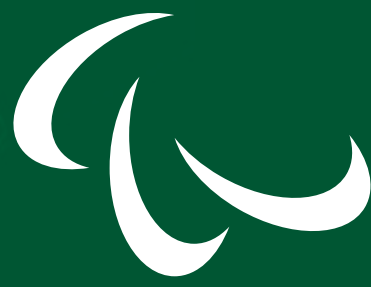




PARALYMPICS
IRELAND



Annual Report 2022



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**PARALYMPICS
IRELAND**



President's Welcome



2022 was a vital year in the development of Paralympics Ireland and in the delivery of our strategic plan. The plan 'Success Takes More' is an ambitious document that points to success in and out of the arena of competition. Delivery of the strategic plan required that we secure additional resources to achieve our objectives and I am very pleased that we have been able to oversee a successful recruitment process to secure the services of top class professionals.

As is often the case at the beginning of a new Games cycle there has been a turnover on the board and in the leadership of the organisation. I would like to thank our company secretary, Tony Dignam, and board member Damien O'Neill for their support and leadership during their time serving on the board. I would also like to thank Miriam Malone and Ruth Nic Aoidh for their terms as CEO.

As we look to the future we do so with much hope and plenty of reasons for optimism. Our competitive CEO recruitment process led us to the appointment of Stephen McNamara and I am glad to say that he has really hit the ground running. He has had a majorly positive impact in his short time in the position to date.

We have also said farewell to some of our established athletes. In Jason Smyth, we have seen the end of an incredible, record-breaking period of dominance on the track. Jason will now be making his impact behind the scenes as he works with us in his new position as Strategy Manager.

In 2022 we were proud to announce PTSB as our first ever title sponsor. They joined us with the aim of 'Raising a Nation' and they are certainly seeing our partnership delivering on that idea. This year we introduced the successful PTSB NextGen programme that brought over 100 potential Paralympians together to meet with our sports, try a range of activities and test their physical capabilities. We brought the programme to Dublin, Galway, Cork and Lisburn as well as introducing a PTSB NextGen swimming programme. We also hosted a PTSB NextGen event at the National Rehabilitation Hospital as part of their annual sports championships. There are also some very exciting plans for Paris 2024 that we are very much looking forward to rolling out with our partners.

"I WOULD LIKE TO WISH ALL ATHLETES AND THEIR TEAMS THE VERY BEST AS THEY CHASE THEIR DREAMS OF BECOMING PARALYMPIANS"

Our other new partner announced in 2022 was Hays Ireland who are a multinational recruitment company. Hays have also begun to deliver some excellent results for Paralympics Ireland. They have aided us in the recruitment of several new members of our full-time staff in our pathways development, operations, communications, swimming, athletics and office administration areas. Hays have ambitious plans for the year ahead which will benefit our athletes directly and will help us continue our pledge to ensure that we help our athletes during their career and in their preparations to transition to a life beyond competition.

2022 was very much a post Games year after the highs of Tokyo 2021 and the many successes across our sports. Of course, Covid 19 and its legacy are still very evident as we have a shortened Games Cycle leading into 2024. Our athletes, coaches, administrators, staff and volunteers have risen to the challenges as we have seen Games slots already secured in Cycling, Swimming, Athletics and Rowing with several other sports having put themselves into very promising positions to qualify for the Paralympic Games.

We have a very important year ahead as we continue to look to the future. I would like to wish all athletes and their teams the very best as they chase their dreams of becoming Paralympians. I know that the will is strong and our team in Paralympics Ireland are there to assist you in any way possible and will ensure that no stone is left unturned as we provide you with the best possible environment for performance.

Eimear Breathnach

President

CEO's Introduction



I am delighted to have joined the Paralympics Ireland family in early 2023, having spent a decade at the IRFU. Paralympic sport is one of the most compelling and I believe that our athletes, and those that support them, inspire the nation through their performances. They are role models and leaders for everyone, as they showcase their talent and the potential of all those with a disability. I have the privilege of leading a great organisation and I would like to acknowledge the work of my predecessors, who have helped to build Paralympics Ireland into a high performance organisation, that has elevated Para sport in each games cycle.

Sport is cyclical and international competition increases year on year, but at Paralympics Ireland, we and our athletes continue to strive to deliver the very highest standards and on-going advancements as we pursue our strategic goals, in and out of competition time. My focus as CEO, is to work to deliver the goals and objectives set out in the strategic plan, which runs to 2025.

Strategic plans are dynamic and evolving documents. The board, our executive team, committed staff, focused athletes and coaches, dedicated support staff and volunteers are continuing to deliver on the strategic aims set out in 2019, while also re-evaluating them where appropriate. A major part of the current strategy is to examine the future of PI as an NGB. In October we began an extensive consultation process regarding the long term-future of Para Swimming and Para Athletics. That process will involve wide-ranging stakeholder consultations, discussions and surveys. This work will inform our board and assist their decision making on the long-term options that are in the the best interests of the sports and the athletes. When this process is complete, we will then review the future of Boccia Ireland, which has been governed by PI for several years. Plans are also being formulated to begin our next strategic planning process with our newest plan due to be published in 2025.

As 2024 is a Paralympic Games year we are working on front loading much of our strategic planning work into early 2024, targeting a seamless transition from ‘Success Take More’ to our new strategic document. One area that we will be exploring and seeking to amplify will be the area of advocacy for the disabled community. Our focus will always be on producing sporting performances of the highest standards, but we also understand that our athletes are role models and leaders that can make a real difference in society. I believe that this is a role we must strive to improve in and we will explore ways of doing this more effectively.

There is no doubt that 2022 was a time of change and evolution in Paralympics Ireland. Our staff grew from 12 people post the Tokyo games to a full time staff of 15, part time staff of three and one Aspire graduate with the imminent appointment of a sponsorship executive. I would like to thank our staff, both full time and part time, for all their efforts throughout the year and for the welcome and positivity that they have shown me as I settled into my new role. 2023 has already been a good year for Paralympic Sport in Ireland and I believe that 2024 will be even more memorable as we work together to ensure our athletes have everything they require to compete to the best of their abilities in Paris. These performances will ensure that the next generation, are inspired to discover their Paralympic Potential.

“THERE ARE GREAT DAYS AND GREAT CHALLENGES AHEAD – AND THAT IS THE JOY OF SPORT.”

It was an amazing year for leaving cert student, Róisín Ní Riain in the swimming pool. Not only did she win multiple medals at successive world championships, she also etched her name into the record books as she set a new world record in the 200m Back Stroke. Setting that record in Dublin made it an even more special achievement.

As I close I want to thank the Government, our Ministers, Catherine Martin and Thomas Byrne and everyone in our main funders, Sport Ireland, and also in Sport NI for their unwavering support, through financial and other means. Your assistance makes it possible for our athletes to be the best version of themselves and I appreciate all the support you provide to me, our staff and our athletes.

Finally, a word for all our sponsors, including PTSB, Allianz, Toyota, Citi, Hays, Aer Lingus and Goosebump. I want to thank our lead sponsor PTSB, who have been incredibly supportive of our team. Great partnerships come from working with likeminded, values based, organisations and PTSB’s commitment to Diversity, Equality and Inclusion is a perfect example of such alignment. I was inspired at a recent PTSB rebrand event when one of the leadership team outlined what PTSB ask of their people and the people they work with, in clear and simple language - ‘Just be sound’ while outlining there is no place for arrogance. We should all carry that mantra into our work, into the important year that is 2024 and into our relationships with each other. There are great days and great challenges ahead – and that is the joy of sport.

