

An Roinn Leanáí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Department of Children, Equality, Disability, Integration and Youth

Annual Report 2020



Table of Contents

FOREWORD BY THE MINISTER	4
INTRODUCTION BY SECRETARY GENERAL	5
Part 1 - Overview	6
Strategic Objectives:	6
2020 in Review	8
Impact of Covid-19 on the Department's work	11
Finance in 2020	15
Part 2: Progress Achieved in 2020	17
Programme A: Children and Family Support	17
Engagement with Tusla on Domestic, Sexual and Gender Based Violence (DSGBV) services	17
Engagement with Tusla on Family Resource Centre (FRC) Programme	17
Children First Inter-Departmental Implementation Group (CFIDIG)	18
Special Rapporteur on Child Protection	19
Child Protection Agenda of the Health Sector of the North South Ministerial Council (NSMC)	19
Agreement of the Joint Protocol 2020 (Disability)	19
Dataset Development for Alternative Care	20
Bail Supervision Scheme	20
Oberstown Children Detention Campus	21
Programme B: Sectoral Programmes for Children and Young People	22
UNCRC Reporting	22
New Funding Model for early learning and care and school-age childcare	22
Publication of the First 5 Annual Implementation Report 2019	23
Publication of the Independent Review of the Cost of Providing Quality Childcare	23
Early Learning and Care and School-Age Childcare Programmes and Schemes	24
Early Years Quality Initiatives	25
Early Years Governance, Finance and Reform	28
LGBTI+ National Youth Strategy	29
Youth Service	29
Programme C: Policy & Legislation	30
Risk Management	30
Governance of Bodies under the Aegis of the Department	30
Gender balance of aegis bodies with Boards under the remit of DCEDIY	31

Internal Audit and Audit Committee	32
Communications	32
Learning and Development	33
Procurement	33
Commission of Investigation into Mother and Baby Homes	35
Better Outcomes, Brighter Futures	37
Child Poverty	37
Children and Young People's Services Committees	37
North East Inner City (NEIC) Initiative	38
Children's Rights Alliance	38
Supporting Children campaign	39
What Works	39
Alternative Sentencing options for children	39
Growing Up in Ireland	40
Evidence into Policy Programme	41
Transfer of Functions	43
Equality and Gender Equality Policy	44
International Protection Accommodation Policy, Disability Policy & Anti-Racism Policy	45
International Protection Procurement Services	46
International Protection Accommodation Services Operations	47
Irish Refugee Protection Programme	48
Traveller & Roma Policy & LGBTQI, including Magdalens and Funds Administration	48
Disability	49
Educational Welfare Service	50
Appendix I: Public Sector Duty	51
Appendix II: Publications in 2020	52
Appendix III: Overview of Energy Usage in 2020	54
Appendix IV: Management Board	55
Appendix V: Bodies under the aegis of the Department in 2020	56



FOREWORD BY THE MINISTER

I am delighted to welcome the publication of the Annual Report for 2020 for the Department of Children, Equality, Disability, Integration and Youth. The Report outlines the progress made in 2020 across all areas of the Department's responsibilities.

Since my appointment as Minister for Children, Equality, Disability, Integration and Youth, the remit of the Department has been broadened with the inclusion of a number of very important new policy areas including equality, integration and disability.

Significant work has been completed across all policy areas in 2020 and, with the publication of my Department's Statement of Strategy 2021-23 in March 2021, we have set out the strategic objectives that we want to achieve over this period. I know my colleague Anne Rabbitte TD, Minister of State, shares my conviction and enthusiasm for the mission, values, and direction articulated in this Strategy.

It was a busy year for the Department, made all the more challenging by the arrival of Covid-19. Despite the restrictions brought by the pandemic, I am pleased that we managed to press ahead with important work, and that most importantly, we focused on supporting and protecting services for our most vulnerable people in society.

Finally, I want to offer my appreciation of the work done by the staff of the Department, staff in other Departments we interact with, and stakeholders across the different sectors we collaborated with in 2020. With their continued dedication, support and hard work, I am confident that we will advance important policy and legislative initiatives, with the objective of enhancing the lives of individuals, children, young people, families and communities. We will also continue to promote equality of opportunity for everyone.

Roderic O'Gorman TD
Minister for Children, Equality, Disability, Integration and Youth



INTRODUCTION BY SECRETARY GENERAL

I am pleased to introduce our Department's Annual Report for 2020. It is published in accordance with section 4 of the Public Service Management Act 1997. In what was a challenging year for the country and the Department, we worked hard to implement the priorities set out in our *Statement of Strategy 2016-2020*. We advanced policy initiatives and legislation across all areas within our remit, from child protection and welfare, to early learning and childcare supports, to youth services, to prevention and early intervention, to direct provision, to equality, to disability, to integration and to the difficult legacy issues from the country's past.

In common with every other organisation, the pandemic brought considerable challenges for the Department. We quickly recast our priorities to protect the services most affected by Covid-related restrictions. In particular, we developed urgent solutions to support early years care and school-age childcare services, youth services and those relating to international protection. We also worked closely with Tusla to protect services in the areas of child protection and welfare, children in care, and domestic, sexual and gender-based violence.

Thanks to the commitment and adaptability of staff, we also managed to press ahead with the priorities that we had set ourselves before the world changed so much. We have continued this work into 2021, as we implement our *Statement of Strategy 2021-2023*. One of the highlights of 2020 was taking on significant new functions in the areas of equality, integration and international protection. We welcomed new colleagues from the Department of Justice in October and their contribution to the widened Department has greatly added to the organisation as a whole.

I would like to thank colleagues in other Government Departments, agencies and all our stakeholders for their continued co-operation and support. Our work with them is vital in helping us to develop and deliver policies designed to support all our citizens. As always, I am proud to record my great appreciation of the staff of the Department who work every day in many different ways to deliver on our commitments. Given that the majority of us spent most of 2020 working from our own homes, the success in delivering so many important pieces of work during the year highlights their dedication to the mission, vision and objectives of the Department.

Fergal Lynch
Secretary General

Part 1 - Overview

Strategic Objectives:

The work of the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) was underpinned in 2020 by our Statement of Strategy 2016-2019. Development of a new Statement of Strategy was postponed to 2021, partly due to priority having to be given to COVID related activity and partly due to the Government decision in June 2020 to expand the Department. The 2016-2019 Statement of Strategy therefore extended over into 2020 and included six strategic objectives as follows. The six objectives are accompanied by examples of outputs delivered in 2020.

- **Better Outcomes Brighter Futures is implemented**
 - *The Department launched a consultation inviting written submissions on its initial proposals to amend the Child Care Act, 1991, which is a key commitment in Better Outcomes, Brighter Futures (BOBF).*
 - *The First 5 Annual Implementation Report 2019 was published. First 5 reinforces commitments made in BOBF to deliver improvements across the five national outcomes (Active and healthy; Achieving in learning; Safe and protected; Economically secure; Connected, respected and contributing).*
 - *The new targeted youth funding scheme, UBU - Your Place Your Space provided over €38.5 million for youth services to support young people to develop the personal and social skills required to improve their life chances.*

- **High quality early years care and education is accessible and affordable**
 - *The Department delivered the 2020 Early Learning and Care and School Age Capital programmes with funding of €8.1 million.*
 - *In June 2020, the Department announced a funding package of €75 million for reopening Early Learning and Childcare Services after COVID closures.*
 - *The Department commenced a new programme of consultation on the future early learning and care and school-age childcare workforce and a future funding model for the sector.*
 - *The Department launched the National Quality Guidelines for School-Age Childcare Services.*

- **Child welfare and protection systems are effective and responsive**
 - *Budget 2021 saw extra funding of €61 million for Tusla, the Child and Family Agency.*
 - *During 2020, the Government approved publication of the annual report of the Special Rapporteur on Child Protection. The Report provides important input to the development and review of child protection policy and*

legislation as well as an objective and independent expert view of the child protection system in Ireland.

- The Commission of Investigation (Mother and Baby Homes and certain related Matters) completed its final report which, following detailed consideration by Government, was published in January 2021.

- **Evidence-based policy is promoted and supported, and children and young people participate in decisions that affect their lives**

- *During 2020, the Department launched the publication of ‘How’s Your Head – Young Voices during COVID-19’, a national consultation with young people on mental health and wellbeing during COVID-19.*
- *The Department also continued to manage and progress Growing Up in Ireland: the National Longitudinal Study of Children.*
- *The Department published a report in the Statistical Spotlight series, Young Travellers in Ireland.*

- **High standards of compliance on governance and accountability are supported and enforced**

- *The Department launched a review of the operating and oversight model used to support the delivery of accessible, affordable and high quality early learning care and school age childcare services.*
- *The Department established a new Information Management Unit to respond quickly to its GDPR obligations, with particular reference to records previously held by the Commission on Mother and Baby Homes.*

- **Performance is improved through the effective alignment of resources**

The Department recruited 32 new staff in 2020, accounting for around 8.5% of employees in the Department. A number of specialist external recruitment competitions were also carried out to increase the Department’s skillset.

2020 in Review

Despite the challenging operating environment in 2020, the work of the Department continued apace. Numerous policy and legislative initiatives were advanced with the objective of improving the lives of children and young people, and ensuring that the vulnerable, and marginalised were at the very centre of its work. Extending equality to all our citizens has also been a key theme of these policy achievements in 2020.

The work of the Department also required staff to discharge the full range of responsibilities of a Government Department in supporting the work of the Minister and the Government, and in meeting financial and other accountability objectives to the Oireachtas.

Some key highlights in 2020 include:

In **January**, details of the 2020 Early Learning and Care and School Age Capital programmes were announced. There would be €8.1 million for childcare capital grants across 2020.

€61.7 million in funding was made available to support the provision of youth services nationwide in 2020. Over €38.7 million of this amount formed the basis of the new **UBU - Your Place, Your Space** Scheme, which was launched in December 2019.

In **February**, Phase 2 of the LGBTI+ Capacity Building Initiative was announced. The funding is provided for organisations working with young people to undertake training, mentoring, coaching and development of policies to work with LGBTI+ young people.

A grant scheme was launched to support commemorative events for former residents of Mother and Child Institutions and those who had comparable experiences in County Homes. This grant scheme provided financial assistance to survivor led advocacy groups for the purpose of organising and running commemorative events.

In **March**, measures were announced to support childcare providers and parents due to the closure of crèches during the COVID-19 pandemic.

The Youth Climate Justice Fund was launched, totaling €500,000 in 2020, to support youth-led action and innovation on Climate Justice at community, regional and national level.

In **April**, a range of supports were announced for children and parents to support them during the pandemic. The online resource, entitled Parents Centre, provided additional support for parents and their families.

The Minister sent a message to the young people of Ireland, thanking and commending them for their efforts, and recognising the contribution that they were making to the national effort to deal with the COVID-19 pandemic.

Following the outbreak of Covid-19, the Department recognised the importance of maintaining frontline services for Domestic, Sexual and Gender Based Violence and made an additional allocation of €2m to Tusla to assist specialist organisations in responding to additional challenges arising from the pandemic.

In **May**, the Department awarded over €450,000 to Local Authorities across Ireland for the refurbishment of existing playgrounds. The projects funded included important safety works, landscaping works that would support and extend play opportunities and inclusivity for all children.

The Minister also participated in a videoconference with EU Youth Ministers to discuss the impact of COVID-19 on the youth sector.

In **June**, a funding package of €75 million was announced for the reopening of Early Learning and Childcare Services.

The Bail Supervision Scheme was extended, to ensure continuation of the successful scheme in Dublin and its extension to courts in Cork and Limerick.

