

Irish Penal Reform Trust Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2021

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

Company Number: 218442
Charity Number: CHY 11091
Charities Regulatory Authority Number: 20029562

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Irish Penal Reform Trust Company Limited by Guarantee
REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	Aislinn O'Donnell David Perry (Resigned 26 November 2021) Eddie D'Arcy (Resigned 22 September 2021) Joan O'Flynn Kathleen Leader Kevin Gregory Niall Walsh Seamus Taylor Suzanne Lyons (Resigned 11 May 2021) Liz Leavy (Appointed 19 May 2021) Miranda Trouabal (Appointed 20 July 2021) Ashling Golden (Appointed 26 January 2022)
Chairperson	Seamus Taylor
Company Secretary	Kathleen Leader
Chief Executive Officer	Fíona Ni Chinnéide (Resigned 8 th February 2022) Molly Joyce (Acting as CEO from 9 th February 2022) Saoirse Brady (New CEO from 3rd May 2022)
Charity Number	CHY 11091
Charities Regulatory Authority Number	20029562
Company Number	218442
Registered Office and Principal Address	MACRO 1 Green Street Dublin 7
Auditors	Crowleys DFK Unlimited Company Chartered Accountants and Statutory Audit Firm 16/17 College Green Dublin 2
Bankers	Bank of Ireland 33 Arran Quay Smithfield Dublin 7

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

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

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees.

In this report the directors of Irish Penal Reform Trust Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements, and finances for the financial year 2021.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The directors, who are also the trustees of the charity, at the date of this report and those who served during the financial year together with the dates of any changes are set out on Page 3.

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

Mission, Objectives and Strategy

Mission Statement

The principal activity of the company is the promotion of constructive treatment for persons deprived of their liberty by the penal system.

The mission of the Charity is to promote the constructive treatment of offenders, prisoners, immigrant and refugee detainees and prisoners suffering from mental illness, as designated under the Mental Treatment Act 1945 (as amended), and such other persons deprived of their liberty by law in the Republic of Ireland through advocating respect for the rights of all persons in the penal system, respect for the rights of prisoners, reduction of imprisonment, promotion of alternatives to prison, and progressive reform of the penal system.

Objectives

The charity's objectives as set out in the governing document are as follows:

Objective 1:

To promote the education of the public and to further knowledge of the penal system and penal institutions in the Republic of Ireland, the welfare and treatment of offenders, prisoners, immigrant and refugee detainees, prisoners suffering from mental illness, their families, and dependents.

Objective 2:

To promote the prevention of crime and specifically to promote discussion of and debate on such improvements in the penal system in the Republic of Ireland as may be thought conducive to the public benefit.

Objective 3:

To promote research into penal systems and the treatment of offenders, prisoners, immigrant and refugee detainees, prisoners suffering from mental illness and their families, and dependents and the prevention of crime.

Objective 4:

To promote the above purposes by all lawful means, including (but not limited to) the use of the media generally, publications, lectures, seminars, working with other organisations, schemes of research and study and visits to prisons and other penal institutions and places of detention.

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Values

The core set of values that guide our work are:

- **Independent** in our voice and in our actions
- **Committed** to holding the State to account
- **Fair** and committed to tackling social injustice
- **Authoritative** and guided by human rights frameworks and best international standards
- **Informed** by high quality research and evidence-informed policies
- **Constructive** in our work with others in the penal system
- **Engaged** with people in prison and their families
- **Accountable** and committed to the highest levels of good governance and financial integrity

Strategy

IPRT's annual programme of activities is guided by our Strategic Plan 2017-2021, which sets out the five most effective tools for bringing about the long-term goals we wish to achieve:

- Production of High Quality Research;
- Creation of Evidence-Informed Policy Solutions;
- Advocacy and Campaigning at all levels;
- Public Communication and Awareness Raising; and
- Building Alliances and Capacities.

In order to achieve further and sustained progress on our strategic objectives, IPRT's key activities in 2021 were in the areas of research, advocacy and submissions, media and awareness raising, events and publications, and engagement.

i) High Quality Research

All IPRT's advocacy work is informed by our comprehensive research. Owing to this, IPRT generally conducts several research projects at the same time. These projects are funded by a variety of sources, including The Community Foundation for Ireland and the Irish Human Rights and Equality Commission, amongst others. At times, IPRT will undertake to commission research that meets a specific organisational need or objective. In 2021, research and advocacy projects included:

- **Know Your Rights: Your Rights as a Prisoner:**
Published in February 2021, the booklet aims to help prisoners understand the rights they have while in prison. It is written in everyday language and is informative and easy to use. It is an update of the Irish Penal Reform Trust and Irish Council for Civil Liberties 'Know Your Rights – Your Rights as a Prisoner' booklet published in 2012 and so includes changes made to legal rules or relevant laws since then. This booklet will also be helpful for family members and practitioners working in the area who want to better understand the rights of their family members or those they are working with.
- **Piecing It Together: Supporting Children and Families with a Family member in Prison in Ireland:**
Published in July 2021, this report assesses progress on a series of recommendations made by IPRT in "Picking up the Pieces" in 2012. These recommendations were made to Government, the Courts and Courts Service, the Irish Prison Service, the Department of Education, and media, amongst others. While the new report details some pockets of good practice in Ireland, it highlights a number of significant gaps, including: limited national recognition of the rights of children with a family member in prison; the continued lack of any national support services for these children; visiting conditions that are not child-friendly; limited data and research; and stigmatisation of these children and their families.
- **Progress in the Penal System: The need for transparency (2021):**
IPRT published and launched Progress in the Penal System: The need for transparency (2021) (or 'PIPS 2021') in February 2022, the fifth in a series of annual reports benchmarking progress in Ireland's penal system. Since 2017, the PIPS project has set out a clear vision for the future of the penal system. From the outset, the overall purpose of PIPS has been to promote and assess progress across a broad range of issues in Ireland's penal system, guided by a set of 35 standards. The reality is, however, that accessing data that relates to the various standards has often been challenging. The 2021 report reflects on the past five years of monitoring the Irish penal system: the progress made, the areas where little change has been effected, and the issues about which we still have a limited understanding due to a lack of data. While remaining committed to the achievement of all 35 standards, this edition of PIPS focuses on 13 interacting standards that track a person's journey through the penal system, from the point of imprisonment through to release. The PIPS project is supported by a donor-advised fund through The Community Foundation for Ireland.

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- Migrants and Minority Ethnic Groups in the Penal System:

In 2020, IPRT secured funding for a new advocacy and research project on 'Access to Rights and Access to Justice for Migrants and Minority Ethnic Groups in the Penal System' under the Irish Human Rights and Equality Commission 'Human Rights and Equality Grants Scheme 2020'. The research has been commissioned by IPRT from Maynooth University and the report was submitted in late 2021. It is due for publication in Spring 2022.

- Access to rights for people detained in secure forensic mental health facilities:

This project will scope the need for a national policy advocacy strategy to promote the rights of people with disabilities detained in secure forensic mental health facilities in Ireland under the Irish Human Rights and Equality Commission 'Human Rights and Equality Grants Scheme 2021'. The research has been commissioned by IPRT from the Centre for Disability Law and Policy at NUI Galway and will be published in mid-2022.

These activities deliver on the main object plus subsidiary objectives 1, 2 and 3.

ii) Evidence-Informed Policy Solutions

IPRT regularly makes written and oral submissions to consultation processes on penal policy but also on linked issues such as human rights, women's rights, the rights of minority groups and crime policy issues, where they relate to our core objectives. IPRT both promotes the need for a national criminal justice policy that is informed by robust data and research, and also develops evidence-informed policy solutions to support policy development and decision-making. All submissions are grounded in IPRT's comprehensive research and evidence base. Furthermore, IPRT actively monitors Ireland's international treaty obligations and leverages these to ensure adequate compliance with international human rights standards. In 2021 such submissions included:

- IPRT Submission to the Probation Service Strategy 2021-2023 (March 2021)
- IPRT Submission to Ireland's third UN Universal Periodic Review (March 2021)
- IPRT Submission to Initial State Report under the UN CRPD 2021 (April 2021)
- IPRT Submission to the National Anti-Racism Committee (July 2021)
- IPRT presentation to Universal Periodic Review (UPR) pre-session (October 2021)
- Action for Children and Families of Prisoners submission to the Review of Prison Rules (October 2021)
- IPRT Submission to the Irish Prison Service Public Consultation on the Review of Prison Rules (November 2021)
- IPRT Submission to the Draft State Report to the UN Convention on the Rights of the Child (November 2021)
- IPRT Submission to the Department of Children, Equality, Disability, Integration and Youth on the Review of the Equality Acts (December 2021)

While opportunities to travel to engage in international human rights processes were limited due to the pandemic, IPRT was one of the civil society organisations chosen to make a statement at the pre-session meeting of Ireland's UN Universal Periodic Review (UPR) in October 2021. While the presentation took place virtually, it was an opportunity to ensure that the protection and promotion of human rights for people in prison were not forgotten during the review. The Irish State received several recommendations relating to criminal justice issues, following IPRT's written submission and oral presentation. As with all international processes, we will monitor progress on the recommendations closely.

These activities deliver on the main object plus subsidiary objectives 2 and 3.

iii) Advocacy and Campaigns

IPRT also engages in discrete advocacy campaigns in key areas. Core campaigns in 2021 included:

COVID-19 and Prisons:

Prisons, and in particular poor prison conditions, are high-risk environments for the transmission of infectious diseases such as COVID-19. Therefore, COVID-19 and related restrictions became the largest and most pressing area of IPRT's work from March 2020. This continued as the most dominant area of vigorous advocacy by IPRT throughout 2021, with the focus primarily on conditions for people in prison, access to vaccination and the resumption of in-person visits for families and children.

