



2015

ANNUAL REPORT



SUAS VISION

A world in which all children and young people have the opportunity to realise their rights and achieve their full potential.

SUAS MISSION

To transform the lives of children and young people through education.

WE BRING ABOUT THIS CHANGE BY

- Working with schools in disadvantaged communities (government and non-government) in Ireland, India, Zambia and Kenya - where we deliver quality education programmes to girls and boys.
- Working with young people and other concerned citizens in Ireland and internationally to educate and equip them as global citizens and support them to take action to promote educational and other opportunities for children and young people in disadvantaged settings.
- Integrating volunteering and mentoring opportunities into all aspects of our work.

OUR VALUES AND WAYS OF WORKING

We pride ourselves as a values based organisation. We aim to ensure that all our programmes and practices are in line with our core values and ways of working:

1. We use a rights based approach to ensure children and young people can realise their rights to education and live free of discrimination; in line with the Universal Declaration of Human Rights (Articles 1, 2 and 26) and the United Nations Convention on the Rights of the Child.
2. Respect and diversity is embraced within our organisation and in our wider community. We believe that respect should be at the centre of all our relationships with programme participants, partners and the communities we serve.
3. We aim to deliver the highest standards of accountability to our stakeholders, partners and communities they serve. We do this through accurate and detailed financial reports and programme results.
4. We promote collaboration and encourage staff, volunteers, mentors, partners and stakeholders to collaborate and combine knowledge; helping effective delivery of our programmes.
5. We bring integrity, fairness, professionalism and a strict code of ethics to our donors, agencies, partners and the communities that we serve.
6. We foster open, clear discussion and communication to encourage a willingness to speak up and to be listened to. This happens within a framework of mutual respect and understanding.
7. Our staff work to high standards and are empowered to continue to develop their personal and professional growth and effectiveness.

Our Reach 2015

IRELAND EDUCATION PROGRAMME

68



Literacy Programmes
Delivered

708



Children Supported

790



Mentors Trained

GLOBAL CITIZENSHIP PROGRAMME

9,600



Film Festival Participants

315



Completed Global
Issues Course

20+



Ideas Collective
Teams

INTERNATIONAL VOLUNTEER PROGRAMME

65



Volunteers Worked With
Our International Partners

2,500



Children Supported

INTERNATIONAL EDUCATION PROGRAMME

2



Fast Forward Pilots in Kenya
and Zambia

75



Teachers Engaged

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BOB SEMPLE, CHAIR

I'm a relative newcomer to Suas but I have caught the Suas 'bug' that characterises so much of our work.

2015 was a year of considerable change and challenge, but the energy and enthusiasm of the Suas family has served us well in addressing these.

Our biggest challenge in 2015 was fundraising. Most voluntary organisations felt this pressure during the year, with falling levels of trust in and support to the sector. We responded by devising a new fundraising strategy, reaching out to both existing and potential supporters. Whilst fundraising income in 2015 was lower than we hoped, we recognise that this is a long-term investment and we finished the year with a strong pipeline of proposals and opportunities for 2016.

A second challenge concerned streamlining our strategy. Over the years, our four core programmes, while complementary by nature, began to lose the coherence we wanted. We invested substantial effort in critically appraising and refining our programmes to enable a refreshed strategic plan to be developed.

A third key challenge was to refresh the Board. Over 2015 we recruited and inducted new Board members – bringing in more financial, business and communications expertise and recruited a professional Company Secretary. We also strengthened our Board sub-committee structure and established a Finance Oversight Working Group.

We also took the opportunity to recommit to pursuing high standards of governance, considering the 'triple lock' of SORP, Fundraising Standard and Governance Code. We are already compliant with the first two of these and aim to be fully compliant with the Governance Code over 2016.

In the meantime, our staff and our volunteers were busy working on the ground, transforming the lives of children and young people through education - both at home and abroad. I experienced this first-hand earlier in the year when I joined volunteers from Mazars in a paired-reading programme in Loreto School Crumlin for an 8-week period. My Tuesday morning visit to Crumlin became my favourite day of the week and the impact I saw it having reinforced my belief in the importance of the work Suas does.

I want to finish by thanking the Suas family - donors, staff, volunteers, alumni, fellow board members and more - whose efforts make the Suas venture the success it is.

