

**enable
ireland**

Disability Services
Life With No Limits

Enable Ireland Annual Report 2025



Our Mission

Enable Ireland's mission is to work in partnership with those who use our services to achieve maximum independence, choice and inclusion in their communities.

Our Vision

Enable Ireland is an innovative leader, providing quality services, positive life experiences and advocating for an inclusive society, which empowers people with disabilities.

Our Core Values

Our core values are trust, inclusion, person-centredness, creativity and excellence.



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Chair's Welcome

I am pleased to present the Annual Report for Enable Ireland Disability Services for the year ended 31 December 2025. This has been a year of both significant progress and continued challenge. The Board and I commend Enable Ireland staff who worked tirelessly to meet growing demand for all our services. Throughout the year, their focus remained firmly on delivering high-quality, person centred services to an ever-increasing number of children and adults.

2025 was a year defined by resilience, innovation, and a steadfast commitment to the children and adults with disabilities we support across 15 counties in Ireland. During the year, Enable Ireland continued to operate in a demanding environment with increasing caseloads, constrained resources, and ongoing recruitment and retention challenges. Notwithstanding these pressures, there were many meaningful advancements in services made during the year. I continue to be inspired by the dedication and professionalism demonstrated by staff across the organisation, who worked tirelessly to broaden service provision, strengthen infrastructure, and deepen collaboration with the HSE and community partners.

I extend my thanks, on behalf of the Board, to staff and the Senior Management Team for your continued effort and dedication to enhancing the lives of the thousands of children and adults who depend on our services.

Enable Ireland also sustained its strong performance in governance, achieving full compliance with the Charities

Regulator and successfully renewing its Triple Lock status with the Charities Institute of Ireland.

I would like to sincerely acknowledge the commitment and contribution of my fellow Board members over the past year. We are fortunate to draw on a wide breadth of experience and perspectives, including individuals with lived experience of disability and family members, alongside professionals from the corporate, financial, and legal sectors.

Finally, I express my gratitude to the families, children, and adults who engage with our services. Thank you for your trust and ongoing support as we work towards a society, where every person with a disability is supported to live their life with independence, choice and inclusion in their local community.

Elizabeth J. Barry,
Chair Enable Ireland

In Memoriam: Stephen Haughey

It is with great sadness that we learnt of the death of our former Chairman Stephen Haughey, on 18 April 2026.

Stephen enjoyed a long association with Enable Ireland, firstly as a parent to two of his children who attended our services in Bray and Cork.

Stephen joined the Board of Enable Ireland in February 2008 and became Chairman in May 2021. A position he held until his retirement from the Board in 2025.

Throughout his time on the Board, Stephen demonstrated his passion for Enable Ireland and the services we deliver and, though his leadership, he expertly guided the Board and the organisation through a challenging period of change.

We extend our deepest sympathies to his wife, Elaine, and all the family.

Ar dheis Dé go raibh a anam.



Strategic Plan 2022 – 2025

Enable Ireland has six strategic priorities:

- 1 Partnering** - The adults, children and their families with whom we partner are able to maximize opportunities and to live lives of their own choosing.
- 2 Development** - Strengthen and expand our existing provision and develop new opportunities, to be more responsive to the needs of people with disabilities.
- 3 People** - Enable Ireland is an employer of choice, which nurtures and develops its people and attracts the best talent to enhance service provision.
- 4 Advocacy** - The collective voices of Enable Ireland, service owners and carers will be amplified through a range of platforms and media to promote rights and equality, to raise public awareness and achieve meaningful change for and with people with disabilities.
- 5 Sustainability** - Enable Ireland demonstrates sound professional, environmental, social and financial governance through its compliance with regulatory and legislative standards, and models transparency in decision making, clear communications, accountability and an ability to stand up to scrutiny.
- 6 Leadership** - Enable Ireland has an open and diverse culture and workplace which is inclusive, courageous and creative and in which everyone can thrive.



Enable Ireland has seven key principles:

Enable Ireland's strategic priorities are informed by our analysis of the external environment, delivering on our mission and aiming for the achievement of our vision. In the light of this, seven key principles underpin our strategic priorities

- 1** Putting the children, young people and adults who avail of services at the centre of all we do
- 2** Advocating for their rights and inclusion and challenging systemic inequality
- 3** Protecting our core capabilities and resources as an organisation
- 4** Learning from the pandemic experience about how to face future challenges
- 5** Remaining agile, innovative and adaptable, led by evidence and data
- 6** Delivering government policy through accountable autonomy
- 7** Ensuring future sustainability and added value through fundraising and income generation and our commitment to the Environmental Social Governance (ESG) standards

Enable Ireland's Impact at a Glance



Over 13,000 children and adults with disabilities benefited from our services during the year.



1,109,557 people living in Ireland reported having a disability to any extent. That is 21.5 per cent or 1 in 5 of the population in Ireland that has a disability. (2022 Census)

We provided services from over 40 locations in 15 counties.



Over 12,000 children were assigned to Enable Ireland's 20 Children's Disability Network Teams.



We delivered 3,728 bed nights to 148 children from our 5 children's respite houses.



We provided 4,054 sessions of day respite, including after school services, to 273 children.



We provided over 101,000 hours of vital family and home support services to 507 children.

Expertise in physical disability, development delay, autism, developmental co-ordination difficulties, speech and language disorders, global development delay and intellectual disabilities.





Over 500 adults benefited from our full range of services including day services, virtual service, residential, family support and respite services.



We supported 273 adults with day services in our centres and hub.



Our Adult Family Support Services delivered over 37,000 hours of tailored support to 55 individuals.



Our Adult Residential services supported 23 individuals across three locations.

We provided 2,012 bed nights to 135 adults from our two adult respite houses.



We delivered 3,700 hours of AT training to 1,154 learners.



Over 4,300 donors supported our services.



29 charity shops and Garden Centre raised valuable funds for services.



1,603 employees directly delivered or supported the delivery of vital therapy and support services.



92%

92% of every euro received was spent directly on disability services.



Over 700 volunteers supported our charity shops, fundraising activities and services.



We recycled over 2,200 tonnes of donated clothing to support the cost of service delivery.

CEO Review – 2025



A Year of Growth and Increasing Demand

In 2025, we continued to expand and strengthen our services and provided assessment, therapeutic, educational and family supports to over 12,400 children and more than 500 adults across 15 counties. Demand for our services continued to rise, reflecting both demographic trends and increasing awareness of disability supports. Our 20 Children's Disability Network Teams (CDNTs) supported over 12,000 children, while also making progress in reducing waiting lists. We recognise that the situation remains challenging for children and families waiting for services. While our staffing levels have increased in all CDNTs, waiting lists for services remain in all areas. Our teams worked diligently during the year on initiatives to reduce waiting lists and offered supports to families on waiting lists within the resources available to them.

We expanded our adult day services and respite offerings and initiated key developments in specialist services such as assistive technology, seating and our regional motor management services. Across all services, our teams demonstrated exceptional dedication, innovation and resilience in responding to the evolving needs of service users, owners and their families.

2025 marked the final year of our current Strategic Plan 2022–2025, during the lifetime of this plan our services and activities grew by approximately 30%. This is a significant achievement and reflects both the commitment of our employees and the strength of our partnerships with the HSE, communities and supporters.

Service Expansion and Developments

Among the many milestones achieved during the year some which stand out included:

- Expanded our children's respite services, including increased bed capacity and extended opening schedules in Cork and Clare.
- Continued development of adult service hubs, increasing hub locations to 17 with further expansion planned.
- Continued work with the HSE on the development of new day service places for school leavers.
- Made progress in capital projects, including new properties acquired in Kilkenny and Tralee to support service development.
- Significant advancement of national specialist services such as Motor Management, SeatTech and Assistive Technology, including securing additional funding to support the expansion of our seating service in Cork and Kerry.
- Continued work with the Special Schools Pilot Programme Phase 1 and 2 in Cork and Dublin West.
- Completed the rollout of the CDNT Information Management System, strengthening clinical governance and data capability.
- Continued success in our Virtual Service for Adults, which expanded its reach and impact through digital innovation and strategic partnerships, supporting independence, advocacy and inclusion for service owners.

Fundraising and Commercial Developments

In a challenging economic environment marked by cost-of-living pressures, our Fundraising Department delivered a strong performance and generated a surplus of over €1 million. We are deeply grateful to our 4,300 regular donors and the many individuals, communities and corporate partners who supported our work during the year. I extend my sincere thanks to all who contributed their time, effort and generosity.

Our long-standing partnership with TK Maxx and Homesense continued to be transformative, contributing significantly to both fundraising income and commercial operations. Other corporate partners including Milano Restaurant Group, Smurfit Westrock, Microsoft Ireland and IDEX Pump Technologies Ireland also played a vital role in enabling service enhancements and capital investment in children's services, for which we are extremely grateful.

Enable Ireland worked closely with several grant and foundation partners to deliver tangible projects across the country. We're grateful to all the organisations that continued to provide and facilitate grant funding of our work during 2025, including CAF America, Sir Stelios Haji-Ioannou and the Stelios Philanthropic Foundation, The Hospital Saturday Fund, the RTÉ Toy Show Appeal and Community Foundation Ireland.

Our Commercial Division demonstrated resilience in a difficult retail landscape. Our charity shops are the corner stone of our Commercial Division and during the year we expanded our network of charity shops to 31, opening two new shops in Carlow and Galway. We maintained strong performance levels through operational efficiencies and successful campaigns such as our sustainable fashion competition, the "Final Find". Notably, we secured a major four-year contract with Dublin City Council for textile bank management, valued at €1 million to support the cost of services and capital development. This contract will help to ensure a supply of quality stock donations to our warehouse which is critical to the ongoing success of our charity shops.

Income from fundraising and commercial activities remains essential to bridging the gap between statutory funding and the actual cost of delivering services. In 2025, €788,596 was transferred to support service delivery, underscoring the importance of these income streams.

8-year-old Adam Clarke had the honour of dropping the flag at the start of the annual Castletown Fundraising Rally in Coppeen.



Corporate and Organisational Developments

Across our corporate functions, 2025 was a year of strengthening governance, systems and organisational capability.

- We maintained our Triple Lock status and full compliance with the Charities Governance Code and SORP reporting standards.
- We initiated a redesign of our senior management structure to support future growth, sustainability and delivery of our strategic ambitions.
- We enhanced our risk management and internal audit frameworks, ensuring robust oversight and continuous improvement.
- We made significant progress in IT and digital transformation, including cybersecurity enhancements, cloud migration planning and electronic health record system development.
- We continued to drive our recruitment & retention strategy in a continued challenging employment environment.
- We advanced our sustainability agenda, establishing a National Green Team and securing funding for energy efficiency initiatives.