In April 2021, IPRT published 'Irish Prisons and COVID-19: One Year On' in which we updated our recommended actions required of the State to meet human rights obligations and address the impact of the pandemic on people in prison and their families, one year into the pandemic. This document gathered the evidence and principles and informed our advocacy and engagements with stakeholders across 2021.

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Across 2021, we were unrelenting in our focus on the equitable vaccination of people in prison. Equipped with the evidence, IPRT engaged in direct and sustained engagement with all key stakeholders in relevant areas, including the Irish Prison Service, Department of Justice, Department of Health, Health Service Executive, Chief Inspector of Prisons, Irish Human Rights and Equality Commission, and others. This included raising issues with members of the Oireachtas via the new All-Party Oireachtas Group on Penal Reform, co-chaired by Deputy Ivana Bacik and Deputy Jennifer Carroll MacNeill.

Alongside direct advocacy, we regularly appeared in the media to express dismay that men and women in prison were being left behind in Ireland's pandemic efforts. Often, IPRT was a lone voice in drawing attention to this significant gap in pandemic decision-making.

Children of prisoners:

In summer 2020, IPRT launched a new three-year project that aims to reduce harm for children and families affected by imprisonment. This project continued in 2021, with our network of community-based organisations, researchers and academics, and advocacy groups meeting three times during 2021 to assess opportunities for reform in this area.

In July 2021, IPRT launched 'Piecing it Together: Supporting Children and Families with a Family Member in Prison in Ireland'. The report examines whether progress has been made to support the rights of children and families with family members in prison and sets out a roadmap to help ensure the State meets its obligations to children under the UN Convention on the Rights of the Child (UNCRC). While the report details some pockets of good practice, a number of significant gaps remain, including: limited national recognition of the rights of children with a family member in prison; the continued lack of any national support services for these children; visiting conditions that are not child-friendly; limited data and research; and stigmatisation.

To support the launch of the report, we released a short animation to raise awareness of the core issues among the public. We also launched a website and branding for the Action for Children and Families of Prisoners network. Visit www.actionforfamilies.ie for more information.

Children and families with family members in prison were also highlighted in our other publications ('COVID-19 One Year On' and 'Progress in the Penal System (2020)'), at our Prison Law Seminar, and in a survey in June/July 2021. Awareness raising work on children and families in the media this year included broad local and national coverage, including coverage on the Six One News.

These activities deliver on the main object plus subsidiary objectives 1-4.

iv) Public Communications and Raising Awareness

IPRT both responds to media queries and relevant news items and proactively seeks media coverage on important issues and to provide an alternative voice in public discussion of crime and penal policy. IPRT raises awareness and provides information through maintaining the IPRT website as a research centre on penal policy topics; maintaining a social media presence and regular production of an ebulletin; and engaging extensively with media on these issues. We had significant levels of engagement with public debate in 2021, issuing 4 editions of the IPRT ebulletin and contributing to more than 180 print and online stories and radio and TV appearances. TV appearances this year included an interview as part of RTE Prime Time.

IPRT makes active use of Twitter as our primary form of social media, and we had approximately 6,300 followers at end 2021. As an advocacy organisation, Twitter allows IPRT to engage in debate and respond to the issues of the day in real-time. Twitter also allows us to directly engage with our peer organisations, media and decision-makers. IPRT tweeted over 490 times (excluding retweets) and our tweets were seen 1,004,900 times. While IPRT's Facebook following successfully increased by approximately 5% during 2021 (to approx. 2,050 at end 2021), as with trends seen across the world, fewer people are using Facebook (with some reduction in followers due to deactivated accounts) and increasing numbers of people are spending longer periods on Instagram. Across 2021, IPRT's Instagram following has grown approximately 25% during 2021 to 788 at end 2021, with IPRT posting more regularly on Instagram to reach both current supporters on a platform they are increasingly using, but also to reach new audiences who are migrating to Instagram. In addition, we had 540 followers on LinkedIn at the end of 2021.

Additionally, we were able to make good use of YouTube during 2021, uploading five videos garnering 700 views in total by end 2021 (and growing). While one of the videos was a project animation (relating to children and families), four of these videos were recordings of events. Spreading these videos to new audiences who might not have been able to attend otherwise – including members of the Oireachtas whose schedules don't always permit event attendance – was made possible through online event technology.

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IPRT hosts a variety of events each year. These events are linked to our research work or to specific advocacy work. They are mostly public events and usually well attended, and hence provide an excellent platform from which to raise awareness of our work and the issues being addressed, whilst also creating a conversation and engagement point for stakeholders on a particular issue. Due to the COVID-19 pandemic, IPRT moved to hosting virtual rather than in-person events from March 2020. This practice continued throughout 2021. This allowed for a broader range of attendees to be invited as venue capacity was not an issue and facilitated the easier participation of international panelists and attendees. The use of online sign-up and contact permission gathering also allowed us to increase our online engagement and follow-up with attendees after events. In 2021, IPRT events included:

- Launch of 'Progress in the Penal System 2020: Making Progress in a Pandemic?' (January 2021)
- Prison Law Seminar: The Prison Rules (February 2021)
- Third meeting of Action for Children and Families of Prisoners (March 2021)
- First meeting of the re-booted All-Party Oireachtas Group on Penal Reform (April 2021)
- Launch of 'Piecing It Together: Supporting Children and Families with a Family Member in Prison' (July 2021)
- IPRT information meeting on the review of the Prison Rules (September 2021)
- Fourth meeting of Action for Children and Families of Prisoners (September 2021)
- First meeting of IPRT 'Solicitor Panel' (September 2021)
- IPRT Annual General Meeting and launch of the IPRT Annual Review 2020-2021 (September 2021)
- Second meeting of All-Party Oireachtas Group on Penal Reform (October 2021)
- Prison Law Seminar: Developing Sentencing Guidelines for Ireland (October 2021)
- Second meeting of IPRT 'Solicitor Panel' (December 2021)

These activities deliver on the main object plus subsidiary objectives 1-4.

v) Building Alliances and Capacities

Through our qualitative interviews for research, our annual prisoner members' survey (which this year included a focus on issues experienced as a result of COVID-19 as well as wider penal reform issues), and other means, IPRT regularly engages with prisoners and their families, responding to queries, and conducting occasional prison visits (COVID-19 restrictions permitting). In addition, in June/July 2021, IPRT conducted a follow-up survey among people with a family member in prison during COVID-19 restrictions to help us understand the impact of ongoing restrictions on family members. This engagement in turn informs our strategic priorities and provides the impetus for further action, investigation or research.

Further alliance building during 2021 included the establishment of a 'Solicitor Panel', which brings together solicitors working in areas relating to prison litigation so that we can hear directly from those who are regularly engaging with the courts and prisons about what is happening on the ground. This feeds into our broader advocacy work. This period also featured developing relationships with legal bodies including the Irish Criminal Bar Association (ICBA) and the Dublin Solicitors' Bar Association (DSBA).

The recruitment in November 2020 of a Legal & Public Affairs Manager has built important capacity within IPRT to further develop our work in building constructive relationships with members of the Oireachtas. In April 2021, the All-Party Oireachtas Group on Penal Reform was re-established. The Group is jointly chaired by Deputy Jennifer Carroll MacNeill and Deputy Ivana Bacik, with secretariat support provided by IPRT. It provides a forum for members of all parties and independents, across the Dáil and Seanad, to discuss penal reform issues, engage directly with leading experts in the field and work together to create positive and lasting reform of the Irish penal system. Activities of the Group in 2021 included: the first open meeting for all TDs and Senators (April 2021), at which the Chief Inspector of Prisons spoke; an individual meeting with Department of Justice officials to discuss penal reform priorities (May 2021); a meeting with the Chairperson of the High Level Taskforce on Mental Health and Addiction (May 2021); an individual meeting with Chief Supt Colette Quinn (Director of Garda Youth Diversion Bureau) and Eddie D'Arcy (expert in youth justice, Solas Project) (September 2021); and the second open meeting for all TDs and Senators (October 2021), which focused on spent convictions and mental health, with contributions from Senator Lynn Ruane and Pat Bergin (Head of Service, National Forensic Mental Health Service). To date, approximately 35 members of the Oireachtas have expressed interest in and/or attended a meeting of the All-Party Group.

IPRT also works closely with a number of organisations in the area of human rights, penal policy, and prisoner and ex-prisoner support organisations. Additionally, IPRT made presentations to Recruit Prison Officers on our work, key current issues, and the importance of accountability and penal reform for the prison system during 2021. Our engagement work in 2021 also included presentations to universities, student societies, ACJRD and local branches of political parties. New and strengthened relationships formed over the period include: NIACRO, Irish Council for Prisoners Overseas (ICPO); and the Talbot Centre.

These activities deliver on the main object plus subsidiary objectives 1, 3 and 4.

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Structure, Governance and Management

Structure

The Charity is governed by its Constitution. The Charity is a company limited by guarantee for the purposes of Part 18 of the Companies Act 2014.

The Constitution sets out the purpose and objectives of the organisation, and how it conducts itself. The Board of Directors who are also Members of the company shall be comprised of no less than seven and are appointed in accordance with Article 45, Article 70, any Directors co-opted in accordance with Article 48 and any replacement Directors or additional Directors appointed pursuant to Article 74 of the Constitution.

The number of Members with which the Company was registered is 9, but the Company may from time to time register an increase or decrease of Members. The Chief Executive Officer ('Executive Director') shall undertake such duties and exercise such powers in relation to IPRT and its business as agreed with the Board. The Chief Executive Officer is required to keep the Board fully advised as to the activities, achievements and challenges faced by IPRT.

Board members of IPRT receive no remuneration beyond vouched expenses.