Funding allocations were approved for the youth funding scheme, **UBU - Your Place Your Space**, enabling the scheme to proceed as planned on 1 July.

On 27 June 2020, Dr. Roderic O'Gorman T.D. was appointed Minister for Children, Equality, Disability, Integration and Youth on the formation of a new Government. The Department's remit was expanded to take responsibility for Equality, Disability and Integration from the Department of Justice. Policy for Educational Welfare Services was transferred to the Department of Education.

In **July**, a *Focused Policy Assessment* of the Early Childhood Care and Education (ECCE) Higher Capitation payment was published. The report showed that the introduction of the Higher Capitation payment, which provides increased funding for services with a graduate workforce, has contributed to a rise in the number of practitioners with a degree level qualification.

The Department launched a consultation inviting written submissions on its initial proposals to amend the Child Care Act, 1991.

The Department initiated a review of the operating and oversight model used to support the delivery of accessible, affordable and high quality early learning care and school age childcare services.

In **August**, over €2.32 million in capital grant funding was announced for 147 targeted, staff-led, youth projects/services and 25 national youth organisations across the country. The grants enabled youth services to purchase and replace essential equipment to support the running of their services for young people and for national youth organisations to provide innovative models of safe online communication for staff and with young people.

A new programme of consultation was launched on the future early learning and care and school-age childcare workforce and a future funding model for the sector.

In **September**, the Minister published the General Scheme of the Preservation and Transfer of Specified Records of the Commission of Investigation (Mother and Baby Homes and certain related Matters) Bill, which was enacted later in the year.

National Quality Guidelines for School-Age Childcare Services were launched, as well as the award of the 2020 round of Childminder Development Grants, totaling just over €190,000.

Officials agreed a joint approach to be adopted by Tusla and HSE for the management and funding of placements for children with disabilities in care, or those transitioning out of State care, and to provide a person-centred pathway to meet the needs of children with a complex disability and their families.

In **October**, Budget 2021 saw extra funding of some €121 million for Tusla, International Protection Seekers Accommodation, Traveller and Roma Initiatives and Youth services, bringing the total investment in the Department to over €1.9 billion for 2021. The significant additional funding was to be targeted at improving outcomes for children, young people and their families as well as the promotion of equality and human rights. The funding also provided for the inclusion and integration of persons seeking international protection.

An Independent Review of the Cost of Providing Quality Early Learning and Childcare in Ireland was published.

The Report of the Advisory Group on Direct Provision was published jointly with the Department of Justice, and formed a key input to the *White Paper to End Direct Provision* that was subsequently published in February 2021..

A €90,000 scheme was announced for **Comhairle na nÓg ICT Capital Funding**, open to applications from all Local Authorities to support the work of Comhairle na nÓg. *'How's Your Head – Young Voices during COVID-19'*, a national consultation with young people on mental health and wellbeing, was published.

113 community projects around the country that were allocated funding of almost €500,000 under the 2020 Communities Integration Fund. This was the fourth year of the Communities Integration Fund, bringing the total amount made available to over €2 million.

On 30 October, the Minister received the final report of the Commission of Investigation into Mother and Baby Homes and certain related matters.

The Disability Participation and Consultation Network was launched. Its purpose was to make sure people with a disability would be involved in the development of policy and legislation.

The Government's *First 5 Annual Implementation Report 2019* was published.

Additional funding of €4.7 million was announced to support domestic, sexual and gender-based violence (DSGBV) services across the country in 2021.

The Minister confirmed the 29 projects around the country that would receive funding under the 2020 LGBTI+ Communities Services Fund, of €700,000.

In **December**, the Government approved drafting of the Bill to extend paid Parents' Leave from two weeks to five as well as approving provisions to amend the Adoptive Leave Act 1995 to allow male same-sex couples avail of adoptive leave.

Discussions on how to address pay and conditions in the early years care and school-age care sector were held in partnership with SIPTU and CSI/IBEC, which culminated in a subsequent decision to establish a Joint Labour Committee.

The Irish Sign Language Act, 2017 was formally commenced on 23 December, 2020.

The Minister marked International Migrants Day with the announcement of €2.2m in funding to support migrant integration projects across Ireland.

The 13th Report of the Special Rapporteur on Child Protection was presented to Government and published. It was the first annual report to be submitted by Professor Conor O'Mahony, who was appointed as the new Special Rapporteur in July 2019 for a term of three years.

The Minister, together with the European Union Agency for Fundamental Rights (FRA), IHREC and Pavee Point Traveller and Roma Centre, launched a report on the rights and living conditions of Travellers in Ireland.

Part 2 of our Annual Report summarises the progress achieved during 2020 in respect of each of the objectives as set out in the Department's Statement of Strategy. These objectives are reflected in the annual Business Plans of relevant Units in the Department.

Impact of Covid-19 on the Department's work

During 2020 the Covid-19 pandemic had a significant negative impact on the most vulnerable groups in our society, including children and young people, older people, people with disabilities, residents in Direct Provision, Travellers, people living with homelessness, people experiencing domestic violence and people in precarious employment. It was vital that the Department's response to the challenge posed by Covid-19 took account of the particular needs of these vulnerable groups. The

following are some of the actions that the Department undertook in 2020 in response to the pandemic:

- The development and roll out of *Parents Centre* on gov.ie was accelerated in response to the introduction of public health restrictions. Particular emphasis was placed on linking to parenting supports directly related to Covid-19.
- Two sets of Regulations originally published in 1995 and governing foster care and relative foster care were amended in response to Covid-19. These amendments provided a more flexible approval process for foster carers, and a relaxation of the statutory timelines surrounding the visitation of children in care, for the duration of the pandemic.
- The Department launched the *Supporting Children* campaign in June 2020 to encourage everyone to be mindful of vulnerable children and young people during the pandemic.
- The Department ensured the continuation of childcare subsidy schemes on an ex-gratia basis between 12 March and 5 April 2020 until new measures could be introduced.
- The introduction of the Temporary Wage Subsidy Childcare Scheme (TWSCS) (6 April – 28 June), which was layered on top of the Revenue Temporary Wage Subsidy Scheme (TWSS), provided a top-up for wages of eligible early learning and care and school-age childcare staff and a further payment was made towards ongoing/non-deferrable operational costs such as rent, insurance and ICT.
- The provision of the Reopening Funding Package for early learning and care and school-age childcare providers (29 June – 23 August). This included a once-off Reopening Support Payment (RSP), a once-off Covid-19 capital grant; continued access for eligible providers to the Revenue-operated TWSS and resumption of DCEDIY childcare subsidy schemes (National Childcare Scheme (NCS), Community Childcare Subvention Plus (CCSP), and Training and Employment Childcare (TEC)).
- The Government Jobs Stimulus Package (from 24 August to end December) included the continuation of all DCEDIY early learning and childcare subsidy schemes (NCS, CCSP, TEC), the resumption of the Early Childhood Care and Education (ECCE) Programme, the Employer Wage Subsidy Scheme (EWSS) and a Sustainability Fund.
- The provision of provider/practitioner public health resources/ guidelines to assist childcare services to reopen and operate safely.
- The provision of Continuing Professional Development (CPD) resources for early learning and childcare practitioners to engage in training during services closures.
- The provision of an extensive range of parent/child resources/guidelines to prepare for the transition back to early learning and care and school-age childcare and to continue learning at home.
- The Department provided continuing support and assistance to Oberstown Children Detention Campus (OCDC) in managing the impact of COVID-19. OCDC rapidly implemented a suite of measures, in line with public health guidelines, to ensure that the risks posed by COVID-19 to the children and staff were minimised and was able to successfully prevent any COVID cases emerging on Campus during 2020.

- The Department worked closely with the youth sector and Government colleagues to protect funding for youth services, reorient the sector toward innovative service provision methodologies and provide formal published resources to youth service providers on public health guidance.
- The publication of the DCEDIY/ESRI Research Partnership report '*The Implication of COVID-19 Pandemic for Policies in Relation to Children and Young People*' in July 2020 drew on existing and emerging Irish and international research on the effects of the pandemic restrictions on children and young people.
- In conjunction with the Department of Health, and in collaboration with Spunout.ie, an online survey was developed and delivered that sought input from young people with respect to their experiences of COVID-19. This survey resulted in the development of the *How's Your Head* report.
- The Department adapted existing programmes and grants to take account of the Covid-19 related restrictions. The annual Play-Day grant was modified to allow Local Authorities to purchase play packs for distribution to children and young people in advance of the National Play Day on July 4, 2020.
- Covid-19 and the associated public health restrictions had a significant impact on the progression of some actions under various strategies and hence:-
 - The National LGBTI+ Inclusion Strategy was extended until the end of 2022.
 - The LGBTI+ Youth Forum, supporting implementation of the LGBTI+ National Youth Strategy, continued to meet online during Covid-19 and adjusted its plans for implementation of DCEDIY actions
 - The implementation of the National Strategy for Women and Girls 2017-2020 and the Migrant Integration Strategy 2017-2020 were extended from 2020 to end 2021.
 - The National Disability Inclusion Strategy was extended for an additional year to the end of 2022.
- To help mitigate the impact of Covid-19 and to reduce occupancy in existing centres for people seeking international protection, in line with public health advice, the Department contracted three additional centres providing 406 extra bed spaces.
- The Department also developed a *Living with Covid-19 plan*, which provided international protection residents and centre staff with an easy to follow level-by-level guide of the impact on services at centres for each of the five levels of restrictions.
- The pandemic affected the progression of actions in the National Traveller and Roma Inclusion Strategy and a number of projects had to adapt to support the Traveller and Roma communities. That said, Department funding of €226,320 to the Traveller Mediation Service and €139,000 to the Traveller Counselling Service was particularly important in meeting challenges which are heightened due to the pandemic.

Covid-19 Response unit

In June 2020 the Department established a Covid-19 Response Unit to support the Government's Return to the Workplace Protocol and to enable remote working. The unit developed a response plan in line with national requirements; prepared a comprehensive safety statement; sourced additional accommodation; provided business support services on site and supported remote working for Departmental staff; and planned for a safe, phased return to the office for all.

Finance in 2020

The gross funding provision for the Department under Vote 40 in 2020 was €1.837 billion, which represented an increase of €319 million, or 21%, over 2019 outturn.

