irish Human Rights and Equality Commission Act. This encompasses an 'overarching' Duty to embed a focus on equality and human rights in decision-making, and a 'strategic' Duty to implement plans, policies and actions to address equality and human rights issues.

In enabling implementation of the Duty we continued to convene a high-level working group to drive its implementation. We provided training and familiarisation on the Duty for staff across different sections of the organisation as part of an ongoing programme of training, working with the Think Equality project.

We have developed an implementation plan as a framework for its implementation of the Duty. This is rooted in our equality and human rights values of: respect, voice, choice, inclusion, and participation. An annual Duty plan is prepared at the start of each year with specific steps to be taken to progress implementation of the Duty.

During 2024 we implemented the 'overarching' Duty by undertaking an equality and human rights impact assessment in updating and reviewing: Equality, Diversity and Inclusion policy, Recruitment and Retention Operational policy, Student Voice policy, Access, Transfer and Progression policy (initiated); and the Bí Cinnealtás school policy (initiated). We continued to implement the 'strategic' Duty through a range of ongoing plans, policies and actions that specifically address and support access for, participation by and inclusion for members of the identified groups for the Duty, as students and as staff.

4.4 Gender Balance in the Board membership

As at 31st December 2024, the Board had 21 members of which 24% were female and 76% male, with no positions vacant. The Board therefore does not meet the Government target of a minimum of 40% representation of each gender in the membership of State Boards.

The composition of the Board of Donegal ETB is set out by statute in Section 30 of the ETB Act 2013. The Board is therefore limited in the scope it has to achieve gender balance. The Board has regard to gender balance in the limited areas where it has a role in relation to appointments to the Board.

4.5 Irish Language

The Official Languages Acts 2003 and 2021 provides a statutory framework for the delivery of public services through the Irish language. The primary objective of the 2021 Act is to ensure the improved provision of public services through the Irish language to be achieved through the placement of new statutory obligations on all public bodies.

Under Section 4 (b) of the Official Languages Act, the head of a public body is required to appoint, from senior management, a member of staff to oversee the performance and reporting of obligations under the Act. Donegal ETB has appointed the Director of Organisation Support and Development as the Senior Official with responsibility for overseeing the performance and reporting of its obligations under the Act.

During 2024 Donegal ETB has progressed in the following areas:-

- Section 10A of the Official Languages (Amendment) Act 2021, requires all public bodies to deliver at least 20% of their annual advertising in Irish. In this regard, at least 5% of the annual advertising budget spend must be conducted with Irish language media outlets. Donegal ETB have achieved a higher percentage of compliance in both areas in that more than 20% of annual advertising is done in Irish and more than 5% of the advertising budget is spent on advertising in Irish on Irish-language media.
- Communication in writing or by email or on social media is responded to in the official language in which it was received.
- Documents setting out public policy proposals, audited accounts or financial statements, annual reports and strategy statements are published simultaneously in Irish and English.
- Stationery and signage are utilised within the legislation.
- For new logos, or logos that have been renewed or changed, we have ensured the text is in Irish or in both Irish and English.
- We have established a dedicated email address for correspondence regarding the legislation. This email address is continually monitored.
- Both formal and informal training in the Irish language is available to staff within the organisation.

Donegal ETB is committed to meeting its obligations under the Official Languages Acts 2003 and 2021 and to encourage the use of our official language throughout the organisation.

- 5.1 Optimise Student/Learner Experience
- 5.2 Staff Support
- 5.3 Governance
- 5.4 Specific Strategic Priorities

05

Implementation of Strategic Goals 2024



The achievements outlined below stem from the **Strategy Statement 2022-2026** which sets out the high-level priorities and objectives that we aim to achieve over the lifetime of the Statement.

Each annual report derives from the Strategy Statement outlining the progress made towards achieving the goals and targets as set out in the Strategy Statement.

5.1: Goal

Optimise Student/ Learner Experience



Priority 1

Provide a positive learning experience for all learners, including learners from marginalised groups

Priority 2

Provide a broad-based curriculum

Priority 3

Implement relevant and appropriate Quality Assurance systems

Priority 4

Support students/learners at risk of educational disadvantage in line with current national policy

Priority 5

Provide Guidance and Counselling services

Priority 6

Provide high quality learning/training facilities

Priority 7

Promote and develop Outdoor Education and Training

Priority 8

Plan for changing demographics

Priority 9

Engage effectively with employers and employer bodies

Priority 10

Provide and develop Traineeship and Apprenticeship programmes

Priority 11

Prioritise Science, Technology, Engineering and Mathematics / Science, Technology, Engineering, Arts and Mathematics in schools

Priority 12

Provide high quality Information and Communications Technology (ICT) learning supports in schools/centres

Priority 13

Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools 2017/Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools 2017

Priority 1

Provide a positive learning experience for all learners, including learners from marginalised groups

Action	Performance	Target/Goal	Achievements
Further roll-out of FET Digital Citizenship programme.	Increased numbers participating in FET Digital Citizenship programme.	All Centres have a Digital Hub presence.	All Centres have a digital hub presence.
Ensure our 5 core values are embedded across our schools and FET Centres.	Greater awareness of our core values among students, staff, Board of Management (BoM) members and parents.	All schools have an active Ethos Team working on the promotion of the 5 core values.	All schools have an active Ethos Team led by an Ethos Lead in the school. There are regular meetings of the Professional Learning Network of Ethos Leads coordinated by the Ethos Coordinator.
Upskill our middle management teams in our schools.	Training for our middle management teams in our schools.	All schools actively engaged in Google Classroom.	Three schools engaged in TL 21.
Further development and delivery of Blended Learning approaches in both FET and Schools.	Development of a Blended Learning Policy for FET, Increased use of Google Classroom in Schools.	Learning on TL21 disseminated in the wider school environment.	The development of a Blended Learning policy is ongoing. Positive reports from school inspections received.
Participation in TL21 under the Donegal Education Support Centre.	Three Schools participating in Teaching and Learning for the 21st Century (TL21).	Increased number of staff involved in communities of practice in relation to Teaching, Learning and Assessment.	Discussions at Principal/ Deputy Principal meetings to share learnings.
Identification of opportunities for sharing good practice between Schools and Centres including continuing involvement in the Curriculum Planning and Content Creation Group, and the Instructional Leadership Programme which is promoted and supported within ETBI.	Increased evidence of facilitated teaching and learning.		Schools continued to promote active learning embracing the Junior Cycle principles and Instructional Leadership.
	Whole School Evaluation Management , Leadership and Learning reports.		FET has deployed a dedicated staff member to develop communities of practice across thematic areas.
	IL Training Participation.		

Priority 1 cont.

Provide a positive learning experience for all learners, including learners from marginalised groups

Action	Performance	Target/Goal	Achievements
Further upskilling in integrating ICT in promoting Teaching and Learning approaches.	Numbers of schools participating in Special Education Needs (SEN) Provision Mapping as part of ETBI/Mary Immaculate College initiative.	7 schools participating in SEN Provision Mapping. Needs of marginalised learners addressed.	Seven schools actively engaged with the SEN Mapping Initiative. Regular meetings of the Community of Practice. Updated reports provided to Principals and Deputy Principals at meetings.
On-going provision of a wide range of responsive education and training programmes and relevant support in all schools, colleges and centres.	Wide range of programmes and services available and delivered across the county.	Increased responsive provision to ensure inclusion of all learners.	The emphasis on SEN mapping provision in schools has ensured targeted support is central to provision with particular application to 'some, few and all'.
Developmental work in promoting and embedding the ethos of an ETB school through the statements of practice. Further development in the four schools participating in an Scéim Aitheantais mar Scoil Ghaeltachta.	Ethos Coordinator working with schools in promoting the statements of practice. Schools participating in the Patrons Short Course teacher training. Progress in relation to the school plan for the Scéim Aitheantais mar Scoil Ghaeltachta.	Increased awareness among students, staff, parents, Boards of Managements and ETB Board Members of the ethos of ETB schools and services. Six schools to participate in pilot. Strengthened basis upon which to continue to improve on the use of Gaeilge within the four schools by achieving goals for 2024.	A presentation is available to all schools to support Boards of Management in understanding the ethos of an ETB school. Gairmscoil Chú Uladh and Coláiste Pobail Cholmcille move to next phase. Coláiste na Carraige and Gairmscoil Mhic Diarmada schools currently revising timelines.