Our work continues.

Stephen McNamara
Chief Executive Officer



PARALYMPICS
IRELAND



Our Vision

Our Vision is for Irish Athletes to win medals at the Paralympic Games.

Ireland has a proud track record of delivering medals consistently on the world stage in Paralympic sport. We aim to continue to outperform bigger nations with a planned, focused approach to ensure this happens by design and can be sustained through multiple Paralympic cycles.

The world of Paralympic sport is becoming increasingly competitive. We are competing against nations with much larger athlete talent pools, far greater resources (people and financial), and increasingly sophisticated approaches to their high performance Para programmes.

To deliver on our vision, we must continually improve the national Paralympic performance system and leave no stone unturned in our efforts to be ranked in the top five nations in the world (in medals per capita). We must be agile and think differently to ensure we succeed in our ambition by working with our athletes to ensure they have the optimum support structures to make this a reality.

Our Mission

Our Mission is to support Irish Para Athletes to reach finals and deliver podium places at the Paralympic Games.

We will continue to provide support and advice to NGBs in their delivery of a high performance pathway for athletes with a disability, ensuring that the next generation of Irish Paralympians will be amongst the best prepared and most successful Para Athletes competing in future Paralympic Games.



PARALYMPICS
IRELAND



Who We Are

Paralympics Ireland is the official National Paralympic Committee for Ireland and represents Irish Paralympic sport at the International Paralympic Committee and European Paralympic Committee.

Paralympics Ireland is the national governing body for the sports of Para-Athletics and Para-Swimming and currently has the responsibility to prepare athletes within those sports to compete at all international competitions including European Championships, World Championships and Paralympic Games.

The organisation is responsible for the selection, preparation and logistics for Team Ireland at the Paralympic Games every four years. It is the umbrella body of sporting organisations in Ireland providing programmes in sports on the Paralympic Games programme. There are currently 15 affiliated members of Paralympics Ireland.

Paralympics Ireland is the National Member in Ireland of Boccia International Sports Federation (BISFED) and governs the sport as an Official Sub-Committee of Paralympics Ireland called Boccia Ireland.



Our Structure

Paralympics Ireland is made up of a volunteer board that oversee the strategic direction of the organisation and assumes responsibility for the oversight and implementation of that strategic plan working closely with the senior leadership team and staff of Paralympics Ireland.

The board of Paralympics Ireland is made up of nine fully voluntary members with President Eimear Breathnach serving as the chairperson. The Board appoints sub committees with specific responsibilities for strategic areas including Audit and Risk, Strategy Steering, Governance, Athletes Commission, Classification, High Performance, Boccia Ireland and Commercial.

Paralympics Ireland Board

| Position | Name |
|--|-------------------|
| President | Eimear Breathnach |
| Vice President | Lisa Clancy |
| Vice President | Denis Toomey |
| Chair of High Performance Advisory Group | Lisa Fallon |
| Board Member | Larry Fenelon |
| Finance Officer | Lorcan Claffey |
| Company Secretary | John Bolger |
| Athletes Representative | Catherine Walsh |
| Board Member | Eileen O'Mahony |

Audit and Risk Committee

| Position | Name |
|-------------|----------------|
| Chairperson | John Bolger |
| Member | Lorcan Claffey |
| Member | Áine Crotty |
| Member | Neal Morrison |

Strategy Steering Committee

| Position | Name |
|-------------|----------------|
| Chairperson | Lisa Clancy |
| Member | John Fulham |
| Member | Ruth Nic Aoidh |
| Member | Larry Fenelon |

Governance Committee

| Position | Name |
|-------------|-------------------|
| Chairperson | Eimear Breathnach |
| Member | Denis Toomey |
| Member | Eileen O'Mahony |
| Member | Áine Crotty |

Athletes Commission

| Position | Name |
|-------------|-------------------|
| Chairperson | Catherine Walsh |
| Member | Greta Streimikyte |
| Member | Michael McKillop |
| Member | Padraic Moran |
| Member | Joe Markey |
| Member | John Twomey |
| Member | Martin Gordon |

National Classification Committee

| Position | Name |
|----------|------------------|
| Member | Fintan O'Donnell |
| Member | Ana Maia |
| Member | Amanda Carty |
| Member | Shane Conroy |
| Member | Lisa Callaghan |
| Member | Daragh O'Brien |

High Performance Advisory Group

| Position | Name |
|-------------|-------------------|
| Chairperson | Lisa Fallon |
| Member | Eimear Breathnach |
| Member | Denis Toomey |
| Member | Liam Moggin |
| Member | Dr. Joe Conway |
| Member | Dave Malone |
| Member | Neasa Russell |

Commercial Advisory Committee

| Position | Name |
|----------|----------------|
| Member | Shane Kelly |
| Member | Mark Keller |
| Member | Derek Kinnevey |

Boccia Ireland

| Position | Name |
|---------------|--------------------|
| Interim Chair | Denis Toomey |
| Member | Padraic Moran |
| Member | Damien Noonan |
| Member | Patrick Flanagan |
| Member | Lisa Callaghan |
| Member | Peter Wiley |
| Member | Deniese O'Flaherty |

Member Sports

Archery Ireland
Badminton Ireland
Canoeing Ireland
Cycling Ireland
Football Association of Ireland
(Associate Member)
Horse Sport Ireland
Rowing Ireland
Irish Sailing Association
(Associate Member)
Irish Taekwondo Union
Table Tennis Ireland
Tennis Ireland
Triathlon Ireland

Other Paralympic Sports

Boccia Ireland (PI)
Football 5 a side (VSI)
Paralympic Athletics (PI)
Paralympic Shooting
Paralympic Swimming (PI)
Para-powerlifting (IWA)
Wheelchair Basketball (IWA)
Wheelchair Rugby (IWA)

Honorary Life Member

Anne Ebbs

Multisport NGB Members

Vision Sports Ireland
Irish Wheelchair Association
(Sport)

Boccia Status

Boccia Ireland is currently a sub committee of the board of Paralympics Ireland and is chaired by Paralympics Ireland Vice President, Denis Toomey, on an interim basis. We are continuing to work with the Boccia Ireland committee to move towards full independence for the sport when the appropriate structures are in place and it has become fully self-sufficient.



Our Strategic Pillars

PILLAR 1 Building an Effective High-Performance System

NBG Status: Para Swimming and Para Athletics

Exploratory talks with Swim Ireland, Athletics Ireland and Sport Ireland took place throughout 2022 to discuss the potential transition of Para-Swimming and Para-Athletics respectively. Those talks have been productive and have established a clear desire to choose the best course of action that ensures the programmes continue to produce the best standard of athlete now and in the future.

In more recent months Paralympics Ireland have engaged the services of Wharton Consulting who have begun a process of stakeholder engagements. Those engagements will provide us with the information that will inform all future decisions to be made regarding the transition of the sports.

“THIS WAS AN EXCELLENT MAJOR CHAMPIONSHIP FOR THE DEVELOPING TEAM, SURPASSING EXPECTATIONS WITH MANY ATHLETES HITTING SEASONS BESTS AND PERSONAL BESTS.”