Governance

In November 2014, IPRT became compliant with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland. We review our compliance with the code annually and did so most recently in May 2019. In 2018, the Charities Regulator issued its own governance code, the Charities Governance Code. Throughout 2019 and 2020, the Board conducted a structured review of its compliance with the Charities Governance Code and IPRT formally signed off on its compliance in November 2020. The Board continues to monitor and maintain compliance with the Governance Code. The Board is guided by a Board handbook that was developed in September 2014, reviewed in 2020 and is updated at least annually.

Responsibility for the day-to-day management and administration of IPRT is delegated to CEO Fiona Ní Chinnéide (until she left post in February 2022, after which Deputy Director Molly Joyce assumed the role of Acting Executive Director for an interim period). On 31st March 2022, IPRT announced the appointment of its new CEO, Saoirse Brady, with Saoirse starting in IPRT on 3rd May 2022. The CEO manages IPRT in accordance with the strategic plan, annual operational plan, policies and procedures and delegations approved by the Board. The CEO is not a member of the Board.

Delegation includes implementation of the strategic plan as well as leading and managing staff and volunteers, programmes, projects, finances, pricing, and administrative aspects, so that the organisation's ongoing vision and strategies can be fulfilled. The CEO is responsible for preparing materials for the Board and strategic planning processes.

Decisions reserved for the Board include strategic planning and operating budgets; appointment/removal of auditor; appointment and performance of the CEO; Board membership; subgroup chairs and members; and approval of finance facilities.

IPRT has a conflict-of-interest policy which was last reviewed by the Board in 2020, in line with the Charities Regulator's Guidance on Managing Conflicts of Interest Appendix B.

Staff and Volunteers

IPRT had five full-time staff in 2021. The CEO currently line-manages the Deputy Director (Legal & Public Affairs Manager), Communications Officer and Membership & Governance Officer, while the Deputy Director (Legal & Public Affairs Manager) line-manages the Senior Policy & Research Officer. All staff receive support in the form of biannual performance management meetings (at the beginning of the year and mid-year), at which the staff member's performance objectives are discussed and updated as needed. Staff also receive regular support in the form of weekly one-to-one meetings with their line manager. A whole team meeting is held once a week (during 2021 this was done online) to check-in on ongoing projects, events and activities.

IPRT generally takes on volunteers for three periods annually (Feb - June, July - August, Sept - January) along with academic placement programmes. Volunteers are not reimbursed for their time. The structured programme involves the volunteers in communications, policy, and advocacy aspects of our work. The total hours volunteered varies year on year but amounts to approximately 2,000 hours volunteered per annum. Due to the on-going COVID-19 pandemic, IPRT switched to remote volunteering from mid-March 2020. The ongoing benefits of the volunteer programme to both the organisation and the volunteers will continue to be monitored.

Committees of the Board

During the COVID-19 period, Board meetings and Subcommittee meetings continued to be held as scheduled and were held online.

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The Board and following subcommittees were active during the reporting period:

(Subcommittees have terms of reference approved by the Board)

- Board
- Finance, Audit and Risk and Human Resources (FARHR) Subcommittee (formerly Finance Subcommittee)
- Board Nominations Subcommittee

Board

In 2021, between 8 and 9 directors served on the Board of Directors at any given time. The Board met 6 times during the reporting period. Further information on attendance is provided below.

The Finance, Audit, Risk & HR Subcommittee

In January 2020 the Board approved the combination of the Finance, Audit & Risk Subcommittee and the Fundraising & Sustainability Subcommittee. Upon the appointment of a Board member with HR experience in July 2021, it was decided to further combine the HR Subcommittee into this structure, so as to form the Finance, Audit, Risk & HR (FARHR) Subcommittee. The Board's Chairperson, Treasurer and HR-experienced Board member all sit on this Subcommittee.

In 2021, 3 directors served on the Finance, Audit and Risk and Human Resources Subcommittee: Kevin Gregory (IPRT Treasurer); Seamus Taylor (IPRT Chairperson); and Liz Leavy (who joined the Subcommittee from 19 August 2021).

All directors attended all subcommittee meetings, alongside Fiona Ní Chinnéide (CEO), on these dates:

27 January 2021
24 March 2021
19 May 2021
22 July 2021
19 August 2021
23 November 2021

Please note, the Membership & Governance Officer (MGO) was in attendance for part of these meetings for information giving purposes.

Board Nominations Subcommittee

On 23 November 2020, the Board decided on the formation of a Board Nominations Subcommittee. This consists of the Chairperson, Vice-Chairperson, and CEO, with administrative support of the Membership & Governance Officer. The Subcommittee had meetings and interviewed prospective candidates for the Board in May, July and November 2021, and proposed candidates to the Board of IPRT at subsequent Board meetings.

Attendance at Board meetings

As outlined on Page 3, between 8 and 9 board members served at any given time during the year:

Aislinn O'Donnell, David Perry, Eddie D'Arcy, Joan O'Flynn, Kathleen Leader, Kevin Gregory, Niall Walsh, Seamus Taylor, Suzanne Lyons, Liz Leavy, Miranda Trouabal and Ashling Golden. Dates of appointment and resignation to and from the Board are listed below.

Board meetings held and apologies during the reporting period are noted as follows:

27 January 2021	No apologies
24 March 2021	Apologies from Suzanne Lyons
19 May 2021	Apologies from Niall Walsh, Kathleen Leader, Eddie D'Arcy.
20 July 2021	Apologies from Aislinn O'Donnell, Liz Leavy, Eddie D'Arcy, David Perry
22 September 2021 (AGM)	Apologies from Eddie D'Arcy
24 November 2021	Apologies from David Perry, Miranda Trouabal

Fiona Ní Chinnéide (CEO) attended all board meetings. On certain occasions the Senior Policy & Research Officer (SPRO), Communications Officer (CO) and the Membership and Governance Officer (MGO) were also in attendance, to facilitate the provision of information.

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Seamus Taylor (Chairperson)	Appointed 12/07/2012
Aislinn O'Donnell (Vice-Chairperson)	Appointed 08/06/2016
Kathleen Leader (Director and Company Secretary)	Appointed 28/06/2010
Kevin Gregory (Treasurer)	Appointed 26/02/2015
Niall Walsh	Appointed 21/07/2011
Suzanne Lyons	Appointed 12/12/2017 - Resigned 11/05/2021
Joan O'Flynn	Appointed 22/10/2014
Eddie D'Arcy	Appointed 03/09/2009 - Resigned 22/09/2021
David Perry	Appointed 14/02/2017 - Resigned 26/11/2021
Liz Leavy	Appointed 19/05/2021
Miranda Trouabal	Appointed 20/07/2021
Ashling Golden	Appointed 26/01/2022

At AGM 2015, a decision was made to take a 'clean-slate' approach on Board member terms prior to the AGM, to allow for orderly Board retirement and renewal going forward, while maintaining a balance of new Board members and experience on the Board.

IPRT is continuing the process of recruiting new Board members by AGM 2022, to fill existing gaps, skills, and upcoming vacancies due to retiring Board members who will have reached their maximum terms at AGM 2022.

Review of Activities, Achievements and Performance

IPRT's goals and activities are guided by our 5-year Strategic Plan, which runs from 2017 to 2021. The Board made the decision in January 2022 to extend the Strategic Plan 2017-2021 by a maximum of 18 months. Annual operational plans derived from the Strategic Plan set out our annual programme of activities across research, advocacy, communications, governance, and sustainability. IPRT tracks progress against both the operational plan and the achievement of penal reform objectives in the Strategic Plan, and the vast majority of these were achieved by end 2021. The achievements and performance of the company against key strategic goals are set out comprehensively in our Annual Reviews for each year, available at www.iprt.ie.

IPRT has continued to engage with those who have experience of imprisonment and/or have been affected by a family member's imprisonment, with examples of these efforts including:

- responding to queries made to the office (212 queries received in 2021);
- targeted membership drives via email campaigns, distribution of membership information at relevant events and posting membership information to people upon request (although it must be noted that the inability to visit prisons or host in-person events in 2021 somewhat hampered our ability to engage potential members as effectively as prior to the pandemic);
- carrying out a survey of the families of people in prison in July 2021 to understand how ongoing restrictions have impacted them (18 responses received); and
- carrying out a survey of our prisoner members in advance of AGM 2021, which received 13 responses out of 97 surveys sent out.

The information obtained through these various channels all feeds into IPRT's advocacy work and helps inform our policy demands.

Some examples of the demonstrable impact of IPRT's activities in 2021 include:

- The commencement of the Parole Act 2019 and the establishment of an independent statutory Parole Board
- Progress on cross-departmental action on mental health and imprisonment, with the establishment of the High-Level Task Force to consider the mental health and addiction challenges of persons interacting with the criminal justice system in April 2021
- The launch of a public consultation on the review of Prison Rules, which is the first time a review of the Prison Rules has included public consultation

Other progressive developments in 2021 that IPRT has been working towards in recent years include:

- A fairly sustained reduction in the number of men and women in prison in 2021, following a sharp decrease in early 2020 in response to the pandemic
- A further increase in the resourcing of the Office of the Inspector of Prisons
- Plans to explore alternative responses to 18 to 24-year-olds in conflict with the law, including diversion projects, in the Youth Justice Strategy 2021-2027
- Progress of the Criminal Justice (Rehabilitative Periods) Bill 2018 which will expand access to spent convictions from the Seanad to the Dáil in June 2021, with government support

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

- The Sentencing Guidelines and Information Committee (SGIC) commissioning of research into sentencing data collection and analysis (in July 2021) and early development of resources and research capacity (e.g. through establishment of a register of researchers in November 2021)

Through our work, IPRT has seen an increasingly positive response to penal reform issues, in which stakeholders are engaged with the issues being raised. This is evidenced, in part, by the interest which the re-booted All Party Oireachtas Group on Penal Reform has received in the Dáil (with 35 Oireachtas members showing interest / attending Group meetings in 2021) and stakeholders' engagement with IPRT events (e.g. the Secretary General of the Department of Justice launched IPRT's *PIPS 2020* report in January 2021, appearing alongside the Director General of the Irish Prison Service).