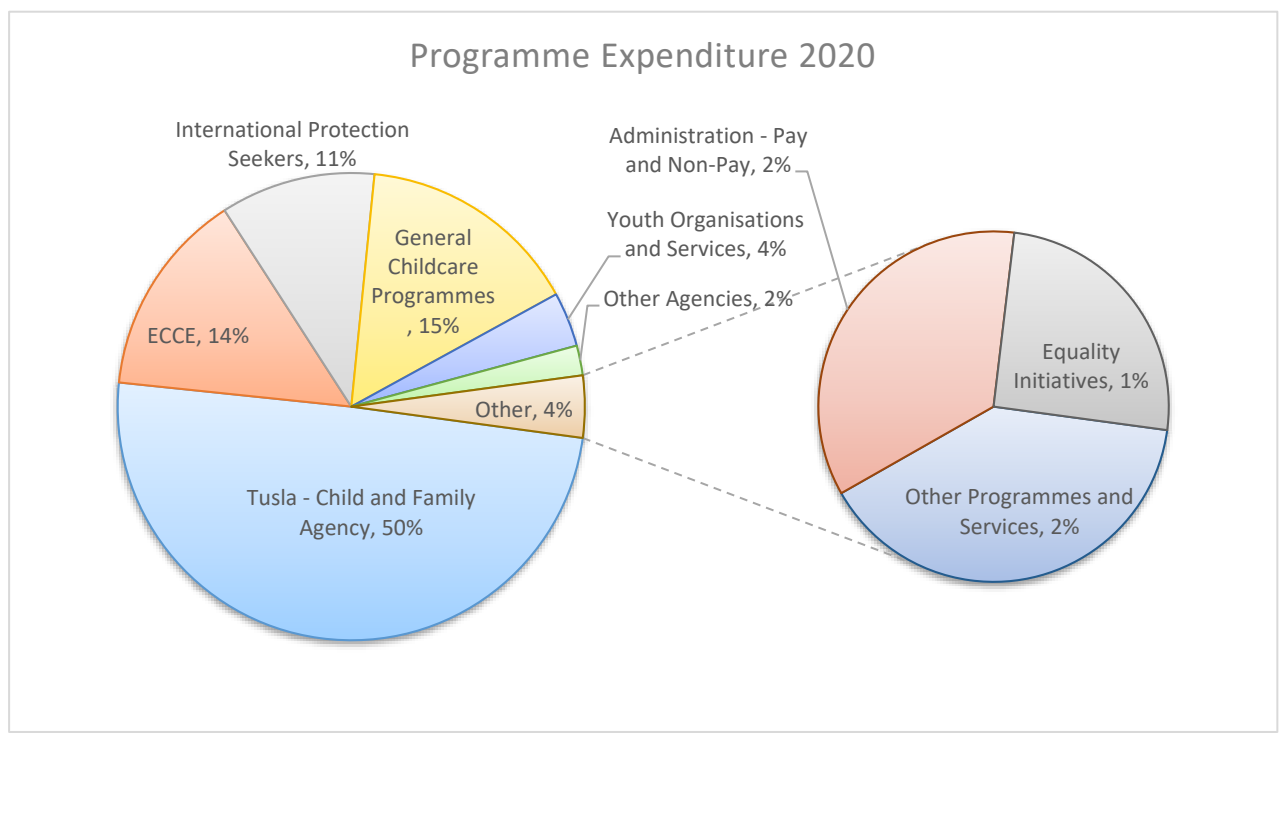
The Department went through significant change in 2020. The Programme for Government provided for a transfer of a number of functions across Departments.

A further revised estimate for the Department, taking account of these transfers, was approved by the Dáil in November 2020 and the following table sets out the adjustments made to the 2020 Estimate for the Department.

	Current €000	Capital €000	Total €000
REV 2020 approved by Dáil on 7 October	1,578,065	38,000	1,616,065
Transfers In from D/Justice	120,415		120,415
Transfers Out to D/Justice	-2,879		-2,879
Additional Exchequer allocation for Direct Provision	100,000		100,000
Additional Capital Stimulus		3,000	3,000
Total 2020 FRE Allocation	1,795,601	41,000	1,836,601

The actual gross expenditure incurred by the Department and its agencies was €1.713 billion. The expenditure in 2020 enabled a significant level of services to be delivered across five programme areas as follows:

		Outturn €000
Programme Expenditure		
A	Children and Family Support Programme	876,045
B	Sectoral Programmes for Children and Young People	600,685
C	Policy and Legislation Programme	27,621
D	An Equal and Inclusive Society	19,530
E	A Fair and Efficient Support System for International Protection Seekers	189,109
Gross expenditure		1,712,990
Deduct		
F	Appropriations-in-aid	(35,646)
Net expenditure		1,677,344



Part 2: Progress Achieved in 2020

Programme A: Children and Family Support

Strategic Objective 1: Better Outcomes Brighter Futures is implemented

Parents Centre, an online information platform on gov.ie, went live in April 2020, providing links to trusted, high-quality resources for parents. The roll-out was supported by a communications campaign.

Engagement with Tusla on Domestic, Sexual and Gender Based Violence (DSGBV) services

In 2020, €25.3 million was allocated by Tusla to Domestic, Sexual and Gender Based Violence (DSGBV) services to some 60 specialist organisations that support adult and child victims of DSGBV. An additional once off allocation of €2m was allocated to Tusla to support services to respond to the additional challenges arising from the COVID-19 pandemic.

Immediately following the outbreak of Covid-19, Tusla identified DSGBV services as a priority to ensure frontline services were maintained. DCEDIY participated in a Department of Justice led group that developed the 'Still Here' Awareness Raising Campaign directed at victims of DSGBV to promote the fact that services are still available despite the restrictions imposed during COVID-19. DCEDIY also worked with the Department of Social Protection to provide a protocol to make the Rent Supplement available more easily to victims of domestic violence for the duration of the COVID-19 emergency.

Throughout 2020, DCEDIY and Tusla worked to progress obligations under the Second National Strategy for Domestic, Sexual and Gender Based Violence services (2016 – 2021). The Department and Tusla also worked with officials in the Department of Justice to implement an audit on segmentation of responsibility for DSGBV. The audit and a Strategic Review of Emergency Accommodation progressed by Tusla, will inform decisions on future investment in supports for victims of DSGBV.

Engagement with Tusla on Family Resource Centre (FRC) Programme

In 2020, the Department provided €18m to Tusla to support 121 Family Resource Centres (FRCs) around the country. An additional €618,000 was provided to Tusla under the

Dormant Accounts Action Plan 2020 to enable minor maintenance works and purchase of essential office and other equipment by Family Resource Centres.

This funding directly supported services in the community aimed at keeping families strong and responding to the challenges that arose in local communities as a result of the Covid-19 pandemic.

Strategic Objective 5: High standards on governance and accountability are supported and enforced

Implemented arrangements to oversee compliance by Tusla with statutory and other governance provisions in the Child and Family Agency Act, 2013 and the Code of Practice for the Governance of State Bodies (2016)

The Department continued to ensure compliance by Tusla with statutory and other governance provisions as set out in the Child and Family Agency Act, 2013, and the Code of Practice for the Governance of State Bodies (2016). Work progressed with the Tusla Executive and the Tusla Board in relation to compliance with statutory and non-statutory instruments. DCEDIY worked effectively with Tusla in managing its 2020 financial allocation, securing additional funds to address projected overspend on residential care and responding to the challenges arising from the Covid-19 pandemic. A review of the Oversight Agreement setting out the formal oversight and governance engagements between DCEDIY and Tusla also commenced.

DCEDIY successfully carried out a comprehensive process of analysis and review in developing the Agency's Third Performance Framework. This identified key areas, themes and internal and external factors impacting on the Agency. Six priority areas were devised as the key areas of focus in the Tusla Performance Framework 2021-2023. The Minister issued his Performance Framework 2021-2023 to the Agency in September, providing policy direction to inform the Agency's Corporate Plan 2021-2023. The Minister also issued his annual Performance Statement which informed the development of the Agency's Business Plan for 2021.

Strategic Objective 3: Child welfare and protection systems are effective and responsive

Children First Inter-Departmental Implementation Group (CFIDIG)

The CFIDIG includes representatives from every Government Department, the HSE, Tusla and An Garda Síochána. It met twice in 2020 and continued to focus on monitoring implementation of the Children First Act 2015.

Special Rapporteur on Child Protection

The 13th Report of the Special Rapporteur on Child Protection was presented to Government in December 2020 and circulated to all relevant Government Departments for appropriate action.

The Special Rapporteur was assigned a priority project in June 2020. This project, which relates to a commitment in the Programme for Government, was to review children's rights and best interests in the context of parentage in cases of donor-assisted human reproduction, including surrogacy.

Child Protection Agenda of the Health Sector of the North South Ministerial Council (NSMC)

The Department continued to promote North/South cooperation in the area of child protection under the auspices of the health sectoral area of the North South Ministerial Council (NSMC). During 2020, the Department serviced the child protection agenda of the Health Sectoral NSMC and hosted a virtual meeting of the cross-border child protection officials group. A new work programme for the child protection agenda was also agreed at official level.

Agreement of the Joint Protocol 2020 (Disability)

Officials agreed a joint approach to be adopted by Tusla and HSE for the management and funding of placements for children with disabilities in care or those transitioning out of State care and to provide a person-centred pathway to meet the needs of children with a complex disability and their families.

The Joint Protocol 2020 clarified funding matters between the two agencies. It delineated clinical and case management responsibilities and, crucially, ensured that the needs of the child or young person are central to all deliberations and decisions. Of particular note is the commitment to children who are not in State care but fall within the active remit of both Tusla and the HSE, who will receive fully coordinated and joined up assessments, care plans and interventions as agreed in the joint meeting of operational and clinical personnel from both agencies. Agreement was also reached between the HSE and Tusla on matters in relation to costs for those young people who turned 18 during 2020.

Policy Analysis and Recommendations in relation to the Review of the Child Care Act 1991

The Department developed policy and analysis papers on a range of key policy areas in support of the review of the Child Care Act 1991. This included providing analysis and recommendations on supervision orders, care orders, residential care, corporate parenting, interim care, section 5 accommodation for homeless children, unaccompanied minors, shared parenting, section 47, access, special care, voluntary care, emergency care orders, foster care, section 10 and also pre-court alternatives.

Strategic Objective 4: Evidence-based policy is promoted and supported, and children and young people participate in decisions that affect their lives

Dataset Development for Alternative Care

The Department participated in the Education & Children in Care Data Linkage Project Working Group. In collaboration with Tusla and the CSO, this group was tasked with developing a dataset which connects existing data in Tusla and the CSO on educational attainment for children in care.

Strategic Objective 3: Child welfare and protection systems are effective and responsive

The Department supported the interdepartmental working group to develop *Barnahus*, a service for children and young people who have been sexually abused. The group has representatives from the HSE, An Garda Síochána, Tusla and the National Children's Hospital. DCEDIY also helped in the formation of a National Agency Steering Committee to further the rollout of *Barnahus*. An independent chair has now been appointed and work is underway to expand the *Barnahus* service nationally.

The Department continues to work closely with Tusla to ensure the highest standards are maintained and integrated into work practices, to ensure the identification of vulnerable cohorts of children in society and in the care of Tusla, and to conduct research into factors affecting those groups.

Exchequer funding totaling €29.3m was made available from the Department's Vote in 2020 to support the operation of Oberstown Children Detention Campus.

Bail Supervision Scheme

The Bail Supervision Scheme (BSS) provides intensive support for young people's caregivers to facilitate sustainable change in behaviour that assists in adherence with bail conditions laid down by the courts while reducing re-offending and promoting engagement in pro-social activities.

In 2020, this pilot scheme came to a conclusion. The evaluation produced by the Research Evidence into Policy Programmes and Practice Project (REPPP) in the University of Limerick reported very positive outcomes for the young people. Further funding for this

initiative was provided to ensure its continuation and the formal commencement and expansion of the BSS began in Q3 of 2020.

The Scheme is now being administered by the Department of Justice following a Government decision on the transfer of certain functions between Departments.

Oberstown Children Detention Campus

In 2020 Oberstown Children Detention Campus (Oberstown) was authorised to accommodate a maximum 54 children (48 boys and six girls). The average daily occupancy was 36 young people over the course of 2020 with a total of 122 young people detained on campus.

Covid-19 impact

COVID-19 challenged Oberstown in multiple ways and demanded an exceptional level of commitment, diligence and hard work by both staff and young people to minimise its impact on the Campus. Strong governance, attentive management and good communication were all key to generating the cohesion and focus that were the hallmarks of Oberstown's approach.

The 22 Gaisce awards given to young people, including Oberstown's first gold award, was a significant achievement.

The continued commitment to employee health and wellbeing was externally validated in 2020 with Oberstown achieving the IBEC *Keep Well Mark* accreditation and subsequently winning the Wellbeing Initiative of the Year 2020.

Programme B: Sectoral Programmes for Children and Young People

Strategic Objective 3: Child welfare and protection systems are effective and responsive

DCEDIY continued to manage payments to Tusla for Barnardos' post adoption service, under the Dormant Accounts Programme.

