

Company registered number: 198247
Charity reference number: 20016111
Charity number: CHY7417

HEADWAY (IRELAND)
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

HEADWAY (IRELAND)

(A company limited by guarantee)

COMPANY INFORMATION

Directors	Dr. Niall Pender (Chairperson) Ms. Patricia Cotter Mr. David Holden (Resigned 14 June 2022) Mr. Malachy Murphy Ms. Anne Marie Cullen Ms. Sinead Keaveney Ms. Valerie Melinn Mr. Patrick Benson
Registered number	198247
Registered office	Blackhall Green Blackhall Place Dublin 7
Company secretary	Fiona Murphy (Resigned 04 March 2023) Ann-Marie Fitzmaurice (Appointed 04 March 2023)
Independent auditors	Woods, Delaney and Partners Limited Chartered Accountants and Registered Auditor Grattan Street Portlaoise Co. Laois
Bankers	Allied Irish Banks George's Street Upper Dun Laoghaire Co. Dublin
Solicitors	Sheridan Quinn Solicitors 48 Pembroke Road Dublin 4

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HEADWAY (IRELAND)

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees, who are also Directors for the purposes of company law, present their annual report and the audited financial statements for the financial year ended 31 December 2022.

Headway (Ireland) Company Limited by Guarantee is a company incorporated in the Republic of Ireland. The company is a registered charity with charity number 7417 and company registered number 198247 with a registered address at Blackhall Green, Blackhall Place, Dublin 7.

Headway's objectives

The organisation's mission is to bring positive change in the lives of those affected by an acquired brain injury. The company's objectives are:

- (i) to provide a range of rehabilitative services for people with an acquired brain injury;
- (ii) to provide information and support for families and carers of people with an acquired brain injury; and
- (iii) to raise awareness of and provide information about acquired brain injury.

Headway's activities

Headway delivers services to adults affected by acquired brain injury under two broad streams:

- 1) **Home and Community services** comprise day programmes, skills training programmes, individual supports for improving access to local community, psychological assessment and intervention, family support and an Information and Support helpline. We also offer a limited amount of in-home support for people with very high levels of disability and social work in some locations.
- 2) **Vocational Services** comprise comprehensive training programmes and individual support and assessments and employer liaison for those planning on a return to work or study.

Headline metrics for organisational activity were:

- We provided service to 1285 people (up 7%).
- Telephone support to 650 people (no change).
- We received 386 new referrals (up 21%); and
- We provided 63,137 hours of rehabilitation (up 34%).

Some notable and welcome developments in our service provision during 2022 included the continued development of programmes targeted at school leavers and the expansion of the individual community support programme in Cork.

Headway's achievements and performance

During 2022, levels of in-person service continued to increase, following a period of significant constraints on centre-based services. Over the course of pandemic restrictions, Headway had evolved its model of service to allow clients to be supported through a hybrid combination of face to face and remote service provision. With the return to more in-person services in 2022, Headway has focused on retaining the benefits that remote services provided to many clients. This included a comprehensive suite of e-learning materials to accompany the provision of live online groups and individual therapy and consultation sessions.

Having secured planning permission for the development of a new fit-for-purpose rehabilitation centre in our Cork premises in Carrigrohane, the efforts in 2022 turned to achieving complete funding for the development.

Our continuing journey for constant quality improvement is being dealt with through our Performance Improvement Plan, as submitted to our accrediting agency CARF (Commission for the Accreditation of Rehabilitation Facilities). We are due for an accreditation survey by CARF during 2023.

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Headway's most recent complete strategic plan covered the period 2019 to 2021. In anticipation of the changing situation in the pandemic, the organisation came together to create an interim plan to cover the 15 months to the end of 2022, continuing activity in the three themes of capacity, best practice and relationship building. Initiatives undertaken included:

- Sharing staff and organisational knowledge via an organisation wide knowledgebase
- Reviewing use of internal IT and implementation of state-of-the-art videoconferencing hardware and software.
- Online service delivery via synchronous and asynchronous technologies including video, e-learning and live remote consultations.
- Staff training and development initiatives

A new strategic planning process for the period 2023 to 2025 has been completed in 2022 and strategic priorities for the next 3 years have been approved by the board.

Impact of services to clients

Headway has always been committed to deliver quality services in the way that matters most, which is to our clients themselves. Many organisations talk about putting people at the centre of their work, but in our case, this claim is supported from many sources.

Headway's quality standards are fully benchmarked and accredited by CARF International, the Rehabilitation accreditation specialists (www.carf.org) for Adult Home and Community and Vocational Services in the Brain Injury specialty. Our most recent survey, undertaken in November 2020 awarded Headway the maximum three-year accreditation status. In it, the surveyors noted:

"Headway Ireland demonstrates a clear dedication to excellent experiences for its persons served, as evidenced by highly engaged leaders, team members and external stakeholders."

Each year, we conduct a widespread anonymous experience survey of all Headway clients. This survey, which is independently processed and benchmarked, allows clients to express the impact of attending Headway services. Additionally, we canvas opinion proactively from family members who are in frequent contact with the organisation via an annual online survey and in 2022 we facilitated research undertaken by University College Cork into people who availed of online services.

There were many positive comments emerging from this feedback, two notable examples being:

Headway helped me to find the 'new' me. I will never be 100% of the 'old' me but it showed me how to identify and adapt and how to enjoy life again. Talking with other clients and how they progressed helped me. And we only achieved this through the services and staff of Headway. Thank you.

