



WALK

ANNUAL
REPORT
2024

Contents

| | |
|--|----|
| About us: WALK's Vision, Mission & Values .. | 03 |
| Chairperson's Statement | 05 |
| CEO Report..... | 07 |
| WALK's Strategic Plan | 09 |
| Personal Stories | 12 |
| Careers and Employment | 20 |
| Events | 26 |
| Governance and Leadership | 30 |
| Next Steps..... | 38 |

WALK



ABOUT US



OUR VISION

We are motivated and guided to work for a vision of society where the people we support live in inclusive communities, where all citizens share equal rights and opportunities, and where each individual lives a full and meaningful life of their own choosing.

OUR MISSION

We are leaders in a movement for change, empowering people with disabilities to live self-determined lives in an equal and inclusive society.

EVERYONE
IS **WELCOME** HERE

EQUALITY
& NON-
DISCRIMINATION

SELF-
DETERMINATION
& AUTONOMY

*Hello, I'm
in charge!*

OUR VALUES

DIGNITY &
RESPECT

PARTICIPATION
& INCLUSION

VIP

**EVERYONE
BELONGS**



CHAIRPERSON'S STATEMENT

'We have embedded person-centred governance, strengthened operational quality, and supported service users to live engaged and inclusive lives.'

It is my privilege to present the Chairperson's Statement for WALK's 2024 Annual Report. This year marked the conclusion of our 2021–2024 Strategic Plan, a period that has guided WALK with clarity and purpose through times of both opportunity and challenge.

From a governance perspective, the Board remained steadfast in its responsibility to provide oversight, accountability, and strategic guidance. However, this was challenged by continual negotiations with the Health Service Executive to adequately fund our residential services. Unfortunately, there has been no movement and resolution of this issue in 2024.

WALK monitored its strategic goal performance through regular reporting and analysis. I am pleased to confirm that the core objectives have been achieved. We have embedded person-centred governance, strengthened operational quality, and supported service users to live engaged and inclusive lives. These achievements reflect not only the resilience of WALK as an organisation but also the collective commitment of everyone involved.

The Board worked closely with the Senior Leadership Team, staff, families, and community partners to shape WALK's new 2025–2029 Strategic Plan. This inclusive process ensures that the voices of the people we support remain central to our future direction. The new Plan is ambitious yet grounded in our values, positioning WALK to respond to sector challenges while continuing to expand opportunities for inclusion, empowerment, and choice.

As Chairperson, I want to extend sincere thanks to my fellow Board members for their commitment and guidance, to our leadership and staff for their passion and professionalism, and to the families and partners who stand alongside us. Most importantly, I wish to acknowledge the people we support. Their achievements, aspirations, and resilience inspire us every day and remind us why our work matters.



John Bourke, Chairperson





CEO REPORT

‘Every decision we make continues to be guided by a simple but powerful principle: to empower individuals with intellectual disabilities to live full, meaningful, and self-directed lives in their communities.’

As we reflect on 2024, I am proud to share the progress, resilience, and impact of our organisation over the past year.

This has been a year of growth, both in the supports we provide and in the voices of the people at the heart of our mission. Every decision we make continues to be guided by a simple but powerful principle: to empower individuals with intellectual disabilities to live full, meaningful, and self-directed lives in their communities.

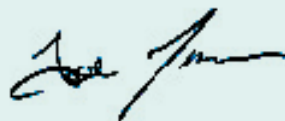
Throughout the year, we have:

- **Expanded our person-centred programmes to reach more families and individuals, ensuring that support is tailored, respectful, and responsive.**
- **Strengthened partnerships with community organisations, schools, and employers, building pathways to inclusion in education, training, and meaningful employment.**
- **Invested in staff development, recognising that the dedication, skill, and compassion of our teams are the foundation of everything we do.**
- **Advocated at national and regional levels to ensure the rights and needs of people with intellectual disabilities remain a priority in policy and funding discussions.**

Like many in our sector, we have faced challenges — staffing pressures, rising costs, and the continuing need for sustainable funding. Yet, we have responded with creativity, determination, and a commitment to never compromise on quality of care or respect for individual dignity.

To our staff, volunteers, families, partners, and most importantly, to the individuals we support: thank you. Your trust, energy, and courage inspire us every day. Together, we will continue to build a society where everyone is valued, included, and given the opportunity to thrive.

I am also acutely aware that many of our colleagues face significant personal challenges — bereavements, separation from loved ones, illness, financial pressures, and other struggles that may go unseen. Despite these difficulties, they continue to bring extraordinary commitment and resilience to their work. Their dedication is both humbling and inspiring, and it is the foundation on which WALK continues to grow and thrive.



Joe Mason, CEO



WALK

STRATEGIC PLAN

In 2024, WALK successfully concluded its 2021–2024 Strategic Plan, with over 90% of objectives fully met or progressing well.

Key achievements included the rollout of the Day Supports Framework, leadership training for team leaders, and the strengthening of recruitment, HR, and communication systems.

These outcomes provide a strong foundation for WALK's next Strategic Plan, ensuring continued growth, sustainability, and person-centred impact.



In 2024, WALK concluded the final year of its Strategic Plan 2021–2024.