Outstanding objectives from the Strategic Plan 2017-2021, which require further action in 2022 and may form part of the new Strategic Plan 2022+, include:

- A reduction in the use of restricted regimes and solitary confinement in prisons
- Implementation of the Joint Strategy for Women who Offend; and
- A properly resourced independent prisoner complaints system and extension of the remit of the general Ombudsman to include complaints from prisoners.

The tactics to be used in achieving these objectives will be discussed as part of planning for Strategic Plan 2022+ but will likely draw upon IPRT's existing publications, research and advocacy activities (e.g. using the information collected as part of *Progress in the Penal System 2021* report on the increased number of people in prison under restricted regime and being held in effective solitary confinement and drawing on information obtained on the experiences of women in prison as part of the CFI All-Island project with NIACRO being carried out in 2022).

The Board uses 5 financial key performance indicators (KPIs) which, taken together, are a measure of performance and financial strength. These are as follows:

- i) Net cash inflow during the period - 2021: €29,575 (2020: €90,212)

Long term positive net cash inflows indicate a financially healthy operation, and indicates the company is able to meet short-term obligations without having to liquidate assets. It also gives it flexibility to invest in operations, and so enhance the value of outputs.

- ii) Cash balances at period end – 2021: €361,144 (2020: €331,569)

Cash balances indicate whether the company has the operating capital necessary to complete planned transactions.

- iii) Balance of reserves at period end - 2021: €240,174 (2020: €226,820)

Balance of reserves represents retained earnings, which arise as a result of past net surpluses, including for the current period i.e. it is a measure of cumulative earnings, and incorporates both unrestricted and restricted earnings.

- iv) Number of months of free reserves held at period end - 2021: 11 months (2020: 9 months)

As described in the Reserves Policy, free reserves are a measure of the resources available to IPRT, to allow it to continue its core operations for a period of time, during a period of unforeseen financial difficulty. At 31 December 2021, the free reserve holding was at 11 months which exceeds our reserves policy. However a designated reserve of €40,000 has been set to cover staff coaching, organisational evaluation, and research relating to mental health and imprisonment, which brings the free holding reserve to 9 months, which is in line with our reserves policy.

- v) Support costs as a percentage of total costs - 2021: 61% (2020: 54%)

Support costs as a percentage of total costs illustrates how much total expenditure is absorbed by essential but non-core activities and functions. In 2021, the percentage increase was primarily due to an increase on direct project expenditure.

Financial Review

The results for the financial year are set out on Page 22 and additional notes are provided showing income and expenditure in greater detail.

In 2021, we continued to strengthen our fundraising activities through: researching and drafting applications for project and research funding to grant-making bodies and foundations; through membership renewals and membership drives; and through our Friends of IPRT network.

The directors are satisfied with the financial outcome for the year.

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Income

During 2020, IPRT secured multi-annual project funding of €45,000 (€15,000 per annum for three years) for a new project, the IPRT Children and Families and Imprisonment Initiative, to run from 2020 to 2023 and co-funded by the Katharine Howard Foundation and the St Stephen's Green's Trust.

In 2020 IPRT also secured multi-annual funding of €120,000 (€40,000 per annum for three years) for our new Penal Policy and Law Programme, to run from 2020 to 2023 which is co-funded by The Community Foundation for Ireland (€90,000) and the Congregation of the Sisters of Mercy Solidarity Committee (€30,000).

In 2021, IPRT was awarded €4,460 from the Irish Human Rights and Equality Commission (IHREC) to conduct a scoping study 'Access to rights for people detained in secure forensic mental health facilities in Ireland'. The Centre for Disability Law and Policy in NUI Galway has been contracted to carry out this research.

IPRT, along with partners Northern Ireland Association for the Care and Resettlement of Offenders (NIACRO), secured €20,000 in 2021 under The Community Foundation for Ireland's All Island Communities Fund to deepen our partnership and broaden cross-border collaboration within our respective networks by developing more formal joint networks, campaigns and policy actions. This project will run during 2022.

In 2021, IPRT membership subscriptions increased. However, there was a fall of 10% in individual donations. This was largely due to the inability to hold ad hoc fundraising events due to COVID-19. The organisation is not reliant on donations income to cover its core operating costs. Nevertheless, a renewed strategy on individual donations and corporate donations will be devised and implemented in 2022.

Expenditure

IPRT's expenditure (beyond core organisational expenditure such as rent) reflects our core objectives of research, awareness raising and targeted advocacy. Expenditure in 2021 can be closely linked to the achievements detailed above. The following illustrates how expenditure helped to achieve objectives:

i) Salaries

These reflect our small team, with expertise in the area of penal reform; penal policy and advocacy; media and communications; research and policy; legal and public affairs; and governance. Each of these roles was essential in contributing to the work done by the organisation in 2021 and to the resultant success.

ii) Research and Publications

One of IPRT's core values is the provision of evidence-based policy proposals on penal policy issues. Our research projects and publications form the basis of these evidence-informed recommendations and contribute to the organisation's reputation for expertise. The recruitment of a Legal and Public Affairs Manager in late 2020 made a significant impact on our ability to produce comprehensive research and build our case for reform in 2021. While IPRT's Policy and Research Manager departed IPRT in early 2021, IPRT quickly recruited a new Senior Policy and Research Officer through a robust external recruitment process, to ensure the continuation of high-quality research. The production of timely evidence-based research is essential to our process of change.

iii) Events

Events provide an excellent platform for building awareness both among the immediate target group, but also among the wider public. IPRT events are exceptionally well-attended and provide an accessible means for stakeholders to engage with the research work we do, whilst offering a useful networking opportunity. The move to virtual events during the COVID-19 pandemic allowed for a broader range of speakers and attendees, domestic and international, and allowed for increased online engagement after the event. While the move to online events saw an almost doubling of attendees in 2020, online fatigue started to set in during the course of 2021 and this attendance dipped slightly. At end 2021, we are assessing how best hybrid events or similar can be delivered by IPRT to meet the needs of our stakeholders while still achieving our objectives. Media coverage of IPRT launches and events provides an additional outlet for information and awareness on issues of penal policy.

iv) Website and information provision

IPRT's online presence is an invaluable resource acting as an archive of over 27 years of IPRT research and providing a hub of relevant research and emerging policy developments. Ongoing maintenance and improvements are necessary to ensure that this resource is well-maintained and remains an up-to-date and accessible source of information.

Visits to the IPRT website increased by 20% in 2021 compared to 2020, with a comparable increase in 'new' website users. In 2021, website upgrades included more advanced mechanisms to allow for efficient searching of older materials, improvements to page load times, as well as form and database improvements.

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

v) Fundraising

Many of our research projects are funded by grant-giving organisations with an interest in particular areas. Fundraising from these sources is essential to maintain our project income and by extension many of our research projects. Further fundraising activity is necessary: to expand and diversify income streams, especially post 2021; to reduce over-reliance on any one stream; and to allow the organisation to carry out and fund important research projects in line with organisational strategic objectives. In 2022, a mid-term review of progress on implementation of the fundraising and sustainability strategy will be undertaken, and further integration of development capacity within the team.

Financial Results

At the end of the financial year the charity has assets of €361,852 (2020 - €334,877) and liabilities of €121,678 (2020 - €108,057). The net assets of the charity have increased by €13,354.

Reserves Position and Policy

Irish Penal Reform Trust has set a reserves policy which requires:

Reserves are maintained at a level which ensures the organisation's core activity can continue during a period of unforeseen difficulty. These unrestricted free reserves should be between approximately six- and nine-months' core expenditure.

A proportion of reserves are maintained in realisable form. The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle. This strategy is intended as a guide to IPRT to ensure that we:

- i) identify;
- ii) pre-empt; and
- iii) minimise or prevent any risks to the successful operation of our organisation.

This policy is reviewed annually.

Unrestricted reserves of €241,940 comprise designated funds of €40,000 and €201,940 of free reserves. Free reserves equate to approximately 9 month's core expenditure.

Principal Risks and Uncertainties

As part of IPRT's commitment to the Governance Code and best practice for the community and voluntary sector, we have prepared a full and detailed risk management policy and plan. We have reviewed the governance, financial, fundraising, operational, compliance and environmental risks currently present, having regard to our strategic objectives.

This policy is intended as a guide to IPRT to ensure that we i) identify, ii) pre-empt and iii) minimise or prevent any risks to the successful operation of our organisation. The Board is responsible for ensuring a proper risk management policy is in place, while the Chief Executive Officer is responsible for ensuring the risk management plan is implemented and that staff comply with risk management measures.

Our risk policy and plan incorporates a risks register that identifies key risks in five areas, and scores these as to likelihood of occurrence, and possible impact, which combined provide an overall risk score. The plan also identifies what controls are in place to mitigate against each risk, together with actions underway or plans to reduce the level of risk further, and designated owners of those actions. Regular reviews of the risks register by the CEO and by the Board are an integral part of our assurance framework. Below outlines the four key risks identified in 2021 reviews:

1) Economic Climate

The charity may be negatively impacted by a downturn in the economic environment. The overall risk factor has been updated to high, both in terms of likelihood and impact, due to the economic impact of the pandemic, which is likely to result in lower exchequer revenues and massive increases in government debt that will need servicing. Potential impacts on the organisation are reduced fundraising ability; a reduction in core funding; and consequent reduction in operational capacity. Mitigation strategies include contingency reserves planning and scenario planning.