Challenges Faced

While we achieved much during the year, sustainability of funding remained a significant challenge. As an organisation that is approximately 90% funded by the state, we remain dependent on securing additional income to meet the rising costs of delivering services, including additional regulatory costs, essential capital investment and inflationary pressures in energy, transport and service delivery.

Workforce challenges persisted during the year, particularly in recruitment and retention of frontline staff. Phase 2 of the WRC agreement was implemented towards the end of 2025 and this resulted in pay increases for our employees in our service division. This development contributed positively towards our recruitment and retention of staff strategy. However, staff turnover, while improving, remains influenced by broader issues in the healthcare sector and common across both statutory and voluntary agencies.

Demand for services continued to outpace our capacity to deliver, particularly in children's services, where waiting lists remain a concern despite success in the implementation of targeted initiatives. Accommodation and infrastructure constraints also presented ongoing challenges in some regions.

Across all service areas securing multi-annual, sustainable funding remains a priority for the long-term future of our organisation.

Looking Ahead

Work is already underway on our new strategic plan for 2027–2029, which will build on the strong foundations established over recent years. We look forward to a renewed focus on our mission and commitment to families, children and adults with disabilities.

Our priorities will include expanding access to services, strengthening workforce sustainability, advancing digital and clinical innovation, and continuing to advocate for the rights and inclusion of people with disabilities.

Acknowledgements

I would like to extend my sincere thanks to our staff, volunteers, board members, corporate partners, funders and supporters. Your dedication, expertise and generosity make our work possible. Above all, I want to acknowledge the children, adults and families who use our services and thank you for your trust and partnership.

John O'Sullivan
Chief Executive, Enable Ireland

Louis's Story

Louis (age 7) attends Enable Ireland's Children's Disability network Team in Wicklow. His mother, Kerri, shares her experience of Enable Ireland services.

"Louis was nearly two years old when he missed his walking milestone. He is my youngest of three boys so I was able to compare him with his older brothers. He was a premature baby and came 5 weeks early. I noticed that he didn't sit on his bum but would sit in a 'W' position. You can say it was a 'mother's instinct' but by 18 months I knew there was something else going on. My GP referred us on to Enable Ireland before we had any official diagnosis for Louis and from the first contact with the Enable Ireland team I felt my concerns were listened to.

We got a referral for an MRI and, a few months later, Louis's CP diagnosis was confirmed. But the support from Enable Ireland happened straight away. Louis met with the physiotherapists and we were put in touch with a councillor and social worker. That early support and expert information were key to helping us support Louis better.

In terms of support from Enable Ireland, Louis has benefitted from physiotherapy, occupational therapy and hydrotherapy. The occupational therapist helped with his posture, for example sitting correctly. They also made sure when he started preschool that everything that he needed was in place. They made it such an easy process for us. He loved the hydrotherapy sessions as well.

The physiotherapy with Louis is ongoing and we use home programmes to keep working on his muscle strength up. Before he was walking, he didn't want his mum and dad holding his hand to walk but he needed the support. So when he got his first walking frame just before Christmas at 2 years and 4 months old he loved it. He was finally independent and able to fly around the place on his own, just like his older brothers.

In many ways he is a typical boy. Happy, outgoing and content and also very determined and strong minded. He just wants to be like everyone else. He plays Gaelic football using his walker and also enjoys horse riding and swimming. As he gets older, he is realising that he will have CP forever but he doesn't let that stop him. He started swimming independently recently and he has learned to ride a bike with stabilisers.

He just wants to be like everybody else and show that your disability doesn't have to hold you back."



Children's Services Review

Children's Disability Network Teams (CDNTs)

In 2025, Children's Disability Network Teams remained a cornerstone of Enable Ireland's service delivery, supporting over 12,000 children with complex needs across 20 Enable Ireland-led teams nationally. The year saw a modest but meaningful reduction in waiting lists, with 633 fewer children waiting for initial contact compared to 2024. However, 2,408 children were still waiting for an initial contact at year end, underlining the continued gap between demand and capacity. While the resources allocated to teams in a lot of regions did not change during the year, referral rates were significantly higher, and the needs of the children and families were more complex.

We saw a significant improvement in recruitment during the year although vacancies remained a challenge in some teams and some individual disciplines. The most challenging areas to fill across the teams were Psychology and Speech & Language Therapy. We participated in several recruitment initiatives jointly with the HSE and with our other Section 38 and 39 partners, including online careers fairs, student sponsorship programmes, accelerated targeted recruitment campaigns and accessing HSE panels.

All teams actively implemented innovative responses to waiting lists, including outsourcing assessments to private providers where funding allowed, and developing targeted initiatives to support families while waiting. For example, we received some once-off funding for waitlist initiatives in Dublin which we used to outsource to private providers, and because of this initiative, targets were met.

A major milestone in 2025 was the full implementation of the CDNT Information Management System (CDNTIMS) across all 20 teams. This significantly enhanced data capture, governance, and the ability to monitor outcomes and performance across CDNTs.

During the year, CDNTs facilitated professional placements from leading Irish universities across disciplines, increasing our networks and links with our colleagues in the universities. In addition to providing additional support to staff, these placements also help to bring in fresh perspectives and thinking to our organisation and can help to create a pipeline of skilled future employees who are already familiar with our services. We also ran a new graduate programme in Dublin and Wicklow to support clinical staff in the very early stages of their career, providing extra support and opportunities to connect with staff across all the teams.

We continued to nominate staff to participate in National HSE structures and staff participated in reviews of governance structures for CDNTs, including the governance groups and family forums in the context of the structural changes in the HSE and the setting up of the Regional Health Areas. We also participated in national groups including the Service Improvement Programme Board, the Joint Union Management Forum and the National Disability Authority (NDA) Advisory Group on review of CDNTs. Participation in these groups ensured that we remained up to date and also enabled us to continue to influence national policy and disability strategy.

We were delighted to welcome the Minister for Children, Disabilities and Equality, Norma Foley, to our services in Cork, Galway, and the Mid-West during the year. We welcomed details of additional support and funding to expand services and look forward to building an appropriate infrastructure to support the expansion of services.

Some challenges remained around infrastructure, with several teams operating in unsuitable or temporary accommodation. We continued to address these issues with several options explored as interim or long-term solutions and some progress was made in relation to accommodation for teams in Ballyboden and Kilkenny.

We successfully secured the tender for the first phase of the roll out of the Provision of External Services to provide Programme Delivery for the Development of Online Resources for Children with Disabilities in Ireland. This is a one-year project which commenced in September and will be collating resources from across all the Lead Agencies and Primary Care Teams.



Minister for Children, Disability and Equality Norma Foley, TD officially opened Hazeldene Residential Respite Service for children and young people with disabilities. From this location in Barefield, Co Clare, Enable Ireland offers a high support, residential respite service for children and young people with complex needs, including autism and intellectual disabilities, living in the Mid-West region.

Highlights of service initiatives in CDNTs delivered in 2025:

- We set up a new iPad Hub in Greenhill's which was a huge success enabling many children across CDNTs gain access to Alternative Augmentative Communication (AAC) devices in a timely manner.
- Sandymount Services collaborated with a Trinity College Research Assistant to develop a national survey of existing knowledge and gaps in services for children and young people with Cerebral Palsy.
- We set up a new Occupational Therapy-led Assistive Technology Clinic on site in Leopardstown.
- We received additional funding from the HSE to expand our Assistive Technology service in the West.
- We ran a 6-week Parent Wellness Workshop in Cavan, funded by the National Lottery Grant received.
- We ran a pilot programme with four families from the Navan Service, which involved coaching parents in their home with their child to set up routines and implement strategies. The feedback was positive and the aim is to increase the ability of parents to take strategies from recommendations to practice.
- In Sandymount we collaborated with Sibshop Ireland and community partners, including the Dún Laoghaire-Rathdown Children & Young People's Services and local libraries, to enhance and develop sibling support initiatives within the community.
- Our teams in Dublin and Wicklow linked in with community services to run initiatives such as teen gym, rock climbing, and cycling groups.
- We held Parent Plus Special Needs Groups to give parents the opportunity of discussion and interaction with other parents.
- Our three Cork CDNTs received funding from the council's "Stay and Play" initiative. This allowed parents to enjoy some refreshments and build networks while their children played in a soft play area. CDNT staff availed of the opportunity to see the children in a natural environment to add to their clinical information on the child.
- In Dublin West Services, we piloted a Young Adult Transition Team to support service users in their final year of secondary school transitioning to adult services.
- The Ballyboden Team took part in Phase 2 of the Special Schools' Pilot Programme working closely with the Department of Education.
- The Tymon CDNT secured additional funding to continue and expand the very popular rock climbing intervention. This group received very positive traction within the disability services and advocacy spaces on social media and has built strong partnerships with the Dublin Climbing Centre and Active Dublin.
- A "Stay Together/Play Together" pilot programme is being run by occupational therapy and speech and language therapy staff in Kilkenny and is designed to enhance parental capacity to support their child. The pilot ran until the end of October and will now be reviewed. The initial feedback is positive.
- We established a Down Syndrome Pathway in the Navan Team where every child attending the CDNT with Down Syndrome is reviewed by the full team at least once a year.
- The psychology team in Wicklow delivered a 6-week programme of therapeutic animal interventions with adolescents and their carers to reduce anxiety and increase confidence and therefore increasing their school attendance. This programme involved them interacting with alpacas.
- The Ballyboden Team offered a suite of speech and language therapy workshops to families awaiting services from the team.
- We increased our music therapy provision funded by a private donation through the use of an off-site location operated by Galway Autism Group (GAP). This new location enabled us to accommodate more service users and families.
- Family Forums took place in all CDNTs across the country.
- CDNTs delivered a variety of supports and targeted interventions to parents and young people transitioning from primary to secondary school including a Teen Walk and Talk Group in one of our Cork teams where a young person talks to younger children about their experience of that time in their lives.
- Dublin West ran a very successful "Ready, Steady School Group" with involvement from speech and language therapists, occupational therapists, Early Years Nurse Practitioners and Therapy Assistants. Parallel sessions ran for both parents and children. The parents feedback was that the explanation of different services available in schools, understanding the school day and the role of school staff was helpful as well as the informative content e.g. child's passport for transition to school.
- Staff in our Cork and Kerry CDNTs undertook training in Responsive Feeding, an approach to assessing and supporting children with avoidant/restrictive feeding challenges.
- A number of targeted interventions took place across our CDNTs supporting children, young people and their families with transitions from preschool to primary school, from primary school to secondary school and from secondary school to adult services.

The Parent Connection: The Power of Peer Support for Parents of Children with Complex Needs

In June, we launched a report in conjunction with researchers from the University of Galway highlighting the positive impact of peer support for parents of children with complex disabilities, titled **The Parent Connection: The Power of Peer Support for Parents of Children with Complex Needs**. The report presents findings from Ireland's first peer support pilot programme of its kind.