Priority 1 cont.

Provide a positive learning experience for all learners, including learners from marginalised groups

Action	Performance	Target/Goal	Achievements
<p>Progress the SEN Provision Mapping in Practice for Schools Strategically plan SEN provision, build systems for promoting an approach through School Self Evaluation, allocate resources and identify staff Continuous Professional Development.</p> <p>Promote the resource associated with our REALT Coordinators to support students and their families in accessing and attending school provision.</p>	<p>Provision of all the relevant resources schools need to support implementation of provision mapping in schools.</p> <p>Ukrainian and IPAS students integrating well into their respective school communities.</p>	<p>Strengthened SEN provision in our schools resulting in an improved learning experience for students</p> <p>Improve access and retention.</p>	<p>Regular meetings of SEN teachers and the teams responsible for SEN mapping provision.</p> <p>Links with National Council for Special Education (NCSE) with training planned.</p> <p>REALT staff liaising with all schools and Bus Eireann. All students have school places.</p>
<p>Monitor Wave 2 of Apprentice and learner payments shared service.</p>	<p>Learner payments processed accurately and on time.</p>	<p>All payment deadlines met.</p>	<p>All payment deadlines were met.</p>



Priority 2			
Provide a broad-based curriculum			
Action	Performance	Target/Goal	Achievements
<p>Prepare and contribute to consultation on Senior Cycle Reform.</p> <p>Continue to promote best practice in Junior Cycle across the schools with all subjects now included.</p>	<p>Awareness among staff on progress in relation to Senior Cycle Reform.</p> <p>Number of curriculum reviews performed.</p>	<p>Increased number of staff engaging with the National Council for Curriculum and Assessment (NCCA) curriculum reviews.</p>	<p>Schools preparing for Senior Cycle Reform.</p> <p>St Catherine's Vocational School, Killybegs and Finn Valley College, Stranorlar have been accepted as pilot schools to offer Drama, Film and Theatre Studies. Schools have participated in the CPD programme offered by Oide in relation to Senior Cycle.</p> <p>Junior Cycle best practice embedded in schools.</p>
<p>Review of current Leaving Cert subjects provided in the curriculum in each school.</p>	<p>Clear rationale provided to Director of Schools at each school visit on the Leaving Certificate Provision.</p>	<p>Address new and existing education and training needs of the community.</p>	<p>Curriculum provision agenda item on school visits by Director of Schools.</p> <p>Schools are planning the curriculum to be offered in September 2025 to students. The various options to be selected in early 2025.</p>

Priority 2 cont.

Provide a broad-based curriculum

Action	Performance	Target/Goal	Achievements
Further development of new FET Programmes in relevant curricular areas e.g. 'green' skills, communications technology, remote working, work-based learning.	Number of new programmes introduced (FET).	Minimum of three new programmes introduced in FET in 2024.	New Pathways programme in the Port Road.
Explore possibility of Erasmus funding to support future upskilling. Cross-FET Integrated Provision Planning.	Integrated provision planning (FET) to minimise duplication and improve progression pathways for learners.	Cross-FET Integrated Provision Planning working group established / meeting regularly.	New course in phlebotomy. Level 4 ESOL programme.
Develop a new Tertiary Degree with ETB partners and ATU.	Facilities and resources ready for September 2023.	Second intake of new degrees in Autumn 2024.	New courses developed and there is the potential to expand provision further with Special EU Programmes Body (SEUPB) funding.
Streamline how provision is presented to the public.	Naming conventions complete, duplication minimised and new website launched.	New website launched in 2024.	Cross FET working groups continue to meet regularly.
			The tertiary access route to Nursing continued for a second consecutive year.
			The new FET website launch has been delayed due to lack of dedicated resources. Plans have been made to provide dedicated resources in 2025 which will assist with further development of the website.



Further development of
new FET Programmes
in relevant curricular
areas e.g. 'green' skills,
communications and
technology.







Priority 3

Implement relevant and appropriate Quality Assurance systems

Action	Performance	Target/Goal	Achievements
Continuous engagement with the Inspectorate in our schools.	Positive constructive Inspection reports.	Timely implementation of recommendations of Inspection Reports.	The School Board of Management considered the inspection reports and the implementation of the recommendations. Fair and Consistent Assessment of Learners policy implemented with ongoing training available to teaching and learning staff.
Ongoing development and integration of Quality Assurance (QA) Systems in FET.	Recommendations from Inspection Reports presented to BoMs who provide oversight and direction.	Continued implementation of QA Action Plan.	
Plan to address recommendations of Inaugural Statutory Review of FET QA (May 2021).	Number of recommendations from QA review implemented.		

Priority 4

Support students/learners at risk of educational disadvantage in line with current national policy

Action	Performance	Target/Goal	Achievements
Active DEIS Plan in all of our 11 DEIS schools.	Practical and dynamic DEIS Plans.	Address educational disadvantages.	<p>DEIS Coordinator in each school. DEIS plan prepared and Smart, Measurable, Achievable, Relevant, Time-BouNd (SMART) targets agreed.</p> <p>The 11 DEIS status schools link closely together. Schools regularly surveying to provide relevant feedback.</p>
<p>Student Support Teams further embedded in school life.</p> <p>Embrace and implement the new Cineáltais Guidelines.</p> <p>Ensure student voice is represented within different decision making fora</p>	<p>Active School Support Teams.</p> <p>Clear procedures on dealing with bullying issues in schools.</p> <p>Student Forums and other student feedback mechanisms in place.</p>	<p>Improved access, retention and progression to the world of work/ further/higher education. Timely implementation of Action Plan</p>	<p>As part of the Department of Education's Cineáltas: Action Plan on Bullying, schools are planning the roll-out of new anti-bullying modules in our schools.</p>

Priority 4 cont.

Support students/learners at risk of educational disadvantage in line with current national policy

Action	Performance	Target/Goal	Achievements
Opportunity for our six Irish Speaking schools to contribute to discussions on ethos.	Facilitated day for Irish schools to discuss ethos.	Evidence of implementation of changes arising from student feedback.	<p>Senior Leadership participated in training for Bí Cineálta. CPD and staff half-day planned for 2025. Under Equality, Diversity and Inclusion, schools will ensure the principles are embraced within the policy and the rollout.</p> <p>Student voice promoted through Ethos Teams. A facilitated day for Irish schools to discuss ethos was held in March.</p> <p>Debating Challenge was held for students around the five core values.</p> <p>Debating Challenge introduced for Junior Cycle students in late 2024.</p> <p>Some Ethos Leadership Teams have now incorporated student representatives.</p> <p>Nomination of students to the Sustainability and Climate Action Committee in Donegal ETB being proposed for 2025.</p>



Priority 4 cont.

Support students/learners at risk of educational disadvantage in line with current national policy

Action	Performance	Target/Goal	Achievements
Provide increased support to FET Students through Student Supports and Welfare Services.	Deliver FET learner support in a consistent manner across programmes.	Referrals of FET Students to FET Student Supports and Welfare services.	Student supports in place across FET. Disparity in funding depending on programme category remains a national issue.
Promotion of REACH fund to community groups (FET).	Support for community groups in implementing actions funded under REACH e.g. establishment of digital hubs at local level, and in accessing 2023 fund.	Increase in access to disadvantaged students through Implementation of the FET REACH funding.	REACH funding was fully allocated for 2024.
Mainstreaming and integration of Recognition of Prior Learning (RPL) process as a means of making skills gained through experiential (workplace) learning visible (FET).	Number of learners achieving awards through the RPL process (FET). Number of staff participating in UDL training.	Sustain the number of students accessing awards through the RPL process (FET). Improved access, progression and retention.	Ongoing further mainstreaming of RPL under review. Staff are continuing to participate in UDL training.
Roll out of Professional Learning Network/ Community of Practice in Universal Design for Learning.			
Further use of Technology Enhanced Learning (TEL) hubs to support and Mentor staff in TEL tools and software for accessibility Training of staff in Universal Design for Learning (UDL) approaches / further roll-out of UDL Badge.			