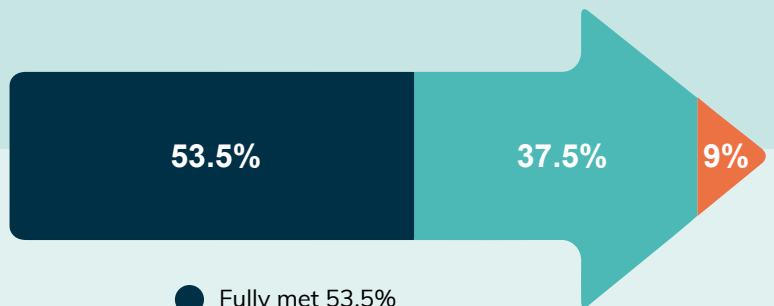
This plan, structured around three Strategic Goals and four Strategic Actions, guided our efforts to strengthen organisational capacity, enhance service quality, and ensure that our values remain embedded across all areas of our work.

By December 2024, progress on the plan’s objectives was significant:

- **53.5% of objectives were fully met**
- **37.5% were progressing well**
- **9% were initiated but not yet completed**
- **0% remained uninitiated**

This represents a strong overall achievement, with over 90% of objectives either fully met or well advanced.

Notable achievements in 2024 included the filling of key organisational posts, the rollout of the Day Supports Framework across services, the delivery of the second round of Leadership Capacity Training, and the successful launch of a partnership education video with CDETB.



- Fully met 53.5%
- Progressing well 37.5%
- Started 9%
- Not started 0%

Across the four Strategic Actions, almost all objectives were either achieved or in advanced progress:



Organisational Structures & Functions:

Reviews of HR systems, financial autonomy, and student placement models laid the groundwork for future development.



Values-Based Recruitment & Leadership:

Significant progress was made in embedding values within recruitment, training, and leadership practices, with comprehensive reviews to continue into the next plan.



Service Quality and Person-Centred Planning:

Enhanced approaches to person-centred practice, future housing needs, and sustainable support models were advanced.

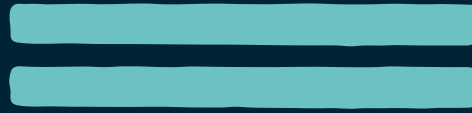


Communications:

Internal and external communication capacity was strengthened, with most objectives completed and stakeholder-specific planning underway.

Overall, the Strategic Plan 2021–2024 provided a strong platform for organisational development, ensuring WALK is well positioned to achieve its objectives and to build upon its successes in the next Strategic Plan cycle.

WALK



PERSONAL STORIES

The heart of WALK’s vision for an inclusive society is reflected in the everyday experiences of the people we support. Their journeys shine a light on the progress made towards our strategic priorities — fostering independence, enabling choice, and promoting active participation in community life.

By sharing these stories, we highlight the meaningful outcomes of our work and the positive change created in collaboration with individuals, families, and communities.

Tom's Story

A place where Tom belongs

By Paddy Browne

A First Step

In October 2024, I spoke to Tom about the idea of joining a Men's Shed. I knew the right environment could offer him a sense of community and purpose, and to my surprise, he said "yes" without hesitation.

We visited the Kilnamanagh Family Resource Centre Men's Shed and were welcomed by Anto, who kindly gave us a tour. First, he showed us the workshop, where the men were busy producing fine woodwork. As impressive as it was, I could see it wasn't the right fit for Tom. We were about to leave when Anto mentioned there was something else to see.

Discovering Bowls

Inside the main centre, we came upon a group of men playing indoor bowls. Tom's eyes lit up. Two long green mats stretched across the hall, with the men bowling toward a small white ball called a jack. The bowls were smaller and lighter than regular bowling balls — just right for Tom's frail frame. Something clicked.



Tom in his element — smiling and thriving at the Men's Shed Bowls Club

Finding His Place

Before we left, Anto introduced us to Brendan, Tony, PJ, and Dermot — the men behind the Shed. Their warmth and openness made an immediate impression. Brendan invited us to attend for three weeks before deciding on membership.

Those three weeks were transformative. Tom quickly discovered he had a talent for bowls. Though unsteady on his feet, he played with flair and confidence. The lads cheered him on and made sure he felt part of the group.


At the end of the trial, Brendan offered us membership. When I asked Tom if he wanted to join, he paused and shared the words above — words that marked a turning point in his journey. That morning, he had even shaved himself in preparation. A small act, but one that spoke volumes about his pride and excitement.

Transformation

Since joining, Tom's world has begun to expand. He has made new friends, laughs more, and feels valued. His family quickly noticed the difference — especially his smile. When I first met Tom, he was often withdrawn, his head down. Now he stands taller, more confident, and genuinely happy.

Six months on, the change is striking. The atmosphere at the Shed is inclusive, supportive, and respectful. The men — many older and with rich life experiences — have created a culture where kindness, listening, and mutual respect come before ego or conflict. Brendan and Tony have fostered something truly special: a place where everyone belongs. The Men's Shed has not only welcomed Tom — it has helped him thrive.

‘I’ve never joined a club before, but I feel happy and safe here.’