UNCRC Reporting

Under the United Nations Convention on the Rights of the Child (UNCRC), Ireland was due to submit its State Report in October 2021 as part of the periodic review of Ireland. The Department commenced work in 2020 on the preparations for the reporting process. Consultations with both civil society stakeholders and children and young people are planned for 2021.

European and International fora

The Department continued to provide input in relation to international developments regarding the rights of the child at the European Union, Council of Europe and United Nations.

Strategic Objective 2: High quality early years care is accessible and affordable

New Funding Model for early learning and care and school-age childcare

Work on developing a new funding model for the early learning and care and school-age childcare sector began in 2019 and continued through 2020. The work is being undertaken by an independent Expert Group comprised of both national and international experts, as well as policy experts from this Department of and the Department of Public Expenditure and Reform.

The Expert Group is tasked with examining the current model of funding, its effectiveness in delivering high quality, affordable, accessible early learning and care and school-age childcare in a sustainable sector, and considering how additional resourcing can be delivered for the sector to achieve these objectives, drawing on international practice in this area. The research partner, Frontier Economics, produced a number of working papers to support the work of the Expert Group in 2020.

The documentation relating to each Expert Group meeting, all published working papers and the report of the Phase 1 stakeholder engagement and consultation is available at the project's website: www.first5fundingmodel.gov.ie.

Publication of the First 5 Annual Implementation Report 2019

First 5 is a whole-of-Government strategy to improve the lives of babies, young children and their families. The 10-year strategy was launched in November 2018, followed by an initial Implementation Plan (in May 2019) that covers the period 2019-2021. This plan identifies key milestones for each First 5 action across 2019, 2020 and 2021.

The Implementation Report 2019, which was published in November 2020, revealed that 90% of all 305 milestones for 2019 had been met.

Publication of the Independent Review of the Cost of Providing Quality Childcare

In November 2020, the Minister launched the Independent Review of the Cost of Providing Quality Childcare in Ireland.

The Independent Review provided a) an hourly unit cost for delivering early learning and care and school-age childcare for all services, b) an hourly unit cost for delivering early learning and care and school-age childcare across service types and location, c) key costs drivers, and d) an average breakdown of operating costs in early learning and care and school-age childcare services.

Annual Early Years Sector Profile

The survey for Annual Early Years Sector Profile 2019/2020 was administered in June 2020 as early learning and care and school-age childcare providers were preparing to reopen following temporary Covid-19 closures. It was published on 15 June 2021.

International Affairs

The European Semester, which is the annual cycle of fiscal and economic coordination within the EU, sees Country Specific Recommendations (CSRs) issued to countries on areas where the Commission feels significant progress needs to be made. In 2019, The Department took the lead on addressing the Country Specific Recommendation for Ireland to "increase access to affordable and quality childcare". The European Semester Country Report for Ireland 2020, which is published by the European Commission, acknowledged the "substantial progress" Ireland has made in addressing this Country Specific Recommendation.

Cross-Government Projects

In 2020, the Department was actively involved in cross-government work related to early learning and care and school-age childcare, contributing to a number of national initiatives, strategies and projects across many Departments. Some of these notable inputs were provided for Pathways to Work, the National Remote Work Strategy and the Roadmap for Social Inclusion. This cross-government work takes account of the wide reaching policy areas for the Department such as female labour market participation, early childhood poverty and disadvantage, and work life balance.

Early Learning and Care and School-Age Childcare Programmes and Schemes

In 2020, €504 million was allocated to the Department's subsidised Early Learning and Care and School-Age Childcare programmes and schemes – the Early Childhood Care and Education (ECCE) Programme, the National Childcare Scheme (NCS), the Community Childcare Subvention Programme (CCSP) and the Training and Employment Childcare Scheme (TEC) .

This funding was not fully used for this purpose as early learning and care and school-age childcare services were closed from 12 March to 28 June 2020 due to Covid-19 restrictions. During this closure period, funding was re-purposed for use as Covid-19 supports for the sector.

In addition, €19.4 million in Programme Support Payments was provided to early learning and care and school-age childcare services in 2020 to contribute towards the administrative costs associated with the operation of Department funding programmes and schemes.

City and County Childcare Committees (CCCs) and Voluntary Childcare Organisations (VCOs)

Funding of €11m was provided to the 30 independent City/County Childcare Committees, to enable them to act as local agents for the Department, providing support and advice to providers and parents in relation to the Department's Early Learning and Care and School-Age Childcare Programmes and Schemes, and to provide professional development training and support the development of quality early learning and care and school-age childcare.

Funding of €2.5million was also provided to the seven National Voluntary Childcare Organisations to enable them to deliver supports to parents, providers and staff in the sector and to promote quality early learning and care and school-age childcare. These organisations were a key support mechanism for the Department in the delivery of Covid-19 supports and in monitoring the impacts of these supports on the sector.

Early Learning and Childcare Stakeholder Forum

The Early Learning and Childcare Stakeholder Forum (ELCSF) was established in Quarter 4 of 2020. This succeeded the Early Years Forum as the overarching structure for engaging with key stakeholders in the early learning and care and school-age childcare sector.

Early Years Quality Initiatives

Workforce Development Plan

Work on developing a Workforce Development Plan for the early learning and care and school-age childcare sector began in 2019 and continued through 2020. The Plan aims to establish a career framework and career pathways, promote continuing professional development and to raise the profile of careers in the sector. It also aims to develop leadership opportunities and support a more gender-balanced and diverse workforce.

National Quality Guidelines for School-Age Childcare

In September 2020, the Minister launched National Quality Guidelines for School-Age Childcare. These guidelines outline the features of good quality practice in childcare services for school-age children, including both after-school and holiday childcare services.

Childminding

Preparation of a National Action Plan for Childminding continued during 2020. The Learner Fund was opened again to childminders and a Reopening Support Payment was made available to childminders reopening in summer 2020 after temporary Covid-19 closures.

Tusla, Early Years Inspectorate

Oversight of services by the Tusla Early Years Inspectorate continued in 2020 through the major challenges of the Covid-19 pandemic. In an effort to support services to operate during the pandemic, Tusla inspections in the period June to December 2020 were mainly focused on Infection Prevention and Control.

Department of Education - Early Years Education Inspections

DCEDIY continued to work closely in 2020 with the Department of Education (DoE) Inspectorate which carried out education-focused inspections on behalf of the Minister for Children, Equality, Disability, Integration and Youth of ECCE services.

In line with a commitment in First 5, preparatory work continued in 2020 on the extension of the provision of education-focused inspections to children of all ages (0-6) in early learning and care settings.

OECD Quality beyond Regulations (QbR)

In 2020, the OECD commenced a policy review entitled “Quality beyond Regulations” in relation to early learning and care. The OECD project includes a country policy review of Ireland which focuses, in particular, on the inspection and monitoring systems in place and on workforce development. . The project will be completed during 2021.

Joint Labour Committee

In December 2020, the Minister began a short process to examine the possibility of regulating the pay and conditions of employment of practitioners in the early learning and care and school-age childcare sector, and to examine the suitability of establishing a Joint Labour Committee (JLC).

In agreement with IBEC/CSI and SIPTU, the Minister appointed Dr Kevin Duffy, former Chair of the Labour Court, to be the independent chair of this process.

Workforce Qualifications

The Department maintains a list of qualifications that meet regulatory and contractual requirements for early learning and care. In 2020 over 1,100 applications for recognition of qualifications were processed by the Department with the assistance of Better Start National Early Years Quality Development, a national initiative established by DCEDIY and hosted by Pobal.

Learner Fund

Under the Learner Fund in 2020, the Department awarded over 400 bursaries to graduates of degree programmes on the Department’s list of recognised qualifications. As part of the wider initiative to support quality in childminding, the Learner Fund was expanded to support registered childminders who met the regulatory requirements for qualifications

AIM

The Access and Inclusion Model (AIM) supports children with disabilities to access and meaningfully participate in the ECCE universal pre-school programme. In the 2019/2020 programme year, 5,698 children received targeted AIM supports across 2,446 early years’ settings. In January 2020, AIM won an award for innovative policy at the UN Zero project awards in Vienna. An evaluation of AIM began in December 2020.

In 2020, a further 850 early learning and care practitioners graduated from the level 6 Leadership in Inclusion (LINC) training programme.

The strategic framework for European cooperation in education and training(ET2020) - Working Group on Early Childhood Education and Care

The Department continued to represent Ireland at the EU ET2020 Working Group on Early Childhood Education and Care. The Working Group published two major reports in December 2020; one on professionalisation and the other on inclusion. An EU Peer Learning Activity that had been scheduled to take place in Dublin in March 2020 was cancelled as a result of the Covid-19 pandemic.

Early Years Projects

Roll-out of the National Childcare Scheme

The National Childcare Scheme (NCS) opened for online applications on 20 November 2019. Under the NCS, families are supported to meet the cost of quality early learning and care and school-age childcare through a system of universal and income related subsidies.

2020 saw the first full year of operation with the majority of children in existing schemes moving to the National Childcare Scheme across the year. **46,606** children from **37,236** households received subsidies under the National Childcare Scheme. Of these, **33,799** children received income assessed subsidies and **12,928** received universal subsidies. **2,909** providers were contracted to the National Childcare Scheme by year end.

Delivery of increased hours under National Childcare Scheme

Enhancements to the National Childcare Scheme were introduced under Budget 2020, which increased the number of hours available to families from September 2020. Enhanced hours, which are available to parents who are working, studying or training, increased from 40 hours to 45 hours per week. Standard hours, which are available to parents who are not working, studying or training, increased from 15 hours to 20 hours per week.

Delivery of enhanced sponsor arrangement

Section 14 of the Childcare Support Act 2018 made special provision for vulnerable children. A sponsorship arrangement is available within the National Childcare Scheme and offers additional supports for families with complex needs.

The need for a sponsored referral is a determination for the relevant Sponsor Body (organisations such as Tusla, or the Department of Education) and one that is made based on the particular need of the child in line with the defined criteria as set out in the Childcare Support Act 2018. 2020 saw a major push to embed the sponsorship processes within the sponsor bodies towards ensuring that any family that needed sponsorship would benefit from its enhanced provision.

Training was provided to all Sponsor Bodies

Training was also provided to all early learning and care and school-age childcare providers, through local City/County Childcare Committees (CCCs) nationwide.

Delivery of enhancements to the Early Years Platform

The Department's early learning and care and school-age childcare funding schemes are delivered through a purpose-built ICT platform which allows parents and providers engage with the various schemes. The platform known as "The Hive" has been streamlined to provide more enhanced functionality.

Early Childhood Care and Education (ECCE) Programme

The ECCE Programme went live on the Hive in August 2020. This enables providers to manage their returns, claims and attendance on this platform.

Commencement of the Review of the Operating Model.

In *First 5: the Whole of Government Strategy for Babies, Young Children and their Families*, which was launched in November 2018, the Department committed to completing a comprehensive review of the operating model for early learning and care and school-age childcare in the State and this commenced in 2020.

Early Years Governance, Finance and Reform

Budget 2020

The 2020 expenditure allocation was **€638m**, representing an increase of 11% (€64m) on 2019. **€109.5m** was repurposed for use as Covid-19 supports, specifically:

- Temporary Wage Subsidy Childcare Scheme (€77.3m)
- Covid-19 Capital (€14.2m)
- Covid-19 Reopening Grant (€18m)

These Covid-19 supports are described in detail elsewhere in the report.

The 2020 expenditure allocation was restated at **€591m**, following savings arising from closures of the sector from 12 March to 28 June due to Covid-19.