2) Government Policy

Changes to government policy could negatively impact the operations of IPRT and its ability to effect improvements in the penal system. A change in public policy may reflect shifting attitudes in the community surrounding penal issues, and result in changes that hinder improvements made or possible improvements required in the future. IPRT has assessed the overall risk factor as medium in terms of likelihood but high in terms of impact. Policy changes tend to be signalled well in advance through different channels of communication. Mitigation strategies include monitoring of legal, regulatory, and political changes; public opinion is also monitored in this regard. IPRT is a member of umbrella bodies, who can assist with lobbying against unwelcome changes.

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

3. Financial Risk

IPRT has identified a reduction in funding as a medium risk possibility but high in terms of impact. Such a measure could restrict overall operational activity and endanger staff positions. To mitigate these risks, IPRT meets all funder commitments, seeks to deepen relationships with funders and diversify income streams. IPRT has placed a greater focus on fundraising, having implemented a fundraising and sustainability strategy which is monitored by the Board.

4. Disaster Planning

IPRT assesses the possibility of unforeseen 'disaster' as low but the possible impact as high. Such a situation could result in a significant loss of data and/or property and records. To mitigate against this risk, IPRT have a data recovery plan in place, and a disaster recovery plan to secure alternative accommodation. Insurance is also in effect to mitigate the financial impact of any disaster. The impact of COVID-19 on the country and working environment in 2021 is an illustration of the disaster recovery plan put into effect with some alterations.

Plans for Future Periods

During 2016, IPRT developed a 5-year Strategic Plan for 2017 to 2021. The objectives contained therein are an extension of the organisational goals as outlined in the Constitution, targeted at specific areas and activities where the organisation can make an impact on issues which come under our overarching goals.

IPRT has tracked progress annually on achievement of the objectives in our current Strategic Plan, with the vast majority achieved by end 2020. Although the planning process for the Strategic Plan 2022 onwards was initiated in summer 2021, as a result of the announcement in late 2021 of the Executive Director's departure on 8th February 2022, and in the context of the wider impact of COVID-19 on the penal system, the Board made the decision in January 2022 to extend the Strategic Plan 2017-2021 by a maximum of 18 months.

Once a new Executive Director is in post, the development of a new Strategic Plan 2022+ will be their highest priority to take forward with the Board, staff colleagues and wider stakeholders. This process will include an evaluation of the Strategic Plan 2017-2021 as well as a wider environmental scan.

IPRT is in receipt of multi-annual funding from a number of diverse sources, many of which came up for renewal in 2022.

In 2019, IPRT secured €270,000 in restricted funding from Pobal, who administer the Scheme to Support National Organisations (SSNO) in the Community and Voluntary sector. The funding is multi-annual and runs from July 2019 to June 2022. An application for renewal of this funding under the SSNO 2022-2025 Scheme was submitted in February 2022 and the outcome of that application will be announced in May 2022.

During 2019, IPRT secured renewed funding of €132,500 per annum from the Department of Justice and Equality for the years 2020, 2021 and 2022. Again, an application for renewal of this multi-annual funding will be made in around late Spring /early Summer 2022.

With our key grants ending in 2019, that year was an important year for securing the sustainability of IPRT for the years ahead. The renewal of these multi-annual funding streams from both Pobal and the Department of Justice and Equality demonstrate the continued value of IPRT's work. Alongside our other funding streams, this affords us the position to work on longer-term projects to continue to achieve real systemic change in the penal system in Ireland. IPRT has maintained extremely good relationships with both funders and aims to continue these relationships going forward, as we enter the next three-year cycle of funding (2022-2025).

In 2019, IPRT secured a renewed multi-annual donor-advised grant for a Senior Research and Policy Manager and flagship project 'Progress in the Penal System' (PIPS) of €200,751 to run from 2020 to 2022. This secures in-house research and policy expertise for the years ahead, guaranteeing that IPRT is in a position to directly engage with policy processes. Again, IPRT has maintained a good relationship with this funder and aims to obtain a further cycle of funding for the period of 2022-2025.

During 2020, IPRT secured multi-annual project funding of €45,000 (€15,000 per annum for three years) for a new project, the IPRT Children and Families and Imprisonment Initiative, to run from 2020 to 2023 and co-funded by the Katharine Howard Foundation and the St Stephen's Green Trust. As a result of the achievements of this project, opportunities for increased and prolonged funding for this work have been identified in 2021. This will be further explored in 2022.

IPRT also secured multi-annual funding of €120,000 (€40,000 per annum for three years) for our new Penal Policy and Law Programme, to run from 2020 to 2023 and co-funded by The Community Foundation for Ireland and the Congregation of the Sisters of Mercy.

Irish Penal Reform Trust Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

IPRT was also awarded funding of €18,000 from the Irish Human Rights and Equality Commission (IHREC) to pursue a research and awareness-raising campaign focused on the rights and experiences of migrants and ethnic minorities in the penal system in Ireland to run 2020-2021. Research on this project was completed in late 2021, with a view to it being launched in Spring 2022.

In 2021, IPRT was awarded funding from IHREC under the 'Progressing the Rights of People with Disabilities' strand of the Human Rights & Equality Grant Scheme 2021-22 to undertake a scoping study entitled 'Access to rights for people detained in secure forensic mental health facilities in Ireland'. Researchers from the Centre for Disability Law & Policy in NUI Galway have been commissioned to carry out this research, with the report expected for publication in mid-2022.

IPRT, in partnership with NIACRO (Northern Ireland Association for the Care and Resettlement of Offenders), was awarded funding in August 2021 by The Community Foundation for Ireland and Community Foundation for Northern Ireland All-Island Fund. This project will be ongoing throughout 2022, and will involve IPRT working with NIACRO on research, knowledge sharing and leadership in criminal justice reform across the island. Issues that will be specifically worked on during the project include supporting women in the criminal justice system and barriers associated with criminal convictions histories.

In 2022, IPRT continued its core work in the areas of research, awareness raising, campaigning and advocacy. We will continue to meet all funder requirements and reporting deadlines and ensure that renewal applications for key multi-annual funding streams are secured for the period 2022-2025.

Reference and Administrative details

The organisation is a charitable company with a registered office at MACRO, 1 Green Street, Dublin 7. The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity Number 11091 and is registered with the Charities Regulatory Authority, No 20029562. The company's registered number with the Companies Registration Office is 218442.

The directors, who are also the trustees of the charity, at the date of this report and those who served during the financial year together with the dates of any changes are set out below and on Page 3.

The names and addresses of organisations providing banking and professional services are also set out on Page 3.

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

Directors and Secretary

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

Aislinn O'Donnell
David Perry (Resigned 26 November 2021)
Eddie D'Arcy (Resigned 22 September 2021)
Joan O'Flynn
Kathleen Leader
Kevin Gregory
Niall Walsh
Seamus Taylor
Suzanne Lyons (Resigned 11 May 2021)
Liz Leavy (Appointed 19 May 2021)
Miranda Trouabal (Appointed 20 July 2021)

In accordance with the Constitution, each Director shall retire from office at the close or adjournment of the Annual General Meeting held on or next following the third anniversary of his or her appointment. The Board handbook states that a term of office for a Board member is three years from the date of their appointment, after which point, they are eligible to be re-elected for a second term. Board members must step down after two three-year terms. The Board can make an exception to this rule, but its rationale must be explicitly made and minuted at a Board meeting.

Ashling Golden was nominated to the Board of IPRT on 26 January 2022.

The secretary who served throughout the financial year was Kathleen Leader.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Irish Penal Reform Trust Company Limited by Guarantee subscribes to and is compliant with the following:

- The Charities Governance Code
- The Companies Act 2014
- The Charities SORP (FRS 102)

Irish Penal Reform Trust Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2021

Taxation Status

Irish Penal Reform Trust is a Company Limited by Guarantee has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997.

Going Concern

COVID-19 had an enormous impact on all facets of society in 2020 and continues to do so for the foreseeable future. Severe lockdowns had been implemented for much of 2020 and 2021. This resulted in harsh restrictions on movements, on economic activity and on people's personal lives. While COVID-19 restrictions were largely lifted in early 2022, the impact of other world events, alongside future potential impacts of the pandemic, remain to be seen.

At the outset of the pandemic, the directors did not foresee a significant impact on the finances of the charity. Through careful management and direction, this has borne out to be the case for 2021. The directors at this time, maintain a similar outlook for 2022, particularly in light of increased societal immunity and the apparent commitment to facilitating a return to normality.

IPRT are grateful to all our funders, members, Friends of IPRT and donors for their continued support.

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2022 and beyond. Despite the widespread disruption caused by the COVID-19 pandemic, IPRT continues to operate normally and in line with Government and HSE advice and guidelines, and the situation is kept continuously under review.

The directors are not in a position to assess the full financial impact of continuation of the restrictions imposed by Government in 2021. However, it is the director's assessment that the company has the necessary reserves to take them through this period of uncertainty.

Forecasts for the coming year take into consideration the changed working environment, where applicable, and the possibility of a reintroduction of restrictions, or curtailments. Although restrictions have been eased in the Spring of 2022, a further return to restrictions is possible with the advent of next flu season in Autumn 2022. The 2022 budget and operational plan take into account these considerations and monitors likely inflationary pressures on costs.

Assumptions made included:

- income predominantly comprises grant funding and will not be impacted for 2022
- SSNO funding will renew at the end of its current term in June 2022
- the charity has funding agreements in place for 2022 and 2023
- the impact of the pandemic will have economic ramifications that may impact the sourcing of additional funding in the future.

The current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

Auditors

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


Statement on Relevant Audit Information

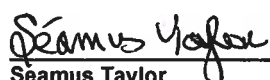
In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at MACRO, 1 Green Street, Dublin 7.