Tom joined the Kilnamanagh Men’s Shed Bowls Club in 2024, finding friendship, laughter, and a place where he feels safe. Once withdrawn and lacking confidence, he now stands taller, smiling with pride. The Men’s Shed has given him not only a hobby but also a community — proving the power of kindness, respect, and belonging in transforming lives.

Paul's Story

Finding purpose through Volunteering

My name is **Paul Duff** and I live in Forest Close, Tallaght. The highlight of 2024 for me was visiting **Old Trafford** for the first time to see Manchester United play. As a lifelong fan, it was an unforgettable experience and one of the best moments of my year.

Another very important step for me in 2024 was starting my volunteering role with **Food Cloud**. This has special significance because my brother also worked there, and I feel proud to be following in his footsteps. Volunteering has given me a stronger sense of identity within my community and has helped me feel more connected and valued.

I would like to thank **WALK's supported living and day service team** for supporting me to develop at work and encouraging me to take part in other social opportunities. Their support has been a big part of my journey.

At Food Cloud, my role involves separating fresh food from food that has gone off. The fresh food is then dispatched to supermarkets and online customers who can buy it at a discount, while the out-of-date food is placed into organic waste. It's a role that helps me feel like I am making a positive contribution while also helping others.

Volunteering brings structure and routine into my week and has given me a greater sense of purpose. I am learning how to cope in a fast-paced environment, building resilience, and gaining confidence in asking colleagues for support with different tasks.

Overall, volunteering with Food Cloud has been a very positive experience. It has helped me grow, given me new challenges, and shown me that I can achieve more than I thought possible. I am excited to continue building on this progress in the future.



“Working at Food Cloud has helped me build confidence, resilience, and a sense of purpose.”

Kevin reflected on his time in Japan, where he joined a guided tour across the country, visited ancient temples, and explored historic sites such as Hiroshima. Immersing himself in Japanese culture, the experience was truly unforgettable.



In 2024, Kevin realised a lifelong dream by travelling to Japan. Despite challenges along the way, he embraced new cultural experiences with resilience and positivity — returning home with greater confidence and a sense of achievement.

Kevin's Story

Japan 2024

Kevin's dream of visiting Japan was a long time in the making. Inspired by stories from his father, who served in the Far East during the Second World War, and further motivated by the 2019 Rugby World Cup in Japan, Kevin set his sights on making the trip a reality.

The journey was not without setbacks. The Covid-19 pandemic, changes in living arrangements, and tour cancellations all delayed his plans. Yet Kevin remained determined. With support, he prepared carefully — building his fitness, attending medical appointments, and putting safety measures in place. By September 2024, Kevin was finally on his way.

The 24-hour journey brought Kevin from Dublin to Istanbul and onward to Kyoto. Once in Japan, he joined a guided tour across the country, discovering ancient temples, exploring historic sites such as Hiroshima, and immersing himself in Japanese culture. He also delighted in sampling new foods — a highlight for a self-confessed connoisseur.

The biggest challenge proved to be the heat and humidity, often above 30°C. Kevin also had to adjust to cultural differences such as shop hours and the tradition of removing footwear at temples. Despite these hurdles, he adapted with resilience and positivity.

Kevin described the trip as a truly rewarding experience, broadening his horizons and giving him confidence to consider even longer journeys in the future. What began as a distant dream became a life-changing adventure — a testament to Kevin's determination and his ability to embrace new challenges with optimism.



Paul's Story

A Difficult Decision and a New Chapter

In 2022 Paul was faced with having to make a decision about a significant health procedure. He bravely chose to take his time and reflect on the raft of information that was available to assist him in his choices. The road to recovery was long and not without its challenges, but Paul approached it with resilience, humour, and his personal philosophy: “Don’t think negative, think positive.”

Soon after, Paul’s housemate of 14 years moved house, marking another turning point in his life. With improved health and the experience of living on his own for the first time, Paul embraced the opportunity to “turn over a new leaf” and “start a new chapter.” The change has given him a new lease on life, and those around him have noticed his infectious enthusiasm and positivity.



“Don’t think negative, think positive”

Today, Paul experiences far less daily stress and describes himself as being made of “iron and steel.” He has strengthened his relationship with his family, especially his sister Sheila, with whom he enjoys regular coffee outings and chats. He has also become more active, extending his exercise routines, winning basketball games, and even trying push-ups. Paul has immersed himself in his community, becoming a familiar face at local shops, coffee spots, and his much-loved “fan club” at the Longmile Road hub. He has also been a star pupil in a health class at LMR, and at home he has fully embraced his independence — hosting themed gatherings such as Halloween parties, summer BBQs, and St. Patrick’s Day celebrations, with more events in the works.

In many ways, this is a ‘new’ Paul. With greater confidence, space to think, and opportunities to direct his own life, he is discovering new interests and setting fresh goals. Most of these goals, true to form, still involve finding ways to charm everyone he meets — because as Paul reminds us: “The charming never ends.”



Adrienne's Story

My Journey to a New Home

For many years I dreamed of moving out of my family home and finding a new level of independence. With the support of my family and staff, I began the transition to WALK's supported living service, and in August 2024 I was delighted to learn I'd be moving into Darglewood.

