



gretb

Bord Oideachais agus Oiliúna
na Gaillimhe agus Ros Comáin
*Galway and Roscommon
Education and Training Board*

Galway and Roscommon Education and Training Board

Annual Report 2023

Funded by:



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



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An tArdáil Oideachais Léarnúigh agus Scileanna
Further Education and Training Authority

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Message from the Cathaoirleach and the Chief Executive of Galway and Roscommon ETB



Galway and Roscommon Education and Training Board (GRETB) is pleased to present our Annual Report for 2023. This report provides an opportunity to thank each member of the Board for their active co-operation in promoting the mission of Galway & Roscommon ETB in so many ways – serving on Interview Boards, participating in Boards of Management, in Consultative Committees, attending Regional and National Meetings. We would like to express our formal appreciation to the Principals, Deputy Principals and Co-ordinators for the progressive manner in which they lead their schools and centres; the teachers for the quality of their work both inside and outside the classroom; the Adult and Further Education and training staff, for their commitment to quality in a time of great change for the sector; the ancillary and administrative staff for their dedication, commitment and loyalty; the parents for their unfailing support; the Boards of Managements, the various Committees, who give so generously of their time in promoting the work of GRETB.

GRETB's strategy is "Empowering people for life". This report demonstrates GRETB's commitment to respond to the needs of our learners availing of our services at primary, post-primary and further education and training levels. Our learners are at the heart of everything we do and our aspiration for each of them is that they are empowered for life through their experiences with Galway & Roscommon Education and Training Board.

We wish to acknowledge the officials of the Department of Education, Department of Further & Higher Education, Research, Innovation and Science, SOLAS, Department of Children & Youth Affairs, Department of Culture, Heritage and the Gaeltacht, Music Generation National Development Office, Léargas and all of our other funders for their support and co-operation in expanding the work of GRETB.

Finally, we also wish to acknowledge the retirements of long serving members of staff and wish them health and happiness in their retirement and to thank them for their service to the learners in our care.

Gabhaim buíochas ó chroí le chuile dhuine a d'oibrigh agus a oibríonn le Bord Oideachais agus Oiliúna na Gaillimhe agus Ros Comáin. Go raibh míle maith agaibh go léir.

Cllr Michael Maher
Chairperson

Mr. David Leahy
Chief Executive

Board of Galway and Roscommon Education and Training Board

CHIEF EXECUTIVE – MR. DAVID LEAHY

BOARD MEMBER	Nominating Body
Ms. Bernadette Costello	Bodies specified by the Minister
Ms. Nora Fahy	Bodies specified by the Minister
Dr. Michael Hannon	Bodies specified by the Minister
Ms. Mary Mullarkey	Bodies specified by the Minister
Mr. Tomás O Nidh	Bodies specified by the Minister
Cllr. Michael Crowe (Resigned 2023)	Galway City Council Nominee
Cllr. John Connolly	Galway City Council Nominee
Cllr. Noel Larkin	Galway City Council Nominee
Cllr. Terry O'Flaherty	Galway City Council Nominee
Cllr. Karey McHugh Farag (Resigned 2023)	Galway County Council Nominee
Cllr. Dr. Evelyn Parson	Galway County Council Nominee
Cllr. Michael Maher (Chairperson)	Galway County Council Nominee
Cllr. Peter Roche	Galway County Council Nominee
Cllr. Thomas Welby	Galway County Council Nominee
Cllr. Shane Curley	Galway County Council Nominee
Cllr. Mary Hoade	Galway County Council Nominee
Cllr. Laurence Fallon	Roscommon County Council Nominee
Cllr. Kathleen Shanagher (Deputy Chairperson)	Roscommon County Council Nominee
Cllr. John Cummins	Roscommon County Council Nominee
Mr. Daniel Cronin	Staff Nominee
Ms. Jean Beswick	Staff Nominee

Dates of GRETB Board Meetings 2023

21st February	28th March	9th May	13th June	12th September	14th November
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Board Members' Attendance

Board Members Attendance – January to December 2023

Board Members' Name	21.02	28.03	09.05	13.06	12.09	14.11	Meetings Attended
Cllr Noel Larkin	✓	✓	X	✓	✓	✓	5/6
Cllr Michael Crowe	X	Resigned					
Cllr John Connolly			Replaced Cllr M Crowe	X	X	X	0/3
Cllr. Terry O'Flaherty	✓	✓	✓	✓	✓	✓	6/6
Cllr. Kathleen Shanagher	✓	✓	✓	✓	✓	✓	6/6
Cllr. Laurence Fallon	✓	✓	✓	X	✓	✓	5/6
Cllr John Cummins	✓	x	✓	✓	X	X	3/6
Cllr. Michael Maher*	✓	✓	✓	✓	✓	✓	6/6
Cllr. Karey McHugh Farag	✓	✓	X	X	Resigned		2/4
Cllr Dr Evelyn Parsons						Replaced Cllr McHugh	
Cllr. Thomas Welby	x	✓	X	✓	✓	✓	4/6
Cllr. Shane Curley	✓	x	✓	X	X	✓	3/6
Cllr. Peter Roche	✓	✓	✓	✓	✓	✓	6/6
Cllr. Mary Hoade	✓	✓	✓	✓	✓	✓	6/6
Ms. Jean Beswick	✓	✓	✓	✓	✓	✓	6/6
Mr. Daniel Cronin	x	✓	✓	✓	✓	✓	5/6
Ms. Bernadette Costello	✓	✓	✓	✓	✓	✓	6/6
Mr. Tomas O Nidh	✓	✓	✓	x	✓	✓	5/6
Ms. Nora Fahy	x	✓	✓	✓	X	✓	4/6
Ms. Mary Mullarkey	✓	✓	✓	x	✓	✓	5/6
Dr. Michael Hannon	✓	✓	X	✓	✓	✓	5/6