The 12-week initiative took place in 2024 across three Enable Ireland service locations, Galway City, Curraheen (Cork), and Nenagh (Co. Tipperary). 10 experienced parents were paired with 10 parents newer to the journey of raising a child with complex needs. Enable Ireland Children's Disability Network Team (CDNT) staff members provided supervision sessions to support parents at monthly intervals. The aim was to provide emotional, social, and practical support through shared lived experience.

Dr Devon Goodwin, Enable Ireland Director of Services Gillian Darrer, Enable Ireland CEO John O'Sullivan, Support Parent Sheila McCormack, Dr Lhara Mullins and HSE Head of Service CHO2 Mary O'Halloran, pictured at the launch of a new report by Enable Ireland and researchers from the University of Galway revealing the positive impact of peer support for parents of children with complex disabilities. Titled **The Parent Connection: The Power of Peer Support for Parents of Children with Complex Needs**, the report presents findings from Ireland's first peer support pilot programme of its kind.



Principal Investigators on the pilot project were Dr Lhara Mullins and Dr Devon Goodwin from the University of Galway.

“This project was born from our own lived experience as parents and our belief in the power of connection. We wanted to create something by parents, with parents, and for parents, because no one understands the journey like someone who’s walked it too”.
Dr Devon Goodwin.

“Through this pilot, we’ve seen how peer support can reduce loneliness and isolation, build confidence, and offer both practical guidance and emotional reassurance. It’s about creating a community where parents feel seen, supported, and empowered.” - Dr Lhara Mullins

The mixed-method study using both qualitative and quantitative methods found meaningful improvements in:

Parental self-efficacy – Project had a positive effect on how parents perceived their ability to manage the complexities of parenting a child with additional needs.

Perception of parental supports – Project led to meaningful improvement in parent’s perceptions of their current support system after the program.

Resilience and well-being – A notable improvement on overall scores on resilience and well-being scales.

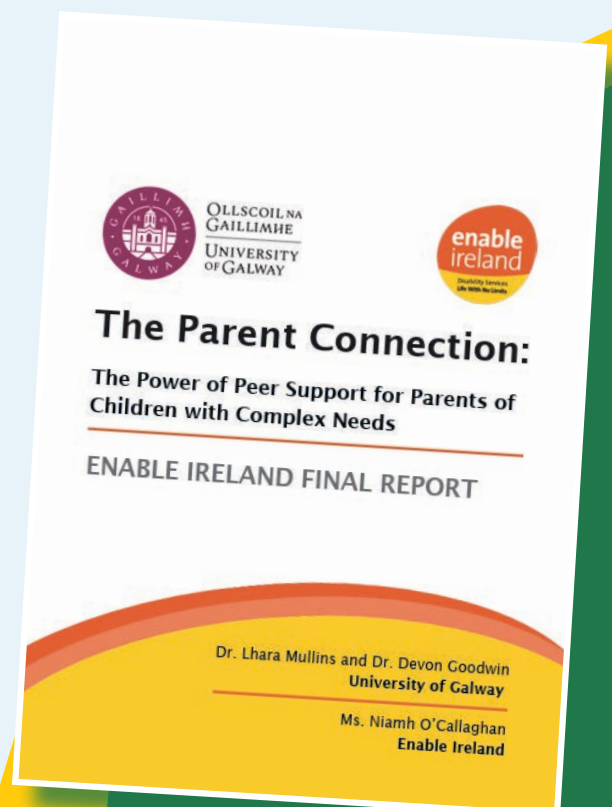
The report also highlights the ripple effect of peer support, with benefits extending to support parents and Enable Ireland staff, who gained deeper insights into the lived realities of families.

“Being part of the peer support pilot was an amazing experience. I would 100% have benefited from support like this in the early days after my son was born. I was partnered with a parent whose young child had also been diagnosed with Down syndrome, something I went through ten years ago with my own son. I remember how overwhelming and lonely those early days were. When you first get a diagnosis, it’s a lonely, scary time. You’re dealing with a new baby, sometimes medical issues, and the emotional impact is huge. Being able to say to another parent, ‘It’s going to be ok,’ and really mean it, because you’ve lived it, that’s powerful. We’ve built a real friendship. We meet regularly and text often, just recently she asked me about summer camps my son did. It’s been amazing to be part of something that helps parents feel seen, supported, and less alone.” -

Sheila McCormack, a support parent who took part in the pilot and was partnered with a mother in Galway whose child had a similar diagnosis to hers.

Key Recommendations from the report included:

- Scaling up peer support initiatives nationally to complement existing formal service provision.
- Embedding parents in the planning and delivery of future peer support programmes.
- Conducting further research into the unique needs of parents of autistic children.
- The original pilot was funded by the JBDB Fund at Community Foundation Ireland and the TK Maxx and Homesense Foundation. Since launching the report, funding has been confirmed to roll out the Parent Connect Programme in three HSE regions in the first quarter of 2026.



Preschools

Enable Ireland's preschool services experienced growing demand in 2025, reflecting increased need for early intervention supports for children with disabilities. In response to this need we expanded services, with preschools in Galway, Kilkenny and Dublin all operating five-day weekly provision and increasing capacity where possible with sessions also running in the afternoon.

Quality remained a strong focus, with regulatory inspections confirming high standards of compliance, including full compliance reported at the Sandymount preschool registration inspection.

During the year, our preschool staff engaged in many outings and activities including visits to local libraries and a christmas sensory workshop. In Galway, we developed an afternoon play session targeted at children under three with complex medical needs in response to needs of families where children, for medical or other reasons, cannot access an early years' service.

Respite, Family Support and Residential Services Review

Children's Overnight Respite

Children's respite services delivered significant impact in 2025, with 148 children accessing overnight respite across five houses in Wicklow, Cork, Carlow, Nenagh and Ennis. During the year, we delivered 3,728 bed nights to children. These services provide essential breaks for families while supporting children's independence and social development.

In November, we were delighted to welcome the Minister for Children, Disabilities and Equality, Norma Foley to officially open our new children's respite house outside Ennis.

The new development offers a high support, residential respite service for children and young people with complex needs, including autism and intellectual disabilities, living in the Mid-West region. The service comprises three bedrooms in the main area of the house and, within the same house, a one-bedroom self-contained apartment suitable for children and young people who may require a quieter space and prefer time on their own, and for emergency and crisis placements. At full capacity, the service can accommodate four children or young people up to eighteen years of age. Children staying in the house will have access to two secure garden areas, one dedicated to the apartment, both with outdoor play equipment and be supported by a full complement of staff including nursing, social care and support staff.



Our Galway services were pleased to welcome Minister for Children, Disability and Equality, Norma Foley, together with Minister of State with responsibility for Disability, Hildegard Naughton for a tour of Enable Ireland's Galway services and to meet with staff and families.

"Respite care is one of the few times that our daughter gets a break away from home. She is bright, creative and loves animals. The respite care she gets at Hazeldene means the world to our family. The staff at Hazeldene are like her second family and we are very grateful and thankful for this. Respite care is truly a fundamental need for families like ours where we know our daughter is happy and learning to be more independent." - A parent whose daughter attends Enable Ireland's residential respite service shared her experience.

A key priority for us was capacity expansion and with additional funding we increased bed nights and extended the service availability in Cork, Clare and Nenagh. We received confirmation of additional funding to extend the opening nights in Lavanagh House the children's respite house in Cork by one additional night per week, from six to seven nights, commencing January 2026. We also received funding to increase the bed nights at Hazeldene Children's Respite from 700 per year to 1400 per year. We also received confirmation of core funding for Teach Saoirse Respite House in Nenagh for five bedrooms. We have plans for further growth in respite services into 2026.

We had a very successful re-registration inspection with HIQA in Kilcar House, Carlow, and the service continued to work collaboratively with a dedicated team to grow the service. We expect to expand opening nights in Kilcar House in 2026.

Internal and external inspections continued during the year in all respite services. An unannounced HIQA inspection took place in our Silverpine House Children's Respite service in Wicklow, and a full compliance report was issued.

Children's Day Respite and After School Service

"By giving my daughter 3 hrs. help with her little boy, you have transformed her life and that of her little boy too. For those few hours she has space and time for herself. I wish others could experience the same as her, it is life changing and I, as her Mam, will be forever grateful to your organisation." - A grandparent whose grandchild receives after school support.

In 2025, we delivered day respite including after school services to 273 children, with 4,054 sessions delivered.

In Galway, Mayo, and Roscommon, our After School Connect Programme grew with more children accessing the service by year end.

In Cork, our children's respite services increased their staffing quota over the summer months to provide community-based day respite to 34 children for a total of 528 hours. Lavanagh House delivered a busy camp schedule during the year which included Saturday, Easter and Summer camps. We received significant support for our respite services from hugely generous donors who wish to remain anonymous.

Mayo Services explored new ideas for activities such as reflexology and group choir. They also worked alongside the Mayo Autism Group to provide an Easter Camp in Belmullet, which was also provided for the Summer.

We made progress on the lease and going to tender to relocate the preschool and after school respite service in Galway to Caireal Mor.

We successfully submitted a business case to the HSE for the expansion of the afterschool and day respite service in Kilkenny and identified a house for purchase to support this service.

Family Support

Family support services also continued to grow, with 507 children benefiting from over 101,000 hours of support in home and community settings. These services play a critical role in sustaining families, enhancing quality of life and enabling community participation.

Our Family Support Service in Limerick is located at the Delta Centre and during the year we completed refurbishment of the kitchen and relaxation room with funding received from IDEX Foundation Project in Limerick. The refurbishment included a modern kitchen and social space designed to promote life and social skills for children and families. This transformation replaced outdated facilities with a bright, welcoming café-style environment equipped with modern appliances. It also included a fully equipped sensory room to support children's sensory needs and emotional regulation. This purpose-built space features state-of-the-art equipment, including sensory play panels, a curtained dark den, mood lighting, image projection, and soft play areas.

Family Support Services around the country delivered summer programmes and camps which were very successful.

Regional Motor Management Services

Motor Management Service (MMS) is one of the specialist services we provided during the year. Motor Management refers to a comprehensive approach to managing the motor skills and physical development of children with disabilities. It involves specialised services, supports, and interventions aimed at optimising a child's physical function, preventing complications, and promoting independence throughout their childhood.

We continued to see increased demand for these regional specialist services, particularly in areas supporting complex physical disabilities. These services delivered a wide range of specialist clinics, including neuromuscular, orthopaedic, tone management and gait analysis, providing multidisciplinary assessment and intervention.

The Spasticity Management Clinic saw 38 children with part time input from occupational therapists and physiotherapists.