In addition, **€243m in emergency funding** allocated to the sector to ensure its sustainability throughout the Covid-19 pandemic. This emergency funding included:

- **Temporary Wage Subsidy Scheme (TWSS), €128m:** Funded from Revenue, TWSS is estimated to have cost **€128m** in 2020. This is an estimate and the final figure is likely to be lower.
- **Employment Wage Subsidy Scheme (EWSS), €115m:** Funded from Revenue, it is estimated that **€115m** was provided to the sector. It was estimated to cover 60% of payroll costs, equating to approximately 38% of the usual operating costs. Enhanced rates introduced in October 2020 were estimated to cover 80% of payroll costs, and approximately 50% of the usual operating costs.

(Note: This excludes other State supports, including PUP, Restart Grants and Commercial Rates Waiver).

Case Management and Sustainability

Under the Government Jobs Stimulus Package announced in July 2020, a new Covid-19 Sustainability Fund totaling **€2m** was announced to ensure overall sustainability and to enable providers to be in a viable position to reopen once safe to do so. 34 services were approved for funding which amounted to **€570,470**.

LGBTI+ National Youth Strategy

Due to the public health emergency caused by the Covid pandemic the *LGBTI+ National Youth Strategy 2018-2020* was extended into 2021 to allow all actions to be fully implemented and to facilitate a full report and input into the future strategic direction of the Department.

Key achievements for the Department

- The Department established and delivered the work programme of the **LGBTI+ Youth Forum** to support implementation of the Strategy.
- The Department developed a **LGBTI+ Youth Leadership Programme** to enable LGBTI+ young people to develop the skills to be effective leaders by building their inspiration, vision and confidence. The programme was amended in light of Covid restrictions for delivery over 2021.
- The Department awarded funding to organisations under the **LGBTI+ Capacity Building Grant Scheme** to support capacity building in organisations that work with young people, over the duration of the Strategy. A two phased scheme totalling €400,000 over 2019 and 2020 awarded funding to LGBTI+ specific organisations to develop initiatives that disseminate LGBTI+ specialist information, skills and knowledge to service providers that work with young people.
- The Department commissioned NUIG to conduct a **LGBTI+ Youth in Ireland Europe: A two-phased Landscape and Research Gap Analysis**. The report, for publication in 2021, will identify which objectives are well supported with scientific evidence, where there are information gaps and where more research is needed.

The national **Live Out Loud: Celebrating LGBTI+ Youth campaign and event** was launched by the Minister in October 2020 and it is intended to culminate in a live streamed national event in June 2021. This campaign and event celebrates LGBTI+ young people, showing they are visible, valued and included across culture, society and sport.

Youth Service

The overall budget for the youth sector in 2020 was €61.79m. The allocation was used to fund a range of youth mechanisms including the *UBU Your Place Your Space*, the Youth

Services Grant Scheme, the Local Youth Club Grant Scheme, Youth Information Centres, and the Education and Training Board Youth Grant.

The Department also provided funding of approximately €338,000 for a Covid-related small grant scheme for the sector.

Programme C: Policy & Legislation

Strategic Objective 5 : High standards of compliance on governance and accountability are supported and enforced

Risk Management

The Department's Risk Management Strategy aims to have proactive management-led behaviours and processes to help achieve its strategic and operational objectives. The Department's Governance Framework outlines the overall approach to Risk Management as part of the system of internal controls and business management. The Department also maintains a centralised record of risks in a Risk Register on the eRisk system, which is part of the *Build to Share* platform. The Register is the primary tool for risk tracking, containing the most up-to-date information relating to risks including the status of any risk mitigation actions.

The full Management Board (MB) functions as the Department's Risk Committee. The Secretary General, as Accounting Officer, has ultimate responsibility for risk management as part of the system of internal controls.

Governance of Bodies under the Aegis of the Department

The relationship between Government Departments and bodies under their aegis is determined primarily by:

- The underpinning legislation establishing the body; and
- The requirements set out in the Code of Practice for the Governance of State Bodies (2016).

The public bodies funded through the Department's Vote and for which the Secretary General is the Accounting Officer, are as follows:

- the Child and Family Agency (Tusla), established in January 2014 under the Child and Family Agency Act 2013;
- the Adoption Authority of Ireland (AAI), established in November 2010 under the Adoption Act 2010;
- the Ombudsman for Children's Office (OCO), established in 2004 under the Ombudsman for Children Act 2002; and
- the children detention campus established under the Children Act 2001;
- the National Disability Authority (NDA), established under the National Disability Authority Act 1999;

The Irish Human Rights and Equality Commission (IHREC) also comes under the aegis of the Department. IHREC is an independent public body that accounts directly to the Oireachtas, with a mandate established under the Irish Human Rights and Equality Commission Act 2014 (IHREC Act 2014).

The Department also provides the primary source of funding for Gaisce, the President's Award. Gaisce is a limited company set up under the Companies Act.

Gender balance of aegis bodies with Boards under the remit of DCEDIY

In 2011, the Government introduced new arrangements to increase openness and transparency in the selection of appointees to State Boards. Where a vacancy arose on the Board of a State body, vacancies were advertised on the relevant Department's website or by the independent Public Appointments Service (PAS).

Building on this initiative, the Department of Public Expenditure and Reform prepared guidelines in 2014 for appointments to State Boards setting out requirements, which apply to all State Board appointments. These guidelines incorporated the long-standing target to achieve 40% representation of women and of men on State Boards. This target was also included in the *National Strategy for Women and Girls 2017-2020* under Action 4.7 and Action 4.8.

The gender balance for the State Boards under the aegis of DCEDIY can be found at [Stateboards.ie](https://www.stateboards.ie).

Internal Audit and Audit Committee

The mission of the Department's Internal Audit Unit is to provide independent, objective assurance on the system of internal controls and consulting services designed to add value and improve the Department's operations.

The Department's Audit Committee has an independent role within the Department to oversee and advise on matters relating to the operation and development of the internal audit function and the business control, governance and risk management environment.

Completed Internal Audit reports are circulated to the Secretary General, Management Board and the Audit Committee. In 2020, nine such reports on the following matters were circulated to the Committee and discussed at their meetings:

- Department's Supplier Database
- High level review of the Pobal Compliance reviews and reporting process (Early Years Unit)
- Department's Payment Authorisation Levels
- Department's Prompt Payments
- Follow-up to audit: "Review of the Governance Arrangements in respect of Tusla
- Appropriation Account Review
- Working From Home - Health, Safety and Well Being
- Fixed Asset Register
- Working From Home - Equipment in the Home Environment

Communications

Some of the key achievements in 2020 included:

- Establishment of a Department Communications Coordination Group
- Development of a DCEDIY Social Media Policy and expanding the Department's audience across social media including Twitter, along with establishing new Facebook and Instagram accounts
- Delivery of significant Department information campaigns including *Let's Get Ready*, *Let's Play Ireland*, *Supporting Children*, *Parents Centre* and *Live Out Loud*.
- Keeping departmental staff informed and engaged during the Covid-19 lockdown, in particular through the development and maintenance of a staff portal via Gov.ie.

Learning and Development

In 2020, the Department continued to enhance its provision of learning and development opportunities for staff. The prioritisation of learning and development opportunities was informed by corporate, unit and personal needs identified to support the delivery of the Department's goals and objectives. While COVID-19 also brought challenges for the Department in 2020, the Department adapted its delivery method of learning and development opportunities to include virtual and e-learning offerings to continue to empower and support colleagues.

The Performance Management and Development System was an essential component in identifying and planning for learning and development needs throughout 2020. A significant number of training interventions were in areas such as procurement, project management, cybersecurity, plain English, data analytics, and COVID-19 induction training.

OneLearning, the centralised shared model for learning and development in the civil service, continued to be a key support to the Department. Staff attended a range of OneLearning courses to enhance skills areas such as ICT, communication skills, management development and project management.

The Department also introduced an additional eLearning service to provide staff with access to a range of relevant online courses. This not only supported colleagues in their development while working remotely, but also encouraged an environment of formal and informal on the job training, coaching and self-managed learning.

During 2020, the Department continued to promote and manage its Education Support Scheme for staff interested in pursuing further education relevant to their role within the Civil Service. Accordingly, funding was provided for staff undertaking study in subjects, including but not limited to areas such as leadership, communications, economics and business studies.

Procurement

The Department has put in place a number of initiatives to ensure compliance with public procurement guidelines:

- All staff were informed of their procurement obligations, including informing the Procurement Unit of all tendering being carried out. A list of required documents from each tender process must be forwarded to the Procurement Unit, and these are then held centrally in a procurement repository.

- Procurement training was offered to all staff in 2020 with additional training planned in 2021 to meet demand.
- A register of live contracts was maintained and units were contacted when contracts were nearing expiry dates.
- An external procurement consultancy company was contracted to provide additional procurement advice to the Department as required.
- The Department continued to engage with the Office of Government Procurement (OGP) in respect of frameworks and contracts that the Department could utilise.
- A supplier spend analysis was undertaken each quarter and Units advised if they are approaching the contract total spend.
- A collection of guidance documentation and procurement templates were made available to all staff.

ICT

In 2020, as part of a response to Covid-19, the Department provided equipment, including laptops, to staff to facilitate working from home. As a result of the transfer of functions from the Department of Justice to DCEDIY, additional equipment was required for transferring staff and the Department's ICT Unit oversaw the distribution of new equipment in addition to planning the migration of email, documents and files and the installation of networking equipment in offices in Montague Court.

ICT Security Training was provided to all staff via the eLearning platform. The Department also established an ICT Governance Board, which was set up to oversee and approve ICT projects and spend as well as acting as the eDocs Project Board for this Project rollout.

Early in 2020, the eDocs Rollout Project set out to migrate the Department's documents system to eDocs. This was completed successfully in November 2020. When the transfer of functions project began, it became apparent that future phases of the eDocs Rollout project were necessary to on-board incoming staff. The first part of the next phase involved migrating staff and existing eDocs content from the Department of Justice and was completed in December 2020.

General Scheme of the Certain Institutional Burials (Authorised Interventions) Bill 2019

The General Scheme of the Certain Institutional Burials (Authorised Interventions) Bill 2019, published in December 2019, was referred to the Joint Oireachtas Committee on Children and Youth Affairs for pre-legislative scrutiny, which was scheduled for February 2020. The purpose of this General Scheme is to provide the statutory basis and framework under

which Government may decide to authorise interventions at certain sites where manifestly inappropriate burials have taken place. Drafting of the Bill proceeded during the year pending pre-legislative scrutiny.

Adoption

The Department was engaged in ongoing governance of the Adoption Authority of Ireland and liaison with Tusla adoption services. An important area of focus in 2020 was the appointment of a new Chair, deputy Chair and ordinary board member of the Board of the Adoption Authority of Ireland.

Other key outputs in 2020 were:

- Commencement of outstanding parts of Adoption (Amendment) Act 2017.
- Completion of a research paper on the experience of illegal birth registrations in other jurisdictions.

Development of the terms of reference for a project by the Special Rapporteur regarding the rights of the child in surrogacy.

Strategic Objective 3: Child welfare and protection systems are effective and responsive

Commission of Investigation into Mother and Baby Homes

The Commission of Investigation (Mother and Baby Homes and certain related Matters) was supported by the Department so that it could complete its independent statutory investigation in accordance with its terms of reference.

Interim Reports

The Commission submitted its Sixth Interim Report to the Minister on 2 January 2020 and the Government approved an extension of time until 26 June to allow the Commission to complete all its work and submit a final report. The Sixth Interim Report raised complex issues relating to the redaction, transfer and potential for future use of the Commission's records in the context of its obligations under the Commissions of Investigation Act 2004.