*Cllr Michael Maher is a member of ETBI Reserved Members Forum

The Board has established two Committees in accordance with Section 45 of the 2013 Act: the Audit and Risk Committee and the Finance Committee. The purpose of these two Committees is to assist the Board with its consideration of issues relating to audit, governance, risk management and finance, however, the Board of GRETB maintains responsibility for, and makes the final decisions on all these areas. Both the Audit and Risk Committee and the Finance Committee five times in 2023.

Audit & Risk Committee

Register of Attendance and Frequency of the Audit & Risk Committee Meetings							
Committee Membership 2023		9 th March	21 st March	30 th May	15 th September	24 th November	Meetings Attended
Ms Martina Moloney (Chairperson)	External Member	✓	✓	✓	✓	✓	5/5
Mr Gerry Finn	External Member	✓	✓	✓	✓	✓	5/5
Brother James Mungovan	External Member	X	Resigned				X
Ms Mary Coyne	External Member	✓	✓	✓	X	✓	4/5
Cllr Laurence Fallon	Board Member	X	X	✓	✓	✓	3/5
Cllr Mary Hoade	Board Member	✓	✓	✓	✓	✓	5/5
Mr Michael Henehan	External Member		Replaces Br James	✓	✓	✓	3/3

Finance Committee

Register of Attendance and Frequency of the Finance Committee Meetings							
Finance Committee Membership 2023		16 th February	21 st March	6 th June	3 rd October	5 th December	Meetings Attended
Ms. Mary Mullarkey (Chairperson)	Board Member	✓	✓	✓	✓	✓	5/5
Cllr. Michael Maher	Board Member	✓	✓	✓	✓	✓	5/5
Cllr. Michael Crowe	Board Member	X	Resigned				X
Mr Jim Fennel	External Member		Replaced Micheal Crowe	✓	✓	X	2/3
Ms. Bernadette Costello	Board Member	✓	✓	✓	✓	✓	5/5
Mr. Ivor Gleeson	External Member	X	✓	✓	✓	✓	4/5
Mr. Charlie Notley	External Member	✓	✓	✓	✓	✓	5/5

In addition to the Audit and Risk, and the Finance committees, the work of the Board is also supported by the following committees:

- Further Education, Apprenticeship and Training,
- Youthreach,
- Petersburg Outdoor Education and Training Centre,
- Youth and Arts,
- Boards of Management in GRET B schools.

Governance

Governance Structure

Galway and Roscommon Education and Training Board (GRETB) is a local statutory, education and training authority. GRETB has a Board which is established in accordance with Section 30 of the Education and Training Boards Act 2013. The Board consists of 21 members, of which 12 members are elected by the local authorities; 2 members of staff; 2 parent representatives and 5 members with a specialist knowledge of education and training.

Functions of the Board

The functions of the Board, known as reserve functions, are set out in Section 12 of the Education and Training Board Act 2013 (see summary below):

- A request to the Minister for a name by which the Board may describe itself for operational purposes,
- The appointment of a Chief Executive,
- The suspension of a Chief Executive,
- The establishment of a scholarship,
- The giving of an opinion as to persons with whom the Chief Executive must consult in the preparation of a strategy statement,
- The adoption of a Strategy Statement,
- The adoption of an Annual Report,
- The acceptance of gifts or being constituted as a trustee,
- A decision to authorise the attendance by a member at a conference, seminar, meeting, or event,
- In relation to an ETB Committee (i) the establishment or dissolution of the Committee (ii) the determination of the terms of reference and the regulation of the procedures of the Committee (iii) the appointment or removal from office of a member (including the chairperson) of the Committee, and (iv) the confirmation of an act of the Committee,
- In relation to a Finance Committee and an Audit and Risk Committee: (i) the establishment of those Committees (ii) the appointment and removal of a member (including the Chairperson) of those Committees, and (iii) the receipt of a report prepared by each of those Committees and the determination of what action (if any) should be taken because of the findings of any such report,
- The adoption of an annual Service Plan,
- The power to borrow money,
- The keeping of accounts,
- The acquisition, holding and disposal of land, or any interest in land.

All other functions, known as executive functions, are the responsibility of the Chief Executive.

Code of Practice for the Governance of ETBs

The Board adopted the new Code of Practice for the Governance for Education and Training Boards 2019 and it is being implemented across the organisation.

GRETB compiled with its obligations under tax law, the public spending code, is committed to adherence to procurement policies and has prepared and is implementing a Corporate Procurement Plan. Each year the Chairperson of the Board submits a confidential statement to the Minister of Education.