Approved by the Board of Directors on 18th May 2022 and signed on its behalf by:


Kevin Gregory
Director


Seamus Taylor
Director

Irish Penal Reform Trust Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2021

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

Irish company law requires the directors to prepare 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2015);
- make judgements 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 charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Board of Directors on 18th May 2022 and signed on its behalf by:



Kevin Gregory
Director



Seamus Taylor
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Irish Penal Reform Trust Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Irish Penal Reform Trust Company Limited by Guarantee for the financial year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 4. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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 charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

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

INDEPENDENT AUDITOR'S REPORT to the Members of Irish Penal Reform Trust Company Limited by Guarantee

Matters on which we are required to report by exception

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

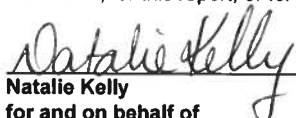
Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at Page 21, which is to be read as an integral part of our report.

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

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



Natalie Kelly

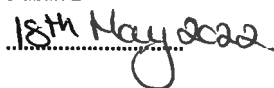
for and on behalf of

CROWLEYS DFK UNLIMITED COMPANY

Chartered Accountants and Statutory Audit Firm

16/17 College Green

Dublin 2



Irish Penal Reform Trust Company Limited by Guarantee

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Irish Penal Reform Trust Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Restricted Funds 2020 €	Total 2020 €
Income							
Donations and legacies	6.1	150,781	82,656	233,437	149,893	82,800	232,693
Charitable activities							
Other grants and funding	6.2	-	134,084	134,084	1,216	68,838	70,054
Other income	6.3	2	-	2	-	-	-
Total incoming resources		150,783	216,740	367,523	151,109	151,638	302,747
Expenditure							
Raising funds	7.1	35,708	20,181	55,889	32,788	21,201	53,989
Charitable activities	7.2	102,805	194,688	297,493	89,855	132,448	222,303
Other expenditure	7.3	787	-	787	373	-	373
Total Expenditure		139,300	214,869	354,169	123,016	153,649	276,665
Net income/(expenditure)		11,483	1,871	13,354	28,093	(2,011)	26,082
Transfers between funds		(62)	62	-	-	-	-
Net movement in funds for the financial year		11,421	1,933	13,354	28,093	(2,011)	26,082
Reconciliation of funds							
Balances brought forward at 1 January 2021	18	230,519	(3,699)	226,820	202,426	(1,688)	200,738
Balances carried forward at 31 December 2021		241,940	(1,766)	240,174	230,519	(3,699)	226,820

The Statement of Financial Activities includes all gains and losses recognised in the financial year.

All income and expenditure relate to continuing activities.

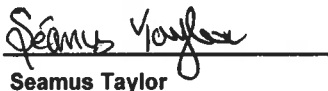
Irish Penal Reform Trust Company Limited by Guarantee
BALANCE SHEET

as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	13	-	424
Current Assets			
Debtors	14	708	2,884
Cash at bank and in hand		361,144	331,569
		361,852	334,453
Creditors: Amounts falling due within one year	15	(121,678)	(108,057)
Net Current Assets		240,174	226,396
Total Assets less Current Liabilities		240,174	226,820
Funds			
Restricted trust funds		(1,766)	(3,699)
General fund (unrestricted)		241,940	230,519
Total funds	18	240,174	226,820

Approved by the Board of Directors on 18th May 2022 and signed on its behalf by:


 Kevin Gregory
 Director


 Seamus Taylor
 Director

Irish Penal Reform Trust Company Limited by Guarantee**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
Cash flows from operating activities			
Net movement in funds		13,354	26,082
Adjustments for:			
Depreciation		423	1,519
		<u>13,777</u>	<u>27,601</u>
Movements in working capital:			
Movement in debtors		2,176	(437)
Movement in creditors		13,621	63,048
		<u>29,574</u>	<u>90,212</u>
Cash generated from operations		29,574	90,212
Net increase in cash and cash equivalents		29,575	90,212
Cash and cash equivalents at 1 January 2021		331,569	241,357
Cash and cash equivalents at 31 December 2021	23	361,144	331,569

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

1. KEY MANAGEMENT COMPENSATION

Key management are defined as the management team. The compensation paid or payable to key management for employee services is shown below.

	2021	2020
	€	€
Wages and salaries	75,000	75,000
Pension costs	3,750	3,750
	<u>78,750</u>	<u>78,750</u>

2. PROJECT AND RESEARCH FUNDING

During the year, Irish Penal Reform Trust received funding to run various programmes as outlined in the Director's Report. A breakdown is provided below. The associated income and costs are also analysed in the supplementary information.

	2021	2020
	€	€
Research and Policy (CFI)	50,897	53,552
Impact (CFI)	6,283	6,471
Migrants and Minority Ethnic Groups in the Penal System (IHREC)	16,452	89
Children and Families Initiative (SSGT and KHF)	13,909	1,578
Penal Policy and Law Programme (CFI)	50,176	8,088
Demand for Digital (CFI)	289	2,210
Mental Health Advocacy (IHREC)	90	-
	<u>138,096</u>	<u>71,988</u>

Research and Policy:

The purpose of this funding was to maintain a research and policy post and produce an annual publication on Progress in the Penal System (PIPS). IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme runs from January 2020 to December 2022. A total of €200,751 was awarded by The Community Foundation for Ireland and €195,801 is to be spent on related activity. €4,950 is allocated to overheads.

As of 31 December 2021, €133,834 has been received and €104,450 has been spent on the programme. In 2021, €50,897 was spent on related activity and a balance of €29,384 remains in deferred income at 31 December 2021 (2020: €13,364). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Impact:

Irish Penal Reform Trust received €71,000 in 2019. The purpose of this funding was to cover publications, events and campaign activities undertaken by Irish Penal Reform Trust. IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme originally ran from October 2016 to December 2019 and has since been extended to December 2021. A total of €213,000 was awarded by The Community Foundation for Ireland and €168,000 is to be spent on related activity. €45,000 is allocated to overheads.

As of 31 December 2021, €213,000 has been received and €211,641 has been spent on the programme. In 2021, €6,283 was spent on related activity and a balance of €1,359 remains in deferred income at 31 December 2021 (2020: €7,642). IPRT are in discussions with the funder on how to conclude the balance of funds. There was no capital element to the grant awarded. The grant is restricted for these purposes.

Irish Penal Reform Trust Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Migrants and Minority Ethnic Groups in the Penal System:

Irish Penal Reform Trust was awarded €18,000 in 2020 by the Irish Human Rights and Equality Commission (IHREC). The purpose of this funding is to promote and empower access to rights and justice for migrants, foreign national prisoners and ethnic minorities in the penal system. IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme runs from September 2020 to August 2021.

As of 31 December 2021, €17,245 has been received and €16,541 has been spent on the programme. In 2021, €16,452 was spent on related activity and a balance of €704 remains in deferred income at 31 December 2021 (2020: €8,912). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Children and Families Initiative:

Irish Penal Reform Trust was awarded €45,000 in 2020 by St Stephens Green Trust and the Katherine Howard Foundation. The purpose of this funding is to promote the safeguarding of the rights and needs of the children and families of prisoners. IPRT are required to submit a final report on progress and activities.

The programme runs from 2020 to 2023. €42,750 is to be spent on related activity and €2,250 is allocated to overheads.

As of 31 December 2021, €30,000 has been received and €15,487 has been spent on the programme. In 2021, €13,909 was spent on related activity and a balance of €14,513 remains in deferred income at 31 December 2021 (2020: €12,672). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Penal Policy and Law Programme:

Irish Penal Reform Trust was awarded €120,000 in 2020 by The Community Foundation for Ireland (€90,000) and the Sisters of Mercy (€30,000). The purpose of this funding is to support the legal and public affairs activities of the charity. IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme runs from 2020 to 2023.

As of 31 December 2021, €80,000 has been received and €58,264 has been spent on the programme. In 2021, €50,176 was spent on related activity and a balance of €21,736 remains in deferred income at 31 December 2021 (2020: €31,912). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Demand for Digital: Supporting Remote Engagement: (The Community Foundation for Ireland, supported by RTÉ Does Comic Relief and the Government of Ireland)

Irish Penal Reform Trust was awarded €2,500 in 2020 by The Community Foundation for Ireland. The purpose of this funding is to support investment in software and hardware and so strengthen remote engagement. IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme runs from 2020 to 2021.

As of 31 December 2021, €2,500 has been received and €2,562 has been spent on the programme. In 2021, €352 was spent on related activity and a €Nil balance remains in deferred income at 31 December 2021 (2020: €289). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Mental Health Advocacy (IHREC)

Irish Penal Reform Trust was awarded €4,460 in 2021 by the Irish Human Rights and Equality Commission. The purpose of this funding is to progress the rights of people with disabilities. IPRT are required to submit periodic interim reports, and a final report on progress and activities. The programme runs from 2021 to 2022.

As of 31 December 2021, €1,784 has been received and €90 has been spent on the programme. In 2021, €90 was spent on related activity and a balance of €1,694 remains in deferred income at 31 December 2021 (2020: €Nil). There was no capital element to the grant awarded. The grant is restricted for these purposes.

Irish Penal Reform Trust Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

3. GENERAL INFORMATION

Irish Penal Reform Trust is a company limited by guarantee (registered under Part 18 of the Companies Act 2014) incorporated and registered in the Republic of Ireland (CRO Number: 218442). The registered office of the company is MACRO, 1 Green Street, Dublin 7 which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

The company is a public benefit entity whose primary objective is to campaign for rights in the penal system and campaign for progressive reform of Irish Penal Policy. The company's primary objective is of social benefit, whose equity is applied to supporting the company's primary objectives.