The Commission's Seventh Interim Report sought a final extension as a consequence of the impact of Covid-19 public health restrictions on the Commission's work. The Seventh Interim Report was published on 12 June 2020 and the Commission submitted its final report to the Minister on 30 October 2020.

Commission of Investigation (Mother and Baby Homes and certain related Matters) Records, and another Matter, Act 2020:

In the course of its work, the Mother and Baby Homes Commission developed and populated databases with details of the mothers and children who were resident in the main mother and baby homes. In recognising the public interest in preserving this data, the Commission of Investigation (Mother and Baby Homes and certain related Matters) Records, and another Matter, Act 2020 was enacted in October 2020. This legislation served to protect all the Commission's records, ensuring their preservation in the interests of the mothers and children concerned.

The impetus for this legislation derived from the necessity to provide an urgent legislative solution to preserve the records of the Commission in a context where the Commission believed it had to redact all personal sensitive information from its records prior to depositing them with the Minister. The 2020 Act required the Commission to transfer a copy of its database and related records to Tusla, while depositing its full archive of records with the Department before its dissolution in law on the 28 February 2021.

Access to records:

With the planned dissolution of the Mother and Baby Homes Commission of Investigation in February 2021, the Department became the data controller for all the personal data contained in the records and databases that transferred from the Commission. The Department is now responsible for the maintenance and storage of these records. It is also responsible for fulfilling data subject rights, including the right of access to personal data.

The Department considered the needs and priorities associated with the transfer of the Mother and Baby Homes archive. To manage this significant body of work relating to the archive, to meet its statutory responsibilities and provide a good service to the public, the Department established the Information Management Unit in late 2020. This unit holds responsibility for Data Protection and records management across the Department.

Submission of the Commission's Final Report:

In recognising how important it was that former residents and their families were the first to be notified, the Minister engaged with representative groups before publicly confirming arrangements for publication of the Report in early 2021. Additional resources were provided to the HSE in 2020 to ensure counselling supports were available and prioritised to those who may need professional support. A dedicated information line was established in the Department to assist with related queries.

Guardian ad Litem Bill

In 2020, the Minister took significant decisions on suggested amendments to the Guardian ad Litem (GAL) Bill. These decisions will enable a revised Bill to be published in 2021.

Child Care Act 1991 review

In 2020, a public consultation was held on initial policy proposals under the Child Care Act Review. Over 40 detailed submissions were received and analysed. A Child Care Act consultation with children and young people was completed with their views analysed and incorporated into the finalised policy proposals.

Strategic Objective 1: Better Outcomes Brighter Futures is implemented

Better Outcomes, Brighter Futures

The Department has responsibility for co-ordinating the implementation of BOBF. However, individual commitments remain the responsibility of the relevant Government Departments. In 2020, implementation of BOBF continued across Government and all elements of the implementation infrastructure continued to meet regularly.

In December 2020, the BOBF Annual Report for 2019 was published with over 70% of the 163 commitments completed and many more in progress.

The National Advisory Council for BOBF developed a work plan in 2020 containing priority areas for progression. These areas included child poverty, homelessness, education, representation on the youth justice steering group and monitoring of BOBF's constituent strategies (early years, LGBTI+, participation, youth and the Youth Justice Strategy).

Child Poverty

Work continued in advancing the Whole of Government response to reducing the number of children living in consistent poverty. There had been a decrease of 4.6% in the child poverty rate between 2014 and 2019, but the rate increased slightly in 2019 to 8.1% from 7.7% in 2018.

Children and Young People's Services Committees

Children and Young People's Services Committees (CYPSC) are a key structure identified by Government to plan and co-ordinate services for children in every county in Ireland. The total co-funded budget for CYPSC in 2020 was €3.85m, made up of allocations from The Department, Tusla, the Department of Health and Healthy Ireland. The contribution from DCEDIY was €2.4m.

CYPSC undertook various projects in 2020 with each receiving approximately €76,000 in funding. Some of the projects included COVID-19 supports, mental health and well-being supports, parenting supports, health, nutrition, activities, play, children and young people's participation, LGBTI+ supports and resources, anti-racism supports, and homelessness supports. See www.cypsc.ie for more details.

CYPSC worked with the Department of Justice and the Children's Rights Alliance to extend supports to children and their families in International Protection Accommodation Service (IPAS) centres on a nationwide basis.

Work on the implementation of *CYPSC Shared Vision, Next Steps 2019–2024* continued in 2020. Shared Vision Next Steps sets out a platform for the further development and vision for CYPSC up to 2024.

North East Inner City (NEIC) Initiative

In 2020, work on the *City Connects* pilot programme continued. The Department is collaborating with the Department of Education to implement this pilot in the 10 NEIC primary schools with the view to its expansion following a number of evaluation processes. The *City Connects* model founded by Boston College is a school based programme which works to the principle of progressive universalism. This approach means that the strengths of each individual child within a school setting are identified and a set of supports identified which can build on these strengths, while addressing areas of need.

A multi-disciplinary team was also established and funded by the NEIC Programme Implementation Board in 2020. The team, which comprises a Speech Language Therapist, an Occupational Therapist and a Clinical Psychologist, provides a 3 tiered model of support to 10 named primary schools in the North East Inner City. The Programme is fully aligned and coordinated with the *City Connects* initiative which runs in parallel in the same 10 schools.

Children's Rights Alliance

The Department allocates €180,000 annually to the Children's Rights Alliance (CRA) to support the implementation of the Better Outcomes, Brighter Futures and to consolidate and enhance children's rights and entitlements through engagement with frontline services. The CRA and DCEDIY agreed a work plan for 2020 including among others a CRA commitment to support the implementation of *First Five*.

Supporting Children campaign

In the context of the on-going public health emergency, many services adapted to support children and young people with existing or emerging needs in difficult circumstances, with limited face-to-face access and in a time of profound uncertainty.

The Department identified the need for a public information campaign, which would encourage everyone to be mindful of vulnerable children and young people. The campaign highlighted the *Supporting Children* website, which contained a wide range of information detailing supports for children, young people and families. Key messages were communicated on radio, online, and through social media platforms. *Supporting Children* demonstrated that the Department and Tusla have a robust infrastructure of services providing assistance to children, young people and families throughout Ireland, involving many funded organisations and services, including child protection, youth work, and youth, community, and family services.

What Works

In November 2020, DCEDIY hosted a series of webinars on the topic of prevention and early intervention under the *What Works* initiative. This 'Festival of Learning' connected leading global policymakers, practitioners and thinkers in prevention and early intervention, highlighting how it can improve the lives of children and young people.

In 2020, *What Works* funding supported projects in Childline, Traveller and Roma Fostering, Traveller parenting, Parent Support Champions training, and the North East Inner City City Connects. *What Works* also provided funding in excess of €500,000 to the Tusla Education Support Service for the promotion and implementation of evidence based practice and proven models of interventions, extending capacity and building sustainability; and the expansion of the iScoil project.

What Works also delivered learning activities to practitioners in this important sector through a series of action learning sets and through an on-going partnership with the University of Limerick.

Strategic Objective 3: Child welfare and protection systems are effective and responsive

Alternative Sentencing options for children

Legislative proposals were developed to ensure that community-based alternatives to detention can continue when a child turns 18 and that there is an increased focus, at the sentencing stage, on reintegration into the community post-release.

Following Government approval for the drafting of Heads of a Bill in 2019, work continued in 2020 with Draft Heads and a Regulatory Impact Assessment being developed.

Following the transfer of certain functions, this legislation will now be progressed by the Department of Justice.

Strategic Objective 4: Evidence-based policy is promoted and supported, and children and young people participate in decisions that affect their lives

The Department carries out research in order to support the achievement of better outcomes, in line with the Department's remit, through the promotion of evidence-based policy development and service delivery. It does this through four work streams: Growing up in Ireland, Statistics, Evaluation, and the Evidence into Policy Programme.

Growing Up in Ireland

In 2020, the Department managed and progressed *Growing Up in Ireland: The National Longitudinal Study of Children* (GUI). Since 2006, GUI has tracked two cohorts of children for the purposes of studying factors that contribute to, or undermine, the well-being of children in contemporary Irish families. Significant achievements in 2020 included the following:

- Progress was made in planning the transfer of the GUI's data collection functions to the Central Statistics Office (CSO) from 2023 with the signing of a Memorandum of Understanding and a Joint Data Controllership Agreement. This is an important step, establishing a secure and sustainable long-term future for the GUI.
- The GUI Study Team conducted a series of short COVID-specific surveys with both parents and 13-year-olds from the GUI Cohort 2008, and the 22-year-old GUI Cohort 1998. Because the findings from these surveys can be linked to individual experiences pre-pandemic, they will provide significant data on the long-term impacts of the pandemic on children and young people.
- 2020 also saw the publication of a number of reports as follows:
 - *'Growing Up in Ireland: The Lives of 17/18-Year-Olds'*
 - *'An Overview of the Use of Growing Up in Ireland Data Files 2010-19'*
 - *'Guidance Note #4: Using Growing Up in Ireland Data'*

More information on GUI can found at <https://www.growingup.ie>.

Statistics

The Department undertook several activities to support the dissemination and use of statistical information to support its remit. Significant achievements associated with the Statistical programme in 2020 included:

- Progress on the transformation of the *'State of the Nation's Children'* publication from a biennial series of hard copy releases to a 'live' document that will be available online and that will automatically update as new data becomes available.
- The publication of *'Statistical Spotlight #4, Young Travellers in Ireland'* in line with the Department's commitment under Action 148 of the National Traveller and Roma Inclusion Strategy 2017-2021.
- The publication of a report on the Pathfinder Project to link the GUI study with administrative data held in the CSO's Administrative Data Centre (ADC).

Evaluations:

The Department's Evaluation team support the development of evaluation initiatives across the Department. In 2020, they delivered a number of specific projects including:

- Publication of the evaluation paper *'Focused Policy Assessment of the Early Childhood Care and Education (ECCE) Capitation Payment'*.
- Publication of *'Spending Review 2020: Tusla Residential Care Costs'*.
- Publication of an Evaluation of the Department's Golden Hour Scheme, which assessed responses to a pilot initiative designed to help DCEDIY staff with parenting responsibilities to balance home working and care during the COVID-19 pandemic.

The Evaluation team is the Department's locus for the Irish Government Economic and Evaluation Service (IGEES), and is an active participant in the IGEES network. In addition to the above, IGEES engagement in 2020 also included ongoing involvement in IGEES Advisory Groups and the dissemination of information on events and publications to the Department's policymakers.

Evidence into Policy Programme

The Evidence into Policy Programme is a dedicated resource to support the Department in meeting its strategic research and evidence needs and to drive the research to policy cycle. Significant achievements in 2020 included:

- The publication of *'Income, Poverty and Deprivation among Children - A Statistical Baseline Analysis'*, which is the first output from the Child-Specific Poverty Research Programme.
- The publication of the report *'The Implication of COVID-19 Pandemic for Policies in Relation to Children and Young People'*. The report is the first output from the DCEDIY/ESRI Research Partnership established in 2019.
- Promoting engagement with research evidence through the provision of a number of research supports to policy makers including:
 - COVID-19 email research briefings to senior policy makers within the Department;
 - Research Guidance Notes;

A series of information sessions relating to ongoing DCEDIY funded research projects on subjects ranging from Traveller and Roma education, to child poverty and youth justice.

Transfer of Functions

On 27 June 2020, the Taoiseach announced a number of transfer of functions between Ministers as part of the formation of the new Government. The Department was involved in four different transfers involving the Departments of Justice and Equality, Health, and Education.