In the South West, we received approval to expand the Wheelchair Seating and Assistive Technology (WSAT) service within Physical Disability Support Service (PDSS) in Cork & Kerry with the addition of 4.5 additional allied healthcare professionals. It is proposed that in its initial stage the WSAT service will cater to the needs of 183 children, with an anticipated growth to 320 children over a five-year period, based on an annual increase in referrals of 15%. This will be a very positive enhancement to the existing PDSS service. The South West Regional Physical Disability Support Service

(PDSS) for Cork and Kerry is a tertiary specialist service and provided assessment, monitoring and intervention to support service users with a physical disability across 15 CDNTs and primary care areas in 2025. This service delivered monthly clinics in Orthotics, Neurological Casting, Cerebral Palsy Screening, Specialist Seating, Specialist Upper Limb and Individual Assessment & Gait Analysis seeing an average of 180 children each month. In addition, the PDSS work with consultants from the acute services to deliver MDT Community Clinics on site in Enable Ireland's premises with Paediatricians, Orthopaedic Surgeons, Spinal Orthopaedic Surgeon and Paediatric Neurologist monthly/bi-monthly, seeing on average 70 children per month.

We established a Regional Management of Upper Limb Tone Clinic in Dublin, Kildare and Wicklow regions. We provided motor management services to children attending special schools across Dublin, Wicklow and Kildare and extended to support corresponding primary care teams in these regions.

We developed a new training programme on Postural Control and Postural Interventions in the Kildare team based on the need identified during clinical appointments. The Dublin West MMS team reintroduced the UPPER Limb Splinting Clinic with supports being provided by Clinical Specialist OT. This included upskilling through formal training of the MMS Occupational Therapist. We delivered two training sessions to UCD Physiotherapy Students on Spina Bifida, Duchenne Muscular Dystrophy, Programme planning through play.

The demand for MMS Occupational Therapy support continued to increase as evidenced by the ongoing increase in Occupational Therapy specific appointments across the five supported Dublin CDNT's.

Enable Ireland personnel joined the newly established National Children Physical Support Service Steering Group. The group is established to design, coordinate and oversee the development of a sustainable, integrated and regionally responsive physical support service for children with physical disabilities.

Our Cavan Services made progress on the development of a Motor Management Service as well as a Hydrotherapy Service. In Meath, our Occupational Therapy and Physiotherapy Motor Management Clinics commenced services.

Under the SEED (Specialist Education & Expertise in Disability) programme, therapists from CDNT and the Primary Community and Continuing Care (PCCC) in the Mid-West and West regions had access to support and training delivered by clinicians from our Cork and Kildare motor management services. Training was delivered by Enable Ireland nationally to 170 clinicians (from all aspects of the health services) to develop skill and capacity in supporting children with physical disability across services as part of the SEED programme.

Our Assistive Technology Regional Service in the West had a significant increase in service delivery in the last year. The service benefited from the addition of the senior speech and language therapist in that it can now deliver a more holistic service to children and adults.

Capital Projects in Children's Services

We made significant progress in strengthening our infrastructure to support children's services. We advanced planning and funding processes for the extension of Lavanagh House in Cork, which is expected to enhance respite capacity.

We continued to invest in our regional service infrastructure. We secured a grant from the HSE to improve the accessibility of our buildings in Meath Children's Services.

Kildare Children's Services secured \$15,000 (€12,840) in funding from Microsoft Ireland to upgrade the playground and outside areas.

A major milestone was the acquisition of a property in Kilkenny, which will facilitate the expansion of after-school respite services for children in this area.

Sean's Story

Community is hugely important for Sean Rooney, who volunteers at a local community centre and has engaged with the local council to improve street hygiene. Sean is 25 years old and has been attending Enable Ireland services since he was a child. He currently goes to the Enable Ireland Adult Service Hub in Rialto.

"Near our Hub in Rialto there is a community centre called F2. They offer loads of programmes for different ages and different people. You can do activities like boccia, cooking, dance classes, and chair yoga. I regularly went to activities there with my friends from the Rialto Hub. Seeing the work that the people in F2 do, I liked how they help people in the community. I think it's important for people to give back and help make society better.

So, I went into the centre and asked if they had any opportunities and gave them my CV. From that, I secured a job interview. In the interview, I wasn't nervous or scared; I felt confident as I thought I'd be great in the role. I wore a blue suit to help me prepare, with a shirt and tie. When they told me I got the job, I was delighted!

On the first day, my boss showed me around. I met a lot of people. They were all very friendly and I quickly felt part of the team. I love my role in the centre. It's varied. I do odd jobs and help wherever I can. From welcoming people at the front desk and directing them where to go, to cleaning the hall and helping set up for events and classes. My favourite part of the job is meeting all the people who come to the community centre. You get to meet all sorts of people. It makes me very happy.

I've been working at F2 for nearly three years now. I have the best time with the staff who have become my friends. We're always telling jokes and pulling pranks. Last year, when we were getting ready for Christmas, we had to take the tree out of the basement. The fellas tied the tree to my wheelchair, and I pulled it out. We have some craic!

My goal is to make people happy and show that anyone can be part of the community. I think it's important for people to give back and help make their community better in whatever way they can. Earlier this year, I noticed a real problem with people leaving dog poo on the pavements near the community centre and our Enable Ireland hub. I lobbied the local council to clean it up and met with my local councillors to discuss the issues. After the meeting, they arranged for the streets to be cleaned, and the dog poo was cleared. It was a great sense of achievement knowing I had done something to help improve our area for everybody. I'll do anything to try to make the community better.

My hope for the future is to secure a paid role in a supermarket, like Dunnes. The experience I've built at F2 will be very valuable, and it would be fantastic to work in a paid role where I get to work with the public and meet lots of people."



MY GOAL IS TO MAKE PEOPLE HAPPY. BE PART OF THE COMMUNITY. IT'S IMPORTANT FOR PEOPLE TO GIVE BACK.

Adult Services Review

Adult Day Services

Adult day services supported 273 individuals across 17 hub locations in 2025, with plans to expand further to three additional locations in 2026.

In February, we officially opened our Adult Day Service Hub in Thurles. The hub provides essential supports to individuals with physical disabilities in their local community. This new service has greatly enhanced the lives of five individuals who before its opening faced lengthy daily commutes to Nenagh to access services.

The establishment of this hub means that these individuals can now engage with services in their own locality, reducing travel time and enabling greater inclusion within their community. With more time available for participation in skill development, community-based activities, and working towards personal goals, this service represents a significant improvement in accessibility and quality of life.

We continued to develop our day services in line with the New Directions framework, with increased focus on person-centred supports, skills development and community integration.

During the year, we experienced increasing demand for places for school leavers and a growing complexity of needs, particularly in relation to those needing environments that support their sensory and emotional regulation needs. For example, the numbers of school leavers needing a day service placement in the Mid-West increased, and the services were challenged to source appropriate accommodation and put staffing responses in a timely manner to meet the need.

We continued to invest in training, digital tools and assistive technologies in supporting ongoing quality improvement and service development in adult services. Our Adult Services Managers with support from our National Development Officer for Adult Services undertook a work plan that included work on the EASI (Evaluation, Action and Service Improvement) Tool across all hubs in preparation for the imminent monitoring visits by the HSE Day Services personnel. Work was also undertaken by this group in addressing themes such as enhancing Living Options, Person Centred Planning, the Assisted Decision-Making Capacity Act, Relationships and Sexuality and Advocacy with the development of training and support materials for staff and service owners.

Service owners and staff at the official opening of the Thurles Hub for Adults with Disabilities at the Iconic FBD Semple Stadium



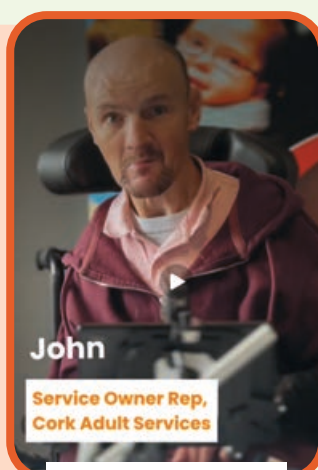
Highlights of Adult Service initiative delivered in 2025:

- In Arklow, we delivered the Healthy Food Made Easy programme and trained additional staff members to deliver it. We also delivered a relationships and boundaries programme called 'Real U'. This will help service owners gain knowledge and understanding around relationships, sexuality and boundaries.
- A service owner and one staff member from Sandyford Services took part in a study by a 3rd year Cambridge University medical student about lived experience with a disability.
- We partnered with Castleconnell ADS for a 6-week rowing programme in Castleconnell rowing club. We also held a garden party and invited the families and the wider Castleconnell community, where service owners could showcase their talents and allow the opportunity for more community involvement.
- Service users from Bailis Independent Living Service visited Dublin Day Services to give a presentation on living independently to the service owners in the day service.
- We held a Sensory Garden Open Day in our Dun Laoghaire Service in conjunction with the County Council and local allotment association.
- We held a family members and Enable Ireland Multi-Disciplinary Team (MDT) meeting in September in Cork Adult Services. This was the first time in a number of years that a full MDT is available to service owners. The addition of a Behavioural Specialist (0.5 wte) and Social Worker (0.5 wte) has been hugely beneficial to the service owners and their families.
- We officially commenced operating from the Limerick City Centre Hub at the start of September supporting 10 young adults with ID/ASD. The day service has a full complement of staff including a coordinator and five adult support workers.
- Service owners in Clare Adult Services accessed Holistic Therapies in the community fortnightly. One service owner volunteered at the local radio station, and another participated in an eight-week social farming placement program.
- Service owners from the Thurles Day Services attended a four-week gardening programme and have planted their own herbs, vegetables and flowers outside the centre as a result. Another service owner attended a one-day barista course.
- In the Mid-West, we secured work placements for three service owners through the TUS programme.
- In Dublin South East, we liaised with Dublin Local Representative (DLR)/HSE regarding living options and key workers proactively reviewed housing and living arrangements with service owners.
- Across all adult services we rolled out Living Options, a means of supporting service owners to think about and talk to those closest to them about where they wish to live and the options available to them.

Sarah learning independent travel skills with Bus Eireann as part of Enable Ireland's Strive programme in Limerick.

Learn about the **National Service Owner Council** from Adult Services Representatives. The National Service Owner Council is an independent committee of people with disabilities supported by Enable Ireland. The Council do a lot for Service Owners: they advocate, negotiate with management to improve services and make sure everything is accessible and inclusive. They bring Service Owners' voices to the heart of decision-making, helping create real change in their communities and beyond.

Scan QR code to view the video.



Adult Family Support Services

Adult Family Support Services provided essential assistance to individuals living at home, with 55 service owners receiving over 37,000 hours of tailored support.

These services focus on promoting independence and maintaining community engagement. During the year, we received confirmation of ongoing funding for 2026 including funding for family support service in the Mid-West as part of our core grant and this provided a degree of stability and enabled further development of this service area.

Adult Residential & Supported Living Services

Our residential services supported 23 individuals across three locations, alongside seven individuals living independently in the community with structured supports.