Board's Role in Respect of Financial Statements

Section 51 of the Education and Training Boards Act 2013 requires the ETB to keep in such form and in respect of such accounting periods as may be approved by the Minister for Education and with the consent of the Minister for Finance and the Minister for Public Expenditure and Reform, all proper and usual accounts of the monies received or expended by it. In preparing the 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

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 reviewed the effectiveness of the system of internal control in the organisation as part of the process of approval for the annual accounts (for further details see GRETB's Financial Statements 2023 which will be available on the website www.gretb.ie once they have been audited). The Board considers that the Financial Statements 2023 of GRETB give a true and fair view of the financial position of GRETB as at 31 December 2023. In accordance with the Code of Governance for ETBs, the Chairperson's Report for 2023 (which included the Statement of Internal Control) was submitted to the Minister.

Risk Management

The Board through GRETB's Risk Management Policy, is committed to the implementation of a coherent, effective, and efficient framework for managing risks. The Board confirmed that it carried out an assessment of the principal risks in GRETB in 2023. These risks and the mitigating measures associated with same, are documented in GRETB's Corporate Risk Register. Risk management and the mitigating measures are also reviewed by the Audit and Risk Committee.

Public Sector Duty

GRETB have identified 6 values which underpin our Public Sector Duty, these include Dignity, Autonomy, Participation, Inclusion, Social Justice, and Environmental Justice. GRETB has set out a statement of priority and statement of process under each of these values, and an action plan is in place for the implementation of the duty.

Protected Disclosures

In accordance with the Protected Disclosures Act, GRETB confirms that no protected disclosures were received during the period from January to December 2023.

Official Languages Act

Section 10A of the Official Languages Act introduced a new obligation for public bodies in relation to advertising. This provision requires that at least 20% of advertising placed by the body shall be in the Irish language, and at least 5% of any monies spent on advertising by the body shall be through Irish language media. Based on an internal assessment, GRETB achieved the 20% requirement but fell short of achieving the 5% requirement in 2023. Corporate Services in conjunction with the Communications Team are working on ways to achieve this going forward.



Profile of Galway and Roscommon Education and Training Board

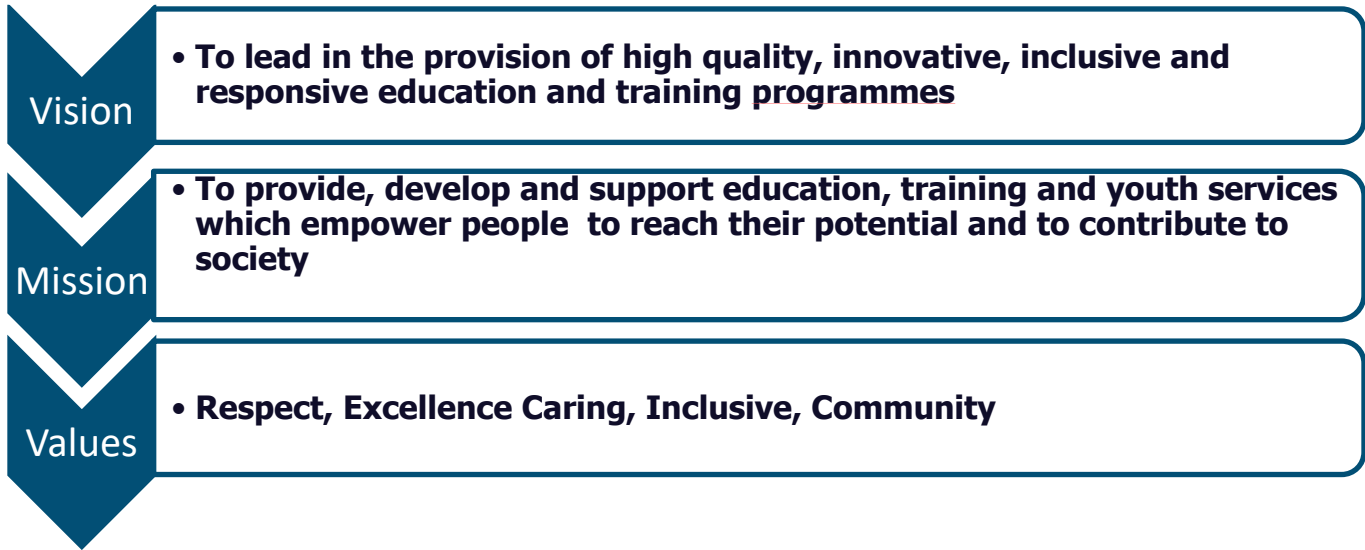
GRETB provides a wide range of education services across Galway and Roscommon. It caters for a diverse population with different educational, social, and cultural needs. It provides educational services to a population of over 346,446 (CSO 2022). These services include community national schools, post-primary schools, further education and training centres which includes the Outdoor Education and Training Centre in Petersburg, an Education Unit in Castlerea Prison, and an Education Centre for refugees in Ballaghaderreen. GRETB is the lead partner for three Music Generation projects (County Galway, Galway City and Roscommon) and is also responsible for supporting the provision, coordination, and assessment of youth work services Galway and Roscommon.