Bob Semple, Chair

BOARD MEMBERS 2015

- Bob Semple (Chair)
- Bryan Patten
- Conor Foley
- David Moffit
- Mary Rose Greville
- Michael King
- Mike Williams
- Peter Finnegan
- Ronan O'Laughlin
- Sadhbh Coyle
- Martin Jacobs (Company Secretary)



ALLISON ALDRED, CEO

Welcome to the 2015 Annual Report for Suas Educational Development.

2015 was a year of consolidation for Suas with a number of senior staff, myself included, and our Chair all joining in the second part of 2014. A new Fundraising and Communications Manager started in mid 2015. 2015 was therefore the first full year with this team in place.

Over 2015 we developed a new Strategic Plan. Within which we confirmed our commitment to two core outcomes:

1. Children in disadvantaged settings in Ireland and internationally have a quality education, including 21st century skills, hence improved educational achievements and greater life opportunities.
2. Young people and other concerned citizens in Ireland and internationally are educated as global citizens and collaborate on social change projects, to promote educational and other opportunities for children and young people in disadvantaged settings.

Under the first outcome we expanded our engagement in Irish DEIS schools - reaching more children through our Literacy Programme. We also began developing Numeracy and Computer Programmes to launch in 2016. In Zambia and Kenya we began to pilot an innovative new technology mediated learning programme, the Fast Forward Programme.

Under the second outcome we successfully piloted a new action learning initiative within our Global Citizenship Programme, The Ideas Collective. We also started a youth-to-youth collaboration component in our International Volunteer Programme with partners in Kolkata and Delhi.

In 2015 we continued to strengthen our commitment to gender equality and valuing of diversity across all of our Programmes.

A principle focus for Suas in 2015 was our new Fundraising Strategy. We began implementation of this in the second part of the year, with the active support of the Suas Board.

The fundraising context in Ireland, particularly for smaller NGOs, remained very difficult. 2015 proved to be a challenging year for Suas in this regard. Despite a sizeable deficit, we finished the year with a healthy pipeline of proposals and funding asks and will start to see the fruits of these efforts in 2016.

Our endeavours are only possible through the continued commitment of our staff, volunteers, mentors, Board members and the support and engagement of our partners schools and other agencies.

A sincere thank you to all involved and for your role in helping us bring about change in the lives of children and young people in disadvantaged settings.

Allison Aldred, CEO

IRELAND EDUCATION PROGRAMME

In Ireland one in ten children leave primary school with serious literacy difficulties. This number rises to nearly one in three in some disadvantaged (DEIS) schools.

Our Ireland Education Programme aims to address this problem by working in partnership with DEIS schools in Dublin, Waterford, Cork, Limerick and Galway. The Programme provides two interventions, Paired Reading and AcceleRead AcceleWrite, to schoolchildren to help improve their reading, writing and comprehension.

To help deliver these interventions we work with corporate partners, communities, third level institutions and Suas Societies - from which we recruit and train volunteer mentors.

2015 HIGHLIGHTS

- Successful completion of 68 literacy projects nationally.
- 708 schoolchildren supported.
- Over 790 mentors recruited and trained.
- Over 70% of schoolchildren demonstrated an increase in standardised scores for reading.
- Research with children in our intensive literacy intervention 'AcceleRead AcceleWrite' demonstrated average reading ratio gains that equalled 5.5 months.
- 98% of schoolchildren enjoyed sessions and working with mentors.
- 80% of schoolchildren felt their reading had improved with 83% becoming more comfortable with reading out loud.

A MENTORS STORY

Ever since my first year in College I've been a Suas mentor. Being involved with something so rewarding and removed from my college life is really important. During the Programme the relationships that develop between mentors and children really allows children to grow in confidence.

Last term I was paired with Sarah. At first she was exceptionally shy, reading very quietly and full of hesitation. By the end of the Programme she was far more animated! Without hesitation, she'd stop and ask when she didn't understand a word - the dread of reading out loud had been broken down. We both really looked forward to seeing each other and the change I saw was remarkable.

The Literacy Support Programme is direct and simple. Being able to work so closely with one child makes for an exceptionally personal and special volunteering experience.