Headway has improved my quality of life and given me hope for the future. The staff are wonderful in responding to my needs, before I even know what I need, and restored skills and abilities I had lost due to stroke. They are endlessly patient and kind and make my new normal acceptable and improvable. I will be eternally grateful to Headway.

The research into online services concluded that:

participants' online experiences were largely positive, and indicate that Headway's online services were easily accessible and accepted by this sample. Participant narratives highlighted how accessing Headway's online services contributed to the continuity of their care and provided them with continued opportunities to receive support from other individuals with ABI.

In addition to the qualitative evidence gathered in the form of surveys, Headway also has a comprehensive approach to formal data gathering to measure service outcomes. We use a range of academically validated tools to measure quality of life (the Satisfaction with Life Scale), levels of disability (the Mayo Portland Adaptability Inventory IV) and the outcome of psychological interventions (the Outcomes Rating Scale).

For 2022, the headline measures showed a maintenance and overall slight improvement in quality of life by our clients, a maintenance of levels of functioning and positive outcomes of psychological intervention in the area of overall wellbeing. These are fully in line with the objectives for the service programmes.

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The service outcomes are shared widely amongst our clients and the broader public and are published annually on our website at [headway.ie](https://www.headway.ie).

Performance

Headway's current strategic and operational plan contains 4 strategic priorities:

- ❖ Improve the **client experience** through Headway
- ❖ Work to make brain injury services a **policy priority**
- ❖ Source funding to grow and **reach more people**
- ❖ Support our **staff** to provide the best possible service

Progress is reported to the Board at each Board meeting.

Financial review

The (deficit) for the financial year, after taxation, amounted to (€256,815) (2021 – surplus €55,682). This is comprised of an unrestricted surplus of €72,418 a restricted surplus of €12,766 and designated funds deficit of (€341,999).

Total income for 2022 increased by €701,713 (16.1%), this is an increase in Grant income of €688,311 and an increase in fundraising income of €13,402.

The additional grant income in 2022 was received from HSE Midwest, HSE South, HSE Dublin North and HSE Dublin Southwest from Early School Leavers funding and functional support funding. Also included is the release of deferred income from 2021 for functional support funding.

Total expenditure for 2022 increased by €1,014,210 (23.5%). The largest item of expenditure is wages and salaries which increased by €665,567 in 2022. The increase is staff costs is the full year effect of additional staff recruited in the second half of 2021 to facilitate service provision together with additional staff recruited in 2022 for this purpose also. During 2022 a cost of €360,000 was incurred for commission payable on donations received through the Immigrant Investor Programme.

Based on the results for the financial year, the yearend financial position and the approved 2023 budget, the Board of Trustees believes that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Board continues to adopt the 'going concern' basis in preparing the financial statements.

Plans for the future

Headway will undertake a comprehensive operational planning in 2023, in line with implementation of the new 2023-2025 strategic plan.

Headway will continue to develop person and community-focused services, in line with New Directions. Staff responded to the pandemic with great flexibility and dedication to service provision. As we have now moved back towards a more stable environment, the organisation will continue to review and develop services, looking at how it can continue to improve to meet client needs, and how it can retain and further develop positive innovations introduced in service delivery and hybrid working.

The largest project in the history of the organisation is the Cork Carrigrohane development and this will necessitate engagement with a wide number of stakeholders across many sectors. The planning required to ensure services are maintained and 2 services combined while the building phase is taking place will require significant work.

The future plans are to be the best Headway can be in terms of quality, responsiveness, creativity and timeliness within available resources, and to pursue additional funding to expand and deepen levels of service provision to people affected by acquired brain injury.

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Structure, governance and management

Currently the Board of Trustees has seven members as follows:

Board of Trustees	Meetings attended
Dr. Niall Pender	4
Ms. Patricia Cotter	4
Mr. Malachy Murphy	4
Ms. Anne Marie Cullen	4
Ms. Valerie Melinn	4
Ms. Sinead Keaveney	3
Mr. Pat Benson	2

Board Meetings

1st March 2022
14th June 2022
20th September 2022
6th December 2022

The Memorandum and Articles of Association provide for a maximum number of twelve on the Board.

A strategic approach is adopted to ensure that there is adequate representation of the mix of skills and gender balance required to effectively lead the organisation. A variety of sources are used such as Boardmatch, professional people with whom the organisation comes into contact, nominations from current or past Trustees.

A CV is required, any references applying to the particular candidate are vetted, a review of skills mix assessed, an interview is conducted between the Chair, or other appointed Trustee, the CEO and Secretary and the person is co-opted until the next annual general meeting at which time they may put themselves forward for election.

The Board are happy to allow prospective Board members to "sample" Board meetings before commitment. Detailed information is provided to the candidate as part of the induction process.

Headway CEO Kieran Loughran retired on 31st December 2021. Following a recruitment and selection process, Fiona Murphy was appointed to the position of CEO in February 2022. The CEO, who is directly accountable to the Board, manages the day-to-day running of the organisation, making management decisions that are in accordance with the agreed strategic, operational and annual plans and the direction provided by the Board. The CEO is responsible for all operational matters. The CEO reports to the Board through the Chair. The Chair acts on behalf of the Board to ensure that the CEO's performance is appraised annually.