Para Athletics Annual Report

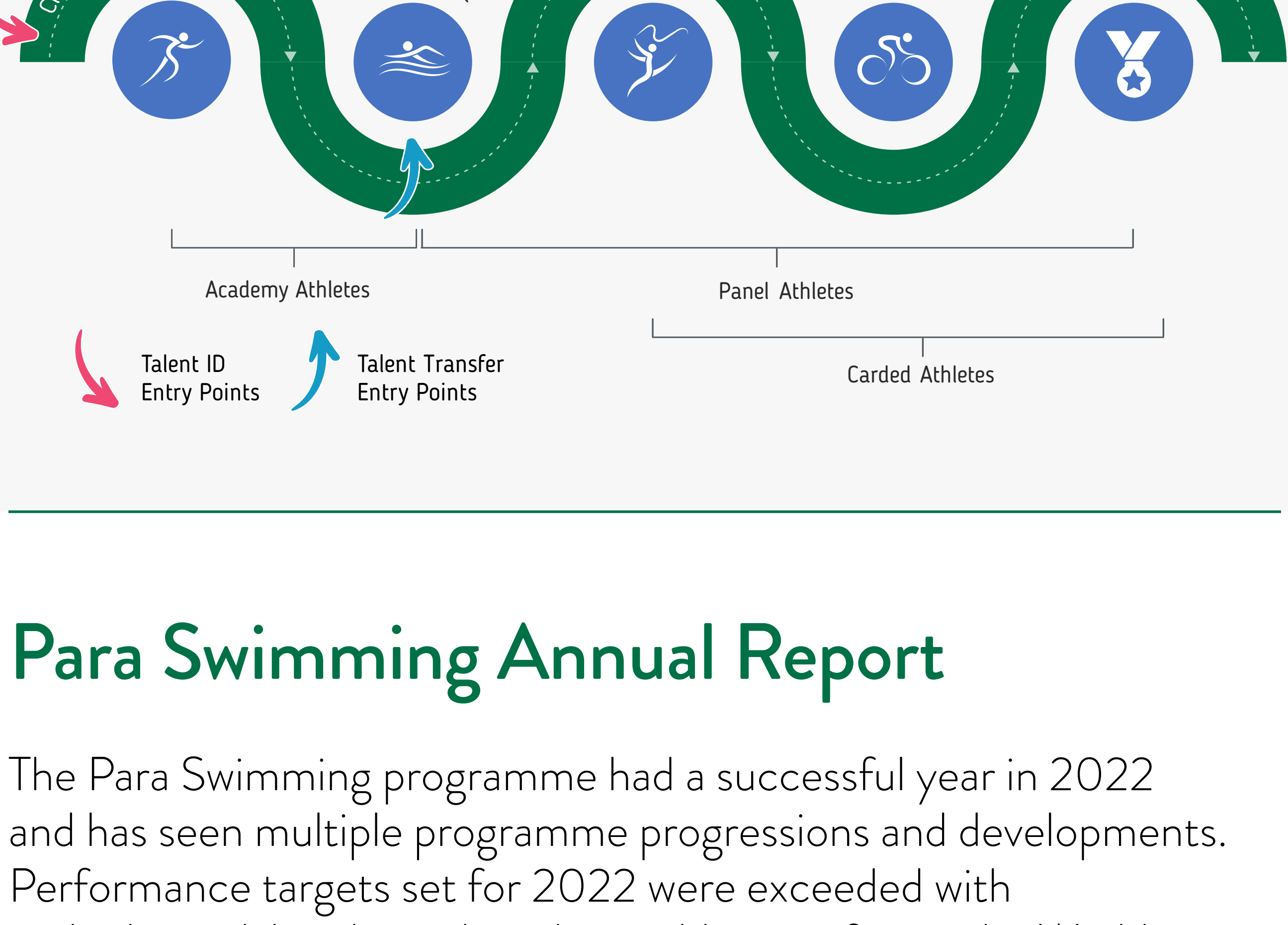
It has been a busy and successful year for the Paralympic Athletics squad with two camps in Portugal, domestic and international competitions, the Italian grand prix and classification and the WPA World Championships in Paris.

A big focus for the team this year was the identification and development of the next generation of Paralympic track and field athletes.

This was achieved through the Para Athletics Virtual Talent ID programme, initiated during covid, along with the PTSB NextGen programme.

Para Athletics now have a database of potential talent and are in discussions regarding developing an academy based out of a third level institution in line with Sport Ireland’s strategy of NGBs partnering with third level institutions to increase supports available to developing athletes.

Part time staff member Dermot McDermot (Performance Pathway Coach) was added to the team in 2023.



Para Swimming Annual Report

The Para Swimming programme had a successful year in 2022 and has seen multiple programme progressions and developments. Performance targets set for 2022 were exceeded with multiple medals achieved on the world stage; five at the World Championships in Madeira in June, and one at the Commonwealth Games in Birmingham in July.

The World Championships was a hugely successful competition, especially considering the challenges that emerged as the season progressed. The championships were held at the beginning of summer, six weeks earlier than usual. This gave athletes considerably less time to train and prepare following the Tokyo Paralympic Games. Five medals; one silver, and four bronze were won amongst three athletes.

In addition Barry McClements won Northern Ireland’s first ever swimming medal at the Commonwealth Games in August.

Due to the very late release of calendar details by World Para Swimming and the multiple challenges that events still faced due to Covid, the GB World Series in Aberdeen in February ended up being the only other international competition Irish athletes attended other than the World Championships and Commonwealth Games. Aberdeen was the first international event since the Tokyo 2020 Paralympic Games. Five athletes competed in Aberdeen, two of whom received International Classification (one of which then qualified for the 2022 World Championships, and the other qualified for the Commonwealth Games 2022). A total of four medals were won in Aberdeen: 1x Gold, 1x Silver & 2x Bronze.

Classification

Two swimmers with a physical impairment were internationally classified in 2022. Both received the expected outcome. In addition, thirteen swimmers were nationally classified over the course of three days. This resulted in 20+ athletes ranging from 12-18 years old being identified for some form of targeted support.

Partnerships

The Para swimming programme explored the possibility of partnering with the School of Biological Health and Sports Sciences at Technological University Dublin. Following a successful High-Performance Impact funding application for €15,000 the partnership was established and the money was invested into having a Performance Analysis team for the 2022/2023 season. This was rolled out at the 2022 Irish National Winter Championships (Short Course) in December.

A partnership was also established with the research team at Munster Technology University to explore the prospects of them adding to and further analysing the quantifiable Performance Data project that the Swim Coordinator had begun. One of their final-year students took on the project as their dissertation research.

World Record

Róisín Ní Riain broke the 200m Backstroke World Record at the 2022 Irish National Winter Championships (Short Course) in December, with a time of 02:21.20.

Recruitment

The programme added two new roles to the department with the recruitment of Hayley Burke and Kevin Williamson at the end of 2022.

Performance Coach and Coach Educator: Hayley Burke is leading the delivery of coaching programmes, evaluation of the team’s progress and implementation of coaching practices that are reflective of world class standards. This role is also the first to provide education to swimming coaches in the hope to grow the knowledge and understanding of coaching para swimmers in Ireland.

Pathway Coach: Kevin Williamson is working as part of the team with the focus of designing and delivering the programme to support athletes on their journey to LA 2028 and beyond. ►

“THIS ROLE IS ALSO THE FIRST TO PROVIDE EDUCATION TO SWIMMING COACHES IN THE HOPE TO GROW THE KNOWLEDGE AND UNDERSTANDING OF COACHING PARA SWIMMERS IN IRELAND.”