Our Ireland Education Programme is made possible thanks to the support of A&L Goodbody / Communications Worker Union / ESB energy for generations Fund / Folens Publishing / SMBC Aviation Leasing / Australian Ireland Fund / Deloitte / Dalata Hotels / Brown Brothers Harriman / JP McManus Charitable Foundation / St. Patricks Cathedral.



A Royal Visit. Our partner school Claddagh, Galway welcoming the Duchess of Cornwall who visited a Paired Reading session in April.

GLOBAL CITIZENSHIP PROGRAMME

Our Global Citizenship Programme continued to support the progressive engagement of third level students on global justice issues. We achieved this through an integrated programme of activities and learning by 'Inspiring, Educating and Engaging'. 2015 saw a marked rise in the number of people engaging with our Global Citizenship activities.

2015 HIGHLIGHTS

- Over 9,600 participating in the 8x8 Festival compared to 2,700 people in 2013.
- Over 315 completed our Global Issues Courses.
- The Ideas Collective was launched.
- Stand.ie had almost 10,000 unique views.

The 8x8 Photograph and Film Festival, used as a vehicle to raise awareness and understanding of global development and sustainability issues in students, took place in Trinity, DCU, UCC, NUIG and UCD during September and October. The touring festival included outdoor photo exhibitions, related film screenings, discussions and workshops.

We continued to deliver our Global Issues Courses which help students and graduates to increase their awareness, understanding and activism in relation to a range of global issues. We ran 19 Global Issues Courses with over 600 applicants.

We continued to work with student writers and editors to develop our online platform www.stand.ie for education and learning about global issues.

Finally we piloted a new programme for students and graduates who had an idea for social or environmental change called 'The Ideas Collective'. The programme ran over 100 days in summer and saw a range of ideas for change being developed from the ethical clothing initiative 'nuethical' to 'No Snowflake' a documentary on climate change to the political engagement resource 'KEY Ideas + Decisions'.

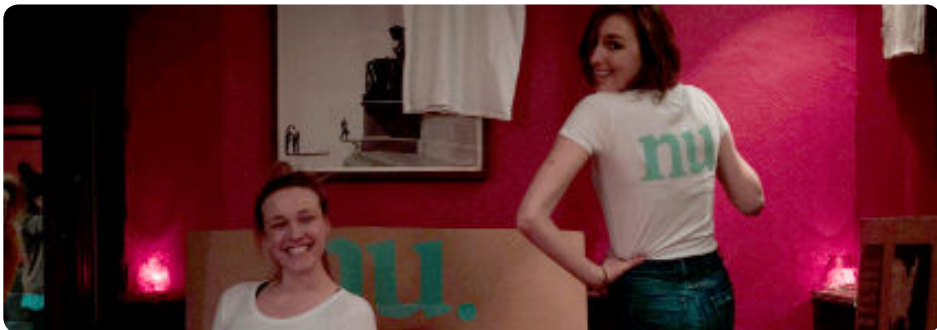
AN IDEAS COLLECTIVE STORY

'Nuethical Clothing' or 'Nu.' was developed by Aisling and Ali, both Trinity College graduates. The purpose of Nu. is to create a completely ethical clothing business, that challenges the environmental and social cost of the fast fashion industry.

The idea was to encourage people to value the clothes they buy more. Instead of buying new clothes, Aisling and Ali offered people a space to swap and share unwanted items.

If you had told us this time last year about how much Nu. would have grown, I wouldn't have believed you! We've set up monthly swap shop events and have pitched for Bank of Ireland Start-Up Award! We've launched our website www.nuethical.com, run 'up-cycling' tutorials and we're currently getting an app developed.

Our hope is to create a 'rental wardrobe' full of the best ethical brands. We really couldn't have done it without Suas and The Ideas Collective!



Aisling and Ali at a Nu. swap shop

INTERNATIONAL EDUCATION PROGRAMME

The aim of our International Education Programme is to improve educational achievements and life opportunities for children in disadvantaged settings in India and Sub-Saharan Africa.

This year we launched a new programme in Sub-Saharan Africa, the Fast Forward Programme. Fast Forward combines technology based learning with high impact teacher training.

FAST FORWARD KENYA

In Kenya, Nairobi, we're piloting Fast Forward in the Kangemi Resource Centre. Kangemi is one of the largest slum areas in Kenya and is home to over 200,000 people. The Kangemi Centre supports over 30 under-resourced community schools with educational materials, training and other facilities.