The Trustees who served at any time during the financial period were:

Dr. Niall Pender (Chairperson)
Mr Pat Benson
Ms. Patricia Cotter
Ms Anne Marie Cullen
Mr. David Holden (resigned 14th June 2022)
Ms Sinead Keaveney
Ms Valerie Melinn
Mr. Malachy Murphy

Company Secretary 2022: Ms. Fiona Murphy. Company Secretary from 2023: Mrs Ann-Marie Fitzmaurice.

In accordance with Section 329 of the Companies Act 2014 the Trustees and secretary of the company who held office at 31 December 2022 have no beneficial interests as the company is a company limited by guarantee having no share capital.

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TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

Key risks and uncertainties

The organisation Risk Management Plan is reviewed annually by the executive and is a standing agenda item on quarterly Audit and Risk committee and Board meetings.

The directors consider that the principal risks and uncertainties faced by the company are as follows:

Economic risk

The key economic risk identified in 2023/4 is the potential impact of economic factors on government spending and health budgets. Although it appears unlikely that Headway funding will be affected in 2023, ongoing pressures and instability pose a risk to funding maintenance and development in the longer term.

Competitive risk

There is no other specialist brain injury service provider offering exactly the same services in the community as Headway. By any metrics, Headway offers excellent value for money and is an internationally accredited organisation. The HSE have always acknowledged that services to people with brain injury are inadequate and that additional development funding is unlikely to be available, especially in the short/medium term despite promises about actioning the Neuro-Rehabilitation strategy. Headway always seeks to work in partnership with other agencies in the interests of clients.

The Board of Headway remains open to develop strategic alliances, shared services and consider merger, provided any such initiative will enhance services to people with brain injury and proper risk analyses are conducted.

Financial risk

Headway funding is managed through Service Level Arrangements and we have close relationships with the HSE. As a section 39 organisation, not funded for salary increments, this presents a risk for staff retainment and recruitment. Tight financial controls are maintained and cash flow is monitored. In-depth analysis of management accounts is conducted monthly by management and quarterly at Audit and Risk Committee meetings and Board meetings. The Audit and Risk Committee also meets with the auditors on an annual basis.

Grant accounting policy

Grants from the government and other donors are recognised as income when the entitlement to the grant income is met. Income from grant agreements which are dependent on the provision of specific activities as per the grant agreement (performance related grants) are recognised when the activity has been undertaken.

Income due but not yet received at the year-end is included in debtors on the balance sheet and funds already received in relation to future years but not yet expended are shown in creditors as deferred income. All statutory grants are treated as restricted grants.

Fundraised income/donations are recognised when the income is received.

Capital grants in respect of buildings and equipment are amortised over the lives of the relevant assets.

Reserves Policy

The Board of Trustees has a Reserves Policy in place which states:

- Unrestricted funds consist of general funds which are expendable at the discretion of the Board in furtherance of the objectives of the company.
- Restricted funds represent amounts that Headway has at its discretion set aside for specific purposes, which would otherwise form part of general reserves of the organisation.
- Designated funds consist of donor generated funds for a specific purpose.

The figures are reviewed regularly by management and the Audit and Risk Committee taking into account the economic environment, the specific designation or restriction of the funds and the future plans and implications for the development of

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services.

It is estimated that the unrestricted reserves will be required to complete the development in Cork. This figure will be reviewed by management, the Audit and Risk Committee and the Board as the development progresses.

Remuneration policy

Headway average staff numbers for 2022: 81. A small number of interns and volunteers support our work on a rolling basis. Headway is largely funded by the HSE and commits to the provision of services based on head and salary count.

Executive and staff remuneration are within relevant Public Sector pay scales currently in place. Since the Public Sector pay cuts have ceased and the Financial Emergency Measures in the Public Interest regulations relaxed Headway is finding the recruitment and retention of staff more difficult.

As a Section 39 organisation, not directly funded for increments, this provides an ongoing challenge and risk for the organisation.

Accounting records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Blackhall Green, Blackhall Place, Dublin 7

Research and development activities

There were no research and development activities during the financial year.

Statement on relevant audit information

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

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

Branches outside the state

There are no branches of the company outside the State.

Events since the end of the financial year

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

Auditors

The auditor, Woods, Delaney and Partners, were appointed during the year and will continue in office in accordance with section 383 (2) of the Companies Act 2014.

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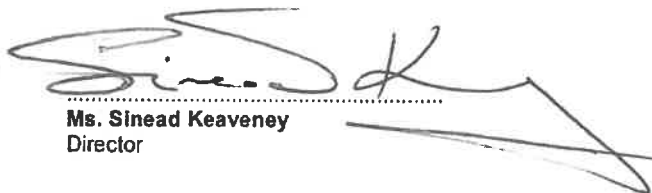
**TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2022**

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



Dr. Niall Pender
Director

Date: 1/5/23



Ms. Sinead Keaveney
Director

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STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2022

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

Irish company law requires the Trustees to prepare the financial statements for each financial year. Under the law, the Trustees have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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

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

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

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

On behalf of the board


Dr. Niall Patrick Pender (Chairperson)
Director

Date: 1/5/23


Ms. Sinead Keaveney
Director

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HEADWAY (IRELAND)

Opinion

We have audited the financial statements of Headway (Ireland) Company Limited by Guarantee, which comprise the Statement of Financial Activities for the financial year ended 31 December 2022, the Statement of Financial Position, the Statement of Cash Flows as at 31 December 2022, and the related notes to the financial statements, including a summary of significant accounting policies.