The residents and staff from our Supported Living Service in Ballis in Navan attended the Irish Healthcare Awards in May. This innovative model is an alternative to full time residential care and was shortlisted in the 'Public Homecare/Assisted Living Provider' category. The Independent Living Service was set up in 2008 and is provided in partnership with HSE Meath Disability Services and Cheshire Ireland. It is a progressive bespoke model which provides a person-centred, innovative response to the housing needs of adults with disabilities. While there is a lack of suitable independent living accommodation across Ireland, the Bailis model, and its success to date, provides an exemplary model showing what can be done. We were all very proud of their achievement in being shortlisted for an award.

"I am so grateful to have my own front door and to be able to come and go as I please. Having Enable Ireland on call 24/7 all year round is such a comfort to me" – Bailis's service owner.

Quality and compliance remained strong across residential services, evidenced by positive HIQA inspection outcomes.

Adult Respite

Adult respite services provided 2,012 bed nights to 135 individuals across two locations, offering vital short-term support and relief to families and carers.

There is clear demand for further expansion of respite services, particularly in regions such as Kerry, where we received confirmation of €1 million in funding from the HSE for the acquisition and development of a new adult respite service for Tralee in December 2025.

We also undertook infrastructure improvements, including energy efficiency upgrades supported by SEAI funding, enhancing sustainability and reducing our operational costs.

We are continuously working to enhance service owners' experiences while on respite with us. In Rathmore House service owners have participated in Happy Trails horse riding centre, Skypark accessible ziplining, Lough Ree access for all boat trips, Avondale beyond the trees and many more activities.



Mikey O'Doherty celebrates awarding of first-class honours from Mary Immaculate College.

National Online Services Development Project (Virtual Service)

2025 was a significant year for Enable Ireland's [National Virtual Service](#), demonstrating the growing value of virtual supports in promoting independence, participation, advocacy, social connection, and accessibility for people with disabilities. The service continued to expand its reach across Ireland while strengthening partnerships, developing new modest income streams, and contributing to national conversations about the future of disability services.

The HSE's partnership with Enable Ireland on the National Virtual Service Strategic Project enabled us to embark on an exciting programme to further interrogate this potential of online services.

Highlights of key initiatives for 2025 included:

- The Virtual Service delivered weekly programmes and provided approximately 15 hours of service each week throughout the year. Programmes encompassed advocacy, assistive technology, education, health and wellbeing, supported by our new podcast series, [Enable Talks](#).
- One of the year's most notable achievements was the delivery of the largest webinars ever hosted by the service. The [Smart Home Gateway Project webinar](#) attracted 262 participants from Ireland and internationally, while a Microsoft Copilot and Artificial Intelligence webinar attracted 114 participants.

Hosts and presenters at the Smart Home Gateway Webinar, which brought together over 262 participants from across the world to explore innovative smart home technologies, accessibility solutions, and the future of independent living.



- The service also strengthened its reputation as a leader in accessible information. During 2025, staff and service owners collaborated to produce Easy Read versions of complex information, including the [European Accessibility Act](#), the [Virtual Service Evaluation Report](#), HSE monitoring resources, and New Directions surveys.
- The service maintained strong participation throughout the year, with Virtual Service Support Workers contributing over 1,800 paid support hours across the year.

Despite continued growth and success, securing long-term funding remains the greatest challenge facing the Virtual Service. Partnership with the HSE, increasing demand for accessible content and growing evidence of impact all indicate significant opportunities for expansion.

As national interest in virtual supports continues to grow, the service is well positioned to influence and shape the future of disability service delivery in Ireland.

Dr Joan O'Donnell presenting on Safe Virtual Spaces, sharing insights from her PhD research on creating safe, inclusive online environments and highlighting the significant value of virtual services in supporting connection, participation, and wellbeing for people with disabilities.

The screenshot shows a virtual meeting interface. On the left, a presentation slide titled "Designing for the future" is displayed. The slide features a central diagram with "Safe Virtual Spaces" in the middle, surrounded by four boxes: "Technology" (top), "Practices supporting" (left), "Environment and context" (right), and "Safe Virtual Spaces" (bottom). Below the diagram, a text box reads: "Dr Joan O'Donnell (PHD paper overview) Safe virtual spaces - the value of Virtual Services". The "enable Ireland" logo is in the bottom left corner. On the right side of the screen, a grid of video feeds shows participants, including Dr. Joan O'Donnell at the top, and other individuals like Glen Hayes, Padhraic Dorney, Jason O'Reilly, Richard Coonan, amanda, and George Dineen.

Capital Projects in Adult Services

We made significant progress on several capital projects, supporting the expansion and modernisation of adult services.

Key developments in the year included:

- We secured approval of the Midleton Hub project, with construction commencing in 2026.
- We secured funding for a second Limerick city centre hub.

- We secured €90,000 funding from the HSE for the refurbishment of Newcastle West hub. This will be completed in 2026.

These investments will support improved accessibility, capacity and quality of service environments for adult service owners.

National Specialist Services

National Assistive Technology (AT) Training Service

Our National AT Training Service progressed a range of exciting and innovative projects during 2025.

Highlights from 2025 include:

AT Training

Our AT training programme is the lynchpin of our service, with over 60% of our training now delivered online. We reached 1154 learners through our various AT training programmes and delivered 3,700 hours of training content. Our TU Dublin-accredited Foundations in AT course is a key focus, providing in depth content on a wide range of digital AT solutions, services, policies and funding options. Our James Brosnan Scholarship has grown in profile, attracting people with lived experience to our Foundations course. We were honoured to be part of a new AT training consortium led by Rehab, DATTN: Digital AT Training Network, and collaborated with all partners to develop introductory AT online training which will be hosted on our blog site: www.atandme.com

Community Hub for AT

As a founding partner with the Disability Federation of Ireland of CHAT, the Community Hub for AT, a thriving national AT community of practice, we were proud to support 4 hybrid CHAT events nationally, reaching almost 300 people from diverse services and institutions across health, education, employment and independent living.

AT Passport

We progressed our AT Passport project, developing V2.0 to support people who have AT needs who do not have access to a disability or other support services. This project was funded by the HSE's CREATE fund, and we also presented our Passport at Digital AT Europe's annual conference.



WHO AT Capacity Assessment

We continued our role on the advisory group of the WHO ATA-C (AT Capacity Assessment), commissioned by the Irish Government.

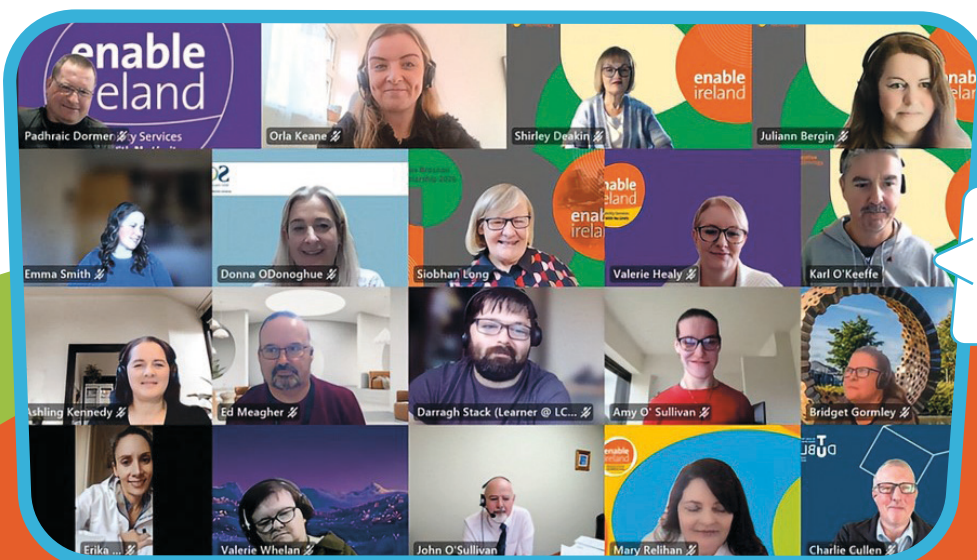
AT Loan Library

Our AT loan library went from strength to strength in 2025, expanding our iPad hubs to 6, located in local services, supporting CDNTs to optimise their AT supports to children in their regions. We saw a 44% increase in loans during the year, reflecting an increased awareness and understanding of the role AT can play in children's emerging independence at home and in education.

AT in Education

We delivered our second online Summer Course for teachers, approved by the Department of Education for Primary School Teachers. 46 teachers completed our course, reflecting a growing awareness among educators of the importance of AT in supporting success in education.

We were delighted to welcome an educational specialist to our team to support the expansion of our See Hear Play Project, exploring how technology can facilitate creativity for groups with mixed abilities in an educational context.



Foundations in AT course online graduation ceremony 2025.

SeatTech Special Seating Service

SeatTech is Enable Ireland's special seating service working from a Dublin base. As a specialist service, SeatTech's primary function is to offer fully independent, unbiased multi-disciplinary special seating assessments, and to support those who access our service to translate these assessment findings into suitable mobility and seating equipment solutions. Where a suitable seating solution is not available from a commercial provider, SeatTech has the capacity to design and manufacture complex seating solutions in-house.

Located at Enable Ireland's Sandymount campus, we offer a regional service covering South Dublin, Wicklow, and Kildare. The team collaborates closely with service users, families, and local providers, including Primary Care and Children's Disability Network Teams (CDNTs), to offer a holistic approach to care.

In 2025, we delivered 438 appointments to 153 individuals. By working alongside frontline clinicians, we enabled these individuals and their families to pursue greater autonomy and participation in their communities. We experienced challenges in recruitment during 2025 which inevitably impacted our ability to optimise our service reach.

We were successful in a funding bid submitted to the HSE, reaffirming SeatTech's position as a specialist seating service with a now streamlined funding model that supports quicker response times and shorter episode of care durations.

SeatTech continued research into the design of 3D-printed wheelchair seating in collaboration with a post-doctoral researcher from University College Dublin.

SeatTech staff delivered a further three Level 1 Seating Assessment Training courses and met the demands for more advanced training through the delivery of two Level 2 Seating Assessment Training courses.

SeatTech was a key contributor to the development of national and international wheelchair and seating initiatives and contributed to the work of the International Standards Organisation (ISO) Wheelchair Seating Standards Working Group Committee, the World Health Organisation and the HSE's national Product Evaluation Group (PEG) re-established to support the procurement of manual and powered wheelchairs for children & adults. SeatTech staff attended and presented at conferences both nationally and internationally

SeatTech team members working on a customised seating solution.



Corporate Services Review

Information Technology (IT)

The IT Department supports services, corporate, and commercial operations while enabling the organisation's wider digital transformation objectives.