With the support of my family I made the transition to my new home in Knocklyon. In that transition process, I visited and met with the people who were to become my housemates and support team. We had dinners together and began getting to know each other. I was nervous and excited but instantly felt a sense of belonging. When I eventually moved in, I quickly settled thanks to everyone's warm welcome.

Since moving in, I've been learning new skills, including: budgeting my money, managing my own appointments and learning new public transport routes. Now, I have no problem getting to and from my day service, my job in SuperValu and of course Liffey Valley Shopping Centre, where I can treat myself with my hard earned money.

Moving to Darglewood has given me a new level of independence and a new chapter that I'm proud of.

'I love having my own spacious room and being part of such a friendly community.'



WALK



**CAREERS &
EMPLOYMENT**

At WALK we believe that everyone who wants to have a job and a career can do so, given the right supports. Our role is to facilitate individuals to fulfil their career and employment ambitions in life by supporting them to realise their potential, access opportunities and build their own natural supports.

The **WALK Careers and Employment programme** consists of a number of targeted projects, where individuals are supported on their own journey to work, based on where they are, their talents, interests, experiences, and ambitions. Like all journeys, it begins with the first steps.

WALK PEER Programme



WALK PEER is a Supported Transition programme collaborating with partner schools to support school leavers, with additional educational needs, to **Bridge-the-Gap** to mainstream further education, training, and employment.

Working with senior students in seven special and three post primary schools in Dublin, Drogheda, Dundalk, Cork, Cavan, and Mullingar the team of Careers & Employment Facilitators supported forty-six new participants to join the programme in 2024. A total of 140 students were supported across the partner schools while also actively supporting 30 participants on their post school journey in further education, training and/or employment in the open labour market.

The WALK PEER programme is a pilot initiative, supported by the Department of Education through the Dormant Accounts Fund.

In 2024 the WALK PEER team actively engaged with 77 employers where 35 participants took part in job site visits, 11 participants took part in job shadow days, and 54 participants took part in work experience placements.



Ciaran's PEER journey

Ciaran started in October 2023 in his final year at St Brigid's school in Mullingar. In June 2024 he transitioned from school to explore career opportunities in carpentry, with the support of his Careers and Employment Facilitator. While on the WALK PEER programme Ciaran learned to use public transport and completed Safe Pass & Manual Handling courses with Westmeath Community Development and passed his Driver Theory Test.

On completing a work experience with Complete Kitchens in Mullingar he joined the team in paid employment with the ambition to start an apprenticeship in carpentry in 2025.

For those in WALK's adult services, the journey starts a little later in life. WALK's Supported Employment Projects are funded through the Workability: Inclusive Pathways to Employment Programme. For further information, refer to www.EUFunds.ie.



WALK's Real Life Training (RLT)

WALK's Real Life Training (RLT) project is a Supported Transition project collaborating with four partner organisations and is designed to support people who use WALK services to explore their employment ambitions in life through a structured employability skills training programme.

Universally designed modules in Career Discovery, Career Exploration and Career Preparation, coupled with work experience placements provide participants with opportunities to find their own place in the world of work.

In 2024, the WALK RLT project supported thirty-six participants to explore the world of work, ten to secure part-time paid employment, six to access

work experience placements, four to complete accredited training, eleven to complete non-accredited training, and two to take on volunteering roles.

Eleven employers were supported to engage with participants throughout the first year of the project and the team collaborated with five other support organisations to share learning and good practices.

The project partners are:



the
green
kitchen
& GARDEN SHOP

The Green Kitchen Café & Garden Shop:

is much more than a local café! It is a vibrant work inclusion social enterprise that puts people and community at the heart of everything they do. As project partners they provide place and train opportunities for participants in hospitality and retail.



GROW
At Airfield Estate

Airfield Estate through the GROW initiative:

Growth, Respect, Opportunity, and Wellbeing (GROW) at Airfield Estate supports young adults in disability services to develop their employability skills and reach their employment ambitions. Each participant is encouraged and supported to explore the world of work through a series of work experience placements. Airfield Estate facilitates work training and experiences for GROW participants in hospitality, tourism, horticulture, and farming. During this onsite work experience, each participant is supported in their personal development by a dedicated GROW Programme Skills Trainer and coordinator.



Tallaght University Hospital: WALKways

Tallaght University Hospital is a Supported Transition Programme offering a one-year structured learning, place, and train opportunity to young adults with Intellectual Disabilities and/or Autism. It is delivered as a partnership between Tallaght University Hospital, Dublin and Dun Laoghaire Education and Training Board (DDLETB) and WALK. Progression to employment in the open labour market is supported by the WALK Careers & Employment team. Ten participants graduated in July with two participants gaining paid employment in the hospital itself.



Morgan's journey

Morgan's WALKways TUH journey concluded with a paid role in the Tallaght University Hospital laboratories. Following a successful rotation with the Lab Teams, where she demonstrated her skills, reliability, work ethic and interest in learning, Morgan successfully applied for a part-time role and is now one of the team.

The Houses of the Oireachtas through the OWL Programme:

The OWL Programme is an applied learning, development, and socialisation programme for adults with an intellectual disability and/or Autism which was launched as a pilot programme by the Ceann Comhairle, Seán Ó Fearghaíl TD in September 2018. The Houses of the Oireachtas is the first Parliament in the world to host a programme of this kind.