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

In our opinion the financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the company as at 31 December 2022 and of its financial performance and cash flows for the financial year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We have conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issue 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 doubt on the Company's ability to continue as a going concern for a period of at least twelve months from where 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.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HEADWAY (IRELAND) (CONTINUED)

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 or 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 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.

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

Based solely on the work undertaken in the course of the audit, we report that

- in our opinion, the information given in the Annual Report is consistent with the financial statements; and
- in our opinion, the Annual Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purpose of our audit.

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

Matters on which we are required to report by exception

Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustee's report.

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HEADWAY (IRELAND) (CONTINUED)

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

As explained more fully in the Trustees' responsibilities statements, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102, and for such internal control as they determine necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error

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

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

Responsibilities of the auditor for the audit of the financial statements

The auditor's objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 individual or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

The Auditor shall 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.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF HEADWAY (IRELAND) (CONTINUED)

The purpose of our report and to whom we owe our responsibilities

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

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



Noel Delaney FCA
For and on behalf of
Woods, Delaney and Partners Limited
Chartered Accountants and Registered Auditor
Grattan Street
Portlaoise
Co. Laois

Date: 1st May 2023

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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
Income						
Donations and legacies	4	47,481	3,200	7,908	58,589	38,700
Charitable activities	5	-	4,969,805	-	4,969,805	4,281,494
Others	6	28,324	300	10,586	39,210	45,697
Total income		75,805	4,973,305	18,494	5,067,604	4,365,891
Expenditure on:						
Raising funds		3,387	-	-	3,387	1,954
Charitable activities	7	-	4,960,539	360,493	5,321,032	4,308,255
Total expenditure		3,387	4,960,539	360,493	5,324,419	4,310,209
Net surplus/(deficit) before transfers	8	72,418	12,766	(341,999)	(256,815)	55,682
Transfers between funds		(360,000)	-	360,000	-	-
Net movement in funds		(287,582)	12,766	18,001	(256,815)	55,682
Reconciliation of funds:						
Total funds brought Forward		510,569	723,087	249,470	1,483,126	1,435,719
Amortisation during the year		-	-	(8,275)	(8,275)	(8,275)
Total funds carried forward		222,987	735,853	259,196	1,218,036	1,483,126

All amounts relate to continuing operations.

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

The notes on pages 16 to 33 form part of these financial statements.

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**STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2022**

	Note	2022 €	2021 €
Fixed assets			
Tangible assets	11	1,766,457	1,898,400
		<u>1,766,457</u>	<u>1,898,400</u>
Current assets			
Debtors: amounts falling due within one year	12	318,085	207,109
Cash at bank and in hand	13	4,956,998	2,969,571
		<u>5,275,083</u>	<u>3,176,680</u>
Creditors: amounts falling due within one year	14	(4,655,990)	(2,338,147)
Net current assets		<u>619,093</u>	<u>838,533</u>
Total assets less current liabilities		<u>2,385,550</u>	<u>2,736,933</u>
Creditors: amounts falling due after more than one year	15	(1,167,514)	(1,253,807)
Net assets		<u><u>1,218,036</u></u>	<u><u>1,483,126</u></u>
Funds and reserves			
Unrestricted funds	17	222,987	510,569
Restricted funds	17	735,853	723,087
Designated funds	17	259,196	249,470
Total funds		<u><u>1,218,036</u></u>	<u><u>1,483,126</u></u>

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


Dr. Niall Pender


Ms. Sinead Keaveney

Date: 1/5/23

The notes on pages 16 to 33 form part of these financial statements.

HEADWAY (IRELAND)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 €	2021 €
Cash flows from operating activities		
(Deficit) / Surplus for the financial year	(256,815)	55,682
Adjustments for:		
Depreciation of tangible assets	146,995	148,520
Amortisation of grant and property reserves	(79,892)	(79,892)
Interest paid	16,338	17,435
Interest received	-	-
(Increase)/Decrease in debtors	(110,976)	112,286
Increase in creditors	2,328,138	1,714,184
Net cash generated from operating activities	2,043,788	1,968,215
Cash flows from investing activities		
Purchase of tangible assets	(15,052)	(16,465)
Net cash used in investing activities	(15,052)	(16,465)
Cash flow from financing activities		
Interest paid	(16,338)	(17,435)
Repayment of loans	(24,971)	(23,875)
Net cash generated from (used in) financing activities	(41,309)	(41,310)
Net increase/(decrease) in cash and cash equivalents	1,987,427	1,910,440
Cash and cash equivalents at beginning of financial year	2,969,571	1,059,131
Cash and cash equivalents at end of financial year	4,956,998	2,969,571
Cash and cash equivalents at end of financial year comprise:		
Cash at bank and in hand	4,956,998	2,969,571

The notes on pages 16 to 33 form part of these financial statements

HEADWAY (IRELAND)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. General information

Headway (Ireland) Company Limited by Guarantee is a company incorporated in the Republic of Ireland with a registered address at Blackhall Green, Blackhall Place, Dublin 7.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and Irish Statute comprising of the Companies Act 2014.

The company meets the definition of a public benefit entity under FRS 102.

The company is a registered charity and hence the reports and results are presented in a form which complies with the guidance included within the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) FRS 102.