A Transfer of Functions Project Team was established in the Department to work with colleagues in the various Departments involved. Changes of this nature involves significant effort across the Department,.

On 14 October 2020, responsibilities for a range of functions previously within the ambit of the Department Justice and Equality transferred to the Department, while responsibilities for elements of Youth Justice moved to the Department of Justice. The functions that transferred into DCEDIY are as follows:

Equality functions encompassing

- Gender Equality
- Disability Policy
- Migrant Integration Policy
- Traveller and Roma Inclusion Policy
- LGBTI+ Inclusion Policy
- Work-Life Balance and Supports for Working Parents and Caring Responsibility
- Funding Streams Associated with Policy Work Transferring

Other significant work streams transferred to the Department included:

- Integration Service Delivery
- Magdalen Restorative Justice
- International Protection Accommodation Service (IPAS) and International Protection Procurement Service (IPPS)

This transfer involved 94.7 WTE civil servants and gross funding of €120.4m moving to DCEDIY, including responsibility for two State agencies, the National Disability

Authority (NDA) and the Irish Human Rights and Equality Commission (IHREC). The transfer also included the transfer of EU Funds, specifically the Asylum, Migration and Integration Fund.

The Transfer of Functions for certain elements of Youth Justice moving to the Department of Justice also came into effect on 14 October 2020.

- Bail Supervision Scheme
- Greentown Project
- Research Evidence into Policy and Practice Project (REPPP)
- Legislation: Alternative Sentencing

Since the transfer in October 2020, there have already been significant policy developments and achievements in the new areas of responsibility:

Equality and Gender Equality Policy

Family Leave

Government approval was given to drafting of a Family Leave Bill which provided for:

- An additional three weeks of paid Parents' Leave for each parent, and to extend the period in which it can be taken to the first two years after the birth or adoptive placement of a child;
- Amendments to provide married male same-sex adopting couples with an entitlement to adoptive leave and benefit and to provide for all adopting couples (same-sex and opposite-sex) to be able to choose which of the couple should take the adoptive leave;
- An increase in the number of members of the Tusla Board to eleven.

In December, the Government agreed to examine the feasibility of establishing a statutory entitlement to paid domestic violence leave.

Secretariat to the Public Sector Network

The Department provided the secretariat to the Public Sector Network within the 30% Club Ireland which aims to provide a focus for collaborative discussions about organisational and cultural change to promote gender balance across the civil and public service.

International Protection Accommodation Policy, Disability Policy & Anti-Racism Policy

Completed and published the Draft Initial State Report under the UNCRPD.

On 3 December 2020 (International Day of People with Disabilities), the Minister of State with responsibility for Disability, announced a stakeholder consultation on Ireland's initial State report under the United Nations Convention on the Rights of Persons with Disabilities. Publication of the Report marked the start of a three-month consultation period where stakeholders and members of the public could make submissions on the report, which will be finalised for submission to the United Nations in 2021. Ireland ratified the UNCRPD in 2018 and this is Ireland's first report under the Convention.

Commenced the Irish Sign Language Act.

A Commencement Order for the Irish Sign Language Act 2017 was signed by the Minister for Children, Equality, Disability, Integration and Youth on 23 December 2020. The Act recognises Irish Sign Language (ISL) as a native language of the State and provides that the community of persons using Irish Sign Language shall have the right to use, develop and preserve Irish Sign Language.

Formation of the Disability Participation and Consultation Network

A Disability Participation and Consultation Network was established on 23 October 2020. The Network ensures that people with a disability are involved in the development of policy and legislation, in line with the requirements of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).

Disability Legislation

During 2020, work continued on the Assisted Decision-Making (Capacity) (Amendment) Bill. This Bill will amend the Assisted Decision-Making (Capacity) Act

2015 (the 2015 Act) and allow for its commencement in June 2022. The amendments will streamline processes, in the interests of those using its provisions. They will also strengthen the safeguards included in the 2015 Act.

The Decision Support Service (DSS) made considerable progress in 2020 to prepare for opening its services to the general public. It focused on putting in place the administrative and IT systems needed to operate the 2015 Act.

Anti-Racism Policy

The Anti-Racism Committee was appointed in June 2020. The Committee submitted an Interim Report to the Minister and included three recommendations for immediate action.

International Protection Accommodation Policy

On 21 October 2020, the *Report of the Advisory Group on the Provision of Support including Accommodation to Persons in the International Protection Process* was published. The Department then began work on *A White Paper to end Direct Provision and to Establish a new International Protection Support Service*, which was subsequently published in February 2021.

International Protection Procurement Services

International Protection Procurement Services (IPPS)

The Department is responsible for the procurement of accommodation and ancillary services for people seeking international protection in Ireland. In 2020, the Department added five centres with 619 bed spaces to its accommodation centre portfolio. In line with the *National Standards for accommodation offered to people in the international protection process*, all of these centres provide for independent living where residents can choose and prepare their own food. Two of the centres also provide “own door” living in apartments in Limerick and Galway.

As part of its response to the Covid-19 pandemic, in line with public health advice, the Department contracted an additional 406 bed spaces in three centres to reduce occupancy and to ensure that no more than three non-related persons were sharing

a room. Four dedicated self-isolation centres were put in place for residents during the course of the year – one of which was still under contract at the end of 2020 – together with two quarantine centres, one for residents who had left their allocated accommodation to live temporarily with family or friends, and a second for newly arrived International Protection applicants seeking accommodation.

International Protection Accommodation Services Operations

International Protection Accommodation Services (IPAS)

The following measures were taken by the Department in 2020:

- Comprehensive Protocols for managing Covid-19 across the IPAS Network were implemented in cooperation with the HSE.
- There was a reduction in the use of emergency accommodation by almost a half.
- The opening of a new own door, independent living, family centre in Galway city.
- Development of formal vulnerability assessment procedures and commencement of first formal assessments on a pilot basis.
- There was a 30% increase in the numbers of residents with status moving out of IPAS accommodation into the community.
- Enhanced customer service through the launch of a new helpdesk ticketing system, resident newsletter and new independent confidential phone line operated by the Jesuit Refugee Service (JRS).
- A reduction in the density of room occupancy for single persons to a maximum of 3 non-related family members.

Irish Refugee Protection Programme

Irish Refugee Protection Programme

195 Syrian refugees (41 families, comprising 177 persons from Lebanon and 18 from Jordan) arrived in Ireland. Of those, 165 persons were from the Beirut 2020 selection mission. The remainder were from Beirut and Amman missions in 2019.

One family of 6 persons arriving from Jordan was sponsored under Community Sponsorship.

152 programme refugees, (37 families) were resettled from accommodation centres to housing in 8 counties.

- Ireland pledged to accept 50 beneficiaries of international protection, as well as 14 unaccompanied minors (UAMs) following fires on the island of Moria in Greece in October.

Traveller & Roma Policy & LGBTQI, including Magdalens and Funds Administration

The 2020 LGBTQI+ Community Services Fund

The 2020 LGBTQI+ Community Services Fund was completed in November 2020. The funding call was grounded by the vision, mission and values of the National LGBTQI+ Inclusion Strategy 2019-2021. Its purpose is to help support Outcome 6 of the Strategy, that "community supports are more widely available to LGBTQI+ people".

Under the funding call, 29 projects were granted funding of €700,000. Of these, 10 projects received funding under Scheme A for measures supporting community services for LGBTQI+ people, while 19 projects promoting visibility and inclusion of LGBTQI+ people received funding under Scheme B.

National Strategy meetings

The Minister chaired meetings of the Strategy Committees overseeing implementation of the National Traveller and Roma Inclusion Strategy 2017 and the National LGBTQI+ Inclusion Strategy 2019-2021 in November 2020 .

In December 2020, the Department worked in collaboration with Pavee Point on the Dublin launch of the Fundamental Rights Agency (FRA) report on Roma and Travellers Survey: Roma and Travellers in six countries.

Funds administration

113 organisations were approved funding of €498,000 following a Call for Proposals under the Communities Integration Fund to promote the integration of migrant and host communities, foster mutual cultural respect and encourage migrant participation in civil and cultural life.

€2.29m was also approved for 18 projects under the National Integration Fund 2020 Call for Proposals. These projects will run for three years up to 31 December 2023.

Disability

The intention to transfer policy, functions and funding responsibility for specialist community-based disability services (CBDS) from the Minister for Health to the Minister for Children, Equality, Disability, Integration and Youth was announced by the Taoiseach on 27 June 2020.

This was followed by a Government decision on 22 December 2020, agreeing that the HSE will retain responsibility for the delivery of these services following the transfer. The services are delivered directly by the HSE, by Section 38 and 39 voluntary agencies, as well as through a number of for-profit service providers.

This transfer is more complex than other transfer of functions across Departments as it will result in the HSE reporting to two Ministers. This transfer is of significant scale, in terms of the budget involved (€2.2 billion for 2021), number of services users (approximately 56,000), scale of services involved, and the number of staff involved in the delivery of services (27,500). Legislation is being drafted to provide for revised governance and accountability structures to support these significant changes.

Both Departments co-operated regarding Budget 2021 and 2022 negotiations in relation to funding for disability services. The transfer processes are being progressed in line with the Transfer of Functions Guidelines and Best Practice Handbook and will be on a broadly Exchequer neutral basis.

Minister O’Gorman delegated his responsibilities for disability to Minister of State Rabbitte, while the Minister for Health also delegated responsibility for specified provisions of the Disability Act 2005 to the Minister of State with responsibility for Disability in 2020.

Both Departments continue to prioritise the work involved in completing this transfer and significant progress has been made. Agreement has been reached as to the scale and scope of the services involved and work is well advanced on identifying and agreeing the amendments required to the Health Acts and the Disability Act in order to ensure future governance arrangements involving both Departments and the HSE are adequate.

Both Departments are committed to completing the transfer of functions as quickly as possible.

Educational Welfare Service

On 27 June 2020, the Taoiseach announced that Education Welfare functions would be returned to the Department of Education from DCEDIY.

This transfer involved gross funding of €35.2m moving out of this Department to the Department of Education

Included in the overall transfer was responsibility for two separate areas of Tusla, namely the Tusla Education Support Services (TESS) and the Alternative Education Assessment and Registration Service (AEARS). As a result, this Transfer of Functions process was complex, and involved amending primary legislation to ensure Tusla would be in a position to respond to governance requirements from two Ministers.

This transfer will require the enactment of a Bill to amend the Child and Family Agency Act 2013 to provide the Minister for Education with the appropriate statutory oversight in respect of education welfare functions exercised by Tusla. The transfer took place on 1 January 2021 through Statutory Instrument 588 of 2020.

Appendix I: Public Sector Duty

The Department published its [Public Sector Duty Assessment and Action Plan](#) on the 11 March 2021, and will report on the implementation of its actions for 2021 in its Annual Report for that year.

The Department acknowledges the positive duty imposed on it by Section 42 of the Irish Human Rights and Equality Commission Act 2014 to have regard to human rights and equality in the performance of its functions.

Under Section 42, a public body shall, in the performance of its functions, have regard to the need to—

- (a) eliminate discrimination,
- (b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
- (c) protect the human rights of its members, staff and the persons to whom it provides services.

Our work embodies proactive consideration of equality and the human rights of all individuals in the development of policy and legislation.

The Department is also committed to protecting the dignity and respect of staff working for the Department. The Department endorses and implements the Civil Service Dignity at Work Policy, which aims to promote respect, dignity, safety, and equality in the workplace. Every member of staff is aware that all forms of bullying, harassment, and sexual harassment are unacceptable and that every member of staff has a duty to behave in an acceptable and respectful manner.