During 2025, significant progress was made across infrastructure and cyber security. The organisation continued its cloud migration programme and completed planning for an external partner to support the next phase of delivery. Key digital initiatives included the migration to Government Networks in ten service locations and the deployment of systems for secure file sharing and electronic signatures. Cyber security capability was strengthened through the implementation of Microsoft Defender to manage company devices while a security service was implemented to detect cyber threats and training developed to improve staff awareness.

Significant progress was also achieved in clinical systems and electronic health records. All CDNTs were migrated to the HSE CDNTIMS system, while requirements were finalised

for a new electronic health record system that will support adult, children's, family support, community, and residential services. This programme will support record keeping, governance, reporting and information sharing across all services. The Governance, Risk and Compliance system procurement was completed, providing the foundation for a more integrated approach to risk, compliance, audit, policy management, and governance oversight.

IT services continued to support approximately 1,750 users across more than 80 locations, providing reliable and secure technology services nationwide. Throughout the year, the IT Department continued the technology upgrade programme including the modernisation of technology within the retail network. The Department also continued to develop and strengthen its Information Security Management System (ISMS) in support of ISO27001 certification through internal audits, policy development, risk management, and continuous improvement activities designed to enhance security, resilience, and compliance throughout Enable Ireland.

Human Resources (HR)

In 2025, Enable Ireland employed an average of 1,603 staff across its services. Workforce sustainability remained a key priority, with labour turnover at 12.4%. Of those who resigned, 31% had less than one year of service, and 54% had less than two years of service. This summary reflected persistent recruitment and retention challenges across the disability sector. While the statistics for Enable Ireland's labour turnover improved in 2025, many of our recruitment and retention difficulties continued to stem from pay inequity by virtue of Enable Ireland's Section 39 status for the first nine months of the year. By the end of the year, progress was made through the implementation of the Workplace Relations Commission (WRC) agreement on pay, which will support improved recruitment and retention over time.

Our Recruitment & Retention strategy introduced a range of initiatives to strengthen the workforce, including:

- A Student Sponsorship Programme for clinical final year graduates in conjunction with the HSE
- Participation in national virtual careers fairs
- Enhanced recruitment marketing through targeted communications
- Staff recruitment introductions awards
- Pilot targeted recruitment for clinical posts in partnership with HSE
- A digitalised recruitment systems where automation has enhanced access of potential job candidates across all vacancies
- Policy changes on family friendly practice to encourage enhanced staff retention
- Following consultation with staff, we refreshed our staff engagement structures, replacing the previous Staff Consultation Forum with a new engagement model focused on improved communication and responsiveness
- HR Training programmes during the year focused on absence management, workplace investigations and dignity & respect at work

Communications and Marketing

The Communications and Marketing function played a critical role in strengthening brand awareness, stakeholder engagement and advocacy throughout 2025. We expanded engagement on our social media channels, with the organisation reaching almost 65,000 followers across all platforms. Strong engagement across platforms exceeded industry benchmarks.

Communications and Marketing supported multiple organisational priorities, including:

- Recruitment campaigns
- Fundraising and volunteer engagement
- Storytelling and service owner advocacy

High-impact campaigns such as the "Final Find" and "Life With No Limits" generated significant media coverage and social media engagement.

The function also supported national awareness initiatives and advocacy campaigns, including engagement with policymakers and participation in sector-wide campaigns with organisations such as the National Disability Services Association (NDSA), Neurological Alliance Ireland (NAI) and the Disability Federation Ireland (DFI).



Data Protection Compliance Framework

Enable Ireland maintained strong compliance with GDPR and data protection legislation throughout 2025. This included ongoing review and updating of privacy notices and Data Protection Impact Assessments (DPIAs).

The organisation was subject to 23 Freedom of Information requests and 60 Data Subject

Access Requests during the year, reflecting increased engagement and transparency obligations.

Data protection continues to be embedded across organisational processes, ensuring the safe and compliant handling of sensitive information.

Training, Quality and Research

The Training, Quality and Research function delivered a wide range of initiatives supporting continuous improvement across the organisation. This included:

- Launch of a national online research library
- Coordination and delivery of mandatory and specialist training programmes

The Research Ethics Committee reviewed and approved six research studies in 2025, covering a range of topics such as autism identification and disability services provision amongst others as listed below.

Research Titles Published in 2025

1. Multidisciplinary Insights: Examining the Role of Behaviour Support Specialists within Ireland's Children's Disability Network Teams

2. SibShops: The Experiences of Children with Siblings with a Disability
3. Cerebral Palsy – The Adolescent Growth Evaluation Study – CP AGE
4. How Confident Are the Clinicians in Ireland When Identifying Children and Young People with Autism?
5. A National Survey to Determine the Profile, Function and Participation of Children with Cerebral Palsy in Ireland
6. Clinicians' Perspectives of Current and Future Service Provision for Children and Young People with Cerebral Palsy in Ireland

These initiatives contribute to evidence-based practice, workforce development and in the long term one hopes that this work will lead to improved service outcomes.

Health and Safety Framework

Health and Safety remained a core priority for monitoring and oversight across all areas of the organisation with a strong focus on regulatory compliance, best practice guidelines and safe service delivery environments.

HIQA inspections were conducted across multiple centres during the year, with generally positive outcomes and full compliance achieved in some locations.

Key activities included:

- Ongoing internal inspection and audit programmes
- National coordination through Health and Safety and HIQA committees
- Review of clinical training and procedures by the Nurses Forum
- Delivery of risk management training programmes to staff across all service locations
- Implementation of updated policies, including Consent policy and Assisted Decision Making (ADM) Guide

These measures continue to support a culture of safety, accountability and continuous improvement across the organisation.

Energy and Sustainability

Enable Ireland continued to advance its environmental sustainability agenda in 2025.

Key developments included:

- Formation of a National Green Team to lead sustainability initiatives
- Securing approximately €100,000 in funding for energy efficiency projects
- Development of a Green Charter to be launched in 2026
- Adoption of sustainable procurement practices

The organisation also prioritised reduced travel and emissions through increased use of virtual platforms and digital service delivery. These initiatives reflect a growing commitment to environmental responsibility and long-term sustainability.

Fundraising Review

Our Donors – a vital part of our work

2025 marked another positive year for fundraising at Enable Ireland, with strong support received across our corporate partnerships, philanthropic foundations, community fundraising initiatives, and public-facing campaigns. This was made possible through the generosity, commitment, and advocacy of our supporters across Ireland.

We extend our sincere thanks to our individual donors, monthly givers, corporate and community partners, grant-awarding bodies, local businesses, fundraising committees, sports clubs, volunteers, and community groups who continue to champion Enable Ireland's work on behalf of the children, adults, and families who use our services.

Fundraising activity generated over €1 million in net income during the year, providing vital support for Enable Ireland's services and programmes across the country. Regular giving continues to play an especially important role in helping us plan sustainably for the future, while also supporting the delivery of high-quality services and supports each day.

We are deeply grateful to everyone who contributed their time, effort, and generosity throughout 2025. Their continued support is helping Enable Ireland to strengthen and develop services for children and adults with disabilities in communities across Ireland.

Funds raised throughout the year supported a wide range of important projects and initiatives across our services. These included improvements to children's service centres, the continued development of adult day service hubs, investment in accessible transport, assistive technology, specialist equipment, and wider capital development projects. These investments are helping to ensure that children and adults with disabilities can access high-quality services and supports in environments that promote inclusion, participation, independence, and wellbeing.

Enable Ireland received €83,500 in online donations through our website and digital fundraising platforms during the year. Online fundraising continues to be an important source of funding for our services, and we are sincerely grateful to the many supporters, families, friends, and community groups who organised and participated in fundraising events, outdoor challenges, and creative initiatives in support of Enable Ireland throughout 2025.

Community fundraising remained a vital part of Enable Ireland's fundraising activity throughout the year, reflecting the extraordinary commitment and generosity of supporters across the country. We are deeply grateful to the volunteers, local fundraising committees, community groups, schools, clubs, and individuals whose time, energy, and creativity continue to play such an important role in helping us deliver our services.

We would like to sincerely thank everyone who supported Enable Ireland throughout 2025. Your continued commitment is helping us deliver vital services and supports, while contributing to a more inclusive society for children and adults with disabilities across Ireland.

A sample of events and activities that our supporters took on includes:

- VHI Women's Mini Marathon
- Cork City Marathon
- Dublin Marathon 2025
- Echo Women's Mini Marathon
- Annual Golf Classic & Ladies Golf Classic
- Improve your Groove Kilkenny with DJ Amos
- Limerick Services Race Night
- Castletown Fundraising Group's Coppeen Rally
- Mexican Dance Festival Galway
- Lavanagh Ladies Lunch
- The Gathering Dublin

550 volunteers and fundraisers took on challenges and supported campaigns around the country.

Our fundraising campaigns and public engagement play a vital role in sharing an uplifting and empowering message, while also helping to raise awareness and visibility of Enable Ireland's mission and impact:

- Delivered a range of fundraising campaigns, partnership initiatives and events that generated positive national and regional media coverage for Enable Ireland and our services.
- Worked with our corporate partners on high-profile fundraising campaigns, including the Give Up Clothes For Good programme with our longstanding partner, TK Maxx.
- Generated fundraising net income of over €1 million.
- Our 'Friends of Enable Ireland' network continued to grow, providing an important way to share news, campaigns, events and service updates with families, staff, supporters and local communities.



**Community
Foundation
Ireland**

RTÉ Toy Show Appeal & Community Foundation Ireland

Enable Ireland received a €40,000 grant during 2025 from the RTÉ Toy Show Appeal via Community Foundation Ireland to support our project 'Making Waves: Expanding Hydrotherapy Access for All Children with Disabilities'. This funding has supported the expansion of access to hydrotherapy supports across Wicklow and Dublin, with a particular focus on neurodivergent children and children with autism. We are sincerely grateful for the continued support of RTÉ, The Late Late Toy Show, Community Foundation Ireland, and the many viewers, donors, and supporters of the Appeal. This funding has had a meaningful impact on the children and families who use our services.

In addition, Enable Ireland received over €10,000 from the Bank of Ireland Fund for Colleagues, administered by Community Foundation Ireland. Our sincere thanks to Bank of Ireland staff for their ongoing support of our disability services.



Irish Life Dublin Marathon 2025

We are very grateful to the dedicated Enable Ireland supporters who took part in the 2025 Irish Life Dublin Marathon in support of our services. Among those who participated were longtime supporter Karl Spain, Michael O'Connor, Donal Collins, Kate Wilson, Clarissa Van Veen and Ken Byrne. Thank you so much for your time and effort in taking on the Marathon and fundraising on our behalf.