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

The financial statements are prepared on a going concern basis.

The financial statements are presented in Euro (€) which is also the functional currency of the company.

The following principal accounting policies have been applied:

2.2 Income/funds

The company receives income under the following headings:

Unrestricted income consists of general funds which are expendable at the discretion of the Board in furtherance of the objectives of the company.

Restricted income are funds which are to be used in accordance with specific restrictions imposed by the donor.

Designated funds represents amounts that Headway has at its discretion set aside in relation to the acquisition of premises to provide rehabilitative and vocational services in Limerick and Cork.

HEADWAY (IRELAND)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.3 Recognition of income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the company has been notified in writing of both the amount and the settlement date. In the event that a donation is subject to conditions that require a level of performance before the company is entitled to the funds, the income is deferred and not recognised until either the conditions are fully met, or the fulfilment of those conditions is wholly within the control of the company and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company, this is normally upon notification of the interest paid or payable by the bank.

2.4 Recognition of expenditure

Expenditure is analysed between raising funds and charitable activities.

The costs of each activity have been separately accumulated and disclosed based on location. Expenditure is recognised in the financial year to which it relates. Expenditure incurred but unpaid at the balance sheet date is included in accruals and other creditors. Charitable expenditure comprises all expenditure incurred by the company in meeting its charitable objectives as opposed to the costs of raising funds to finance these activities.

2.5 Allocation of costs

Support costs are those functions that assist the work of the company but do not directly undertake charitable activities. Support costs include finance, human resource, information technology, operational costs, premises and facilities cost and governance costs which support the company's programme intended by management.

2.6 Tangible fixed assets

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

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

Depreciation is provided on the following bases:

Freehold property	- 2% for Cork premises, 5% for Dublin and Limerick premises
Motor vehicles	- 33%
Fixtures and fittings	- 20%

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

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.7 Operating leases: the company as lessee

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

2.8 Debtors

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

2.9 Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Government grants are recognised under the performance model.

Under the performance model, where the grant does not impose specific future performance related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specific future performance related conditions on the recipient, it is recognised in income only when the performance related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

2.10 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

2.11 Creditors

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

2.12 Pensions

The company operates a defined contribution pension scheme and the assets of the scheme are held separately from those of the company in an independent administered fund. The pension cost charge represents contributions payable by the company to the fund.

HEADWAY (IRELAND)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Accounting policies (continued)

2.13 Financial instruments

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

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

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

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

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

HEADWAY (IRELAND)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

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

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

Significant management judgemental

Classification and analysis of restricted and unrestricted income and corresponding expenditure

Determining appropriate classification of income as being restricted or unrestricted in line with donor's contracted stipulations is a significant judgment applied by management. Thorough reviews of agreements are performed by management to ensure appropriate analysis and expenditure in line with same.

Estimates and assumptions

Allowances for impairment of trade receivables

At 31 December 2022, provisions for doubtful debts amounted to €5,546, which represents 2.5% of trade receivables at that date (2021; €5,546 - 4%). This is based on a general conservative approach by the client rather than any specific debts at risk of default.

Useful lives of depreciable assets

The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of fair values and residual values. The directors annually review these asset lives and adjust them as necessary to reflect current thinking on remaining lives in light of technological change, prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have significant impact on depreciation charges for the period. It is not practical to quantify the impact of change in asset lives on an overall basis, as asset lives are individually determined, and there are a significant number of assets lives in use. The impact of any change would vary significantly depending on the individual change in assets and the classes impacted.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

4. Donations and legacies

	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
Corporate donations	18,793	3,200	7,908	29,901	22,867
Individual donations	28,688	-	-	28,688	15,833
	47,481	3,200	7,908	58,589	38,700

5. Charitable activities

	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
Health Service Executive grant	-	4,623,915	-	4,623,915	3,924,589
TUSLA grant	-	40,560	-	40,560	40,950
SOLAS grant	-	295,663	-	295,663	279,513
Cork City Council	-	4,125	-	4,125	-
City of Dublin ETB	-	-	-	-	3,719
Other	-	5,542	-	5,542	32,723
	-	4,969,805	-	4,969,805	4,281,494

During the year, 100% (2021 – 100%) of income from charitable activities was funded from the Exchequer.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

5. Charitable activities (continued)

Source	Grant title	Amount €	Awarded €	Deferred €	Term	Purpose
HSE CHO3 Disability – Clare, Limerick, North Tipperary/East Limerick	HSE Disability	673,095	673,095	-	January - December 2022	Rehabilitative training programme for people with acquired brain injury.
HSE CHO3 Disability – Clare, Limerick, North Tipperary/East Limerick	HSE Disability	4,549	4,549	-	January - December 2022	Additional once off funding related to Covid pressures
HSE CHO3 Disability – Clare, Limerick, North Tipperary/East Limerick	National Lottery	665	6,135	5,470	January - December 2022	Community Access Activities
HSE CHO4 Disability – Cork/Kerry	HSE Disability	1,510,128	1,510,128	-	January - December 2022	Provision of services to people with acquired brain injury.
HSE CHO4 Disability – Cork/Kerry	HSE Disability	2,525	2,525	-	January - December 2022	Additional once off funding related to Covid pressures
HSE CHO5 Disability – South Tipperary, Carlow/Kilkenny, Waterford, Wexford	HSE Disability	29,760	29,760	-	January - December 2022	Provision of services to people with acquired brain injury.
HSE CHO6 Disability – Wicklow, Dun Laoghaire, Dublin South East	HSE Disability	136,728	136,728	-	January - December 2022	Provision of day services to people with acquired brain injury.
HSE CHO6 Disability – Wicklow, Dun Laoghaire, Dublin South East	National Lottery	11,005	19,975	8,970	January - December 2022	Music Therapy/Yoga/Respite/Life Skills/Community Integration
HSE CHO6 Disability – Wicklow, Dun Laoghaire, Dublin South East	HSE CREATE	12,500	12,500	-	January - December 2022	Assistive Technology