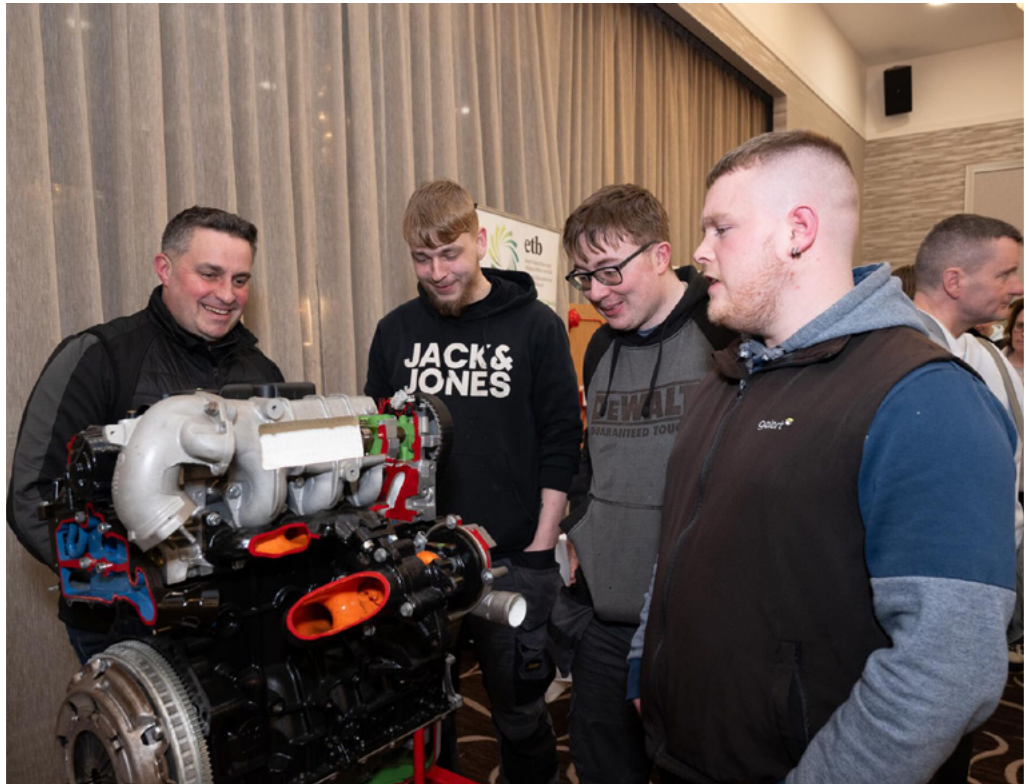
Support students/learners at risk of educational disadvantage in line with current national policy

Action	Performance	Target/Goal	Achievements
Implementation of the Adult Literacy for All Strategy.	Active engagement of marginalised learners in provision of digital upskilling, literacy and numeracy education.	Increased numbers of students engaged in literacy, numeracy and digital skills education programmes (FET).	Targets for 2024 reached.
Provision of counselling services to students in need (FET).	Rollout of the counselling service procured (FET).	Continued promotion of counselling service (FET).	Counselling service procured and available for FET students as required.
Increase FET options for students with disabilities.	Continue to promote the Autism programme (FET) (The Collective).	Autism programme reviewed and maintained.	Autism programme (The Collective) continues to run.

Priority 5

Provide Guidance and Counselling services

Action	Performance	Target/Goal	Achievements
<p>Guidance service available in schools and FET Centres.</p> <p>To provide improved access to Guidance courses leading to qualification through continuous liaison with MSLETB and DCU in seeking to provide another outreach Guidance Programme.</p>	<p>Engaging Guidance Counsellors in all our schools.</p> <p>Number of teachers qualifying.</p> <p>Evidence of discussions with DCU.</p> <p>Continued provision of face-to face FET guidance services, including re-opening of service to drop-in clients. Service also available online as required.</p>	<p>Increased number of teachers in Donegal ETB qualified as Guidance Counsellors.</p> <p>Commitment by DCU to provide an outreach programme.</p>	<p>There has been no further progress in the discussions with DCU.</p> <p>FET Guidance is available throughout the county.</p>
<p>Guidance Service offered in disadvantaged communities (FET).</p>	<p>FET Guidance service provided in unemployment “blackspots” areas.</p> <p>FET Fair held.</p>	<p>Increased access to guidance services for FET students and potential students, including in disadvantaged areas.</p>	<p>FET Guidance is available throughout the county.</p>



Priority 6

Provide high quality learning/training facilities

Action	Performance	Target/Goal	Achievements
Continuous refurbishment and development of facilities in liaison with Estates Management.	Ongoing analysis / risk assessment of refurbishment needs of centres and schools.	Organisation Support and Development (OSD)/ FET/Schools Buildings Working Group ensuring coordinated planning of buildings' projects and optimum use of resources.	FET devolved capital has been allocated and all devolved capital committed to refurbishment of centres with accessibility and sustainability taking priority.
Rental of FET premises where additional accommodation is required	FET facilities meeting the needs of learners and staff.		The Estates Management Team links and liaises with schools regularly. Follow up occurs through the Department of Education.
Facilitate access of students where current premises are inadequate to meet the needs of programmes/learners.	Access for students facilitated.	Consolidation of the number of FET premises. Temporary relocation of Youthreach from Lifford to Letterkenny. The continued decoupling of PLC from post-primary school using the Business Hub.	Active engagement with SOLAS regarding progressing a leased building in Lifford and taking sole occupancy of the Business Hub Letterkenny.
On-going review of FET facilities to ensure optimum delivery to students. New classrooms for students with SEN.	Enhanced facilities for learners. Development of a FET Estates Strategy.	Accommodation for Literacy, PLC and admin support finalised in Letterkenny for the next five to ten years.	Active engagement with SOLAS regarding progressing a leased building in Lifford and taking sole occupancy of the Business Hub Letterkenny.
Develop a FET Estates Strategy and submit a SAR to SOLAS.		Continued engagement with DFHERIS and SOLAS regarding the long-term estates plan.	

Priority 7

Promote and develop Outdoor Education and Training

Action	Performance	Target/Goal	Achievements
Further development of the OETC funding model with progression towards embedding the OETC within the FET Service (in accordance with national policy).	Financial performance. Numbers participating in activities at the Centre. Further development in integration of OETC into FET.	Strive towards creating a financially viable service. Maximised numbers participating in activities at centre. Awareness of how the OETC can contribute to FET programmes.	Gartan OETC works across almost all FET programmes and runs dedicated provision in areas such as pathways from school and progression courses. Gartan OETC's financial performance has now reached a level of financial viability.
OETC delivers relevant programmes to both schools, the FET Service and the wider community.	Dynamic and relevant programmes to meet the needs of the target groups accessing the centre.	Enhanced linkages with ETBI OETC National Network.	Gartan OETC is a key partner in the national ETBI Outdoor Education and Training Network.
Realign OETC model to reflect all the challenges including focused branding and PR.	Regular upskilling of staff. Increased awareness of the Centre.		
Improve the partnerships approach of the national OETC network.			
Identify plans for future centres as part of development of overall FET Estates Strategy.			