Our Strategic Pillars

PILLAR 1

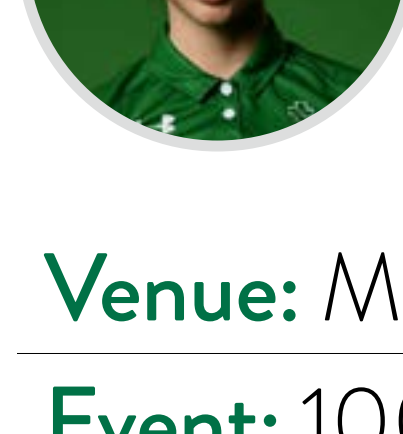
Athlete Performance

Here are the results for 2022 of the athletes competing in sports for which Paralympics Ireland is the national governing body.



Patrick Monahan

| | |
|-------------------------------------|--------------------------------------|
| Competition: London Marathon | Competition: Seville Marathon |
| Sport: Athletics | Sport: Athletics |
| Event: Marathon | Event: Marathon |
| Result: 1:35.19 | Result: 1:33.14 |
| Place: 11th | Place: 1st |
| <hr/> | |
| Competition: Boston Marathon | |
| Sport: Athletics | |
| Event: Marathon | |
| Result: 1:34.54 | |
| Place: 6th | |



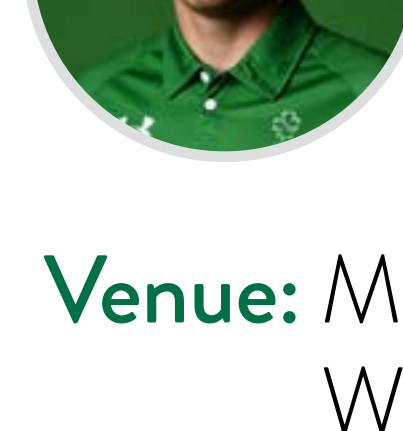
Ellen Keane

| |
|--|
| Venue: Madeira 2022 WPS World Championships |
| Event: 100m Breaststroke |
| Result: 01:22.20 |
| Place: 2nd |
| PB/SB: SB |



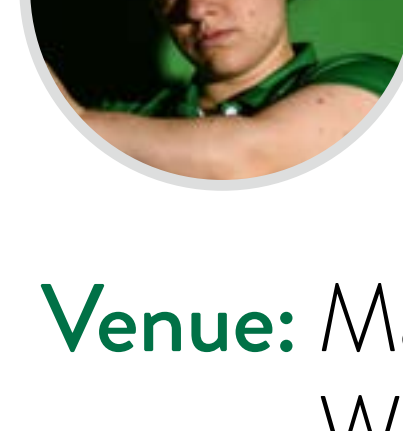
Roisin Ni Riain

| | |
|--|--|
| Venue: Madeira 2022 WPS World Championships | Venue: Madeira 2022 WPS World Championships |
| Event: 100m Butterfly | Event: 100m Backstroke |
| Result: 01:09.05 | Result: 01:08.40 |
| Place: 3rd | Place: 3rd |
| <hr/> | |
| Venue: Madeira 2022 WPS World Championships | Venue: Madeira 2022 WPS World Championships |
| Event: 100m Breaststroke | Event: 400m Freestyle |
| Result: 01:19.26 | Result: 04:42.94 |
| Place: 4th | Place: 4th |
| <hr/> | |
| Venue: Madeira 2022 WPS World Championships | |
| Event: 200m Individual Medley | |
| Result: 02:31.70 | |
| Place: 4th | |



Barry McClements

| | |
|--|--|
| Venue: Madeira 2022 WPS World Championships | Venue: Madeira 2022 WPS World Championships |
| Event: 100m Backstroke | Event: 400m Freestyle |
| Result: 01:04.98 | Result: 04:28.73 |
| Place: 4th | Place: 7th |
| PB/SB: PB | PB/SB: SB |
| <hr/> | |
| Venue: Madeira 2022 WPS World | |
| Event: 100m Butterfly | |
| Result: 01:02.64 | |
| Place: 5th | |
| PB/SB: SB | |



Nicole Turner

| | |
|--|--|
| Venue: Madeira 2022 WPS World Championships | Venue: Madeira 2022 WPS World Championships |
| Event: 200m Individual Medley | Event: 100m Breaststroke |
| Result: 03:12.62 | Result: 01:44.01 |
| Place: 3rd | Place: 4th |
| PB/SB: SB | PB/SB: SB |
| <hr/> | |
| Venue: Madeira 2022 WPS World | Venue: Madeira 2022 WPS World |
| Event: 50m Freestyle | Event: 50m Butterfly |
| Result: 00:35.80 | Result: 00:37.18 |
| Place: 5th | Place: 3rd |
| PB/SB: SB | PB/SB: SB |



Amy Sheridan

| |
|--|
| Venue: Madeira 2022 WPS World Championships |
| Event: 100m Butterfly |
| Result: 01:18.63 |
| Place: 14th |
| PB/SB: SB |



Our Strategic Pillars

PILLAR 2

Driving Leadership in Para Sport in Ireland

We have been making steady progress to transforming our core operational support to our member sports and the wider Para-Sport and High Performance systems. 2022 was a year of rebuilding and refocus in Paralympics Ireland. For the wider organisation we sought to address the recommendations in the Sport Ireland Tokyo Review, our own Paralympics Ireland Tokyo Review and our Internal Culture Review. For the Para Athletics and Para Swimming High Performance programmes we have refocused the staff team and expanded the teams to develop their respective paralympic pathways with a focus on recruitment and development for the LA 2028 squads.

In addition to our core commercial, communications and organisational focuses we have streamlined our sport and system development work into two key programmes focusing on Paris 2024 in the short term; and LA 2028 and beyond as a medium to long term focus. As such, we have created:

- **Perform at Paris:** Projects focussed on supporting athletes and their programmes achieve their potential at Paris 2024
- **Transform for LA:** Projects focussed on supporting NGBs grow their Paralympic pathways and programmes to support Paralympic performers for LA 2028

Operationalising these programmes has taken slightly longer than originally planned, for a variety of reasons and the process of recruiting new roles to support the roll out of the project work i.e. Performance Operations Manager, Paralympic Pathways Lead, Commercial & Communications Executive and Sports Administrator hired in 2023.

2022 Key Milestones

A key milestone in progressing our support to athletes and sports is our partnership with the Sport Ireland Institute which was formalised in Summer 2022. This partnership provides for performance support provisions for the three Para high-performance programmes (Athletics, Cycling, Swimming) and for Team Ireland come games time. Most importantly, we are now operationally supported by a Paralympic Head of Performance Support (also Deputy Chef/Performance Support) and the wider Sport Institute and HPU leadership via our Paralympic Leadership Group.

Another important milestone was launching the Perform/Transform programmes via an 'Invitation to Collaborate' to our member NGBs. Since Autumn 2022 we have been engaged in purposeful and productive conversations with the NGB Sport/Performance Leads. We have connected with fourteen para sport programmes and are planning our project work with them for 2023 and 2024.

“MOST IMPORTANTLY WE ARE NOW OPERATIONALLY SUPPORTED BY A PARALYMPIC HEAD OF PERFORMANCE SUPPORT (ALSO DEPUTY CHEF/ PERFORMANCE SUPPORT) AND THE WIDER SPORT INSTITUTE AND HPU LEADERSHIP VIA OUR PARALYMPIC LEADERSHIP GROUP.”