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

5. Charitable Activities Continued

Source	Grant title	Amount €	Awarded €	Deferred €	Term	Purpose
HSE CHO7 Disability – Kildare/West Wicklow, Dublin West, Dublin South West, Dublin South	HSE Disability	127,359	127,359	-	January - December 2022	Provision of day services to people with acquired brain injury.
HSE CHO7 Disability – Kildare/West Wicklow, Dublin West, Dublin South West, Dublin South	HSE Disability	447,593	447,593	-	January - December 2022	Provision of rehabilitative training programme to people with acquired brain injury
HSE CHO7 Disability – Kildare/West Wicklow, Dublin West, Dublin South West, Dublin South	National Lottery	22,438	44,912	22,474	January - December 2022	Music Therapy/Yoga/Respite/Gardening/Community Integration/Cookery/Menshed
HSE CHO9 Disability – Dublin North, Dublin North Central, Dublin North West	HSE Disability	1,638,096	1,638,096	-	January - December 2022	Provision of services to people with an acquired brain injury
HSE CHO9 Disability – Dublin North, Dublin North Central, Dublin North West	National Lottery	7,473	15,271	7,798	January - December 2022	Drama/Yoga/Respite/Gardening/Community Integration/Cookery/Jobs Club
The Limerick and Clare Education and Training	QQ1 Level 3 & 4 Employment Skills	194,424	194,424	-	January - December 2022	Provision of QQ1 Level 3& 4 employment skills to people with acquired brain injury
Cork Education and Training Board	QQ1 Level 3 Employability Skills	101,239	101,239	-	January - December 2022	Provision of QQ1 Level 3 employability skills to people with acquired brain injury
TUSLA – Child and Family Agency	Bereavement and couples counselling	40,560	40,560	-	January - December 2022	Direct therapeutic support for couples dealing with the aftermath of Acquired Brain Injury.
Miscellaneous	Miscellaneous	9,668	9,668	-	January - December 2022	Miscellaneous.
Total		4,969,805	5,014,517	44,712		

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

6. Others

Income from fundraising events

	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	<i>Total Funds 2021 €</i>
Fundraising income	28,324	300	10,586	39,210	45,697

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7. Expenditure on charitable activities

Grant related	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
HSE CH03 Disability- Clare, Limerick, North Tipperary/ East Limerick	-	721,293	-		387,360
HSE CH04 Disability- Cork/Kerry	-	1,412,643	-		1,267,970
HSE CHO5 Disability- South Tipperary, Carlow/Kilkenny, Waterford, Wexford	-	59,733	-		53,968
HSE CHO6 Disability- Wicklow, Dun Laoghaire, Dublin South East	-	188,978	-		172,282
HSE CHO7 Disability- Kildare/West Wicklow, Dublin West, Dublin South West, Dublin South	-	182,583	-		154,251
HSE CHO7 Disability- Kildare/ West Wicklow, Dublin West, Dublin South West, Dublin South	-	455,245	-		238,240
HSE CHO9 Disability- Dublin North, Dublin North Central, Dublin North West	-	911,011	-		711,140
TUSLA- Child and family agency	-	40,560	-		40,950
Cork Education and Training Board	-	101,239	-		106,818
Limerick and Clare Education Training Board	-	201,597	-		279,831
City Of Dublin Education Training Board	-	-	-		3,719
	-	4,274,882	-		3,416,530

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7. Expenditure on charitable activities (continued)

	Unrestricted Funds 2022 €	Restricted Funds 2022 €	Designated Funds 2022 €	Total Funds 2022 €	Total Funds 2021 €
Support costs					
Finance	-	129,963	360,493	490,456	355,049
Human resources	-	73,892	-	73,892	161,297
Information technology	-	33,111	-	33,111	38,074
Operational costs	-	163,922	-	163,922	142,943
Governance costs	-	95,830	-	95,830	80,151
Premises and facilities	-	188,940	-	188,940	114,211
	-	685,657	360,493	1,046,150	891,725
Total expenditure on charitable activities	-	4,960,539	360,493	5,321,032	4,308,255

8. Operating surplus

The operating surplus is stated after charging:

	2022 €	2021 €
Depreciation of tangible fixed assets	146,995	148,520
	146,995	148,520

9. Employees

	2022 €	2021 €
Wages and salaries	3,467,215	2,879,351
Social security costs	371,675	309,138
Cost of defined contribution scheme	108,482	93,316
	3,947,372	3,281,805

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

9. Employees (continued)

Executive and staff member's remuneration are within relevant Public Sector pay scales currently in place.