In late 2015, we procured sufficient equipment to start a Fast Forward center or 'Learning Hub' at the Resource Centre. We plan to expand this Fast Forward Hub in 2016.

FAST FORWARD ZAMBIA

We launched the programme in two schools in Kabwe, Central Province, Zambia, where the learning needs of several hundred girls and boys are supported.

The students and teachers responded extremely positively to Fast Forward. As a result enrolment and attendance increased among students. Teachers reported that they had more time for creative planning and child centred classroom activities.



Over 2016 we plan to extend Fast Forward to additional community schools in Kenya and Zambia.



Zambia Schoolchildren with Fast Forward Learning Tablet.



The Kangemi Resource Centre, Nairobi.

INTERNATIONAL VOLUNTEER PROGRAMME

Our International Volunteer Programme engages young people with girls and boys living in disadvantaged communities in India, Kenya and Zambia. Our volunteers work as teaching assistants in under resourced schools.

Our aim is to build a network of young people who are informed on development issues and who are actively contributing to improving the educational outcomes of the children they work with.

In 2015 we trained and deployed 65 volunteers to our partner NGOs in Delhi, Kolkata and the Sundarbans in India. Together with our partners we worked with approximately 2,500 children from disadvantaged communities.

We also established links with new organisations in both Delhi and Kolkata who empower young Indian people to create positive change in their local communities. We're keen to build on these peer-to-peer opportunities in 2016.

2015 HIGHLIGHTS

- Awarded the Comhlámh Comprehensive Compliance Award in recognition of our strong adherence to the principles of the Code of Good Practice for Volunteer Sending Agencies.
- 97% of international volunteers continued to take action on global issues six months after their participation in the programme.
- Positive feedback from our partners about the impact our volunteers had not only on levels of English among students, but on their self-esteem and on the local teachers.
- Volunteers raised nearly €19,000 in excess of their participation fee, all of which went directly to our partner schools



Allison visiting Ansuman and Soma from Sabuj Sangha, Kolkata in February.

I LEARNED A LOT, NOT ONLY ABOUT OUR
WORLD BUT ALSO ABOUT MYSELF AND
MY POWER TO INSPIRE CHANGE.

Sarah, International Volunteer 2015



Anna, Volunteer, Kolkata

FUNDRAISING & COMMUNICATIONS

During 2015 we recruited a Fundraising and Communications Manager and developed a new Fundraising Strategy, to help diversify funding sources and increase funds.

Working closely with the Board we developed a Corporate Outreach Strategy was developed. As a result we increased the number of companies financially supporting our work from five to fourteen. During the year we also established a High Net Worth Individual Working Group to further help build philanthropic connections.

We made a small investment in a direct marketing and a crowd-funding campaign. We also submitted multiple applications for a wide range of grants from corporates and philanthropic donors. 2015 saw modest results from these endeavours but we are well placed for a strong performance over 2016.

Over 2015 we substantially increased our following on social media, seeing our audience on Facebook increase by over 17% to nearly 13,000. To allow our website to be mobile responsive we moved it from the Drupal platform to Wordpress in July. This was crucial to allow us to continue to engage with the digital natives who make up the vast majority of our audience.

Our bounce rate on suas.ie also fell slightly, a positive indication of greater engagement with website visitors and our content.

Under 'The Google Give' incentive we received expert pro-bono digital support from Google and we will continue to build on this relationship in 2016.

FINANCE

Over 2015 we have strengthened our financial management systems. A financial procedures manual updated in April, sets out the basis of our financial management systems. We established an Audit and Risk Management Committee and a Finance Oversight Working Group in 2015.

Focus for the development of the finance function over 2016 will be to ensure we have the systems in place to tightly manage income from multiple sources and inform our work on relationship management with all donors and supporters.