Navan Rugby Football Club

We are so grateful to Navan Rugby Football Club who raised €4,595 for Enable Ireland at their Centenary Fundraising & Charity Event. Our sincere thanks to Frankie Reid and all the members of the Navan RFC for nominating our Navan Services to receive this fantastic donation. Congratulations again to Navan RFC on the celebration of your centenary during 2025. We are hugely thankful for the support of the local community in Navan. Pictured at the Rugby Club (below) are Laura Mackrel, Rosi Meegan, Pamela Byrne (Enable Ireland), Scott Ennis, Valerie Harmon (Enable Ireland), and Frankie Reid.



Lavanagh Ladies Lunch Cork

Our flagship Cork fundraising event, the Lavanagh Ladies Lunch, took place in the Maryborough Hotel in November. This annual event, kindly organised by stalwart volunteer Anne Hegarty, raised vital funds to support Cork Services. Enable Ireland is very grateful for the support so generously given, throughout the years, both by attendees through raffle and ticket sales, and businesses who donate so kindly. Special thanks to event sponsors Pat Hegarty, Cummins Sports and Kearys BYD Cork Central as well as to Ballymaloe Foods for sponsoring a gift to all attendees. Peigin Crowley, founder of Ground Wellbeing, kindly agreed to be our keynote speaker on the day. Other support was gratefully received from Gerard Kearney Magic, DKO Trading Ltd and Classic Drinks.



Enable Ireland Director Theresa Compagno, 6 year old Gabriella De Barra, Lead Volunteer Anne Hegarty and Guest Speaker Peigin Crowley reviewing the menu.

Lavanagh Pitch & Putt Award presented to Ted O'Riordan

2025 marked the 46th year of Ted O'Riordan's fundraising drive for Enable Ireland's children's services, having been asked to help raise funds towards a hydrotherapy pool in Ballintemple, Cork back in 1979. It is estimated that Ted and friends have raised over €210,000 for the Lavanagh Centre. A huge thank you to all involved and hearty congratulations Ted.

Castletown Fundraising Group

The Castletown Fundraising Group has been supporting Enable Ireland since 1978. The group, under the leadership of Chairperson Joe McCarthy, organises an annual walk and cycle rally and 2025 again saw hundreds turn out to participate and support Enable Ireland at Coppeen in West Cork. Enable Ireland is hugely appreciative of the time and effort that goes into organising, collecting funds and supporting events. Their 2025 event raised €30,000.

Castletown Fundraising Group representatives Valerie Jennings, Joe McCarthy and Maura O'Riordan.



Thank You to Our Fundraising Partners and Committees

Barra Carlin – The Gathering (Dublin) / Eli Lilly Kinsale Limited (Cork) / Analog Devices (Limerick) / Public Service Credit Union / Carl Parker Goldsmith (Kilkenny) / Datadog (Dublin) / The Ireland Funds / TH Blinds (Kildare) / Kearney Cycles (Galway) / St. Conleth's College (Dublin) / Hillwalk Tours Ltd / Kilkenny Floodlit Football League KFFL (Kilkenny) / Cygnum (Cork) / Denis 'Dino' Cregan (Cork) / Mason Hayes & Curran (Dublin) / EI Electronics (Clare) / Calary Parish Church (Wicklow) / Progress Software / Scoil Mhuire Parents Association (Dublin) / Unicom Engineering (Galway) / John & Mary Magner (Kilkenny) / Sandyford Business District (Dublin) / Accenture (Dublin) / Irish Courts (Cork) / Roches Feeds (Limerick) / Nicky Boyd Insurance (Kilkenny) / Scoil Mhuire Lakelands GNS (Dublin) / Cheeky Cherubs (Cork) / The Ruck Barber (Galway) / Charities Aid Foundation / Quality Freight (Dublin) / Killeen Group

Holdings (Kilkenny) / National Lottery Grant Scheme / Kilkenny Fire Station / Nolan Construction Consultants (Cork) / Dell (Limerick) / Kinnegar Brewing / Moneen National School (Limerick) / TJ Reid Health & Fitness (Kilkenny) / NeoDyne Ltd (Cork) / Naas Union of Parishes (St David's Church) / Irish Cement (Limerick) / St Benildus College (Dublin) / Celtic Roads Group (Dublin) / McAfee Ireland (Cork) / Sceptre Foundation / Mary Immaculate College (Limerick) / J. H. Roche & Sons Ltd (Roches Feeds) (Limerick) / Castleconnell NS (Limerick) / South Dublin County Council / Tirlán staff (Kilkenny) / O'Dwyer Timber Contractors (Kilkenny) / Heineken Ireland (Cork) / Dun Laoghaire Lions Club / TS Events (Cork) / JP McManus Fund (Limerick) / John McClatchey (Kilkenny) / MSD Brinny (Cork) / People's Republic of Cork / Cork City Council

A Special Cork Thanks

Enable Ireland would like to express its sincere gratitude to all those who supported our Cork Services throughout the year. We are deeply appreciative of the continued generosity of Anne and Pat Hegarty; Cummins Sports; the Castletown Fundraising Group; Ted O’Riordan, Jerry and Ann O’Riordan, Eileen, Margaret and Murph and all at Rocklodge Pitch and Putt Club; Betty Desmond and Eileen O’Brien.

A special word of thanks goes to Lee Valley Golf Club and the organisers of the annual Ladies Golf Classic held in May – Anne Hegarty, Margaret Keane, Gillian O’Connell and Valerie Fitzgerald – for their ongoing dedication and support.

We are immensely grateful to everyone who participated in and fundraised through Cork City Marathon and Cork Echo Women’s Mini Marathon. Their determination and generosity have made a significant impact on our services. We would especially like to acknowledge Margaret, Lyndsey and Kelly Phelan, who raised more than €5,000 in memory of their late son and brother Keith Phelan. Our sincere thanks also go to Ruth and Robert Good, who raised over €5,000 in support of the new Adult Services Hub in Midleton, Co. Cork, and to Linda and Emma Macfarlane, who also fundraised for this important project. We are equally grateful to Ruth O’Callaghan, who raised more than €4,000 in support of children’s services.

Our thanks extend to the many schools that supported our Life With No Limits campaign, and to the volunteers and retailers who helped sell Christmas cards in support of our services.

We would also like to acknowledge and thank several significant donors who have chosen to remain anonymous. Their generosity includes funding for our Casting Clinic and Children’s Day Respite Services in Cork, making a meaningful difference to the lives of the children and families we support.

We are particularly grateful to the Tomar Trust for its generous contribution of €30,000 towards the development of a sensory garden at our respite house in Ladysbridge, Co. Cork.

Finally, our sincere thanks to Susan McCarthy for selecting Enable Ireland as the beneficiary of raffle proceeds from her January event, ‘Women’s Little Christmas with Sue’.

To everyone who donated, fundraised, volunteered, organised events or championed our work, thank you. Your support enables us to continue providing essential services and opportunities for children and adults with disabilities across Cork.



Ruth and Robert Good.

Our Corporate Supporters

We are deeply grateful to our corporate and community supporters for their continued commitment throughout 2025. Their generosity and collaboration continue to have a significant positive impact on the children, adults, and families who use Enable Ireland's services across the country.



In 2025, TJX once again showed tremendous support for Enable Ireland, raising €218,900 through a wide range of fundraising activities. The partnership continues to receive fantastic support from customers, with dual-branded merchandise available in TK Maxx and Homesense stores proving especially popular throughout the year. A proportion of each purchase, together with customer donations made in-store and online, directly supported Enable Ireland services. Customer clothing donations

through TK Maxx stores also increased significantly, with 35,802 donated bags generating €131,101 for our charity shops.

The total value of the partnership has now exceeded €5 million, reflecting the longstanding commitment of TK Maxx and Homesense associates, customers, and communities to Enable Ireland's work. TJX remains Enable Ireland's longest-standing corporate and community partner, and this continued support has made a meaningful difference for the children, young people, and families who use our services. Partnership funding supports both day-to-day services and longer-term projects, helping Enable Ireland continue to develop and strengthen supports across the country.



Microsoft

Enable Ireland continued to partner with Microsoft Ireland, a partnership which is now in its 24th year. The company has been pivotal in helping us to transform both the way we provide services and the range of services we provide during this time. Microsoft has provided significant software and hardware donations to Enable Ireland, as well as volunteer support, under the umbrella of our Assistive Technology programme.

Our long-standing successful partnership has brought huge benefits to Enable Ireland's services and those we support. Without their support and vision, we would not have been able to bring the AT Passport project to fruition. Microsoft have also provided extensive support to Enable Ireland's digital offering through our national Virtual Service and supported its ongoing development through a substantial donation of hardware. With the benefit of their project management in its formative stages of development, and their ongoing contribution to content from programme content from AI to leisure, we have been able to promote this new model of service with the HSE and fellow service providers. We have also been honoured to be invited to contribute as co-designers to their annual Hack4Good competition.

Microsoft colleagues have volunteered their time to enhance our services, have taken on countless fundraising activities and have provided guidance and support to Enable Ireland service owners and staff. During 2025 Enable Ireland also received a \$15,000 (€12,840) grant from Microsoft Ireland. This grant supported improvements to the accessible playground for our Kildare Services.

A special word of thanks to Tara O'Shea and Owen Dignam who have championed many shared projects throughout the years, and who have assisted us to identify possible applications of AI to benefit our service delivery processes. We are incredibly grateful to Microsoft and Microsoft Ireland colleagues for their continued support of the children, young people and adults who use our disability services.



Pictured at the launch of Milano's Snowball Dough Ball Day 2025 are Kai Fox Walsh and Enable Ireland Ambassador Mary Fitzgerald.



We would like to sincerely thank Ireland's most iconic pizzeria brand, Milano, for their continued support of Enable Ireland throughout 2025. Funds raised through the partnership support Enable Ireland's children's services and our National Assistive Technology Training Service, which provides technology supports and training for children and adults with disabilities.

Since the beginning of the partnership, Milano has raised over €300,000 for Enable Ireland through fundraising initiatives and customer donations across its restaurants. We are very grateful for Milano's ongoing commitment to the children, adults, and families who use our services.



We would like to sincerely thank Smurfit Westrock for its continued support of Enable Ireland throughout 2025, including a very generous donation of €10,000 during the year. We are incredibly grateful for the longstanding commitment of Smurfit Westrock colleagues and the Smurfit Westrock Foundation to our services.

Supported By



We're very grateful for the continued support of UPS. In recent years, UPS colleagues, together with The UPS Foundation, have contributed significant funding to support our children's services. This generous support continues to make a meaningful difference, helping Enable Ireland deliver essential services and programmes for children and young people with disabilities.



Limerick Hub Sensory room opening.



During 2025, IDEX Pump Technologies Ireland and the IDEX Foundation contributed an extraordinary €74,000 to support children and families attending Enable Ireland's Limerick Services. This generosity has already had a significant and lasting impact on the children, young people, and families who use our services.

Funding from IDEX supported major developments at the Enable Ireland Limerick Delta Family Support Hub, including the creation of a modern, fully accessible kitchen and social space, alongside the development of a purpose-built sensory room. These investments have transformed older facilities into welcoming, therapeutic environments that support life skills development, sensory regulation, social interaction, and emotional wellbeing.