In our Customer Service Action Plan and Charter we state our commitments to our customers. We meet same by -

- giving our customers the best possible service and advice;
- treating customers in a proper, fair, impartial and courteous manner;
- aiming to ensure that rights to equal treatment set out by equality legislation are upheld in the delivery of our services;
- aiming, where possible, to meet any special needs our customers may have.

Appendix II: Publications in 2020

- Special Rapporteur on Child Protection 13th Report.
- Parent's Leave and Benefit (Amendment) Bill 2020 (General Scheme).
- Department of Children and Youth Affairs Annual Report 2019.
- An Roinne Leanaí agus Gnóthaí Óige Tuarascáil Bhliantúil 2019.
- First 5 Annual Implementation Report 2019.
- Report of the Advisory Group on the Provision of Support including Accommodation to Persons in the International Protection Process (September 2020).
- Independent Review of the Cost of Providing Quality Childcare Services in Ireland (March 2020).
- Balancing Work and Care during the COVID-19 pandemic: A Review of the Department of Children and Youth Affairs 'Golden Hour' Initiative.
- How's Your Head | Young Voices during COVID-19 (October 2020).
- Development of School Age Childcare (SAC) Comprehensive Regulations and Quality Standards | Report on the Findings of the Public Consultation (July 2020).
- National Quality Guidelines for School Age Childcare Services | Guidelines, Components and Elements (September 2020).
- Using Growing Up in Ireland Data.
- An Overview of the Use of Growing Up in Ireland Data Files 2010-19.
- Guidance for Youth Work Organisations – Informed by Reframing the Challenge, Continuing our Recovery and Reconnecting.
- Regulatory Impact Analysis- General Scheme of the Preservation and Transfer of Specified Records of the Commission of Investigation.
- General Scheme of the Preservation and Transfer of Specified Records of the Commission of Investigation Bill 2020 - Your questions answered (15 September 2020).
- General Scheme of a Preservation and Transfer of Specified Records of the Commission of Investigation (Mother and Baby Homes and certain related Matters) Bill.
- Community Childcare Subvention Plus (CCSP) and Training and Employment Childcare (TEC) Programme Rules 2020 – 2021.
- Update on Health Protection Surveillance Centre health advice on symptoms of COVID-19 for Early Learning and Care and School-Age Childcare Settings.
- Department of Children and Youth Affairs: Incoming Minister's Briefing (June 2020).
- Income, Poverty and Deprivation among Children - A Statistical Baseline Analysis (July 2020).
- Review of the Child Care Act 1991 July 2020 Consultation Paper.
- Focused Policy Assessment (FPA) of the ECCE Higher Capitation Payment.
- Information on COVID-19 Measures for providers and staff of Early Learning and Care and School Age Childcare Services (Updated 07 May 2020).

- Planning for reopening Early Learning and Care and School Age Childcare Services | - Report for Government (29 May 2020)
- Infection Prevention and Control guidance for settings providing childcare during the COVID-19 pandemic (29 May 2020)
- Reopening Funding Package for Childcare Services: Further Information – version 1 (12 June 2020)
- Reopening Funding Package for Childcare Services: Further Information – version 2 (1 July 2020).
- 7th Interim Report from the Commission of Investigation into Mother and Baby Homes.
- Origin and Integration: A Study of Migrants in the 2016 Irish Census (ESRI June 2020).
- DCEDIY Resource Efficiency Action Plans.
- Submissions to the Written Consultation on the Review of the Child Care Act 1991.
- COVID-19 PQ Responses.
- COVID-19 (Coronavirus): Information for parents.
- Information on COVID-19 (Coronavirus).
- Grant Scheme for Mother and Child Institutions Commemorative Events: Information Pack, Guidance Note, application and Report forms.
- Capacity Building Initiatives in LGBTI+ specific organisations or services: Allocations for Phase 2 (2020).
- Final Report of the Expert Assurance Group to the Minister for Children and Youth Affairs.

Appendix III: Overview of Energy Usage in 2020

This section sets out the energy consumption for the Department of Children, Equality, Disability, Integration and Youth for 2020 and the steps taken to improve energy performance. Energy consumption is reported to the Sustainable Energy Authority of Ireland (SEAI) on an annual basis and tracked against energy efficiency targets for 2020 and 2030. The 2020 data is included below along with 2019 data for comparative purposes. As agencies of the Department report their energy consumption directly to the SEAI, their data is not included below.

Location/Year	Electricity kWh (as reported)	Gas kWh (as reported)	Total kWh (as reported)	Total Primary Energy Requirement kWh ¹	Total Primary Energy Requirement kWh/Full Time Equivalent Staff
Headquarters, Miesian Plaza, Baggot Street, Dublin 2²					
2020	530,336	482,532	1,012,868 ³	1,505,432	5,260.07
2019	527,154	455,376	982,530 ⁴	1501,295	5,410.07

The Department continues to work with the Office of Public Works' *Optimising Power @ Work* team and other tenants at Miesian Plaza on a range of initiatives to increase energy efficiency. The Department has also published a Resource Efficiency Action Plan 2020, which includes a number of Energy Actions as we work towards the target to increase energy efficiency by at least 50% by 2030.

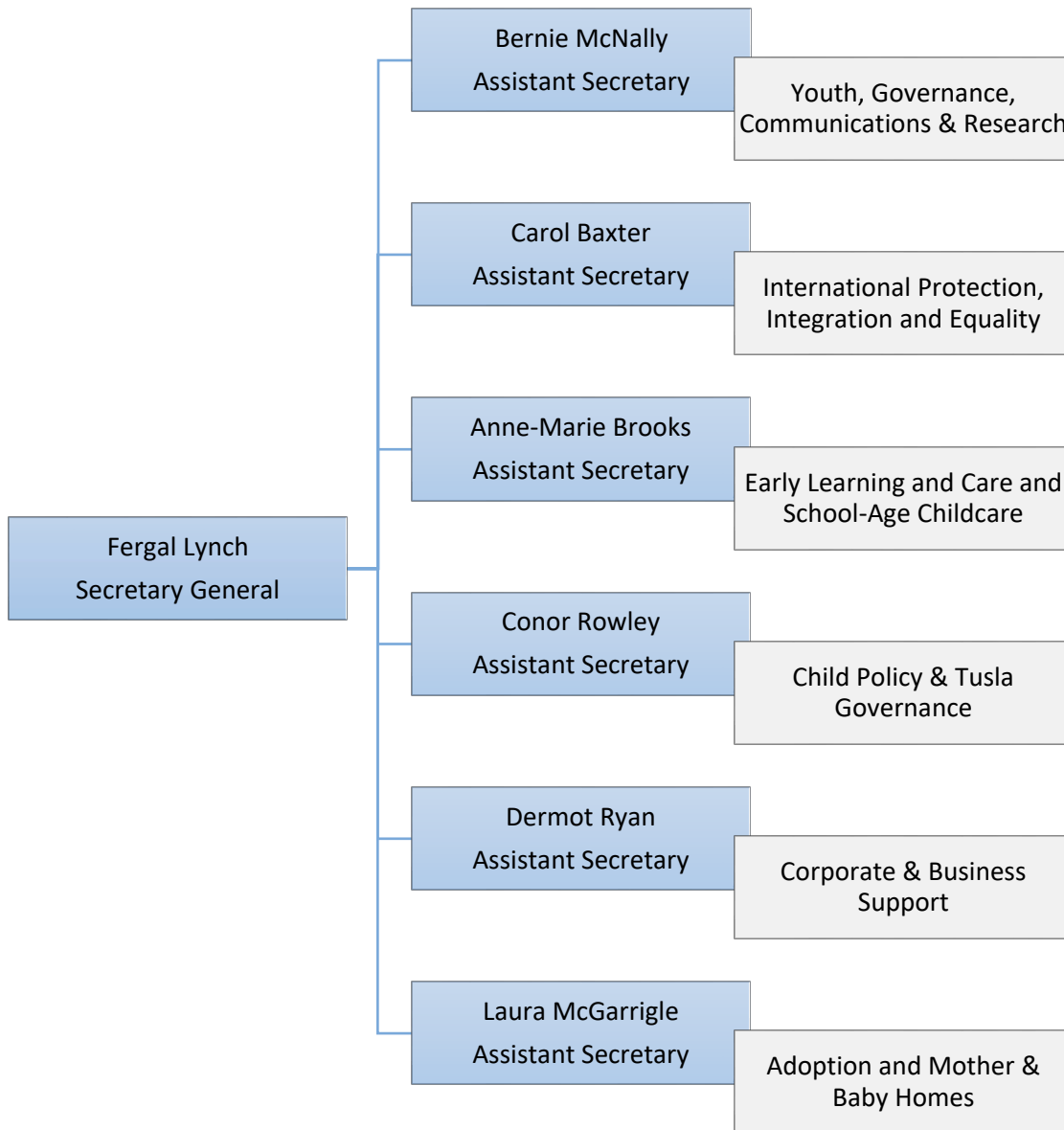
¹ The total primary energy requirement (TPER) is a measure of all of the energy consumed by the organisation, which accounts for the energy that is consumed and/or lost in transformation, transmission and distribution processes (e.g. electricity generation transmission and distribution). The TPER is calculated by the SEAI by applying published conversion factors to each element of the organisation's energy consumption. There are different conversion factors for electricity and for each of the thermal and transport fuel types.

² The Department assumed responsibility for additional office space in Montague Court, Dublin 2, in late 2020. Data in respect of this office space will be included in the 2021 report.

³ The total kWh consumption for DCEDIY is calculated as a set percentage of the total energy consumption of the building, which has been in continuous use throughout 2020, including at evenings and weekends since the Covid-19 outbreak, with the result that overall, there has been no significant change in reported energy consumption.

⁴ The 2019 data has been slightly revised from the original data provided in the 2019 report.

Appendix IV: Management Board



Appendix V: Bodies under the aegis of the Department in 2020

<p>National Disability Authority</p>  <p>Údarás Náisiúnta Míchumais National Disability Authority</p> <p>25 Clyde Road Dublin 4</p>	<p>Tusla, Child and Family Agency</p>  <p>An Ghníomhaireacht um Leanaí agus an Teaghlach Child and Family Agency</p> <p>The Brunel Building Heuston South Quarter St. John's Road West Kilmainham, Dublin 8</p>	<p>Oberstown Children Detention Campus</p>  <p>Oberstown Lusk Co. Dublin</p>
<p>The Adoption Authority of Ireland</p>  <p>ÚDARÁS UCHTÁLA na hÉIREANN THE ADOPTION AUTHORITY OF IRELAND</p> <p>Shelbourne House Shelbourne Road Dublin 4</p>	<p>Irish Human Rights and Equality Commission⁵</p>  <p>Coimisiún na hÉireann um Chearta an Duine agus Comhionannas Irish Human Rights and Equality Commission</p> <p>16-22 Green Street Dublin 7</p>	<p>Commission of Investigation into Mother and Baby Homes (& Certain Related Matters)[*]</p> <p>73 Lower Baggot Street Dublin 2</p> <p><i>*ceased operations on 28th February 2021.</i></p>
<p>Office of the Ombudsman for Children⁶</p>  <p>ombudsman do leanaí for children</p> <p>Millennium House 52-56 Great Strand Street</p>	<p>Gaisce, the President's Award</p>  <p>GAISCE THE PRESIDENT'S AWARD</p> <p>Ratra House, North Road Phoenix Park Dublin 8</p>	

⁵ The Irish Human Rights and Equality Commission is independent in its functions and reports directly to the Oireachtas, in accordance with the Irish Human Rights and Equality Commission Act, 2014.

⁶ The Ombudsman for Children's Office is independent in its functions and reports directly to the Oireachtas, in accordance with the Ombudsman for Children Act, 2002.