GRETB is the second largest ETB in the country, in terms of geographical area, and includes three islands. County Galway has the single largest and most populous Gaeltacht area in the country. Promoting Gaeilge is an essential element of GRETB's core service. GRETB has eight Coláistí lán-Ghaeilge/Gaeltachta and some of its Further Education and Training Centres in Connemara operate through Irish.

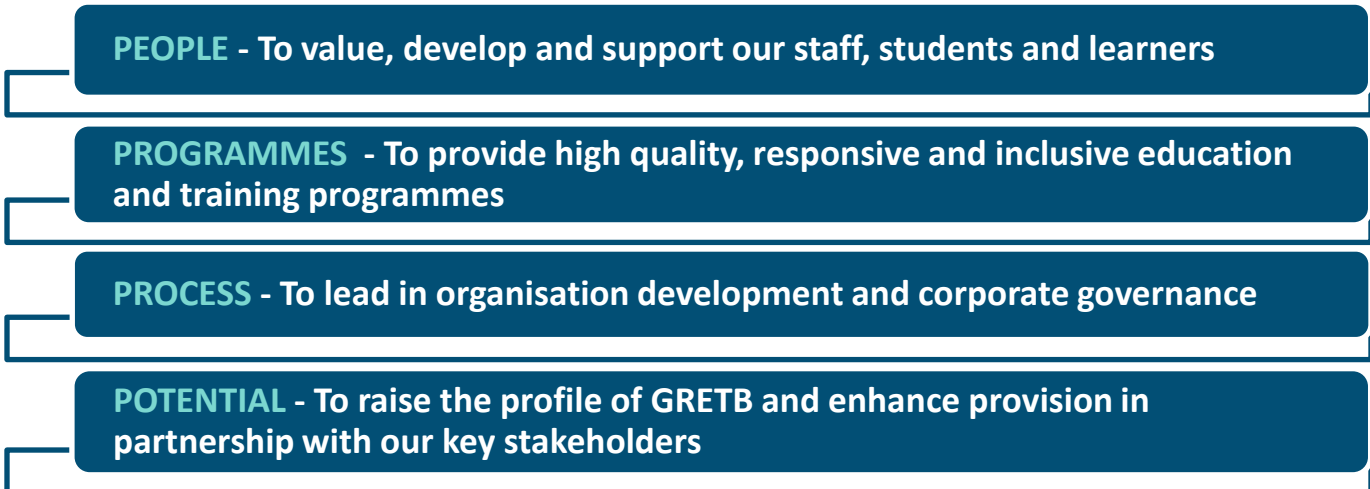


Vision, Mission, Core Values & Strategic Goals

GRETB Strategy Statement 2022-2026 was approved by our Board in December 2021. In preparing this Strategy Statement, key national strategies, such as the DoE's Strategy, the FET Strategy, and the other national strategies were considered. A collaborative cross-sectoral consultation process took place with key stakeholders, arising from which strategic goals and objectives were identified.