The OWL Programme is facilitated by the Houses of the Oireachtas Service in collaboration with WALK and KARE. The programme is also supported by the Adult Education Service run by the City of Dublin Education and Training Board and by the Health Service Executive.

Four WALK graduates completed the programme in 2024. Two of those graduates are now working in the civil and public services.



Sam's OWL journey

Getting the opportunity to join the Oireachtas Work and Learn (OWL) programme in Leinster House in 2024 was a big step for Sam. Completing work experience rotations in three different Departments allowed Sam to find where he might best like to work. The supportive staff were a key factor, having repetitive and familiar tasks felt comfortable and working with a smaller number of people seemed to be the best type of environment.

On completing the OWL programme, Sam was invited to apply for a panel position through the Public Appointments Service (PAS) and following a successful interview he later accepted a role with the Courts Service. Sam took on the responsibility of entering court motions onto the Courts Service computer system and filing in the archive room. In a recent review with his Job Coach, Sam said.

'Well, it's proof that I can rise to the occasion despite having a disability and that I'm capable of doing things I at one point never would have even considered.'

WALK's REAL WorkAbility project

WALK's REAL WorkAbility project – Reaching Employment Ambitions in Life - is designed to support people who wish to experience the world of work and gain and sustain paid employment in the open labour market through the European Supported Employment model.

In 2024, the REAL WorkAbility project supported twenty-six participants to engage in training, work experience and job searching. One participant secured fulltime employment, thirteen others gained part-time employment, four progressed in their jobs, and eight

accessed work experience placements. In addition five completed non-accredited vocational training. Fifteen employers were supported to engage with participants throughout the first year of the project and two employer partnerships were developed.



Cathal's journey

A collaboration with Amazon's UK & Ireland workforce staffing team opened the door for WALK's REAL WorkAbility project participants. The Amazon team had experience of the Supported Employment model in the UK and wanted to replicate their efforts to hire people with Disabilities in Ireland too.

Cathal joined the Amazon DIS2 team in September as a work trial where a specific role was carved with the team to match his interests, skills, and availability. The work trial was successful, and Cathal joined the team after a successful peak period where he excelled in the new role and looks forward to opening the door wider for more WALK REAL project participants.

WALK



EVENTS

Throughout 2024, WALK hosted and participated in a wide range of events that brought people together, strengthened community connections, and highlighted our commitment to inclusion and participation.

These occasions provided opportunities to celebrate achievements, raise awareness, and build partnerships that support our mission. Each event reflected the energy, collaboration, and spirit of community that are central to WALK.



WALK Self-Advocacy Conference 2024

One of the standout events of the year was the 2024 WALK Self-Advocacy Conference, which brought together participants from our Self-Advocacy Programme to present their personal advocacy projects. Framed around the principles of the UN Convention on the Rights of Persons with Disabilities (UNCRPD), the conference provided a powerful platform for individuals to share their lived experiences and highlight the everyday barriers they face.

The event featured a rich mix of engaging presentations, creative performances, and thought-provoking conversations with community leaders and policymakers. It aimed to amplify the voices of people with disabilities, raise awareness of their rights, and inspire concrete action toward a more inclusive society.



The conference also recognized and celebrated the contributions of our key partner human rights organizations—including the Irish Council for Civil Liberties, Smashing Times, Inclusion Ireland, Independent Living Movement Ireland, All Wales People First, the National Women's Council of Ireland, and Amnesty International—who continue to play a vital role in advancing rights-based advocacy.



Human Rights Workshop with Amnesty International Ireland

In October 2024, WALK was delighted to welcome Alice Regis, Activism & Engagement Officer from Amnesty International Ireland, who facilitated an engaging and interactive workshop with our Self-Advocacy Group.

The session explored key human rights issues and offered practical tips on how individuals can raise awareness and become more actively involved in advocacy efforts. Participants had the opportunity to share ideas, ask questions, and strengthen their understanding of their rights and how to defend them.

A big thank you to Alice and everyone who took part for making it a meaningful and empowering experience!

Pride Parade



WALK Human Rights & Participation Practice Developer and WALK Self-Advocate, Brendan Heade, proudly participated in the **2024 Dublin Pride Parade**, marching in solidarity with Amnesty International.

During the event, they also attended the Amnesty International Pride Brunch, where they had the opportunity to create protest signs and connect with others who share their passion for advocacy and human rights.