Priority 8

Plan for changing demographics

Action	Performance	Target/Goal	Achievements
<p>Liaison with Estates Management, DE and DFHERIS/ SOLAS on expected anticipated enrolments.</p> <p>Ongoing work by the Estates Management Team in liaison with School Management.</p> <p>Continue to link with the Schools Accommodation Section in DE.</p>	<p>Sufficient places available for all students.</p>	<p>Increase building stock as required.</p>	<p>Modular buildings opened in Errigal, Mulroy and Deelee College. Construction of major extension to Moville Community College is ongoing.</p> <p>Schools link with Estates Management in Donegal ETB. Projected enrollment figures reviewed in relation to available accommodation.</p>

Priority 9

Engage effectively with employers and employer bodies

Action	Performance	Target/Goal	Achievements
<p>Work collaboratively with all relevant employers/ employer bodies to effectively establish training needs and provide the required upskilling.</p> <p>Respond to the changing needs of industry arising from technological and other advances.</p> <p>Maintain positive relationships in order to effect work experience and placements for Donegal ETB students.</p>	<p>Increased numbers of employers accessing our training programmes.</p> <p>Increased numbers of employers providing work experience.</p> <p>Better knowledge and awareness of what Donegal ETB can offer employers.</p> <p>Participate in Local Enterprise Week events.</p>	<p>Increase networking opportunities at IBEC and Letterkenny Chamber of Commerce events/ meetings.</p> <p>Expand links through Local Enterprise Week.</p>	<p>Involvement in a number of Chamber initiatives to promote the City Region. Sponsoring Employee of the Year for the annual Chamber awards.</p> <p>Donegal ETB staff attended a number of IBEC events throughout 2024.</p>
<p>Work collaboratively with Regional Skills Forum/ Enterprise Ireland/DCC Economic. Unit/IDA/LEO/ ICBAN/ Engineering Cluster Executive/NW Regional Enterprise Plan/Northern and Western Regional Assembly.</p>	<p>Numbers of employees in the county participating in QQI and vendor-certified courses.</p>	<p>Delivery of programmes which meet the needs of learners and industry.</p> <p>Grow the number of FET beneficiaries engaging in progression to employment courses by 5%.</p>	<p>Active engagement with industry ongoing.</p> <p>Difficult to monitor progression due to lag with CSO data.</p>
<p>Intensive engagement with employers in key sectors in SMEs and multi-national companies e.g. engineering, tech sectors with a view to new FET programme development and upskilling of existing workforce, including provision of online and blended learning opportunities.</p>	<p>Programmes designed to meet the needs of workforce development employment opportunities in the county.</p> <p>Delivery of online and blended learning opportunities to meet industry needs, including upskilling of existing employees.</p> <p>Ongoing development of positive relationships with the industry sector.</p>	<p>Increased number and types of companies engaged.</p> <p>Increased number of opportunities offered to industry sector employees e.g. green skills, supervisory management, remote working, work-based learning, engineering, future skills.</p>	<p>Increase in the number of companies engaged for 2024.</p>

Work collaboratively with all relevant employers/ employer bodies to effectively establish training needs and provide the required upskilling.





Priority 10

Provide and develop Traineeship and Apprenticeship programmes

Action	Performance	Target/Goal	Achievements
Addressed within the Further Education and Training Programmes delivery; development of new Traineeships and delivery of five Craft Apprenticeship programmes.	Increase the number of intakes of Phase 2 Apprenticeships for 2024.	Have three intakes across as many Apprenticeship programmes as possible.	Apprenticeship continued at a three intake model for the duration of 2024.
Continued engagement with industry and designing programmes that respond to local needs.	New programmes approved/ validated as required.	Increase numbers engaged in employment progression courses.	Targets met.



Priority 11

Prioritise Science, Technology,
Engineering and Mathematics/Science,
Technology, Engineering, Arts and Mathematics
in schools

Action	Performance	Target/Goal	Achievements
<p>Upskilling teachers in Coding Modules.</p> <p>Embedding of Leaving Certificate Computer Science in four schools.</p>	<p>Number of teachers participating in CPD.</p>	<p>Encourage increased participation in competitions and exhibitions.</p>	<p>Management and teachers attending regularly organised Oide - Continuing Professional Development(CPD) opportunities in preparation for the introduction of the new Senior Cycle.</p>
<p>Further embedding of Computer Science in the schools offering the subject at Leaving Certificate.</p> <p>Progress discussions with the ATU on a model to provide Leaving Certificate Computer Science to students unable to access programme in their school.</p> <p>Support the ATU programme in linking with schools on the VEX Robotics module.</p>	<p>Computer Science is a viable option for students when available at Senior Cycle.</p>	<p>Four schools offering Computer Science embedded as part of Senior Cycle Provision.</p>	<p>Schools providing Computer Science as a Leaving Certificate subject have been successful and continue to offer the subject.</p> <p>Five schools participated in the VeX Robotics Competition in ATU.</p> <p>Two schools had entries accepted for the BTEI Young Scientist Competition.</p> <p>One school won the County Leaving Cert Higher Maths Competition.</p>



Priority 12

Provide high quality ICT learning supports in schools/centres

Action	Performance	Target/Goal	Achievements
Explore options for providing meaningful feedback to students through an online platform.	<p>Improved functionality for students and staff.</p> <p>Teachers using the online option as part of their work.</p>	Online feedback to be introduced in six schools.	VS Ware is used in schools to provide online feedback to parents and students.
Extensive CPD opportunities for staff to upskill in blended Teaching and Learning provision. Increased use by teachers of Google Classroom	<p>Number and level of CPD opportunities in ICT available to staff appropriate to meet the challenge of high-quality delivery of blended teaching and learning.</p> <p>Staff uptake of TEL upskilling opportunities.</p>	<p>Increased numbers participating in CPD, particularly in relation to blended Teaching and Learning.</p> <p>Increased staff numbers engaged in TEL.</p>	<p>Regular liaison with the Education Centre around CPD opportunities in the ICT area.</p> <p>FET agreement in place for targeted approach to the transition from Google to Microsoft.</p>
Explore alternative platforms for learning supports during 2024 with a view to potential transition.	Alternative platforms identified.	Smooth transition to new platforms.	Microsoft transition is ongoing.

Priority 13

Ensure all necessary child safeguarding measures are in place in accordance with the Child Protection Procedures for Primary and Post-Primary Schools 2017/Ensure full compliance with the Child Protection Procedures for Primary and Post-Primary Schools 2017

Action	Performance	Target/Goal	Achievements
Monitor the development of adult safeguarding legislation and respond accordingly.	Adopt and implement adult safeguarding legislation and policy if the legislation is passed.	Respond to the introduction of adult safeguarding legislation if introduced.	<p>Child Protection Report presented at each BoM meeting.</p> <p>Adult safeguarding legislation has not been introduced.</p>

5.2: Goal

Staff Support



Priority 1	Recruitment and retention of staff
Priority 2	Support staff in ongoing Professional Development
Priority 3	Support and develop high quality leadership in the ETB
Priority 4	Promote awareness of Health and Safety
Priority 5	Remote Working



Priority 1

Recruitment and retention of staff

Action	Performance	Target/Goal	Achievements
Implement an effective recruitment and retention policy to include the use of innovative approaches to attract high calibre candidates.	Staff retention.	Enhanced induction processes.	New online Induction process rolled out in 2024.
Implement probation procedures for staff.	Vacancies advertised and filled in a reasonable timeframe.	Probation procedures implemented.	Probation procedures updated and implemented in 2024.
	Induction process expanded to cover all staff.	Make Donegal ETB an employer of choice in the region.	