2022 Key Learnings

Through these conversations a number of themes have emerged which are contributing to our understanding of the barriers and opportunities there are to growing the Irish Para Sport System. These are; athlete recruitment and ongoing engagement, coach scenarios (often volunteers or on limited days/month), coach recruitment and development i.e. building coaching confidence to transition between Olympic and Paralympic disciplines, emerging models of Paralympic performance and pathway development and sustainable para sport funding models. We will be seeking to continue learning throughout 2023 as we build relationships and evolve our work with athletes, coaches, NGBs and the wider high-performance and disability sport system.

Anti Doping Report

Paralympics Ireland has the responsibility regarding Sport Ireland anti-doping requirements for Para Athletics and Para Swimming. There were six athletes from athletics and five swimmers on the SI registered testing pool in 2022. In total, 20 anti-doping tests (Para Athletics and Para Swimming) were carried out by the Sport Ireland Anti-Doping Unit throughout the year and there were no failures. There was one retirement in Para Swimming at the end of 2022. Paralympics Ireland respect and support Sport Ireland's Anti-Doping procedures to ensure fairness in the para sports. The athlete who received the unexpected outcome has their case currently being reviewed by the international federation.

A Classifier training opportunity was offered by Paralympics Ireland in conjunction with the NGBs and International Federations for the following sports: athletics, boccia, and shooting.

| Quarter | Number of anti-doping tests carried out by Sport Ireland | |
|--------------|--|---------------|
| | Para Athletics | Para Swimming |
| Q1 | 0 | 0 |
| Q2 | 4 | 2 |
| Q3 | 3 | 5 |
| Q4 | 4 | 2 |
| | 11 | 9 |
| Total | 20 | |

National Classification 2022 report

| Sport | National Classification Days | Athletes Classified |
|--|------------------------------|---------------------|
| Athletics | 1 | 7 |
| Badminton | 2 | 4 |
| Boccia | 1 | 1 |
| Cycling | 2 | 7 |
| Equestrian | 2 | 9 |
| Football 7-a-side | 1 | 6 |
| Powerlifting | 1 | 3 |
| Swimming | 3 | 13 |
| Table tennis | 1 | 1 |
| Triathlon | 1 | 1 |
| Wheelchair basketball | 3 | 25 |
| Wheelchair rugby | 1 | 3 |
| VI | 1 | 7 |
| II | 1 | 1 |
| Total | 21 | 88 |
| <i>Wheelchair basketball eligibility check process</i> | 1 | 90 |

International Classification 2022 report

| Sport | International classification opportunities | Athletes Classified |
|-----------------------|--|---------------------|
| Athletics | 4 | 8 |
| Boccia | 2 | 4 |
| Cycling | 4 | 5 |
| Equestrian | 2 | 2 |
| Football 7-a-side | 1 | 4 |
| Powerlifting | 1 | 2 |
| Rowing | 1 | 1 |
| Swimming | 1 | 2 |
| Table tennis | 1 | 1 |
| Triathlon | 1 | 2 |
| Wheelchair basketball | 1 | 10 |
| Wheelchair rugby | 1 | 3 |
| Total | 20 | 44 |



Our Strategic Pillars

PILLAR 3

Creating a Sustainable Paralympics Ireland Model

In accordance with Pillar three of the Strategic Plan, a process was undertaken to introduce a functional Customer Relationship Management (CRM) system for the organisation. Salesforce was identified as the most suitable system for use and implementation.

In 2023 an agency, Two Circles, was engaged and have now helped design an efficient and effective platform that will become a major part of how the organisation does business going forward.

2022 also saw the recruitment of PTSB as the first ever title sponsor for Paralympics Ireland in a dual sponsorship with the Olympic Federation of Ireland. PTSB have immediately made a huge impact with their 'Raising a Nation' campaign that saw our athletes displayed prominently and equally alongside their Olympic counterparts. The campaign included a major launch at the National Gallery of Ireland.

The major campaign element of the partnership to date has been the introduction of the PTSB NextGen programme. The roots of the programme were established in 2022 and delivered throughout the summer of 2023 with resoundingly positive results.

“OUR STRATEGIC PLAN SETS OUT A TARGET OF SIX SPONSORS WHICH WE HAVE NOW ACHIEVED. OUR FULL SLATE OF PARTNERS INCLUDE OUR GLOBAL PARTNERS; TOYOTA, CITI AND ALLIANZ. OUR TITLE SPONSORS ARE PTSB, HAYS ARE OUR RECRUITMENT PARTNER, AER LINGUS ARE THE OFFICIAL AIRLINE TO PARALYMPICS IRELAND AND GOOSEBUMP ARE OUR OFFICIAL CREATIVE PARTNER. ”

The other major partnership announcement in 2022 was of our recruitment partners, Hays Ireland. Hays is a multinational recruitment agency that have been very proactive and enthusiastic in their sponsorship of Paralympics Ireland. They conducted some important studies around the recruitment of disabled people to the workforce and the strengths that they have to bring to organisations that employ them. There are more exciting plans being developed by Hays which will be rolled out throughout 2023 and 2024.

The third new partnership acquisition was Aer Lingus. Our new airline partner joined with us in 2023 and have provided major benefits to Paralympics Ireland through the provision of flights, airport services and travel advice. With a very busy 2024 ahead those supports will be vital to the organisation and to our athletes and support staff.

Our strategic plan sets out a target of six sponsors which we have now achieved. Our full slate of partners include our global partners; Toyota, Citi and Allianz. Our title sponsors are PTSB, Hays are our Recruitment Partner, Aer Lingus are the Official Airline to Paralympics Ireland and Goosebump are our official Creative Partner.



Our Strategic Pillars

PILLAR 4

Building the Profile of Paralympics in Ireland

A major event was held to celebrate the achievements of the Irish Paralympic team at the Tokyo 2021 Paralympic Games. This took place in February 2022 at the iconic Dublin Castle with thanks to the Department of Sport and the Department of the Taoiseach. Taoiseach Micheal Martin was amongst those in attendance and addressed the audience to express his pride in the achievements of the team.

All athletes that competed at the Tokyo 2021 Paralympic Games were honoured for their performances with awards given out in specific categories.

Ellen Keane was a prominent figure across the Irish media as she became the first Paralympian to compete in the wildly popular Dancing with the Stars programme on RTE television.

“TAOISEACH MICHEAL MARTIN WAS AMONGST THOSE IN ATTENDANCE AND ADDRESSED THE AUDIENCE TO EXPRESS HIS PRIDE IN THE ACHIEVEMENTS OF THE TEAM.”

Ellen’s appearances on RTE provided great visibility of disability and was a major step forward in normalising disability in the media. This was something that was replicated in 2023 as Michael McKillop competed equally brilliantly and with incredible determination in ‘Ultimate Hell Week.’

There has been a major staff change in the Communications and Commercial areas of the organisation in 2022 and 2023. In 2022 we welcomed Fiona Scally to the staff as our new Communications Executive and in 2023 we bade farewell to our former Head of Commercial, Trevor O’Rourke who retired in April. With these changes has come the opportunity to reassess the structure of the department with the merging of the Communications, Marketing and Commercial areas into the Corporate Affairs Department. Derek Kinnevey will now become the Director of that department. He works with Fiona Scally who is responsible for Paralympics Ireland’s communications and a new hire is set to join the department who will be responsible for sponsorship management.