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

	2022 No.	2021 No.
Number of staff	<u>81</u>	<u>71</u>

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

The number of staff whose emoluments, as defined for taxation purposes (basic pay, vehicle and medical insurance benefits), amounted to over €60,000 in the year were as follows:

	2022 No.	2021 No.
60,000-69,999	5	5
70,000-79,999	1	2
80,000-89,999	1	1
90,000-99,999*	2	1
100,000-109,999	-	1

*The Chief Executive Officer's remuneration for the financial year was €95,278 (2021: €113,577)
The CEO is considered a key management personnel under the Companies Act 2014.

10. Taxation

The company is a registered charity under the Taxes Consolidation Act 1997, with a charity number CHY7417. As such the company is exempt under Section 76 and 78 Taxes Consolidation Act 1997 from corporation tax arising on any surplus of income arising.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

11. Tangible fixed assets

	Premises €	Motor vehicles €	Fixtures and fittings €	Total €
Cost or valuation				
At 1 January 2022	2,780,920	32,900	787,217	3,601,037
Additions	7,151	-	7,901	15,052
At 31 December 2022	<u>2,788,071</u>	<u>32,900</u>	<u>795,118</u>	<u>3,616,089</u>
Depreciation				
At 1 January 2022	897,808	32,900	771,929	1,702,637
Charge for the year	130,482	-	16,513	146,995
At 31 December 2022	<u>1,028,290</u>	<u>32,900</u>	<u>788,442</u>	<u>1,849,632</u>
Net book value				
At 31 December 2022	<u>1,759,781</u>	<u>-</u>	<u>6,676</u>	<u>1,766,457</u>
At 31 December 2021	<u>1,883,112</u>	<u>-</u>	<u>15,288</u>	<u>1,898,400</u>

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. Debtors

	2022 €	2021 €
Due within one year		
Trade debtors	2,066	2,066
Other debtors	38,666	96
Prepayments and accrued income	53,574	57,120
Grants receivable	223,779	147,827
	<u>318,085</u>	<u>207,109</u>

A bad debt provision of €5,546 (2021: €5,546) was recognised against grants receivable.

13. Cash and cash equivalents

	2022 €	2021 €
Cash at bank and in hand	4,956,998	2,969,571
	<u>4,956,998</u>	<u>2,969,571</u>

14. Creditors: Amounts falling due within one year

	2022 €	2021 €
Bank loans	23,700	24,972
Trade creditors	62,636	97,167
PAYE / PRSI payable	92,622	89,503
Other creditors	4,106,165	1,824,266
Accruals	322,175	239,351
Grant creditors	48,692	62,888
	<u>4,655,990</u>	<u>2,338,147</u>

HEADWAY (IRELAND)
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

14. Creditors: Amounts falling due within one year (continued)

Included in other creditors is an amount of €4,000,130 (2021: €1,600,050) in relation to funding received from the Department of Justice under the Immigrant Investor Programme (IIP). The IIP funds are to be used for a new neuro rehabilitation centre to be located in Cork.

Bank loans are repayable by monthly instalments.

Trade and other creditors are payable at various dates over the coming months in accordance with suppliers' usual and customary credit terms.

PAYE/PRSI is payable in accordance with statutory provisions.

The terms of accruals and grant creditors are based on underlying contracts.

15. Creditors: Amounts falling due after more than one year

	2022 €	2021 €
Bank loans	325,744	349,443
Government grants received	841,770	904,364
	<u>1,167,514</u>	<u>1,253,807</u>

Clann Credo hold a charge over the property now known as Blackhall Green in respect of the bank loan.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

15. Creditors: amount falling due after more than one year (Continued)

	2022	2021
	€	€
Received and receivable		
Received at 1 January	1,736,239	1,726,239
Receivable during the financial year	10,000	10,000
	<u>1,746,239</u>	<u>1,736,239</u>
 Amortisation	 2022	 2021
	€	€
At 1 January	831,875	760,258
Amortisation during the financial year	72,594	71,617
	<u>904,469</u>	<u>831,875</u>
 As at 31 December		
Net balance of grants received	<u>841,770</u>	<u>904,364</u>

The grants received and receivable balance of €1,746,239 (2021: €1,736,239) is made up of 2000-2002 Health Boards (Various Properties) balance of €658,074, 2013 HSE (Blackhall Green Premises) balance of €517,137 and 2016 HSE Midwest €12,254, an amount of €477,915 received from JP McManus Invitational ProAM towards new premises in Limerick. HSE Dublin North of 3,500, HSE Dublin South West of €2,960, HSE Dublin Mid West of €2,900 and Special Covid-19 funding of €11,500 and HSE South funding of €60,000 towards a new premises in Cork, €10,000 of which was received in 2022.

Under the agreement with the Health Service Executive dated April 2013, the company has a contingent liability to repay this grant of €517,136, if the said premises at any time cease within a period of 20 years from April 2013, to be used as a rehabilitation, training and support centre for brain injured individuals and their families.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

16. Loans

Analysis of the maturity of loans is given below

	2022 €	2021 €
Amounts falling due within one year		
Bank loans	23,700	24,972
Amounts falling due within 1-2 years		
Bank loans	51,753	53,438
Amounts falling due within 2-5 years		
Bank loans	162,929	156,613
Amounts falling due more than 5 years		
Bank loans	111,062	139,391
	<u>349,444</u>	<u>374,414</u>

17. Analysis of fund movements

	Funds brought forward €	Income €	Expenditure €	Transfer between funds €	Amortisation €	Funds carried forward €
Unrestricted	510,569	75,805	(3,387)	(360,000)	-	222,987
Restricted	723,087	4,973,305	(4,960,539)	-	-	735,853
Designated	249,470	18,494	(360,493)	360,000	(8,275)	259,196
	<u>1,483,126</u>	<u>5,067,604</u>	<u>(5,324,419)</u>	<u>-</u>	<u>(8,275)</u>	<u>1,218,036</u>

Designated funds

Designated funds are "restricted" income and donations set aside in relation to the acquisition of premises to provide rehabilitative and vocational services in Limerick and Cork. In March 2017, the company moved into the Limerick premises and in August 2018, the company purchased the leased premises in Carrigrohane Cork and intends to develop this site, thereby releasing the reserve to the Statement of Financial Activities in line with the depreciation of the building.