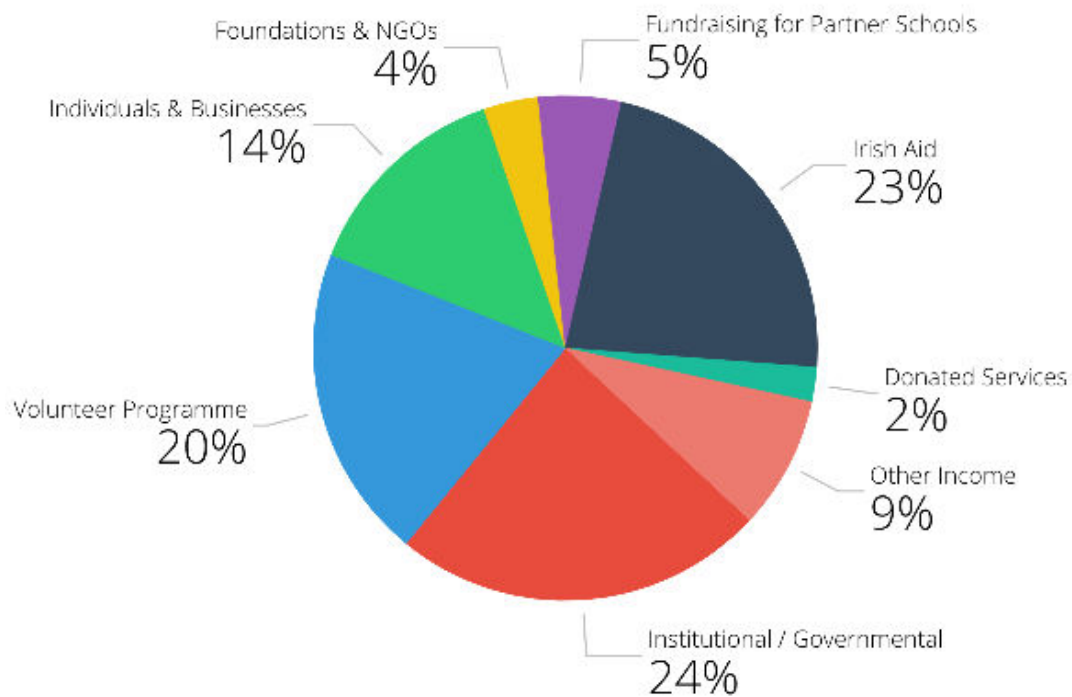
SOURCES OF INCOME

Total income for 2015 amounted to €988,949, including the value of donated services and facilities of €22,000. Of this total, €917,613 (93% approx) was in the form of restricted funds. The remaining €71,336 was unrestricted. Suas main sources of income are illustrated in the 2015 income graph, seen on following page.