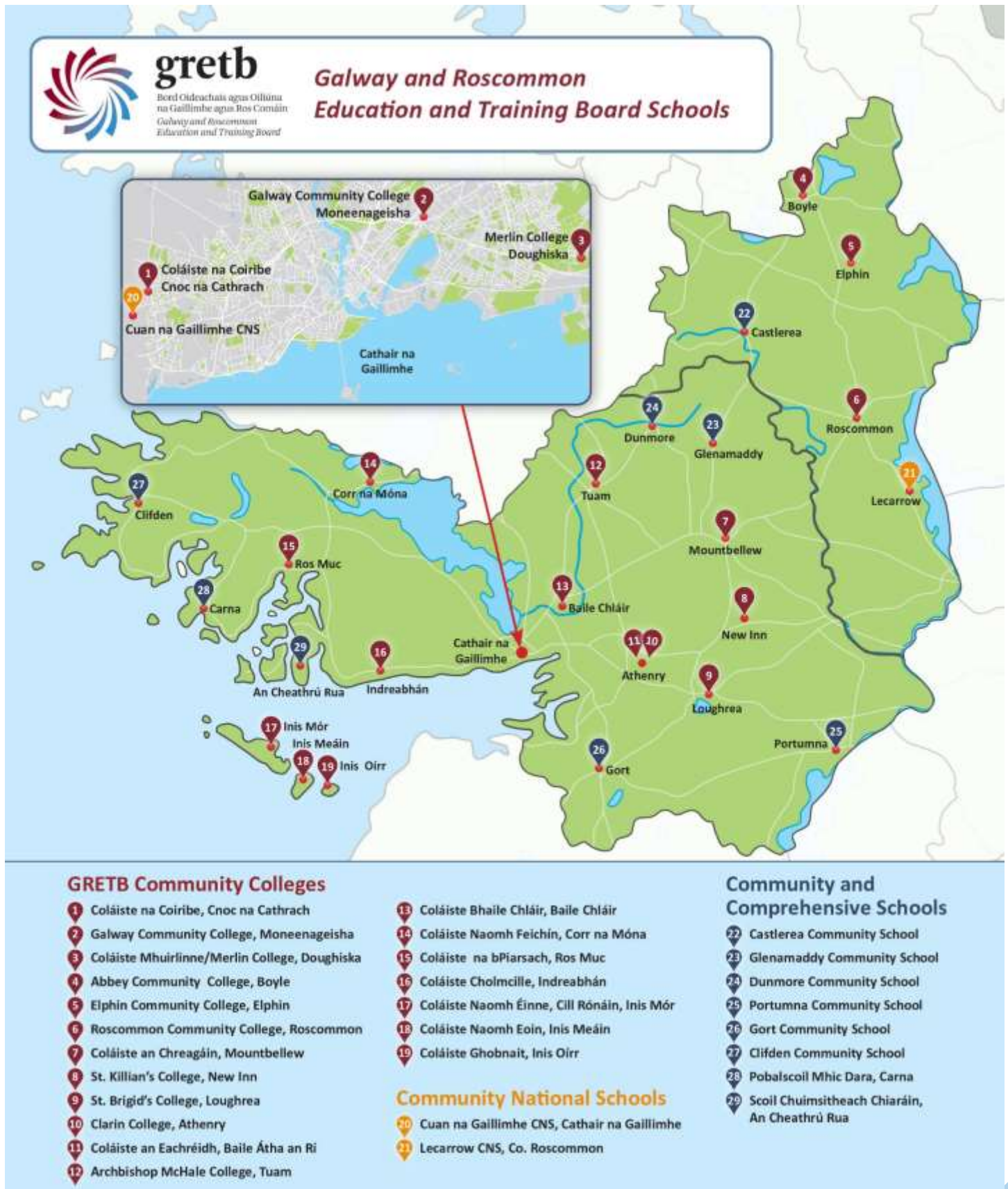


GRETB's Strategy Statement sets high level objectives for the organisation under four strategic goals, which are in line with national strategies on education:



GRETB's Tagline – Empowering People for Life

GRETB Schools and Further Education & Training Enrolment Figures



Community National Schools	Enrolments 23/24*
Lecarrow Community National School	34
Cuan Na Gaillimhe Community National School	113
Post Primary Schools (excluding PLC)	
Abbey Community College, Boyle	581
Archbishop McHale College, Tuam	422
Clarín College, Athenry	1015
Coláiste an Chreagáin, Mountbellew	87
Coláiste an Eachréidh, Baile Átha an Rí	236
Coláiste Bhaile Chláir, Claregalway	1277
Coláiste Chilleáin Naofa, New Inn	171
Coláiste Cholmcille, Indreabhán	104
Coláiste Ghobnait, Inis Oírr, Oileáin Árann	40
Coláiste Mhuirlinne/Merlin College, Galway City	724
Coláiste na bPiarsach, Ros Muc	65
Coláiste na Coiribe, Galway City	660
Coláiste Naomh Éinne, Cill Rónáin, Oileáin Árann	55
Coláiste Naomh Eoin, Inis Meáin, Oileáin Árann	41
Coláiste Naomh Feichín, Corr na Móna	70
Elphin Community College, Roscommon	200
Galway Community College, Galway City	386
Roscommon Community College	570
St Brigid's College, Loughrea	715
Total	7419