WALK

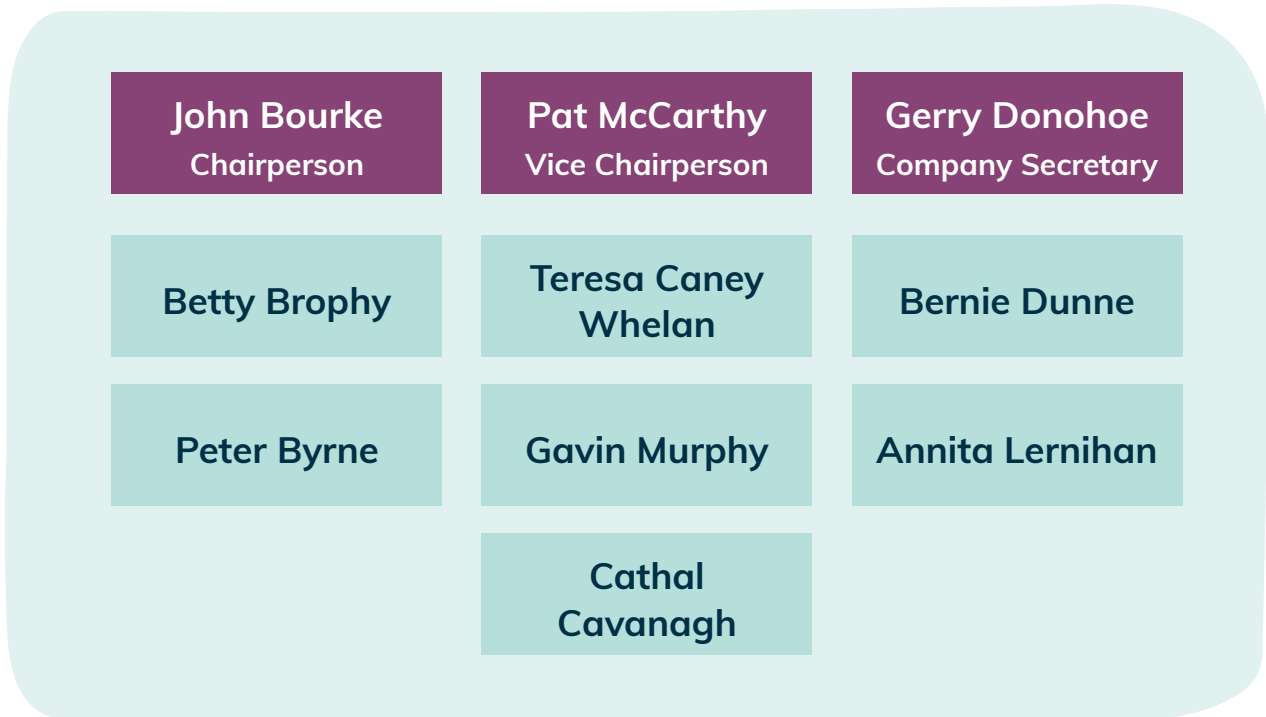


GOVERNANCE & LEADERSHIP

WALK is governed by a voluntary board of Directors. The board is comprised of non-executive Directors with a range of knowledge, skills and experience who generously give their time to attend subcommittee and board meetings.

All governing decisions are made in line with WALKS vision, mission, values and strategic plan.

WALK's Board of Directors 2024



The Chief Executive Officer, Joe Mason and the Senior Leadership Team are responsible for the day-to-day operations of the organisation and report regularly to the Board of Directors of Subcommittee and Board meetings. Terms of Reference are in place for the Board and for each of the Board Subcommittees. The Board of Directors work in 2024 was guided by the Board Departmental Plan .

Following Gerry Donohue's departure from the Board, the Company Secretary role was assumed by Bernie Dunne in December 2024.

WALK wishes to sincerely thanks Gerry Donohue who resigned from the Board in December 2024, for his invaluable contribution to WALK over a number of years. We welcomed a new member to the Board, Cathal Cavanagh in 2024.



WALK works to adopt policies, procedures, and structures in line with legislation, good governance and best practice standards.



WALK adheres to best practice as espoused by the Statement of Guiding Principles for Fundraising.



WALK Financial Statements are prepared in accordance with the Statement of Recommended Practice applicable to charities (Charities SORP (FRS 102)). This is in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) and the Companies Act 2014.

Board Departmental Plan 2024

| | |
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| Host an Annual AGM for WALK | Ensure all relevant information is submitted to Charities Regulator to deadline |
| Board Skills Appraisal | Ensure all relevant information has been submitted to the lobbying register to deadline |
| Be involved in Annual Report Creation, in line with good governance | Oversee the implementation of the 2024 strategic plan |
| Agree Charities Governance Code action plan for the year and ensure actions are implemented accordingly | Review WALK financial policies and procedures and update where necessary |
| Complete annual review of specific area of board performance and report findings back to the board | To review other key policies for sign off by the board |



Board Meeting Attendance

WALK Board of Directors – Attendance records 2024

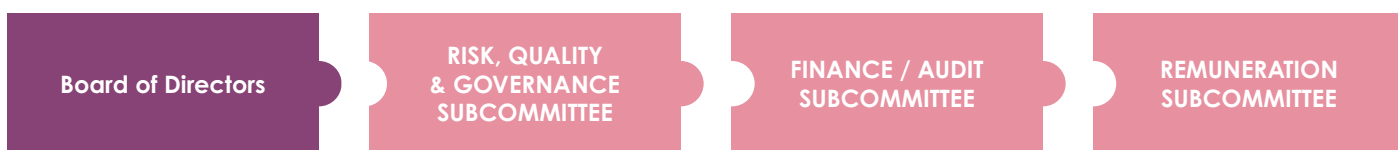
| First name | Surname | Jan | Mar | May | Jul | Sep | Nov | Dec |
|------------|--------------|------------|----------------|----------------|----------------|------------|----------------|------------|
| John | Bourke | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Pat | McCarthy | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Peter | Byrne | Attendance | Attendance | Non-Attendance | Attendance | Attendance | Attendance | Attendance |
| Betty | Brophy | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Gerry | Donohoe | Attendance | Non-Attendance | Attendance | Non-Attendance | Attendance | Attendance | Attendance |
| Bernie | Dunne | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Gavin | Murphy | Attendance | Attendance | Attendance | Non-Attendance | Attendance | Attendance | Attendance |
| Teresa | Caney Whelan | Attendance | Attendance | Attendance | Non-Attendance | Attendance | Non-Attendance | Attendance |
| Annita | Lernihan | Attendance | Attendance | Non-Attendance | Attendance | Attendance | Attendance | Attendance |