Priority 2

Support staff in ongoing Professional Development

Action	Performance	Target/Goal	Achievements
<p>Enhance the organisation's Irish Language capacity.</p> <p>Support staff in participating in the national CPD programme in Instructional Leadership.</p> <p>Explore partnership with EA in NI to apply for PeacePlus funding for a cross border IL project.</p>	<p>Use of the language is increased within the organisation and in external engagements.</p> <p>Schools actively promote the use of IL techniques as part of learning, teaching and assessment.</p>	<p>Gaeilge CPD intervention for Ard O Donnell staff. Link with Lónra Leitir Ceanainn to access supports.</p> <p>Eight schools actively promoting IL in their learning, teaching and assessment. PeacePlus funding awarded.</p>	<p>Staff who apply to participate in CPD in the Irish language are prioritised.</p> <p>Continued promotion of Gaeilge including staff training in conversational Irish. CPD for teachers and ongoing links with Lónra Leitir Ceannainn.</p>
<p>Provide a range of staff learning opportunities and supports to build organisational capacity and enhance the quality of educational and training provision.</p> <p>Enhance the streamlining of CPD provision across the entire organisation.</p> <p>Optimise use of LinkedIn Learning platform subscription.</p>	<p>Calendar of CPD opportunities.</p> <p>Numbers undertaking CPD.</p>	<p>High-quality CPD opportunities available at an appropriate level to meet the needs of the organisation.</p>	<p>Induction for new teachers in Donegal ETB held in August 2024. The full range of supports and policies were presented to the teachers.</p> <p>Comprehensive calendar of CPD rolled out throughout 2024.</p> <p>Some technical difficulties with LinkedIn Learning being addressed.</p>

Priority 3

Support and develop high quality leadership in the ETB

Action	Performance	Target/Goal	Achievements
Build leadership capacity within the organisation.	More people upskilling with a view to progression and promotion.	Formulate a plan to develop leadership capacity.	A successful Managers Seminar was held in April 2024.
Training provided by Donegal ETB/ETBI and external providers to address identified needs.	Numbers undertaking relevant CPD.		
Deliver annual managers seminar.	Managers seminar delivered.		

Enhance the
organisation's Irish
Language capacity.



An Roinn Oideachais Department of Education



Priority 4

Promote awareness of Health and Safety

Action	Performance	Target/Goal	Achievements
Identify and address Health and Safety training needs.	Less accidents occurring in schools and centres.	Up-to-date Safety Statements in place for all Schools, Centres and Offices.	<p>The Health and Safety Authority undertook a number of inspections in schools and centres supporting ongoing compliance and improvement. The Health, Safety and Welfare Section worked closely with the schools and centres to provide assistance with inspections and follow up requirements.</p> <p>Commenced the rollout of ergonomic assessments across schools and centres to identify and address workstation-related risks and improve staff wellbeing.</p> <p>Delivered a Health and Safety presentation for all Safety Officers, Reps, Centre Managers, and Principals, focusing on compliance and resources available.</p> <p>Added a number of new Automated External Defibrillators (AEDs) so all sites across Donegal ETB now have at least one, we also replaced a number of AEDs and conducted checks to ensure they were operational and accessible across sites.</p>
Address gaps in Health and Safety provision.	Number of Safety Statements completed.		
Research apps available to assist with Health and Safety checks.	App identified to assist in improving monitoring of Health and Safety.		

Priority 4 cont.

Promote awareness of Health and Safety

Action	Performance	Target/Goal	Achievements
Identify and address Health and Safety training needs.	Less accidents occurring in schools and centres.	Up-to-date Safety Statements in place for all Schools, Centres and Offices.	Provided support to a number of schools and centres to assess compliance levels and provide tailored guidance.
Address gaps in Health and Safety provision.	Number of Safety Statements completed.		Created and issued a new fire register template, for use across all schools to ensure consistent fire safety documentation.
Research apps available to assist with H&S checks.	App identified to assist in improving monitoring of H&S.		Identified gaps in Health and Safety training and collaborated with schools and centres to ensure staff received the required training.
			Rolled out new targeted training, including Preventive Management of Aggression and Violence (PMAV) and quad safety training, addressing identified risks.
			Created a new Irish Engineering Services (IES) equipment inspections tracker and added new and removed outdated equipment to ensure compliance.
			Completed radon testing in a number of buildings.

Priority 4 cont.		Promote awareness of Health and Safety	
Action	Performance	Target/Goal	Achievements
Identify and address H&S training needs.	Less accidents occurring in schools and centres.	Up-to-date Safety Statements in place for all Schools, Centres and Offices.	Monitored workplace incidents and maintained incident reporting to both Irish Public Bodies insurance and the Health and Safety Authority and assisted schools and centres with risk assessment template updates and safety statement updates. Continually working towards higher compliance levels in the area of Safety Statements.
Address gaps in Health and Safety provision.	Number of Safety Statements completed.		
Research apps available to assist with Health and Safety checks.	App identified to assist in improving monitoring of Health and Safety.		

Priority 5		Remote Working	
Action	Performance	Target/Goal	Achievements
Implement a Hybrid Working Policy for the organisation.	Number of Hybrid Working applications.	Hybrid Working Policy operational.	Policy has been agreed and finalised, working on mechanisms to automate the rollout process.



5.3: Goal Governance



Priority 1	Attendance rates at Board meetings
Priority 2	Board Self-Assessments
Priority 3	Financial expertise on Audit and Risk and Finance committees
Priority 4	Board appraisal of work carried out by Finance and Audit and Risk Committees
Priority 5	Self-Assessment by Finance and Audit and Risk Committees
Priority 6	Staff Development
Priority 7	Departmental reporting deadlines
Priority 8	Risk Management Policy
Priority 9	Internal controls
Priority 10	Develop organisational structures and systems to meet the changing needs of the organisation
Priority 11	Efficiently use resources
Priority 12	Communicate effectively
Priority 13	Ensure effective data protection
Priority 14	Engage effectively with stakeholders and develop partnerships



Priority 15	Follow best practice in procurement
Priority 16	Ensure compliance with statutory and regulatory requirements
Priority 17	Ensure full compliance with the most up-to-date Child Protection Procedures for Primary and Post-Primary Schools

Priority 1		Attendance rates at Board meetings	
Action	Performance	Target/Goal	Achievements
Re-emphasise the requirement for attendance at all Board meetings as per the Code of Practice for Governance of ETB's.	Attendance records.	Full attendance by all Board members.	Board advised of this requirement on a regular basis throughout the year.

Priority 2		Board Self-Assessments	
Action	Performance	Target/Goal	Achievements
The Board should carry out a self-assessment, using the questionnaire included in the Code of Practice, to identify areas where improvements are required.	Board Self-Assessment completed.	Assessment performed periodically and any identified areas for improvements addressed.	Assessment scheduled for 2025.

Priority 3			
Financial expertise on Audit and Risk and Finance committees			
Action	Performance	Target/Goal	Achievements
<p>Appointments to Audit and Risk and Finance committees should be made by the Board in consultation with committee chairs.</p> <p>External members of committees should bring the required audit and financial skills and experience to the role.</p>	<p>Appropriate financial and audit expertise and experience on Audit and Risk Committee (ARC) and Finance Committee (FC).</p>	<p>External appointees to ARC and FC to have experience and expertise in finance and audit.</p>	<p>New Committees appointed in 2024.</p> <p>Members appointed with relevant experience.</p>

Priority 4			
Board appraisal of work carried out by Finance and Audit and Risk Committees			
Action	Performance	Target/Goal	Achievements
<p>The Chair of the Board should ensure that Board members are provided with written reports on the work carried out by the Finance and Audit and Risk Committees as required under the Code of Practice for Governance of ETBs.</p>	<p>Reports submitted to the Board.</p>	<p>Reports submitted and Chairperson appraisals completed annually.</p>	<p>All reports submitted and Chairperson appraisals completed.</p>

Priority 5		Self-Assessment by Finance and Audit and Risk Committees	
Action	Performance	Target/Goal	Achievements
The Chairs of both the Finance Committee and the Audit and Risk Committee should ensure that a self-assessment exercise is completed annually as required under the Code of Practice for the Governance of ETBs.	Self assessments completed.	Assessments performed annually and any identified areas for improvements addressed.	New Committees established in the second half of the year.

Priority 6		Staff Development	
Action	Performance	Target/Goal	Achievements
The Chief Executive will ensure that: <ul style="list-style-type: none">— A member of staff is appointed as the training manager.— A training needs analysis in financial management is carried out on an annual basis.— A training programme on financial management is developed and implemented.	Number of budget holders trained. Number of training courses offered. Number of staff participating in training.	All staff offered the opportunity to participate in relevant training during the year. Each school/centre budget holder receives training in financial management at least once in every three year period.	Training Needs Analysis conducted during the year.