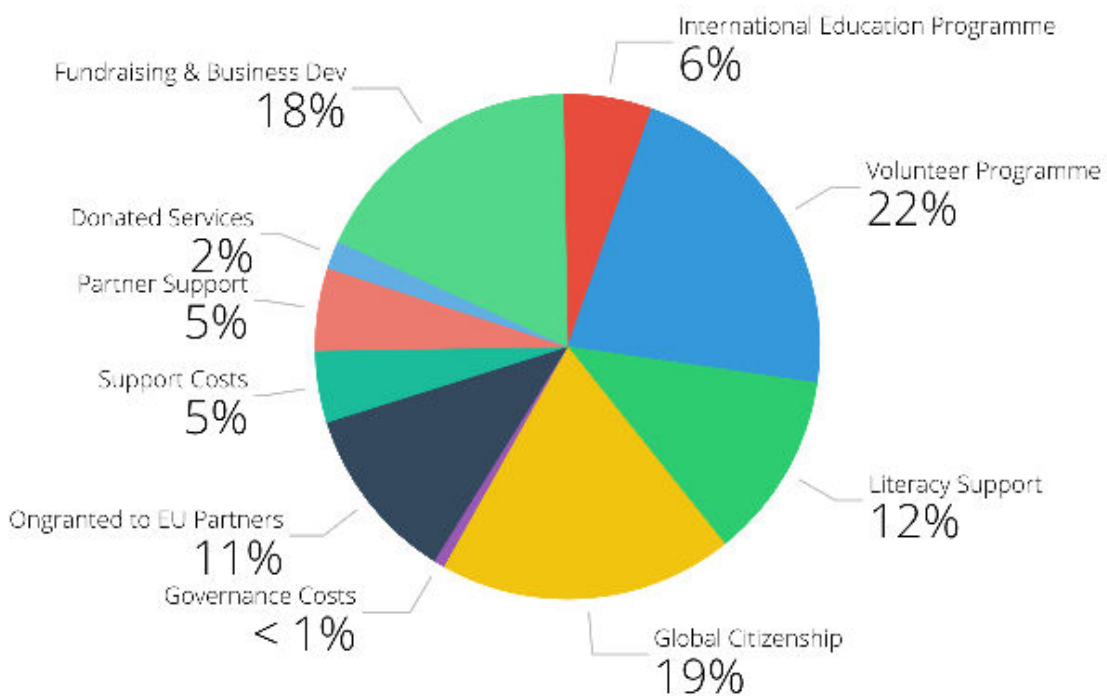
ANALYSIS OF OUR EXPENDITURE

Total expenditure for 2015 amounted to €1,218,977. This was a decrease on prior year expenditure which was €1,309,315. This decrease was due to a lower number of participants in the International Volunteer Programme compared to 2014. Suas expenditure on each programme can be seen in the 2015 Expenditure graph, seen on following page.

2015 INCOME: €988,949



2015 EXPENDITURE: €1,218,977



GOVERNANCE

We are committed to maintaining the highest standards of governance and believe that setting and maintaining these standards is key in demonstrating accountability to all stakeholders, funders and supporters.

Over 2015 we recruited new Board members bringing more financial, business and communications expertise to the organisation. We also recruited a professional Company Secretary.

We strengthened our Board sub-committee structure with a new Audit and Risk Committee and Nominations Committee - both accountable to the Board. Our Chairperson and two other Board members, all with considerable financial and business experience, act as a Finance Oversight Working Group and work closely with the Finance Manager and CEO.

Suas is formally on the journey to compliance with the Governance Code for the Community, Voluntary and Charitable Sector in Ireland and we plan to be fully compliant over 2016.

We are compliant with all the requirements of the Charities Regulatory Authority, particularly in relation to reporting obligations.

We operate under a completely transparent financial culture. All of our financial statements can be found at www.suas.ie/finances.

The Board has determined that the organisation complies with the following principles and codes of good practice:

- The Irish Development NGOs Code of Corporate Governance (as produced by the Corporate Governance Association of Ireland, partnered with Dóchas)
- Irish Charities Tax Reform Group (ICTR) Statement of Guiding Principles for Fundraising
- The SORP reporting principle for Charities
- Dóchas Code of Conduct on Images and Messages
- Comhlámh Code of Good Practice

There are clear distinctions between the roles of the Board and the executive management team. The Board is responsible for providing leadership, setting overall strategy and monitoring budgets and outcomes of the organisation.

Our Board is also responsible for identifying the risks affecting Suas and ensuring procedures are in place to reduce and manage the major risks identified.

THANK YOU

We would like to express our thanks to all of our partners, funders, donors and supporters. With special thanks to:

Irish Aid / European Commission / A&L Goodbody / Communications Worker Union / ESB Energy Generations Fund / ESB Electric Aid / Folens Publishing / SMBC Aviation Leasing / Australian Ireland Funds / Deloitte / Dalata Hotels / Brown Brothers Harriman / JP McManus Charitable Foundation / St. Patricks Cathedral / FT Rational Services / Workers Beer Company

We would also like to thank those who gave us pro-bono support and use of their facilities over the year including:

A&L Goodbody / Google / Matheson / Salesforce

Thanks for the support of the media who helped highlight the educational divide and the need for quality education in our most disadvantaged communities.

Finally, from all in Suas, a heartfelt thanks to everyone who supported Suas over the year from the smallest to the largest gifts, those who organised an event and those who volunteered their time.

HOW YOU CAN SUPPORT OUR WORK

You can help offer the power of education to even more children in disadvantaged schools in Ireland, India, Kenya & Zambia by supporting Suas!

Support as an Individual

- Fundraise for us through your own event or through an organised event
- Nominate Suas as Charity Partner with your company
- Volunteer on one of our programmes

Support as a Company

- Become a Corporate Partner
- Choose Suas for your Corporate Social Responsibility Programme
- Staff volunteering opportunities
- Share your staff skills
- Payroll giving
- Sponsor a specific programme
- A gift in kind

Give a Gift

- Online, in person or by post
- Give a regular/monthly gift
- Become a major donor
- Donate in memory
- Leave a gift in your will