4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) (effective 1 January 2015) issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland and the Statement of Recommended Practice (Charities SORP (FRS 102)) as published by the Charity Commission for England and Wales and the Office of the Scottish Regulator which is recognised by the UK Accounting Standards Board (ASB) as the appropriate body to issue SORPs for the charity sector in the UK.

Financial reporting in line with SORP is considered best practice for charities in Ireland. The directors consider that the adoption of the SORP standard is the most appropriate accounting to properly reflect and disclose the activities of the organisation

The charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

The financial statements are prepared in Euro which is the functional currency of the company.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2021 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds consist of grants and income received which can only be used for the purposes specified by the donors and are subject to specific conditions imposed by them.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Unrestricted free reserves:

Unrestricted funds consist of grants, donations and surpluses from service level agreements which can be spent at the discretion of the charity to enable it to achieve its overall aims and objectives.

Irish Penal Reform Trust Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

The whole of the company's income is attributable to its market in the Republic of Ireland.

Donations and legacies

Donations and legacies or voluntary income, represents grant income of a general nature that funds core activities and includes donations. They are credited to income in the period in which they are receivable.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.
- Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases, the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable, and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Deferred income

Voluntary income or capital is included in the Statement of Financial Activities when the company is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Costs of charitable activities

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

Intangible assets and amortisation

Intangible assets are valued at cost less accumulated amortisation. Intangible assets have been fully amortised.

Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received. A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Provisions

Provisions are recognised when the company has a present legal or constructive obligation arising as a result of a past event, it is probable that an outflow of economic benefits will be required to settle the obligation and a reliable estimate can be made. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the same value of money and the risks specific to the obligation. An increase in the provision due to passage of time is recognised as interest expense.

Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other financial fixed asset investments together with any related withholding tax is recognised in the income and expenditure account in the year in which it is receivable.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation.

Policy is to capitalise items of a capital nature that cost in excess of €1,000.

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

Equipment - 33% Straight line

The company's policy is to review the remaining useful economic lives and residual values of tangible fixed assets on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated equipment is retained in the cost of equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the profit and loss account.

Debtors

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

Creditors

Creditors and accruals are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Cash at bank and in hand

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

Taxation

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

As a result of the company's charitable status, no charge to corporation tax arises under the provision of Section 207 and 208 of the Taxes Consolidation Act 1997. Irish Penal Reform Trust is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

Grants receivable

Grants are recognised at their fair value in profit or loss where there is a reasonable assurance that the grant will be received, and the company has complied with all attached conditions.

Capital grants are initially recognised as deferred income on the balance sheet and credited to the profit and loss account by instalments on a basis consistent with the depreciation policy of the relevant asset, as adjusted for any impairment.

Revenue grants are credited to income so as to match them with the expenditure to which they relate.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Pensions

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. Annual contributions payable to the charity's pension scheme are charged to the income and expenditure account in the period to which they relate.

Financial Instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in profit or loss. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in profit or loss, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in profit or loss immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

5. SIGNIFICANT ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Management is of the opinion there are no critical judgements (other than those involving estimates) that have a significant effect on the amounts recognised in the financial statements.

Estimates and judgements made in the process of preparing the company financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The directors make estimates and assumptions concerning the future in the process of preparing the entity financial statements. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

Useful Lives of Fixed Assets:

The company estimates the useful lives of tangible property based on the period over which the assets are expected to be available for use. The estimated useful lives of property, plant and equipment are reviewed periodically and are updated if expectations differ from previous estimates due to wear and tear, technical or commercial obsolescence and other relevant factors. It is possible that future results of operations could materially effect changes in these estimates and cause an increase in recorded expenses and a decrease in non-current assets.

Irish Penal Reform Trust Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Impairment of Debtors:

The directors make an assessment at the end of each financial year of whether there is objective evidence that debtors are recoverable. When assessing impairment of other debtors, the directors consider factors including the age profile of outstanding balances and recent corresponding and historical experience of cash collections from the debtor. See the Debtors note for the net carrying amount of debtors and the impairment loss recognised in the financial year.

Accruals:

The company makes accruals for expenditure incurred in the reporting period, but measurement of cost is not final at the reporting date. Deductions are made based on estimates, and actual deductions might differ from those estimates.

Such differences could impact accruals recognised in the balance sheet in future periods and consequently the level of expenditure recognised in the income and expenditure account in a future period, as there can be a time of lag of several months between recording the estimate and the final accounting.

Going Concern:

COVID-19 had an enormous impact on all facets of society in 2020 and continues to do so for the foreseeable future. Severe lockdowns had been implemented for much of 2020 and 2021. This resulted in harsh restrictions on movements, on economic activity and on people's personal lives. While COVID-19 restrictions were largely lifted in early 2022, the impact of other world events, alongside future potential impacts of the pandemic, remain to be seen.

At the outset of the pandemic, the directors did not foresee a significant impact on the finances of the charity. Through careful management and direction, this has borne out to be the case for 2021. The directors at this time, maintain a similar outlook for 2022, particularly in light of increased societal immunity and the apparent commitment to facilitating a return to normality.

IPRT are grateful to all our funders, members, Friends of IPRT and donors for their continued support.

The directors will continue to monitor the financial stability of the organisation in line with any changes to the financial outlook in 2022 and beyond. Despite the widespread disruption caused by the COVID-19 pandemic, IPRT continues to operate normally and in line with Government and HSE advice and guidelines, and the situation is kept continuously under review.

The directors are not in a position to assess the full financial impact of continuation of the restrictions imposed by Government in 2021. However, it is the director's assessment that the company has the necessary reserves to take them through this period of uncertainty.

Forecasts for the coming year take into consideration, the changed working environment where applicable, and the possibility of a reintroduction of restrictions, or curtailments. Although restrictions have been eased in the Spring of 2022, a further return to restrictions is possible with the advent of next flu season in Autumn 2022. The 2022 budget and operational plan take into account these considerations and monitors likely inflationary pressures on costs.

Assumptions made included:

- income predominantly comprises grant funding and will not be impacted for 2022
- SSNO funding will renew at the end of its current term in June 2022
- the charity has funding agreements in place for 2022 and 2023
- the impact of the pandemic will have economic ramifications that may impact the sourcing of additional funding in the future.

The current assessment of the directors is that the adoption of the going concern basis continues to be appropriate.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

6.	INCOME				
6.1	DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2021	2020
		€	€	€	€
	Core funding	143,856	82,656	226,512	225,650
	Membership	2,510	-	2,510	2,130
	Donations	4,415	-	4,415	4,913
		<u>150,781</u>	<u>82,656</u>	<u>233,437</u>	<u>232,693</u>

6.2	CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2021	2020
		€	€	€	€
	Project activities	-	134,084	134,084	68,838
	Research activities	-	-	-	1,216
		<u>-</u>	<u>134,084</u>	<u>134,084</u>	<u>70,054</u>

6.3	OTHER INCOME	Unrestricted Funds	Restricted Funds	2021	2020
		€	€	€	€
	Other income	2	-	2	-
		<u>2</u>	<u>-</u>	<u>2</u>	<u>-</u>

7.	EXPENDITURE					
7.1	RAISING FUNDS	Direct Costs	Other Costs	Support Costs	2021	2020
		€	€	€	€	€
	Fundraising expenses	264	-	55,625	55,889	53,989
		<u>264</u>	<u>-</u>	<u>55,625</u>	<u>55,889</u>	<u>53,989</u>

Of expenditure on raising funds, €35,708 (2020: €32,788) represents unrestricted activities.

7.2	CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2021	2020
		€	€	€	€	€
	Project activities	84,901	-	68,124	153,025	104,432
	Research activities	46,838	-	38,148	84,986	67,341
	Public relations and awareness	5,864	-	53,618	59,482	50,530
		<u>137,603</u>	<u>-</u>	<u>159,890</u>	<u>297,493</u>	<u>222,303</u>

Of expenditure on charitable activities, €102,805 (2020: €89,855) represents unrestricted activities.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

7.3 OTHER EXPENDITURE	Direct Costs €	Other Costs €	Support Costs €	2021 €	2020 €
Other expenses	-	787	-	787	373

Of expenditure on other expenditure, €787 (2020: €373) represents unrestricted activities.

7.4 SUPPORT COSTS	Cost of Raising Funds €	Charitable Activities €	2021 €	2020 €
Salaries and staff costs	50,489	127,193	177,682	165,897
Premises and administration	3,833	24,399	28,232	26,842
Professional services	780	4,969	5,749	5,891
Audit fees	501	3,189	3,690	3,690
Board expenses	22	140	162	-
	<u>55,625</u>	<u>159,890</u>	<u>215,515</u>	<u>202,320</u>

Support costs represent operating expenses that are shared across more than one activity of the charity.

Support costs as detailed below, are apportioned towards the activity they support, and are reflected in the overall figures shown in the Statement of Financial Activities. In 2021, support costs represent €215,515 (2020: €202,320) of the overall expenditure of €354,169 (2020: €276,665). The remaining €138,654 (2020: €74,345), is expenditure directly attributable to that activity.

8. ANALYSIS OF SUPPORT COSTS	Basis of Apportionment	2021 €	2020 €
Salaries and staff costs	Staff time	177,682	165,897
Premises and administration	Staff time	28,232	26,842
Professional services	Staff time	5,749	5,891
Audit fees	Staff time	3,690	3,690
Board expenses	Staff time	162	-
		<u>215,515</u>	<u>202,320</u>

9. NET INCOME	2021 €	2020 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	<u>423</u>	<u>1,519</u>

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

10. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed during the financial year was as follows:

	2021	2020
	Number	Number
Project	2	1
Administration	2	2
Management	1	1
	<u>5</u>	<u>4</u>

The staff costs comprise:

	2021	2020
	€	€
Wages and salaries	224,902	196,225
Social security costs	24,835	20,412
Pension costs	8,186	6,000
	<u>257,923</u>	<u>222,637</u>

11. EMPLOYEE REMUNERATION

The Chief Executive Officer (CEO) is the highest earning employee and only employee in receipt of employee benefits (excluding employer pension costs) of more than €60,000 for the reporting period.