Priority 7				Departmental reporting deadlines
Action	Performance	Target/Goal	Achievements	
Reporting deadlines set by the Department of Education, the Department of Further and Higher Education, Innovation and Science, SOLAS, Department of Children, Equality, Diversity, Inclusion and Youth are adhered to.	Adherence to deadlines. New reports developed using d/EPM functionality.	FAR, Annual Service Plan, Annual Financial Statements and Annual Report all submitted by due dates. Continue to develop and enhance the roll out of the new d/EPM reporting module to enhance reporting capability and timely decision-making. Develop additional reporting on the back of the merged system.	All deadlines met.	

Priority 8				Risk Management Policy
Action	Performance	Target/Goal	Achievements	
The Board should ensure there is an ongoing process designed to identify and address significant risks involved in achieving an entity’s outcomes. The Audit and Risk Committee should support the Board in this role and update the Corporate Risk Register at least annually.	Up-to-date Risk Management Policy. Updated Corporate Risk Register. Review of Risk Management performed by Board/ARC.	Update the Donegal ETB Corporate Risk Register annually and Risk Management policy in line with policy requirements.	Corporate Risk Register was updated and reviewed by Senior Management, ARC and Board.	



Priority 9		Internal Controls	
Action	Performance	Target/Goal	Achievements
The Board should ensure that it receives adequate assurance that specified controls are operating as intended.	Board receives and reviews assurances from management and the Audit and Risk Committee regarding the operation of the internal control structure.	Statement of Internal Control reviewed annually by ARC and Board.	Statement of Internal Control completed and reviewed by ARC and Board.

Priority 10		Develop organisational structures and systems to meet the changing needs of the organisation	
Action	Performance	Target/Goal	Achievements
Engage with the Department of Education, DFHERIS, SOLAS and ETBI to seek to implement proposed new organisational structures, to enable Donegal ETB to meet its statutory obligations and to carry out new and enhanced functions.	Identification of preferred organisation structure.	Structures Reviewed.	Sanctions received from the Department of Education and DFHERIS for a number of new posts. Agreement to assign some of these posts to establish a new department of Innovation, Change Management and Capital Development within the organisation, recruitment currently being progressed.
		Progress Organisation Design Phase II.	
		Progress FET Estates Strategy.	
		Progress FET College concept.	
Examine the FET College of the Future concept from a capital investment perspective.			Discussions with DE regarding ODII progressing with Department of Education.
			Donegal ETB regularly engaging with SOLAS / DFHERIS regarding the future FET Estates Strategy and FET College concept.

Priority 11

Efficiently use resources

Action	Performance	Target/Goal	Achievements
<p>Ongoing guidance provided to Principals and Centre managers / budget holders on the best use of financial and staffing resources to maximise delivery of ETB services.</p> <p>Increased use of digitisation to enhance productivity and improve sustainability.</p>	<p>Delivering services that meet user needs.</p>	<p>Annually identify opportunities for sharing best management and leadership practices and resources across the organisation.</p>	<p>OSD managers meet regularly with Principals and Deputy Principals.</p> <p>Extensive training provided to staff in OSD, Centres and Schools during transition to Shared Services.</p> <p>Agreement to establish a new Department of Innovation, Change Management and Capital Development to drive digitisation agenda.</p>
<p>Implement Payroll Shared Services project.</p>	<p>Transition to Payroll Shared Services completed.</p>	<p>Transition completed and payment deadlines continue being adhered to.</p>	<p>Move to Shared Services completed.</p>
<p>Progress Finance Shared Services project.</p>	<p>Transition to Finance Shared Services completed, residual business processes reviewed.</p>	<p>Transition to Finance Shared Services completed.</p>	<p>Move to Shared Services completed.</p>
<p>Review of ICT resources with a view to integration across all directorates</p>	<p>ICT Working Group established.</p>	<p>Develop an Action Plan for an integrated ICT strategy.</p>	<p>Strategy developed and presented to Principals and Managers, now moving towards procurement / financing</p> <p>Action Plan developed and implementation begun during 2024.</p>

Priority 12

Communicate effectively

Action	Performance	Target/Goal	Achievements
Develop a clear and effective communications strategy for Donegal ETB.	Improved understanding within the local community of the range of services being provided by Donegal ETB.	Produce draft communications strategy. Growth in key social media metrics.	A draft Communications Strategy has been created with further input required. Additional dedicated resources required to progress the launch of the FET website. A FET marketing strategy will be developed alongside this work.
Communications Advisory Group to oversee implementation and advice on communication matters.	Create a stand alone FET website and marketing strategy in line with FET Future Strategy and FET College of the Future concept.	New FET website launched and FET marketing strategy devised.	
Review FET marketing strategy.			
Review Donegal ETB website	Website kept up to date	Website kept updated and reviewed regularly	Website kept updated and reviewed regularly.
Enhance the profile of Donegal ETB within the community.	Increased social media presence and statistical indicators.	Achieving 1,500 media items across print, broadcast and online publishing at least 12 press releases.	24 blogs published.
Seek additional resources to improve communication capacity.	Additional resource obtained.		23 website news items including fifteen press releases published.
Leverage ETB Week organised by ETBI to enhance the profile of Donegal ETB.	Increased awareness of Donegal ETB and its services.	Publishing 24 blogs in 2024 to represent all sections of the organisation.	
		Aiming for 200,000 website users. Growth in key social media metrics.	





Priority 13			
Ensure effective data protection			
Action	Performance	Target/Goal	Achievements
<p>Continue to enhance Donegal ETB's cyber security infrastructure.</p> <p>Participate in a Sectoral project working towards National Cyber Security Centre (NCSC) baseline standards. Continue to participate in the HEAnet SOC/SIEM project.</p> <p>Workshop with ETBI to apply learnings from IAU reviews of ICT.</p>	<p>No loss/theft of data as a result of cyber attack.</p>	<p>Ensure Donegal ETB data is protected as far as possible.</p>	<p>Initial consultation meeting held with Internal Audit Unit/KOSI Corporation in June 2024.</p> <p>Cross-functional Information Security Management System (ISMS) working group established and work on implementation plan begun.</p>
<p>Dedicated Data Protection (DP) function in place and training provided.</p>	<p>Number of data breaches reported.</p>	<p>No significant data breaches requiring reporting to Data Protection Commissioner.</p>	<p>We reported one data breach to the Data Protection Commissioner in 2024.</p>

Priority 14

Engage effectively with stakeholders and develop partnerships

Action	Performance	Target/Goal	Achievements
Build on relationships already established with local community groups and employers and with relevant voluntary, statutory, cross border and other organisations to work towards shared goals: Donegal County Council, Atlantic Technological University, Údaras na Gaeltachta, IBEC, DWIBN, DETE, North West Tertiary Education Cluster (NWTEC), ICBAN. Additional Tertiary courses developed with ATU.	<p>Memorandum of Understanding/Service Level Agreements signed.</p> <p>Specific projects agreed with various stakeholders with work plans and targets outlined.</p> <p>Allocation of appropriate resources, if applicable.</p> <p>PeacePlus/Shared Island funding applications to be considered.</p> <p>Outcomes assessed against shared goals.</p> <p>Increase in number of employers engaging with our enterprise unit.</p> <p>Actions achieved in North West Regional Enterprise Plan.</p> <p>Participate in events to promote Donegal and the North West organised by relevant Councils, Enterprise Ireland, IDA etc.</p> <p>Increased numbers on tertiary courses.</p> <p>Be a lead or support partner on a number of Local Economic and Community Plan actions.</p>	<p>Establish a working group to advance actions under Memorandum of Understanding with Údaras na Gaeltachta.</p> <p>Complete actions under the ICBAN working group.</p> <p>NWTEC Conference and work plan completed.</p> <p>ATU collaboration progressed: metal fabrication apprenticeship.</p> <p>Improve knowledge of skills training offering at IBEC regional meetings.</p> <p>Complete actions allocated to Donegal ETB as part of North West Regional Economic Partnership.</p> <p>Participate as required in events to promote the region.</p> <p>Participation in Donegal County Council Peace Partnership.</p> <p>Aim to provide at least one Tertiary degree.</p> <p>Contribute meaningfully to the Local Economic and Community Plan, 2023–2029.</p>	<p>ICBAN actions progressing re PeacePlus funding application. ICBAN collaboration via PeacePlus project Green Accelerator Skills Programme (GRASP) has continued.</p> <p>NWTEC Conference held at Ulster University on 29 May 2024.</p> <p>ATU Metal Fabrication project has been signed off.</p> <p>Skills mentioned at each IBEC Regional Executive Committee meeting.</p> <p>NWREP actions ongoing.</p> <p>Donegal ETB on Peace Partnership steering committee. Ongoing participation in events to promote the region.</p> <p>Nursing pathway programme running 2024/25.</p> <p>Engagement and feedback offered re Local Economic and Community Plan.</p> <p>Engagement with Údaras na Gaeltachta is continuing at national level with meeting between Chief Executive and Chief Executives of Gaeltacht ETBs.</p>