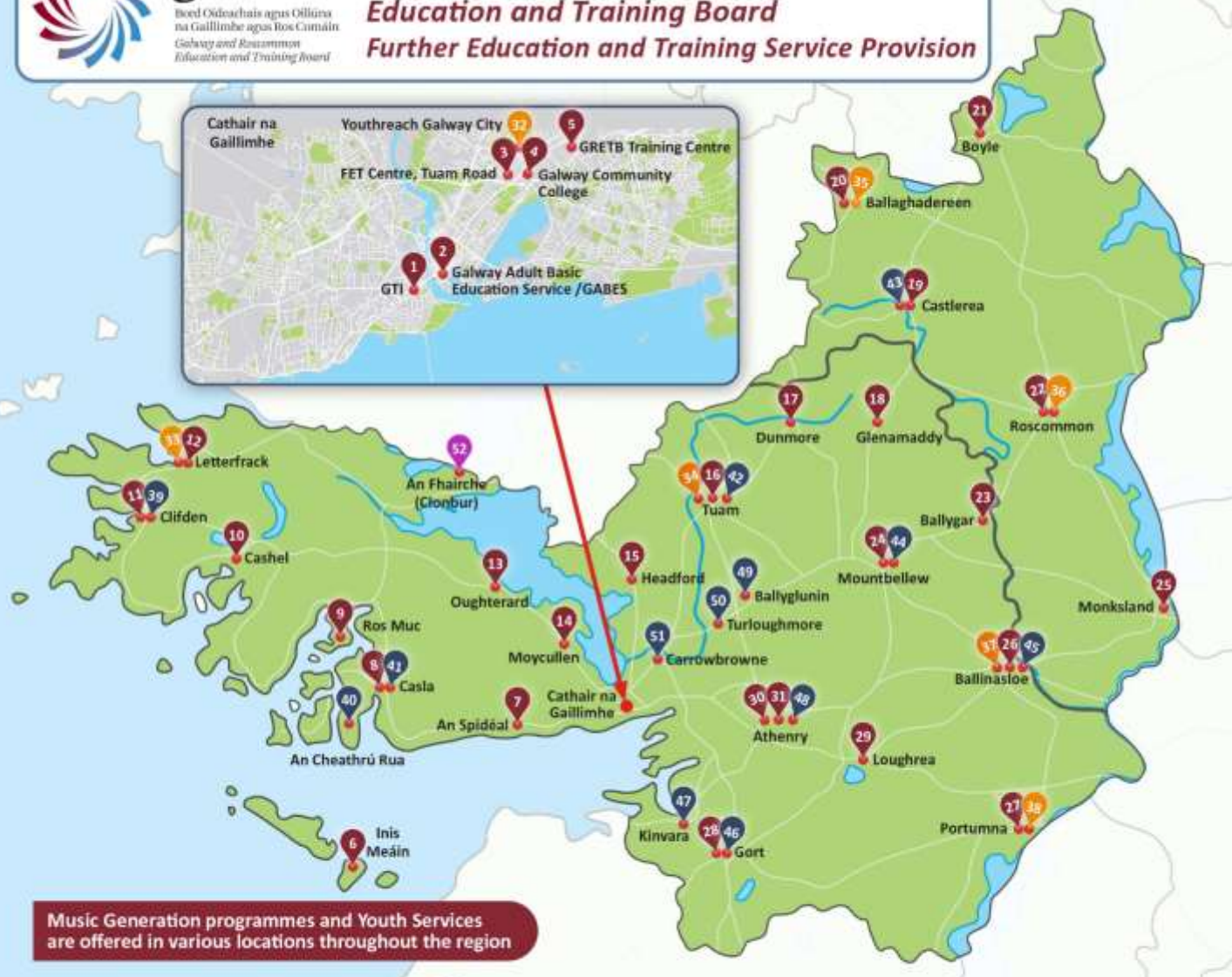
*Based on enrollments 30/09/2023



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Bord Oideachais agus Oiliúna
na Gaillimhe agus Ros Comáin
Galway and Roscommon
Education and Training Board

**Galway and Roscommon
Education and Training Board
Further Education and Training Service Provision**



Music Generation programmes and Youth Services are offered in various locations throughout the region

- 1-31 Further Education and Training Centres
- 32-38 Youthreach Centres
- 39-51 Co-operation Hours
- 52 Petersburg Outdoor Education and Training Centre

FET provision 2023 figures		
Programme Category	Distinct Learner	Beneficiaries
Apprenticeships - Phase 2	257	257
Post 2016 Apprenticeships	62	62
Adult Literacy Groups	1,572	2,196
Blended Training	30	32
BTEI Groups	2,318	3,490
Community Education	2,465	3,772
Community Training Centres	43	81
ESOL	2,920	4,341
Evening Training in FET	198	206
FET Cooperation Hours	527	1,384
FET Pathways from School	148	148
ITABE	20	20
Justice Workshop	49	75
Local Training Initiatives	140	170
Post Leaving Certificate	2,326	2,466
Other Funding	195	207
Online eCollege	223	226
Skills to Work	199	213
Skills to Advance	339	364
Specialist Training Providers	118	181
Specific Skills Training	380	425
Traineeship Training	202	224
Tertiary	19	19
VTOS Core	288	362
Youthreach	279	383
Distinct Learner v Activity:	15,317	21,304

*Beneficiaries refer to the total number of participants on programmes from the 1st January 2023 to the 31st of Dec 2023.

In addition, GRET B had over 14,000 regular participants on Music Generation programmes, and over 10,000 beneficiaries from Youth Service, Adult Guidance Service and grants provided in the region.

Strategy Statement 2023

The following actions were either commenced or delivered during 2023 in line with GRETB's Strategy Statement

Strategic Goal 1: PEOPLE

To value, develop and support our students, learners and staff

Priority 1.1: Actively promote equality, inclusion, diversity and dignity

- Raised awareness of GRETB's public sector duty values, and ongoing implementation of the related plan
- Diversity and Inclusion training was provided across the organisation.
- Increased access to Learner Support and Assistance with greater availability of assistive technology.
- Learning Support staff allocated to FET Centres on regional basis
- Supported over 5000 Ukrainian students/learners through our schools, and FET programmes and services.
- Progressed a number of school building projects which included additional Special Education Needs units

Objective 1.2: Enable and engage the staff and student voice

- Continued participation in and support of staff in participation on GRETB working groups/networks, and national fora
- Roll out of FET Learner Forum across 5 regional areas
- Continued to facilitate the student voice in Scoileanna Gaeltachta GRETB;

Objective 1.3: Support continuous personal development for all

- Appointment of PL&D Co-ordinator for GRETB
- Updated PL&D policy with strategic alignment of CPD for GRETB staff
- Provided extensive training across the organisation in relation to procurement, and health and safety
- GRETB School Self Evaluation Development Enhancement Initiative is available to all GRETB schools. This was introduced in 2022 and has expanded in 2023 to include:
 - a. DEIS & SASG planning. To date 19 schools have been provided with specific support relating to their own context which involved a combination of Coordination SSE teams meetings and school leaders' discussion;
 - b. Whole staff facilitated sessions focused on the impact of COVID and SSE;
 - c. DEIS specific support;
 - d. Increased resource sharing via the professional network set up for coordinators via Teams
- Developed leadership capacity through the delivery of Leadership CPD for AP1/AP2 post holders