Paralympics Ireland’s social media presence has been steadily increasing, with growth visible on all major social channels (see table). 2022 also saw the creation of a Tik Tok channel for PI, an app that has over one billion active users worldwide and offers an opportunity to connect with a new audience.

In addition to this, a social media style guide and strategy document is currently being developed to further streamline our communications and reach relevant audiences with the correct voice and message depending on the platform, particularly amongst the younger demographics.

Videos on the Net have also been engaged as a content production agency and have already produced successful content around the retirement of Jason Smyth, launch of the PTSB NextGen programme and Her/Moves Women in Sport programme.

| Paralympics Ireland Social Media Stats | | |
|--|--------------|--------------|
| Social Platform | January 2022 | October 2023 |
| Facebook | 40,016 | 40,921 |
| X (Twitter) | 21,705 | 21,416 |
| Instagram | 6,443 | 7,537 |
| LinkedIn | 1,969 | 2,985 |
| YouTube | 467 | 522 |
| Tik Tok | 0 | 342 |

| Tokyo 2020 Paralympic Award Winners | |
|---|--|
| Athlete | Award |
| Outstanding Male Performance | Jason Smyth |
| Outstanding Female Performance | Katie George Dunlevy and Eve McCrystal |
| Outstanding Games Debut Performance | Gary O’Reilly |
| Outstanding Contribution to the Irish Paralympic Team (Athlete) | Ellen Keane |
| Outstanding Contribution to the Irish Paralympic Team (Non Athlete) | Dr. Martin McConaghy |
| Outstanding Media Contribution | RTE Sport |
| Best Photograph of Tokyo 2020 | Sam Barnes (Sportsfile) |
| Hall of Fame | Catherine Walsh |
| Irish Paralympic Order | John Fulham |
| Irish Paralympic Order | Liam Harbison |
| President’s Award | John Treacy |



Financial Statements 2022



PARALYMPICS
IRELAND



Notes to the Financial Statements



The surplus for the financial year, after taxation, amounted to €84,327 (2021 - €187,781). The Company operates to a four year cycle culminating in the Paralympic Games.

The current cycle will end in 2024 with the Paralympic Games in Paris. The Company is on track against budget for this cycle and expected to attain surplus positions in the years preceding the Games and anticipates a deficit in 2024 as it expends additional funding for the Games from Sport Ireland and from it's own reserved funds to meet the strategic goals for this cycle.

Lorcan Claffey
Finance Officer



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Grant Thornton

Financial Statements

Paralympics Ireland CLG

For the financial year ended 31 December 2022

Registered number: 339700



PARALYMPICS
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Company Information

Directors

Eimear Breathnach (President)
Lorcan Claffey (appointed 27 April 2022)
Lisa Clancy (Vice President)
Denis Toomey (Vice President)
Tony Dignam (resigned 14 December 2022)
John Bolger (appointed 27 April 2022)
Damien O'Neill (resigned 12 January 2022)
Catherine Walsh
Lisa Fallon
Eileen O'Mahony
Larry Fenelon (appointed 26 January 2022)

Company secretary

Tony Dignam (resigned 14 December 2022)
John Bolger (appointed 14 December 2022)

Registered number

339700

Registered office

Irish Sports HQ
National Sports Campus
Blanchardstown
Dublin 15

Independent auditor

Grant Thornton
Chartered Accountants & Statutory Audit Firm
13-18 City Quay
Dublin 2

Bankers

Bank of Ireland
Killester
Dublin 3

Solicitors

Crowley Millar
2-3 Exchange Place
Georges Dock
IFSC
Dublin 1



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| The following pages do not form part of the statutory financial statements: | |
| Detailed income and expenditure account and summaries | 21 - 23 |



PARALYMPICS
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Directors' report

For the financial year ended 31 December 2022

The directors present their annual report and the audited financial statements for the financial year ended 31 December 2022.

Principal activities

The principal activity of the Company during the financial year was to promote, encourage and support involvement in high performance sport of people with disabilities of an intellectual, physical, physiological and sensory nature.

Results

The surplus for the financial year, after taxation, amounted to €84,327 (2021 - €187,781). The Company operates to a four year cycle culminating in the Paralympic Games. The current cycle will end in 2024 with the Paralympic Games in Paris. The Company is on track against budget for this cycle and expected to attain surplus positions in the years preceding the Games and anticipates a deficit in 2024 as it expends additional funding for the Games from Sport Ireland and from its own reserved funds to meet the strategic goals for this cycle.

Directors

The directors who served during the financial year were:

Eimear Breathnach (President)
Lorcan Claffey (appointed 27 April 2022)
Lisa Clancy (Vice President)
Denis Toomey (Vice President)
Tony Dignam (resigned 14 December 2022)
John Bolger (appointed 27 April 2022)
Damien O'Neill (resigned 12 January 2022)
Catherine Walsh
Lisa Fallon
Eileen O'Mahony
Larry Fenelon (appointed 26 January 2022)

Political contributions

There were no political contributions during the financial year.

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The Company's accounting records are maintained at the Company's registered office at Irish Sport HQ, National Sports Campus, Blanchardstown, Dublin 15.

Events since the end of the financial year

There have been no significant events affecting the Company since the financial year end.

Future developments

The Company plans to continue in its present activities.



PARALYMPICS
IRELAND



Directors' report (continued)

For the financial year ended 31 December 2022

Reserves policy

As the Paralympics operate on a four-year cycle, the Company policy is to accumulate funds in the “non-games” years to help meet the additional costs of sending teams to the games.

In addition, the Company has a policy of maintaining a minimum reserve of €250,000 to meet operating expenses.

Governance and management

Paralympics Ireland's board give their time to Paralympics Ireland on a voluntary basis and receive no remuneration. Out-of-pocket expenses may be reimbursed. The board met nine times during 2022. There are also a number of sub committees which have been established by the board as outlined below with details of membership of each committee:

Audit and Risk Committee – Tony Dignam, John Bolger Áine Crotty, Lorcan Claffey and Neal Morrison.

Meets at least twice per annum and reviews internal controls and the risk management system. It also liaises with the external auditors in relation to the year-end audit and the statutory accounts. The Committee met four times during 2022.

Governance Committee - Eimear Breathnach, Denis Toomey, Eileen O'Mahony and Áine Crotty.

Responsible for ensuring compliance with all related legislative and regulatory requirements, to monitor and review the Governance Code and the Charities Governance Code and that good governance is at the forefront of how the board and organisation operate. The Committee met three times during 2022.

Strategy Steering Committee – Lisa Clancy, John Fulham and Ruth NicAoidh.

Responsible for overseeing the development implementation of the 2019 – 2025 strategy of Paralympics Ireland. The Committee met four times during 2022.

Athletes Commission – Catherine Walsh, John Twomey, Jason Smyth, Michael McKillop, Martin Gordan, Greta Streimikyte, Padraic Moran, Joey Markey and Breda Berine.

Responsible for ensuring that athletes' interests remain at the core of decisions that are made at board level. The Committee met three times during 2022.

Boccia Ireland Sub Committee – Padraic Moran, Damien Noonan, Patrick Flanigan, Ger McTavish, Lisa Callaghan, Peter Wiley and Denise O’Flaherty.

Responsible for the implementation of the Strategic Plan for Boccia Ireland, including the development of an athlete pathway. Prepare an Annual Operational and financial plan and target the progression to an independent NGB. The Committee met four times during 2022.