Non-Board Members – Attendance Records 2024

| First name | Surname | Jan | Mar | May | Jul | Sep | Nov | Dec |
|------------|---------|------------|----------------|----------------|------------|------------|------------|----------------|
| Joe | Mason | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Eamon | Teague | Attendance | Non-Attendance | Non-Attendance | Attendance | Attendance | Attendance | Non-Attendance |
| Catherine | Kelly | Invited | Attendance | Attendance | Attendance | Attendance | Attendance | Attendance |
| Fiadhait | Canning | Attendance | Attendance | Attendance | Attendance | Invited | Attendance | Attendance |
| Kevin | Barnes | Attendance | Attendance | Attendance | Attendance | Attendance | Invited | Attendance |
| Myles | Breslin | Attendance | Attendance | Attendance | Attendance | Attendance | Invited | Attendance |

Attendance
 Non-Attendance
 Invited

Subcommittees of the Board of Directors



The Risk, Quality and Governance Subcommittee

The subcommittee's purpose is to advise and support the Board in its work and responsibilities in the areas of Risk, Quality and Governance. Its purpose is to monitor and evaluate policies and practices as they relate to Risk Quality and Governance in WALK. It provides assurance to the board on the effectiveness of controls, processes and structures in place and makes recommendations to the Board to ensure that the organisation is in line with legislative and regulatory requirements and best practice standards.

There are three non-executive Board Directors on the Risk, Quality and Governance Subcommittee. Gerry Donohoe, Peter Byrne, and Betty Brophy. Meetings are held bimonthly. A number of the Senior Management team and persons in key roles within the organisation are appointed by the Board to the Sub Committee. Risk, Quality and Governance Subcommittee members are leaders, who strive to embed best practice in risk, quality and governance quality at Board and organisational level.

The Subcommittee monitors systems in WALK through the receipt of bi-monthly and annual updates and reports on a number of key areas arising from the quality systems in place. The Committee also ensures that action plans from Board Governance systems are completed.

Finance/Audit Subcommittee

The role of the Finance and Audit Subcommittee is to oversee and guide the financial strategy of the organisation. It provides assurances in relation to the financial accountability and transparency of WALK. It monitors and evaluates the effectiveness of WALKs internal financial controls, budgeting and budgetary control systems and financial risk management systems.

The Subcommittee provides an objective review of the accuracy of financial data, the integrity of the financial statements and adherence of financial reporting to statutory accounting requirements.

It oversees WALKs compliance with laws and regulations relating to financial and company matters and compliance with terms and conditions of any public and private grants and income received.

The Subcommittee provide an update to the Board at each meeting. There are a minimum of three non-executive Board Directors on the Finance / Audit Subcommittee at any time. In 2024 Pat McCarthy, Bernie Dunne, Gerry Donohoe and Annita Lernihan were nominated to the Subcommittee. Several of the Senior Management team and persons in key roles within the organisation are appointed by the Board to the Subcommittee or invited to attend meetings.

The Remuneration Subcommittee

The Remuneration Subcommittee is responsible for recommending and monitoring the level and structure of remuneration within the organisation, ensuring alignment with comparable organisations and HSE salary scales. Its role includes overseeing the remuneration framework for senior management and agreeing the remuneration package of the Chief Executive Officer. The Subcommittee meets as required and reports its findings and recommendations to the Board. Membership of the Subcommittee comprises the Chairperson of the Board, the Chairperson of the Finance/Audit Subcommittee, and one other Non-Executive Director.

Governance Committees and Groups

WALK maintains a strong governance and practice development framework to ensure high standards of quality, safety, and rights-based support. A range of committees and groups provide oversight, promote best practice, and create opportunities for participation and learning. These structures bring together staff, people supported by WALK, and external experts to guide decision-making, strengthen accountability, and foster continuous improvement across the organisation.

Infection Prevention & Control (IPC) Committee

The Infection Prevention & Control (IPC) Committee provides direction, guidance, and expert advice on infection prevention strategies. It promotes information sharing across the organisation and ensures effective measures are in place to reduce and prevent healthcare-associated infections.

- *Chair: Director of Clinical Services*
- *Membership: Representatives from Supported Living, Day Services, Supported Employment, and Health & Safety*
- *Meetings: Biannually, or quarterly if required*

Risk and Safeguarding Oversight Group (RASOG)

The Risk and Safeguarding Oversight Group (RASOG) oversees the clinical interventions, restrictive practices, and related systems. Its purpose is to ensure alignment with best clinical practice, organisational values, and effective risk management.