Objective 1.4: 1.4 Promote wellbeing initiatives for all staff, students and learners

- GRETB HQ obtain re-accreditation under IBEC's "Keepwell Mark"
- Further promoted the Employee Assistance Programme throughout the organisation
- Continued to offer multiple online and in-person wellbeing initiatives, including various classes for staff and a suite of mental and physical well-being initiatives
- Additional defibrillators installed in a number of schools and centres
- Introduced Identity, Multi-belief and Values Education (IMBV Ed.) in GRETB Schools for 2023-2024. Six schools in GRETB piloted the IMBV Ed. initiative. It is hoped to expand this in 2024.
- Introduction of 'Active Consent' programme in FET with over 30 staff members trained as facilitators.

Strategic Goal 2: PROGRAMMES

To provide high quality, responsive and inclusive education and training programmes

Objective 2.1: Provide accessible, responsive programmes and skills for lifelong learning, personal development, and employment

- Developed and rolled-out new FET programmes in line with the FET Strategy and local demand
- Continued implementation of the 10-year Literacy, Numeracy and Digital Skills Strategy
- Ongoing support of growing numbers in FET particularly in part-time provision
- Wider offering in FET centres for better access for all.
- Introduction of Tertiary Degrees
- Appointment of key posts to the Enterprise, Strategy & Communications unit to further develop enterprise engagement and provision to those in employment.
- GRETB engaged with National Provision Mapping initiative which will support GRETB School to:
 - a. Affirm existing good practice in relation to inclusive and special/additional education.
 - b. Support schools to develop data-informed approaches to inclusive special education and CPD
 - c. Guide schools in their implementation of school self-evaluation
 - d. Integrate existing policies and frameworks.
- GRETB rolled out Podcasts on Ethos as part of the Schools' Ethos initiative in association with ETBI. The Podcasts included discussions with influential speakers from across different backgrounds on topics such as diversity, anti-bias, racism and much more.

Objective 2.2: Support creativity and innovation across all programmes

- Received the inaugural national ETBI award for innovation in OSD in relation to green procurement. The project involved waste from a school being converted to fertilizer by GRETB's waste contractor, which is then used to fertilize green areas in the school.
- Two of GRETB schools (Elphin and Clarin) received national awards at Junk Kouture in 2023. Elphin subsequently went on to win an award at the world final in Monaco
- Music Generation increased to 14,000 beneficiaries through widening of the programme across all three regions
- Local Creative Youth Programme organised regional consultation to enable young people in the region to inform and shape the next 5-year creative arts programme for GRETB

Objective 2.3: Support excellence in teaching, learning and assessment

- GRETB Principals, Deputy Principals and other school leaders continuously upskill and engage with CPD, including DE Looking at our Schools, School Self Evaluation, Scéim Áitheantas mar Scoil Ghaeltachta, Teaching Council code of professional Practice and Education Act (1998).
- GRETB's Principals and Deputy's Forum met regularly during 2023 and addressed areas such as school governance, admissions, suspensions, school plan inspections, child protection, student wellbeing, HR, school finances, staff wellbeing, oideachas lán-ghaeilge and school leader wellbeing.
- GRETB schools participated in in-service programmes provided by CSL, OIDE, Teaching Council, NCCA, Gaeloideachas and ETBI.
- New Teaching, Learning & Assessment policy and procedures developed for FET

Objective 2.4: Promote quality assurance in all our programmes

- GRETB has ongoing engagement with the DoE Inspectorate and continues to implement any recommendations.
- FET continues to implement recommendations from QQI review.
- FET Director is one of leads in ETBI/QQI Task & Finish Group overseeing the redevelopment and updating of national programmes.
- Continuation of procedures for identifying and approving appropriate programmes in FET
- Differential validation achieved across a suite of micro-credentials.
- Review and preparation undertaken for Arboriculture Apprenticeship Programme revalidation

GRETB Strategic Goal 3: PROCESS

To lead in organisation development and corporate governance

Objective 3.1: Enhance our internal and external communication

- Numerous events were organised in schools, centres and HQ to mark the 10-year anniversary of ETBs. These were widely publicised on social media and print media
- GRETB increased its advertising through Irish in line with Section 10 of the Official Languages Act
- Internal platform for sharing of information updated.
- Branding guidelines developed
- Upgrade and updating of all template advertising materials
- Established 'Lunchtime Sessions' for online training and updates to staff

Objective 3.2: Promote ethical governance to ensure accountability

- During 2023 GRETB Schools Directorate developed a system of thematic Governance updates for School Leaders and GRETB Board relating to critical work areas, for example, active consent, child protection, ethos, REALT, líonra gaeleoideachais, inclusion and school self-evaluation.
- Developed guidelines on use for Article 5.2 of EU Directive on Procurement and provided extensive training in this area.
- FET provided platform for delivering a series of training sessions and compliance updates for staff in the areas of Health & Safety; Budget Management; Procurement.
- Continued oversight of all activity through a range of governance groups – CE/Directors, SMT; Steering Groups, Programme Approval Board, PPF, ARC, Finance Committee, Boards of Management.