High Performance Committee – Lisa Fallon, Eimear Breathnach, Denis Toomey, Liam Moggan, Eoghan Clifford, Dave Malone and Neasa Russell.

Responsible for the strategic oversight of High Performance Plans and Processes for Paralympics Ireland with the objective of building an effective High Performance system. The Committee met twice during 2022.

Board evaluation

The board carried out a self-assessment of its role and effectiveness, led by the President. The board uses this feedback to make changes to how it operates.



PARALYMPICS
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Directors' report (continued)

For the financial year ended 31 December 2022

Board recruitment

When recruiting new directors to the board, the board aims to attract a diverse range of candidates with the skills Paralympics Ireland needs. The board adheres to gender balanced recommendations with 5 females and 4 males.

Risk management

Paralympics Ireland has in place a risk management framework and a risk register which is subject to review by the Audit and Risk Committee. The risk register is maintained by the Senior Leadership Team and the CEO reports changes in principal risks and uncertainties to the Audit & Risk Committee and the Board during the financial year.

Governance code

Paralympics Ireland was added to the governance code registry of organisations as 'compliant' since the beginning of January 2019 and have overseen adherence to the code since then. As required each three years when we renewed and were reconfirmed as 'compliant' in January 2022. The board implemented another governance code, the Charities Governance Code, and reconfirmed compliance in October 2022.

Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as the directors is aware, there is no relevant audit information of which the Company's auditor is unaware, and
- the directors have taken all the steps that ought to have been taken as directors in order to be aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

Branches outside the State

There are no branches of the Company outside the State.

Auditor

The auditor, Grant Thornton, continues in office in accordance with section 383(2) of the Companies Act 2014.

This report was approved by the board and signed on its behalf.

.....
Eimear Breathnach (President)
Director

.....
Lorcan Claffey
Director

Date: 22 September 2023



PARALYMPICS
IRELAND



Directors' responsibilities statement

For the financial year ended 31 December 2022

The directors are responsible for preparing the Directors' report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Irish law.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Company as at the financial year end date, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

On behalf of the board

Eimear Breathnach (President)
Director

Lorcan Claffey
Director

Date: 22 September 2023



PARALYMPICS
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Independent auditor's report to the members of Paralympics Ireland CLG

Opinion

We have audited the financial statements of Paralympics Ireland CLG which comprise the Statement of comprehensive income, the Statement of financial position, the Statement of changes in equity for the financial year ended 31 December 2022, and the related notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (Generally Accepted Accounting Practice in Ireland).

In our opinion, Paralympics Ireland CLG's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the Company as at 31 December 2022 and of its financial performance for the financial year then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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



PARALYMPICS
IRELAND



Grant Thornton

Independent auditor's report to the members of Paralympics Ireland CLG (continued)

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Directors' Report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

Under the Companies Act 2014, we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.



PARALYMPICS
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Independent auditor's report to the members of Paralympics Ireland CLG (continued)

Responsibilities of the management and those charged with governance for the financial statements

As explained more fully in the directors' responsibilities statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS102, and for such internal control as they determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

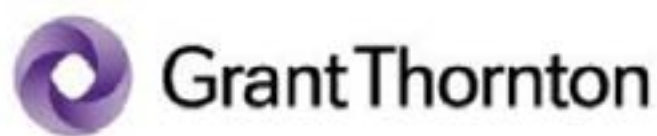
The auditor's objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a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

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. They will also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



PARALYMPICS
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Independent auditor's report to the members of Paralympics Ireland CLG (continued)

Responsibilities of the auditor for the audit of the financial statements (continued)

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

The auditor communicates with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that may be identified during the audit.

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

This report is made solely to the Company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Shelley
for and on behalf of
Grant Thornton
Chartered Accountants &
Statutory Audit Firm
Dublin 2

Date: 22 September 2023



Statement of comprehensive income
For the financial year ended 31 December 2022

| | Note | 2022 € | 2021 € |
|---------------------------------------|------|----------------|----------------|
| Income | 4 | 2,106,309 | 2,502,157 |
| Direct costs | | (1,243,799) | (1,895,051) |
| Gross surplus | | 862,510 | 607,106 |
| Administrative expenses | | (778,183) | (423,321) |
| Other operating income | 5 | - | 3,996 |
| Operating surplus | 6 | 84,327 | 187,781 |
| Tax on surplus | 8 | - | - |
| Surplus for the financial year | | 84,327 | 187,781 |

All amounts relate to continuing operations.

There was no other comprehensive income for 2022 (2021: €NIL).

The notes on pages 12 to 20 form part of these financial statements.




Statement of financial position
As at 31 December 2022

| | Note | 2022 € | 2022 € | 2021 € | 2021 € |
|--|------|------------------|------------------|------------------|------------------|
| Current assets | | | | | |
| Debtors: amounts falling due within one year | 10 | 1,476 | | 27,860 | |
| Cash at bank and in hand | 11 | 1,833,701 | | 1,509,994 | |
| | | <u>1,835,177</u> | | <u>1,537,854</u> | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 12 | (680,157) | | (467,161) | |
| | | <u></u> | <u>1,155,020</u> | <u></u> | <u>1,070,693</u> |
| Net current assets | | | <u>1,155,020</u> | | <u>1,070,693</u> |
| Net assets | | | <u>1,155,020</u> | | <u>1,070,693</u> |
| Reserves | | | | | |
| Accumulated funds | | | <u>1,155,020</u> | | <u>1,070,693</u> |

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A for small entities.

The financial statements were approved and authorised for issue by the board:


.....
Eimear Breathnach (President)
Directors


.....
Lorcan Claffey
Directors

Date: 22 September 2023

The notes on pages 12 to 20 form part of these financial statements.



Statement of changes in equity

For the financial year ended 31 December 2022

| | Accumulated funds € | Total equity € |
|--|---------------------------|-------------------|
| At 1 January 2022 | 1,070,693 | 1,070,693 |
| Comprehensive income for the financial year | | |
| Surplus for the financial year | 84,327 | 84,327 |
| At 31 December 2022 | <u>1,155,020</u> | <u>1,155,020</u> |

Statement of changes in equity

For the financial year ended 31 December 2021

| | Accumulated funds € | Total equity € |
|--|---------------------------|-------------------|
| At 1 January 2021 | 882,912 | 882,912 |
| Comprehensive income for the financial year | | |
| Surplus for the financial year | 187,781 | 187,781 |
| At 31 December 2021 | <u>1,070,693</u> | <u>1,070,693</u> |

The notes on pages 12 to 20 form part of these financial statements.



**PARALYMPICS
IRELAND**



Notes to the financial statements

For the financial year ended 31 December 2022

1. General information

Paralympics Ireland CLG is a company limited by guarantee, having no share capital and incorporated in Ireland (Registered number 339700) with a registered office at Irish Sport HQ, National Sports Campus, Blanchardstown, Dublin 15. It is a registered sports body primarily involved in promoting, encouraging and supporting involvement in high performance sport of people with disabilities of an intellectual, physical, physiological and sensory nature.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2014.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

2.2 Income

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

Fundraising, donations and sponsorship are amounts received from private institutions and fundraising events. Other income pertains to membership fees. These are recognised in the Statement of comprehensive income in the period of receipt.

2.3 Government grants

Grants are accounted for under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to profit or loss at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of comprehensive income in the same period as the related expenditure.