Engage effectively with stakeholders and develop partnerships

Priority 15

Follow best practice in procurement

Action	Performance	Target/Goal	Achievements
<p>Implement updated Procurement Policy in line with best practice.</p> <p>Implement Article 5.2 for 2024.</p> <p>Increased use of 'green' criteria as part of procurement process.</p>	<p>Reduce value of non-compliant procurement.</p> <p>More procurement competitions including the use of 'Green' criteria.</p>	<p>Value of non-compliant procurement reduced.</p> <p>All procurement exercises include 'Green' criteria where possible.</p>	<p>Use of green criteria at the specification and evaluation stages have become a standard feature in all relevant tender competitions. This encourages suppliers to deliver environmentally responsible solutions.</p> <p>Procurement Policy updated.</p>
<p>New/continuing initiatives for improving procurement compliance.</p>	<p>New/continued initiatives implemented e.g. Hosting 'bidders briefings' to improve participation and understanding of public sector procurement requirements among suppliers.</p>	<p>Achieve all key performance indicators contained in the annual Corporate Procurement Plan/Multi Annual Procurement Plan process.</p>	<p>Corporate Procurement Plan and Multi Annual Procurement Plan both updated.</p> <p>Bidders Briefing session held to enhance market engagement with suppliers and support SMEs, providing guidance on navigating eTenders/national frameworks and of upcoming competitions. Direct invites were issued to existing suppliers and the event was promoted on social media platforms to attract interest from new and potential suppliers.</p>

Priority 15 cont.

Follow best practice in procurement

Action	Performance	Target/Goal	Achievements
New/continuing initiatives for improving procurement compliance.	New/continued initiatives implemented e.g. Hosting 'bidders briefings' to improve participation and understanding of public sector procurement requirements among suppliers.	Achieve all KPIs contained in the annual CPP/MAPP process.	<p>Development of short instructional videos to assist suppliers experiencing difficulties with the eTenders platform.</p> <p>Implementation of alternative procurement procedures such as the establishment of supplier panels, to support more flexible and efficient purchasing.</p> <p>A training day for school administrative staff was held to promote procurement awareness within the organisation.</p>

Priority 16

Ensure compliance with statutory and regulatory requirements

Action	Performance	Target/Goal	Achievements
Continuous review of the legislative / governance requirements of Donegal ETB operations and ensure implementation of outcomes.	Statement on Internal Controls.	No significant compliance breaches.	No significant compliance breaches reported.
Identify and deliver a number of actions under the address step of the Public Sector Duty.	Identified actions under Address Step of Public Sector Duty delivered in 2024.	Include a report on the implementation of the Duty in our 2024 Annual Report.	Completed an equality and human rights impact assessment on Equality, Diversity and Inclusion policy, Recruitment and Retention Operational policy, Student Voice policy, Access, Transfer and Progression policy (initiated), and the Bí Cinnealtás school policy (initiated). The website includes a page outlining the Duty.

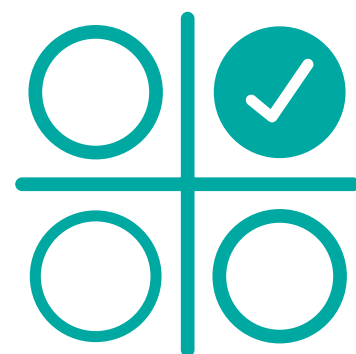
Priority 17

Ensure full compliance with the most up to date
Child Protection Procedures for Primary and
Post Primary Schools

Action	Performance	Target/Goal	Achievements
Approval of Child Safeguarding Statements by BOMs.	Child Safeguarding Statements produced.	All statements approved by BOMs.	<p>Child Protection item on all Board of Management meetings. Designated Liaison Person, Deputy Designated Liaison Person and Safeguarding Statement approved at BoM.</p> <p>Also discussed at Principals and Deputy Principal meetings.</p>
Training for Principals/ Deputy Principals and BoMs.	Number of Principals / Deputy Principals trained.	All training to be completed.	Principals/Deputy Principals avail of Oide training on Child Protection for Schools.
Completion of Child Protection Oversight Reports by Principals	Number of reports completed.	All reports to be completed.	Oversight reports presented at each BoM.
Staff are aware of their responsibilities under Child Protection.	<p>Inspection Reports.</p> <p>Oversight of BoM minutes.</p>	Full awareness by all relevant employees of their Child Protection responsibilities.	<p>Child Safeguarding Training is included as part of the HR online induction process. In addition FET have conducted Child Safeguarding Training for all Centre Managers in 2024. Senior Management have been advised to ensure that staff have participated in relevant training.</p>

5.4: Goal

Specific Strategic Priorities



In addition to the above nationally agreed goals and priorities, the following specific strategic priorities for Donegal ETB were commenced or advanced during 2024 to ensure the progression of the overall Strategy Statement:

5.4: Goal Specific Strategic Priorities

Goal	Priority	Action	Performance	Target	Achievements
Protection	Assist the Department of Education (DE), as needed, to meet the needs arising from the Irish Refugee Protection Programme and provision for international protection applicants.	<div>Embed the REALT Staff Team to assist in meeting the challenges of placing Ukrainian children in primary and post primary schools.</div> <div>Provide appropriate resources to work in partnership with other agencies to provide appropriate services for refugees and asylum seekers.</div>	<div>Integration and progression into mainstream programmes.</div> <div>Appropriate provision in place for new communities as required.</div>	Provide all required support.	The REALT staff liaising with schools as regards placements for Ukrainian and IPAS students. Regular updates to Donegal ETB Board members.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Capital Projects	Address school provision in Buncrana.	Work with the Department of Education to progress the building project.	Progress the project through the DE school building project stages.	Continue to liaise with relevant authorities.	Project approved by Department of Education to proceed to Stage 2b in December 2024. School buildings projects being progressed in relation to Errigal College, Crana College, Mulroy College, Moville Community School, Gairmscoil Chú Uladh, Abbey Vocational School, St Catherine's Vocational School, Coláiste na Carraige and Coláiste Eoghain.
	Errigal College, Letterkenny.	Major extension Project (Devolved) 9,000m ² .	Progress the project through the DE school building project stages.	To accommodate long term projected enrolment of 750 pupils.	Currently working with our Design Team and Donegal County Council to progress issues arising from the planning process.
	Moville Community College.	Major extension Project (Devolved) 5,000m ² .	Progress the project through the DE school building project stages.	To accommodate long term projected enrolment of 550 pupils.	Good progress is being made on this construction project with expected completion for 2025/26 academic year.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Youth Work	Expand, enhance and support Youth Work provision in the Donegal ETB area by ensuring the provision, coordination and oversight of youth work programmes and services.	Continued support and guidance for all established youth service provision, including staff and volunteer-led projects and clubs through schemes such as UBU Your Place Your Space, to influence and promote a strong youth sector.	Increase access to new youth services and additional youth workers through continued state investment.	Growth in numbers of young people supported, increased investment in youth activities.	Ongoing liaison with UBU projects.
	Access to mainstream youth services for all young people, whatever their circumstances, and responsive to current and emerging needs.	Build on the good interagency work and collaboration through Donegal ETB Youth Work Committee, CYPSC, Donegal Youth Council, Tusla and HSE.	Increased numbers supported through various youth activities (Youth Clubs, Youth Information Centres, UBU projects).		Emphasis on introducing Standard Operating Procedures within Donegal ETB for the administration of youth projects.
	Funding to support services and opportunities aimed at all young people, and supported by a sustainable and transparent funding infrastructure.	Collaboratively address the needs of children and young people through youth work and other effective methodologies.	Planning and Progress Review Meetings (PPRMs) held with UBU funded Youth. Organisations, to review and discuss the delivery of the UBU Service.		Regular meetings of the internal Youth Coordination Group.
		Ensure strong governance structures are implemented.	Children and young people are a focal point for everyone, placing their rights and well-being as a core part of policy and decision-making.		Establishment of a new Youth Committee under the new Board of Donegal ETB.
			Young people participating in high-quality non-formal youth provision embracing the five National Outcomes.		