HEADWAY (IRELAND)
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

18. Company status

This is a company limited by guarantee and accordingly has no share capital. In the event of the company being wound up, each member is liable to an amount not exceeding €1.27.

19. Related party transactions

Niall Pender, Chairperson of Headway is also a director of The Neurological Association of Ireland. Headway paid a membership fee of €600 to The Neurological Association for 2022. No other transaction with related parties were undertaken such as required to be disclosed under FRS 102 Section 33.

20. Events since the end of the financial year

There have been no events since the year end affecting the company.

21. Approval of financial statements

The board of directors approved these financial statements for issue on

HEADWAY (IRELAND)
(A company limited by guarantee)

MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2022

The following pages do not form part of the audited financial statements which are the subject of the auditor's report on pages 9 to 12.

The information is provided for the use of the Finance Committee and Senior Management team of Headway (Ireland) Company Limited by Guarantee.

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HEADWAY (IRELAND)
(A company limited by guarantee)

**SUMMARY OF TRADING RESULTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Income €	2022 Surplus/(Deficit) €	Income €	2021 Surplus/(Deficit) €
Trading activities				
Grants and related income	4,969,805	9,266	4,281,494	213,239
Fundraising and related income	97,799	(266,081)	84,397	(157,557)
	5,067,604	(256,815)	4,365,891	55,682

HEADWAY (IRELAND)**(A company limited by guarantee)****GRANTS AND RELATED INCOME
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

	2022 €	2022 €	2021 €	2021 €
Income				
HSE Cavan/Monaghan	18,181		18,181	
HSE Cork/Kerry	1,512,653		1,287,245	
HSE Dublin North West	1,615,820		1,469,681	
HSE Dublin South	147,734		138,720	
HSE Dublin West	149,797		127,359	
HSE Kildare/West Wicklow	447,593		321,871	
HSE Laois/Offaly	11,568		11,568	
HSE Limerick	678,309		520,204	
HSE South East	29,760		29,760	
SOLAS grant income	295,663		279,513	
TUSLA	40,560		40,950	
CREATE Ireland	12,500		-	
City of Dublin ETB	-		3,719	
Misc.	9667		32,723	
		4,969,805		4,281,494

	2022 €	2022 €	2021 €	2021 €
Administration and establishment				
Trainee allowances and costs	(176,878)		(167,431)	
Telephone	(33,905)		(30,828)	
Subscriptions	(6,281)		(5,437)	
Staff recruitment and training	(62,472)		(40,943)	
Repairs and maintenance	(156,996)		(57,134)	
Rent and rates	(96,682)		(72,064)	
Professional fees/counselling	(9,511)		(10,000)	
Print, postage and stationary	(38,030)		(49,919)	
Office sundries	(13,133)		(2,684)	
Computer costs	(77,819)		(70,767)	
Motor and travel	(28,063)		(10,733)	
Light and heat	(65,313)		(43,384)	
Insurance	(82,769)		(70,518)	
Cleaning	(70,308)		(52,403)	
Bank charges	(1,092)		(969)	
Auditors remuneration	(7,995)		(7,213)	
Amortisation of grants	80,036		79,892	
Admin wages and salaries	(3,467,215)		(2,879,351)	
Staff wellbeing	(2,622)		(4,241)	
Employers PRSI	(371,675)		(309,138)	
Staff pension contribution	(108,482)		(93,316)	
City of Dublin ETB	-		(3,719)	
Tangible fixed assets depreciation	(146,995)		(148,520)	
		(4,944,201)		(4,050,820)

HEADWAY (IRELAND)
(A company limited by guarantee)

GRANTS AND RELATED INCOME
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

	2022 €	2022 €	2021 €	2021 €
Operating surplus		25,604		230,674
Interest received and payable				
Deposit interest receivable		-		-
Deposit interest payable		<u>(16,338)</u>		<u>(17,435)</u>
Surplus on ordinary activities		<u>9,266</u>		<u>213,239</u>

HEADWAY (IRELAND)
(A company limited by guarantee)

**FUNDRAISING AND RELATED INCOME
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

	2022 €	2022 €	2021 €	2021 €
Income				
Sundry income	-		-	
Fundraising	39,210		45,697	
Donations	<u>58,589</u>		<u>38,700</u>	
		97,799		84,397
Administration and establishment				
Admin wages and salaries	-		-	
Employers PRSI	-		-	
Staff pension contributions	-		-	
General expenses	(3,387)		(1,954)	
Commissions	<u>(360,493)</u>		<u>(240,000)</u>	
		(363,880)		(241,954)
Operating Deficit		<u>(266,081)</u>		<u>(157,557)</u>