- *Chair: Director of Clinical Services*
- *Membership: Internal members include Senior Management, Supported Living, and Psychology representatives. External members include Clinical Psychologists, a Legal Advisor, an Academic Representative, and a Specialist Consultant.*
- *Meetings: Quarterly. Each meeting reviews restrictive practices in supported living, with an audit of day supports to be introduced in Q3.*

Safeguarding Oversight Group

The Safeguarding Oversight Group provides governance and oversight of safeguarding practices across WALK, ensuring that safeguarding standards are consistently upheld.

- *Chair: Director of Clinical Services*
- *Membership: Senior Management Representatives and an External Principal Social Worker*
- *Meetings: Quarterly*

Health & Safety Steering Group

The Health & Safety Steering Group oversees the management and implementation of health and safety across WALK. Its responsibilities include reviewing and providing feedback on existing systems, ensuring consistent implementation, and supporting Health & Safety Champions who oversee local practice.

- *Chair: Acting Health & Safety Officer*
- *Membership: Buildings and Procurement Manager, and representatives from Day Supports and Supported Living*
- *Meetings: Monthly. Members also meet with Health & Safety Champions quarterly to provide updates and act as a forum for raising local issues.*

Practice Development and Participation Groups

Assisted Decision-Making Steering Group

The Assisted Decision-Making Steering Group ensures WALK is prepared for the Assisted Decision-Making Act by sharing information, promoting best practice, and maintaining relationships with key external bodies. It provides a forum for learning and stakeholder engagement.

- *Membership: Individuals with lived experience supported by WALK and staff representatives from across departments*
- *Meetings: Monthly*

Person-Centred Practice Champions Group

This group promoted person-centred approaches that support positive change and improved quality of life for individuals. It also contributed to staff development by building awareness, skills, and practice in person-centred thinking.

- *Membership: Employees from across WALK's service areas*
- *Meetings: Monthly*

Human Rights & Participation Champions Group

This group worked to strengthen knowledge and skills in supporting individuals to understand and advocate for their rights, foster active citizenship, and build participation. It also contributed to professional development in human rights and organisational learning.

- *Membership: Employees from across WALK's service areas*
- *Meetings: Monthly*
- *Update: In September 2023, the Human Rights & Participation Champions Group and the Person-Centred Practice Champions Group were amalgamated to form a single Practice Champions Group, with a focus on developing practice across both areas.*

Peer Representative Group

The Peer Representative Group builds the capacity of elected peer representatives to understand their rights and responsibilities, stay informed on organisational and wider rights-based issues, and share this knowledge with those they represent. It provides a structure for feedback and supports participation in rights-based initiatives both within and outside WALK.

- *Membership: Elected representatives from across WALK's service areas*
- *Meetings: Monthly*



Statement of Financial Activities

(INCORPORATING INCOME AND EXPENDITURE ACCOUNT) 2024

| | | Unrestricted funds 2024 | Restricted funds 2024 | Total funds 2024 | Total funds 2023 |
|------------------------------------|------|----------------------------|--------------------------|---------------------|---------------------|
| | Note | € | € | € | € |
| Income from: | | | | | |
| Donations and grants | 2 | - | 8,100 | 8,100 | 8,100 |
| Charitable activities | 3 | 7,261 | 12,302,339 | 12,309,600 | 10,842,478 |
| Other trading activities | 4 | - | 10,624 | 10,624 | 20,608 |
| Total Income | | 7,261 | 12,321,063 | 12,328,324 | 10,871,186 |
| Expenditure on: | | | | | |
| Charitable activities | 5 | 1,862 | 12,784,932 | 12,786,794 | 10,955,016 |
| Total expenditure | | 1,862 | 12,784,932 | 12,786,794 | 10,955,016 |
| Net movement in funds | | 5,399 | (463,869) | (458,470) | (83,830) |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 455,463 | 5,419,293 | 5,874,756 | 5,958,586 |
| Net movement in funds | | 5,399 | (463,869) | (458,470) | (83,830) |
| Total funds carried forward | | 460,862 | 4,955,424 | 5,416,286 | 5,874,756 |

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

The notes on pages 17 to 37 form part of these financial statements

You can read WALK's Financial Statement for 2024 here:



WALK





NEXT STEPS

Looking ahead, WALK will build on the achievements of 2024 by implementing our Strategic Plan 2025–2029. Over the next five years, we will focus on three key priorities: strengthening our capacity to support people to live the most meaningful lives possible, enhancing and expanding our ability to deliver high-quality outcomes, and ensuring the financial sustainability of our services.

These priorities will guide our work as we continue to empower individuals to live self-determined lives and participate fully in inclusive communities. With the support of families, partners, and stakeholders, we are confident that this plan will help us meet future challenges, seize new opportunities, and realise our vision of a society where everyone is valued, included, and supported to thrive.

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 WALK1967

 WALK_IRL

 www.linkedin.com/company/walk-with-you/

The background features a teal-to-white gradient with several overlapping, thin teal circles of varying sizes. The word "WALK" is centered in a large, bold, black, sans-serif font.

WALK



ANNUAL
REPORT
2024



WALK



ANNUAL REPORT **2024**