Objective 3.3: Provide quality, accessible and respectful teaching, learning and working environments

- Provided high-speed broadband to a number of our FET Centres, Gort, Ballinasloe, Roscommon, Ballaghaderreen, Boyle and Castlerea.
- Wi-Fi upgrade projects commenced in a number of schools, Coláiste Naomh Eoin, Merlin College, Coláiste Ghobnait and Coláiste Naomh Einne.
- Progressed several IT projects to improve efficiencies and security; rollout of A5 licenses, phishing campaigns, raised awareness around cyber security, commenced work on implementation of the NCSC Public Sector Cyber Security Baseline Standard
- Completed Phase I of the 'Cambridge Building' which provided four additional electrical apprenticeship workshops
- Submitted the preliminary business case to SOLAS for the FET College in Galway City
- Received approval for two FET projects under the Strategic Infrastructure Upgrade Fund (SIUF) - the TELHUB in Mervue and additional accommodation at Petersburg Outdoor Education & Training centre.
- Progressed the new Gael Campus for Coláiste an Eachréidh and Scoil Riada Athenry
- Progressed additional accommodation projects for St Bridget's Loughrea, Coláiste Cholmcille Indreabhán, St Killian's New Inn, Elphin Community College, Abbey Community College, Roscommon Community College, Galway Community College (GCC), Coláiste Bhaile Chlár and Coláiste na bPiarsac
- Completed the refurbishment of the sub office in Roscommon, and additional accommodation in GCC
- Purchased land in Athenry and Elphin for school extension projects.
- Continue to engage with the DoE on progressing a new school for Cuan na Gaillimhe
- Appointment of Inclusion Officer in FET and expansion of Learner Supports

Objective 3.4: Expand and support new modes of learning and working

- Rolled out an online travel system, cost centre reports and financial reporting system - DEPM
- Drafted a blended working policy and implemented a pilot blended working initiative for eligible staff
- Commenced rollout of an online recruitment system
- Continued to deliver short FET programmes and elements of programmes online in accordance with QA approved procedures.
- Establishment of 5 regional hubs in FET to enable regionalised planning, sharing of recourses, and channel to gauge learner feedback and needs.

Strategic Goal 4: POTENTIAL

To raise the profile of GRETB and enhance our provision, in partnership with our key stakeholders

Objective 4.1: Promote the use of Irish as a living and working language

- Administered the DEIS scholarship programme for the education sector and engaged with the Roinn on a proposal to expand the programme in 2024
- Schools Directorate highlighted the need for the schools' MIS tender specification to meet the needs of Gaeltacht & Gaeilge users.
- Scéim Bhliain ar Oileán 2023-2024 worth €180,000 per annum was funded by Roinn na Gaeltachta to support 30 students in GRETB Island schools. GRETB coordinates participation and assists in delivery and reporting
- Scéim Aitheantais mar Scoil Ghaeltachta 2017-2022 (extended to August 2024) 7 GRETB Gaeltacht Schools- achieving all 11 critéir rathúla na Scéime Aitheantais 2023-24.
- Continued to support Oireachtas na Samhna
- Continued engagement between GRETB and Údarás na Gaeltachts to identify opportunities to work together to meet the needs of FET delivery in the region.

Objective 4.2: Enhance and promote the provision of education and training in our region

- Registration of GRETB's schools as consultation partners with NCCA process on JC & SC developments
- Reorganised FET offering across the region allowing greater opportunity to all, reflected in record learner numbers
- Introduction of Learner Assistance Fund which has empowered learners to engage with and maintain attendance in programmes
- Wider access of learner supports due to increase in support workers and availability of ongoing supports including ISL interpretation and assistive technologies
- Merged Guidance and Information with Recruitment services to provide one overarching point of contact through a freephone number and greater access to learners and potential learners for enquires and supports in applications.

Objective 4.3: Further develop and strengthen our networks and partnerships with key stakeholders

- The PDA National Conference for ETB Sector Principals and Deputy Principals was hosted in Galway
- Continued participation with Regional Skills Forum West; Galway City and Country and Roscommon County Councils, Údarás na Gaeltachta, Muintearas, Roinn na Gaeltachta, ATU, University of Galway, Chamber of Commerce, QQI, ETBI, DFHERIS, DoE, DCEDIY, local and regional employers and industry.

Objective 4.4: Support sustainability through our infrastructure, processes and programmes

- Ongoing monitoring and reporting of energy use in GRETB facilities
- Completed a number of energy audits in 2023 and commenced implementation of recommendations.
- Ongoing building projects to improve energy use in GRETB facilities.
- Commenced work on drafting the Climate Action Road Map.
- Appointed an Energy Officer
- Progressing the 16 school applications approved under the PV programme.

Financial Statements 2023

Financial Statements 2023 - Please note that GRETB's Annual Financial Statement for the year ended the 31st of December 2023 is subject to audit by the Office of the Comptroller and Auditor General (C&AG) at the time of publication of GRETB's Annual Report for 2023. GRETB's financial statements 2023 will be available on the website, www.gretb.ie once they have been audited.

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;
 - o Salaries and short term employee benefits
 - o Post-employment benefits
 - o 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.