The CEO avails of the 5% defined contribution pension available to all staff (once probation has passed) and is not in receipt of any other remuneration or benefit-in-kind.

The number of employees earning more than €60,000, whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below, were:

	Number of	Number of
	Employees	Employees
Salary band €70,000 - €80,000	<u>1</u>	<u>1</u>

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2021

continued

12. INTANGIBLE FIXED ASSETS

	Development Costs €
Cost	
At 31 December 2021	9,250
Provision for diminution in value	
At 31 December 2021	9,250
Net book value	
At 31 December 2021	-

Intangible assets represent the development costs of the website.

13. TANGIBLE FIXED ASSETS

	Equipment €
Cost	
At 31 December 2021	7,731
Depreciation	
At 1 January 2021	7,307
Charge for the financial year	424
At 31 December 2021	7,731
Net book value	
At 31 December 2021	-
At 31 December 2020	424

Irish Penal Reform Trust Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

14. DEBTORS	2021	2020
	€	€
Prepayments	<u>708</u>	<u>2,884</u>
15. CREDITORS	2021	2020
Amounts falling due within one year	€	€
Trade creditors	875	2,959
Taxation and social security costs	19,508	18,666
Other creditors	2,888	938
Accruals	8,976	9,952
Deferred Income	89,431	75,542
	<u>121,678</u>	<u>108,057</u>

16. PENSION COSTS - DEFINED CONTRIBUTION

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Pension costs amounted to €8,186 (2020 - €6,000).

Pension costs are an unrestricted expense.

17. GRANTS

Agency	None
Government Department	Department of Justice and Equality
Grant Programme	Research and policy
Purpose of the Grant	Core funding is provided by the Department of Justice and Equality to support research and policy work undertaken by IPRT in the areas of penal reform and the rights of prisoners. and in so doing, support the various programmes and initiatives undertaken by the charity in the achievement of its aims and objectives. Costs are analysed in the supplementary information
Term	2020 to 2022
Total Fund	Total grant award is €397,500.
Income	€132,500 in the financial year
Expenditure	€137,535 in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2020: €Nil)
Received in the financial year	€132,500 received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	The grant is unrestricted for these purposes.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

Irish Penal Reform Trust CLG is fully tax compliant and holds a current valid tax clearance certificate. Irish Penal Reform Trust CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

An agreed workplan is submitted prior to funding being granted, and an annual report is submitted each year.

Agency	Pobal
Government Department	Department of Rural and Community Development
Grant Programme	Scheme to Support National Organisations (SSNO)
Purpose of the Grant	<p>Funding is provided by the Scheme to Support National Organisations (SSNO) to support the various programmes and initiatives undertaken by the charity in the achievement of its aims and objectives. Costs are analysed in the supplementary information.</p> <p>The primary aim of the scheme is to provide funding to support the core costs of a broad range of national organisations in the Community and Voluntary sector, around a number of strategic priorities</p> <p>Priority is given under SSNO to supporting national organisations who work directly, or indirectly, with disadvantaged target groups</p> <p>Costs associated with this programme are shown separately and represent salary costs and service provision. There was one full-time person employed under this scheme.</p>
Term	July 2019 to June 2022
Total Fund	Total grant award is €270,000
Income	€90,000 in financial year
Expenditure	€82,656 on related activity and €7,344 towards overheads in the financial year
Fund deferred at financial year end	€Nil deferred at financial year end (2020: €Nil)
Received in the financial year	€90,000 received in the financial year
Capital Grant	There is no capital element to the grant awarded
Restriction on use	Of the €90,000 received, €82,656 is restricted for these purposes, and €7,344 is unrestricted

Irish Penal Reform Trust CLG is fully tax compliant and holds a current valid tax clearance certificate. Irish Penal Reform Trust CLG is compliant with relevant tax circulars including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments"

Expenditure reports are submitted every 6 months as set out in Agreement.

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

18. FUNDS

18.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2020	202,426	(1,688)	200,738
Movement during the financial year	13,955	(4,347)	9,608
At 31 December 2020	230,519	(3,699)	226,820
Movement during the financial year	11,421	1,933	13,354
At 31 December 2021	241,940	(1,766)	240,174

18.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2021 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2021 €
Restricted funds					
Restricted Funds	(3,699)	216,740	214,869	62	(1,766)
Unrestricted funds					
Unrestricted Funds	230,519	150,783	139,300	(62)	241,940
Total funds	226,820	367,523	354,169	-	240,174

18.3 ANALYSIS OF NET ASSETS BY FUND

	Current assets €	Current liabilities €	Total €
Restricted trust funds	105,910	(107,676)	(1,766)
Unrestricted general funds	255,942	(14,002)	241,940
	361,852	(121,678)	240,174

Unrestricted reserves of €241,940 comprise designated funds of €40,000 and €201,940 of free reserves.

19. STATUS

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

The liability of the members is limited.

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

Irish Penal Reform Trust Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2021

20. LEGAL STATUS

The charity is exempt from including the word "Limited" in its name by virtue of Section 1180 of the Companies Act 2014. The charity is limited by guarantee and has no share capital. Under the guarantee each member has undertaken to contribute, in the event of a winding up, an amount not exceeding the sum of €1.00. This guarantee continues for one financial year after individual membership ceases.

21. DIRECTORS' REMUNERATION

The directors received no remuneration during the reporting period (2020: €Nil). Directors are not remunerated. They are paid vouched expenses for attending meetings and other matters related to their duties as Directors.

22. RELATED PARTY TRANSACTIONS

Directors are not remunerated. They are paid vouched expenses for attending meetings and other matters related to their duties as directors.

Travel expenses reimbursed to directors during the period were €Nil (2020: €Nil).

There were no loans advanced to directors during the year nor loans outstanding at 31 December 2021.

The directors are also members of the charity and pay membership fees to IPRT.

During the reporting period, €280 (2020: €540) was due in membership fees from the directors, €290 (2020: €410) was received and a balance of €120 (2020: €130) was owed on 31 December 2021 to the company. These have since been paid in full.

23. CASH AND CASH EQUIVALENTS

	2021	2020
	€	€
Cash and bank balances	92,144	331,569
Cash equivalents	269,000	-
	<u>361,144</u>	<u>331,569</u>

24. POST-BALANCE SHEET EVENTS

In May 2022, a new CEO was appointed to lead the organisation.

25. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on

18th May 2022

IRISH PENAL REFORM TRUST COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021

NOT COVERED BY THE REPORT OF THE AUDITORS

Irish Penal Reform Trust Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
OPERATING STATEMENT

for the financial year ended 31 December 2021

	Schedule	2021 €	2020 €
Income			
- Donations		4,415	4,913
- Core funding - Department of Justice and Equality		132,500	132,500
- Membership		2,510	2,130
- Scheme to Support National Organisations (SSNO)		90,000	90,000
- Research and Policy (CFI)		50,897	53,552
- Impact (CFI)		6,283	6,471
- Migrants and Minority Ethnic Groups in the Penal System (IHREC)		16,452	89
- Children and Families Initiative (SSGT and KHF)		13,909	1,578
- Penal Policy and Law Programme (CFI)		50,176	8,088
- Demand for Digital (CFI)		289	2,210
- Mental Health Advocacy (CFI)		90	-
- Research services		-	1,216
- Other income		2	-
		<u>367,523</u>	<u>302,747</u>
Cost of generating funds	1	(264)	(649)
		<u>367,259</u>	<u>302,098</u>
Gross surplus			
Charitable activities and other expenses	2	(353,905)	(276,016)
		<u>13,354</u>	<u>26,082</u>
Net surplus			

Irish Penal Reform Trust Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 1 : COST OF GENERATING FUNDS
for the financial year ended 31 December 2021

	2021	2020
	€	€
Cost of Generating Funds		
Fundraising	264	287
Communications services	-	362
	<u>264</u>	<u>649</u>

Irish Penal Reform Trust Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
SCHEDULE 2 : CHARITABLE ACTIVITIES AND OTHER EXPENSES
for the financial year ended 31 December 2021

	2021	2020
	€	€
Expenses		
Wages and salaries	224,902	196,225
Social security costs	24,835	20,412
Staff pension costs	8,186	6,000
Staff training	4,598	1,671
Human resources	930	1,430
Rent and utilities	7,907	7,907
Insurance	1,229	1,418
Office equipment	12	828
Cleaning	451	172
Repairs and maintenance	403	546
Stationery	1,197	979
Postage	498	725
Courier	146	39
Website and social media	3,687	3,302
Prisoner engagement and building alliances	1,017	485
Events	-	621
Telephone and broadband	2,952	2,766
Computer hardware and software	4,043	2,268
IT support	3,329	2,642
Migrants and Minority Ethnic Groups in the Penal System expenses (IHREC)	15,590	89
Children and Families Initiative expenses (SSGT and KHF)	7,409	78
Demand for Digital expenses (CFI)	352	2,211
Mental Health Advocacy expenses (IHREC)	90	-
Research and Policy expenses (CFI)	13,932	392
Penal Policy and Law Programme expenses (CFI)	1,698	90
Impact expenses (CFI)	6,281	5,198
Publications and reports	941	3,379
Commissioned research	1,500	-
Staff travel	-	69
Other staff expenses	2,584	441
Meetings	484	411
Volunteer and intern expenses	440	429
Board expenses	162	-
Accountancy	5,749	5,891
Audit fees	3,690	3,690
Bank charges	319	256
General expenses	468	117
Membership and subscriptions	1,471	1,320
Depreciation	423	1,519
	353,905	276,016