Notes to the financial statements

For the financial year ended 31 December 2022

2. Accounting policies (continued)

2.4 Defined contribution pension plan

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in the Statement of comprehensive income when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of financial position. The assets of the plan are held separately from the Company in independently administered funds.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

| | |
|------------------|---------------------|
| Motor vehicles | - 25% straight line |
| Office equipment | - 33% straight line |

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.6 Impairment of fixed assets

Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets are impaired. Where there is any indication that an asset may be impaired, the carrying value of the asset (or cash-generating unit to which the asset has been allocated) is tested for impairments. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's (or CGU's) fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (CGU's). Non-financial assets that have been previously impaired are reviewed at each reporting date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have decreased.

2.7 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.



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Notes to the financial statements

For the financial year ended 31 December 2022

2. Accounting policies (continued)

2.8 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.9 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.10 Reserves

As the Paralympics operate on a four-year cycle, the Company policy is to accumulate funds in the “non-games” years to help meet the additional costs of sending teams to the games.

In addition, the Company has a policy of maintaining a minimum reserve of €250,000 to meet operating expenses.

2.11 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

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

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the reporting date.



Notes to the financial statements

For the financial year ended 31 December 2022

2. Accounting policies (continued)

2.11 Financial instruments (continued)

Financial assets and liabilities are offset and the net amount reported in the Statement of financial position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgments and estimates. The items in the financial statements where these judgments and estimates have been made include:

Revenue recognition

Determining when to recognise revenues from Sport Ireland, Sport Northern Ireland and other private organisations requires an understanding of the relevant grant and sponsorship agreements. Recognising grant and sponsorship income also requires significant judgment in determining whether conditions, milestones and other terms have been met.

4. Analysis of income

An analysis of income by class of business is as follows:

| | 2022 € | 2021 € |
|--|------------------|------------------|
| Sport Ireland grants | 1,678,291 | 2,099,683 |
| Fundraising, donations and sponsorship | 354,897 | 356,480 |
| Tokyo Other Income | - | 38,803 |
| Other income | 78,887 | 7,191 |
| | <u>2,112,075</u> | <u>2,502,157</u> |

All income arose in the Republic of Ireland.

| | 2022 € | 2021 € |
|--|------------------|------------------|
| Sport Ireland - Performance Grant | 849,501 | 744,009 |
| Sport Ireland - Core Grant | 450,000 | 400,000 |
| Sport Ireland - Tokyo 2020 Grant | - | 345,307 |
| Sport Ireland - Carding | 260,000 | 344,000 |
| Sport Ireland - Covid Impact Funding | - | 244,575 |
| Sport Ireland - Aspire Grant | - | 21,042 |
| Sport Ireland - Women in Sport | 3,000 | 750 |
| Sport Ireland - Athlete Transition Funding | 67,000 | - |
| Sport Ireland - Boccia Ireland | 30,310 | - |
| Sport Ireland - Other Allocation | 18,480 | - |
| | <u>1,678,291</u> | <u>2,099,683</u> |



Notes to the financial statements

For the financial year ended 31 December 2022

4. Analysis of income (continued)

The Department of Transport, Tourism and Sports is the sponsoring department for all Sport Ireland grant income. Deferred income as at 31 December 2022 amounted to €580,992.

5. Other operating income

| | 2022 € | 2021 € |
|---------------|-----------|--------------|
| Sundry income | - | 3,996 |
| | <u>-</u> | <u>3,996</u> |

6. Operating surplus

The operating surplus is stated after charging:

| | 2022 € | 2021 € |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | - | 246 |
| Defined contribution pension cost | 19,513 | 28,105 |
| | <u>19,513</u> | <u>28,105</u> |

7. Employees

The average monthly number of employees, including the directors, during the financial year was as follows:

| | 2022 No. | 2021 No. |
|--------------------------------|-------------|-------------|
| Number of administrative staff | 10 | 12 |
| | <u>10</u> | <u>12</u> |



Notes to the financial statements

For the financial year ended 31 December 2022

7. Employees (continued)

Capitalised employee costs during the financial year amounted to €Nil (2021: €Nil).

The directors did not receive any remuneration during the financial year.

Key management remuneration based on contract amounted to a total cumulative figure for 2022 of €369,632 (2021: €377,885).

Key management remuneration includes salary and other benefits including employees PRSI and pension contribution but excluding employers PRSI and employers pension contribution.

The following number of employees received total employees' benefits (excluding employers PRSI and pension costs) for the reporting period of more than €60,000 based on contract.

| | 2022 No. | 2021 No. |
|--------------------|-------------|-------------|
| €60,000 to €70,000 | 2 | 2 |
| €70,001 to €80,000 | 2 | 1 |
| €80,001 to €90,000 | - | 1 |
| | <u>4</u> | <u>4</u> |

8. Taxation

The Company has been granted charitable tax exemption under reference CHY 13420. The charity number of the Company is 20041700.



Notes to the financial statements

For the financial year ended 31 December 2022

9. Tangible fixed assets

| | Motor vehicles € | Office equipment € | Total € |
|--------------------------|------------------------|--------------------------|------------|
| Cost or valuation | | | |
| At 1 January 2022 | 23,910 | 4,600 | 28,510 |
| At 31 December 2022 | 23,910 | 4,600 | 28,510 |
| Depreciation | | | |
| At 1 January 2022 | 23,910 | 4,600 | 28,510 |
| At 31 December 2022 | 23,910 | 4,600 | 28,510 |
| Net book value | | | |
| At 31 December 2022 | - | - | - |
| At 31 December 2021 | - | - | - |

10. Debtors: Amounts falling due within one year

| | 2022 € | 2021 € |
|---------------|-----------|-----------|
| Trade debtors | 1,476 | 27,860 |

11. Cash and cash equivalents

| | 2022 € | 2021 € |
|--------------------------|-----------|-----------|
| Cash at bank and in hand | 1,833,701 | 1,509,994 |

The cash balance consists of cash reserves built up by the Company to cover additional costs of Games years and includes grant funding ring-fenced for specific purposes and deferred income.



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Notes to the financial statements

For the financial year ended 31 December 2022

13. Company status

Paralympics Ireland CLG is a company not having a share capital. Every member undertakes to contribute to the assets of the Company, in the event of same being wound up while they are still a member or within a year after they ceased being a member, for payment of the debt and liabilities of the Company contracts before they ceased to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the right of the contributories amount themselves, such amount as may be required not exceeding €1.00.

14. Boccia

In 2016, Paralympics Ireland commenced the managing of the governance of Boccia Ireland. During 2022, Boccia Ireland also received donations and membership fees totalling €30,310 (2021: €2,412). Expenditure incurred in 2022 was €41,523 (2021: €2,412). These amounts are reflected in the financial statements.

15. Post balance sheet events

There have been no significant events affecting the Company since the financial year end.

16. Approval of financial statements

The board of directors approved these financial statements for issue on 22 September 2023



Detailed profit and loss account
For the financial year ended 31 December 2022

| | 2022 € | 2021 € |
|---------------------------------------|----------------|-------------|
| Income | 2,106,309 | 2,502,157 |
| Direct costs | (1,243,799) | (1,895,051) |
| Gross surplus | 862,510 | 607,106 |
| Other operating income | - | 3,996 |
| Administration expenses | (778,183) | (423,321) |
| Operating surplus | 84,327 | 187,781 |
| Tax on surplus on ordinary activities | - | - |
| Surplus for the financial year | 84,327 | 187,781 |