First Climate Action Roadmap submitted in 2024.



Goal	Priority	Action	Performance	Target/Goal	Achievements
Sustainability /Energy Efficiency	Begin implementation of a Climate Action Roadmap.	Identify actions that we can implement to start addressing the Donegal ETB "Gap to Target" as part of the national Climate Action Plan and the Public Sector mandate via Energy Audits and other means.	Produce an action plan for energy management / sustainability initiatives for 2024.	Energy Management Working group will target progress in the following areas:	First Climate Action Roadmap submitted in 2024.
		Increase staff awareness regarding Energy Management and Sustainability Include sustainability / care for the environment as a scoring category in relevant procurements.	Number of energy audits completed. Securing funding to implement. Energy consumption data.	<ul style="list-style-type: none">— Awareness— Reduction in energy consumption and emissions— Digitisation— Identifying funding sources - Identifying opportunities for collaboration both internally and externally with other bodies— Donegal ETB as a training provider for sustainability / energy efficiency	Four applications for funding submitted for climate initiatives under FET Minor Capital Works Programme. PV Panels installed in most Donegal ETB schools. Workshop held with building caretakers to develop energy management checklists. A new Assistant Principal Officer post sanctioned by DE will assume responsibility for Climate Action as part of their brief. Climate, Energy Management and Sustainability Steering Group, and Energy Management Working Group, both meeting regularly.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Sustainability /Energy Efficiency					<p>School Green Teams operating in Schools.</p> <p>Complied with the SEAI's Public Sector Monitoring and Reporting system requirements to report energy, emissions and related data to SEAI for 2024 to enable Sustainable Energy Authority of Ireland (SEAI) to track our progress towards energy and climate policy targets.</p> <p>Buildings Register and Buildings Stock Plan have been updated to assist in further developing our Gap to Target.</p>

Goal	Priority	Action	Performance	Target/Goal	Achievements
Cross Border Tertiary Education Cluster	In 2018 the North West Strategic Growth Partnership (NWSGP), in partnership with the FE and HE institutions of the Northwest City Region, announced a new agreement in education, training and innovation to establish the Cross-border Tertiary Education Cluster.	To continue to progress the work of the cluster with ATU, North West Regional College and Ulster University.	Identified in Work Plan; focus on documenting and streamlining progression pathways during 2024.	Regular meetings of working groups and reports delivered on agreed outputs.	Attended EU-RASHE Conference in May and won an award for the work of the cluster.
			Project Workers to develop appropriate action plans in accordance with the Cluster objectives and under the guidance of a Steering Group and the Cluster members.	Work Plan targets achieved for 2024.	Monthly meetings of NWTEC Steering Committee and reports delivered on work plan.
					Achievement of targets is on track with significant work to date on the website and collaboration with partners.
					All project officers in place. PeacePlus DEPTH application submitted. Strategy Day held on 22nd of March.
					Smart Industry Board meetings held with continued engagement with industry.
					DFHERIS continues to engage in relation to possible funding streams.
					Further possible PeacePlus application to address research on cross border barriers.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Community National Schools	Continue to gauge the need for additional choice in patronage in relation to primary schools.	Monitor the need for this new patronage arrangement by meeting with existing patrons and promoting the CNS model.	Respond to inquiries received by meeting relevant parties and providing further information upon request.	Meet any identified need for Community National schools.	One meeting held during the year regarding an expression of interest.
Donegal Music Education Partnership	Contribution to Donegal ETB.	Lead the way in performance music education across Donegal. Support the development of young musicians and contribute to the cultural life of the county.	Maintaining numbers doing tuition. Deliver a busy programme of events. Work with a wide range of partners.	Student timetables maintained and developed in centres. DMEP concert series and workshops held. Key relationships sustained with schools and centres, others.	Music tuition programme provided. Performance opportunities for students. The Music Development Manager resigned at the end of 2024. Interim measures in place until a full-time position is filled.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Drugs and Alcohol	Promote and protect health and well-being.	Research, design and deliver a range of continuous professional development courses in the North West Region to address the need for upskilling, knowledge refreshment and enhancement of professional development skills, educational and training needs within professional frontline staff. Deliver on national training objectives in respect of alcohol and other drugs.	Reach of communications via various networks / partnership and stakeholders.	Improved access for all via technology.	Ongoing training provided in Drugs, Alcohol and illegal substances.
	Minimise the harms caused by use and misuse of substances.	Support participation of individuals, families and communities	Design and deliver short courses available to community members and those in recovery as well as professionals to contribute to knowledge skills and inform change and approaches to the issues.	Numbers of participants on various training courses.	Address emerging trends and keep professionals informed of the same via training opportunities.
		Engage with the regional task force on projects that work with marginalised groups to address alcohol and other drug use.	Learner feedback.		Ongoing training provided in Drugs, Alcohol and illegal substances.

Goal	Priority	Action	Performance	Target/Goal	Achievements
Mica and Affected Schools	Seek additional resources to support students and staff.	Continue to advocate for the necessary additional resources to support students and staff.	Progress the allocation of resources.	Increased support available in affected schools.	Donegal ETB sought additional supports but none were received. Having to utilise pre-existing measures for supports in this area.

Abbreviations

Parent – refers to parent or guardian
Student – refers to student/learner

Acronyms	Definition
ARC	Audit and Risk Committee
ATU	Atlantic Technological University
BOM	Board of Management
CLG	Company limited by Guarantee
CLLR	Councillor
CPD	Continuous Professional Development
CYPSC	Children and Young People’s Services Committee
DCC	Donegal County Council
DCU	Dublin City University
DE	Department of Education
DEIS	Delivering Equality of Opportunity In Schools
DETE	Department of Enterprise, Tourism and Employment
dEPM	Dynamic Enterprise Performance Management
DFHERIS	Department of Further and Higher Education, Research, Innovation and Science
DMEP	Donegal Music Education Partnership
DWIBN	Donegal Women in Business Network
ETB	Education and Training Board

Acronyms	Definition
ETBI	Education and Training Boards Ireland
FET	Further Education and Training
HSE	Health Service Executive
IBEC	Irish Business and Employers Confederation
ICT	Information and Communications Technology
IDA	Industrial Development Authority
ICBAN	Irish Central Border Area Network
IL	Instructional Leadership
IPAS	International Protection Accommodation Service
MOU	Memorandum of Understanding
OETC	Outdoor Education and Training Centre
OSD	Organisation Support and Development
REALT	Regional Education and Language Team
SAP	SAP Financial Management Systems
SEN	Special Educational Needs
SUN	SUN Financial Management Systems
TL21	Teaching and Learning for the 21st Century

Contact us

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