The partnership also reflects a strong shared commitment to community and inclusion. In addition to financial support through the IDEX Foundation, IDEX colleagues have engaged with Enable Ireland through volunteering and professional support initiatives, helping to further strengthen the relationship between our organisations.

Galway Music Therapy Programme

Enable Ireland received €20,000 in funding during the year to support Music Therapy within our Galway Services. Music Therapy is an evidence-based therapeutic support that uses music and creative interaction to help children and young people develop communication, emotional expression, participation, and wellbeing. We are sincerely grateful to the incredibly generous donors, who wish to remain anonymous, for their continued support of this important programme.



Our Limerick Services received a €5,000 grant from the Stelios Philanthropic Foundation during 2025, the second such gift made in recent years. We are very thankful to Sir Stelios Haji-Ioannou and the Stelios Philanthropic Foundation for the continued commitment shown to the children and adults who use our disability services in Limerick.



Thank you to Carne and Carne colleagues for nominating Enable Ireland to receive a €5,000 grant during 2025. This generous funding supported the creation of a new sensory room within our Sandymount Services, providing an enhanced therapeutic environment for the children and young people who use our services. We are very grateful for Carne's continued support of Enable Ireland.

MTU Kerry Nursing & Agricultural Society

We were delighted that our Kerry Services were nominated last year to be one of the MTU Nursing & Agricultural Society's chosen charities and we are incredibly grateful to all the society members for their support throughout the year.

A host of events were held by NAG Soc, from Quizzes and Bake sales, to coffee mornings and night events. Adults with disabilities from our Tralee Service were delighted to visit campus in November to join in the fun. One of our accessible minibuses got a really good, and much needed, wash and the service owners really enjoyed taking part.

The Society raised €5,000 for vital equipment for our children's service in Tralee, as well as supporting improvements to our adult services, supporting daily activities for the adults and staff.



The Hospital Saturday Fund awarded Enable Ireland Kerry Services a grant of €3,000 during 2025. This funding supported a wellbeing-focused Service Improvement Project, benefiting adults with disabilities attending our services in County Kerry. The Hospital Saturday Fund has provided valued support to Enable Ireland's Kerry Services over a number of years, helping us to enhance services and facilities for those who use them. We are sincerely grateful for their continued commitment to the children and adults who rely on our services.

Commercial Review

In 2025, we further expanded and grew the commercial division to 29 shops and one garden centre. We increased sales and profit against target by 4.91% in a challenging commercial landscape and delivered €1,001,782 net profit for the year. Success was driven by operational excellence, managing costs and investing in our people.

We relocated and upgraded two of our existing longstanding stores, Navan and Limerick (Fashion), these changes were warmly welcomed by our customers and local communities.

We continued to develop our Management Information System (MIS) reports to better meet the needs of the business, enabling more accurate, data-driven decision-making which resulted in better overall store performances. We engaged in comprehensive staff training dedicated to customer service and store merchandising with an emphasis on quality and positive shopping experience for the customer.

Investing in our people and staff retention remained a top priority, mentoring, guidance and developing opportunities were key for our team in 2025.

Our stores remain very much a part of the local communities, strong partnerships again delivered excellent stock opportunities, and this supported sales. Our TK Maxx partnership delivered strong results in 2025 and continues to be a key quality stock driver for the Commercial Division.

We successfully tendered and won the Dublin City Council (DCC) textile bank tender which is a three-year contract and will allow us to increase our textile banks by seventy-five additional locations and increased our brand awareness as a charity retailer throughout Dublin.

During the year, we continued to work in partnership with Galway City Council supporting and servicing their textile banks as well as with a number of major supermarket chains nationwide.

We worked with our colleagues in the Communications Department to rebrand all our textile banks during the year. This served several purposes including to differential our banks from commercial, for-profit recyclers, to encourage the public to leave high-quality donations and reduce our waste costs by giving clear guidance on what items we can and can't accept.

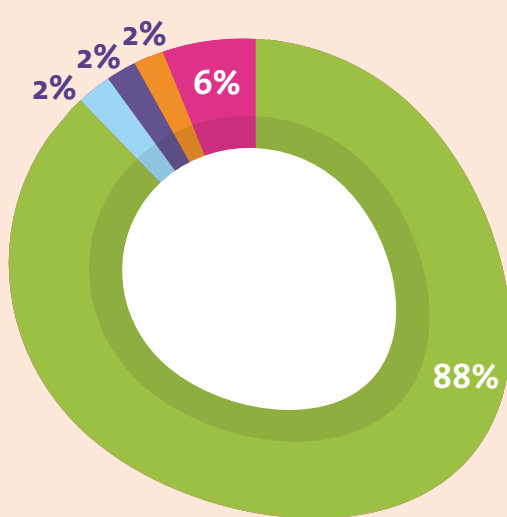
We successfully launched the Final Find competition which allowed us to reach and engage with a new younger audience resulting in a very successful campaign and competition. This is now an annual event and highlights the significant importance of sustainability and positive community engagement. Mystery bags were sent to all contestants, and the brief was to either restyle or upcycle the contents. We were incredibly impressed by the creativity and quality of all entries, the competition ended with a fashion show where all finalists showcased their creations, and a worthy winner was chosen.



- Thank you to the 190 people who volunteered in our shops during the year.
- We employed 107 Community Employees (CE) Scheme participants in our shops and TUS. CE and TUS workers are a valuable part of our workforce, and it is a privilege to train and support these individuals.
- We recycled 2,261 tonnes of donated clothing, which was a 6.05% increase on 2024.
- Thank you to all the donors who supported us with quality donations during the year. Your support is invaluable to our success.

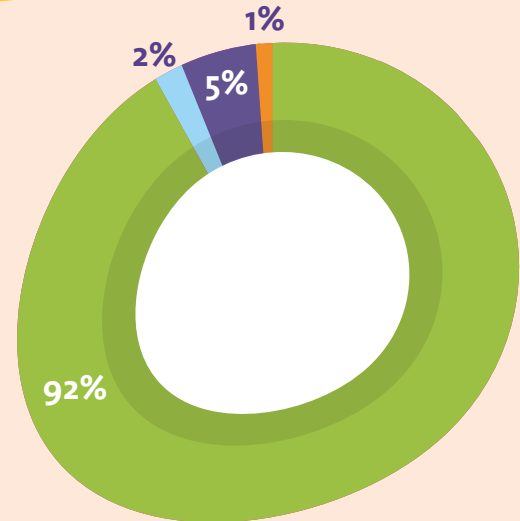


Enable Ireland Income & Costs



Where Our Income Came From in 2025

- HSE Service Grants
- Commercial Activities
- DSP CE Schemes
- Fundraising
- Grants from Other Agencies and Other Income



Where We Spent Your Money in 2025

- Service Costs
- Commercial Activities
- DSP CE Schemes
- Fundraising

Enable Ireland Employees' Salaries

As required of Section 39 funded agencies, Enable Ireland has, and has always had, regard for Government pay policy and pays salaries to staff following public sector pay norms, specifically HSE consolidated pay scales and Civil Service salary scales. The number of senior employees whose total remuneration paid for the year (including taxable benefits in kind and redundancy payments but not employer pension costs) exceeded €60,000 was:-

	2025 Number	2024 Number
€60,000 - €70,000	116	104
€70,001 - €80,000	29	31
€80,001 - €90,000	15	10
€90,001 - €100,000	16	15
€100,001 - €110,000	6	8
€110,001 - €120,000	2	2
€120,001 - €130,000	1	1
€130,001 - €140,000	2	2
€140,001 - €150,000	1	1
€150,001 - €160,000	1	1
	189	175

The Board has decided that the CEO's salary should be aligned with the salary of the Civil Service Assistant Secretary pay scale. On this basis John O'Sullivan is currently paid a salary of €145,894 per annum. The CEO is considered to be the key management personnel.

2025 STATEMENT OF FINANCIAL ACTIVITIES

	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2025 €	Totals 2024 €
INCOME FROM:					
Donations	-	91,637	644,042	735,679	1,050,434
Activities for raising funds					
Commercial and fundraising	-	229,790	6,827,159	7,056,949	8,177,850
Investment income	-	-	35,545	35,545	39,344
Charitable activities					
Health Service Executive grants	1,236,992	84,554,569	-	85,791,561	76,706,318
Grants from other agencies	136,284	2,183,806	100,250	2,420,340	2,379,354
Other income	-	1,934,408	-	1,934,408	1,413,864
Other activities					
Loss on disposal of fixed assets	-	-	3,341	3,341	(490)
Total income	1,373,276	88,994,210	7,610,337	97,977,823	89,766,674
EXPENDITURE ON:					
Raising funds					
Fundraising costs	-	16,637	733,676	750,313	1,371,726
Commercial division	35,275	-	4,676,641	4,711,916	4,372,749
Total expenditure on raising funds	35,275	16,637	5,410,317	5,462,229	5,744,475
Charitable activities					
Disability services	1,919,606	86,342,345	201,594	88,463,545	77,989,368
Management and administration	-	3,423,824	-	3,423,824	2,832,991
Total expenditure on charitable activities	1,919,606	89,766,169	201,594	91,887,369	80,822,359
Total expenditure	1,954,881	89,782,806	5,611,911	97,349,598	86,566,834
Net (expenditure) / income before transfers	(581,605)	(788,596)	1,998,426	628,225	3,199,840
Total funds at beginning of year	26,002,551	(12,615,977)	45,278,589	58,665,163	55,465,323
Net (expenditure) / income before transfers	(581,605)	(788,596)	1,998,426	628,225	3,199,840
Transfer between funds	(1,259,249)	13,404,573	(12,145,324)	-	-
Total funds at end of year	24,161,697	-	35,131,691	59,293,388	58,665,163

2025 BALANCE SHEET

	2025 €	2024 €
FIXED ASSETS		
Tangible fixed assets	48,276,506	48,997,850
Investments	1,403,896	1,370,626
	49,680,402	50,368,476
CURRENT ASSETS		
Stocks	149,116	138,853
Debtors	14,006,717	8,682,677
Cash at bank	13,165,755	17,063,272
	27,321,588	25,884,802
CURRENT LIABILITIES		
Creditors	15,928,363	15,292,390
NET CURRENT ASSETS	11,393,225	10,592,412
TOTAL ASSETS LESS CURRENT LIABILITIES	61,073,627	60,960,888
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR		
Long Term Bank Loans	1,780,239	2,295,725
NET ASSETS	59,293,388	58,665,163
FINANCED BY		
Restricted Capital Fund	24,161,697	26,002,551
Restricted Services Fund	-	(12,615,977)
Unrestricted Development Fund	35,131,691	45,278,589
TOTAL FUNDS	59,293,388	58,665,163

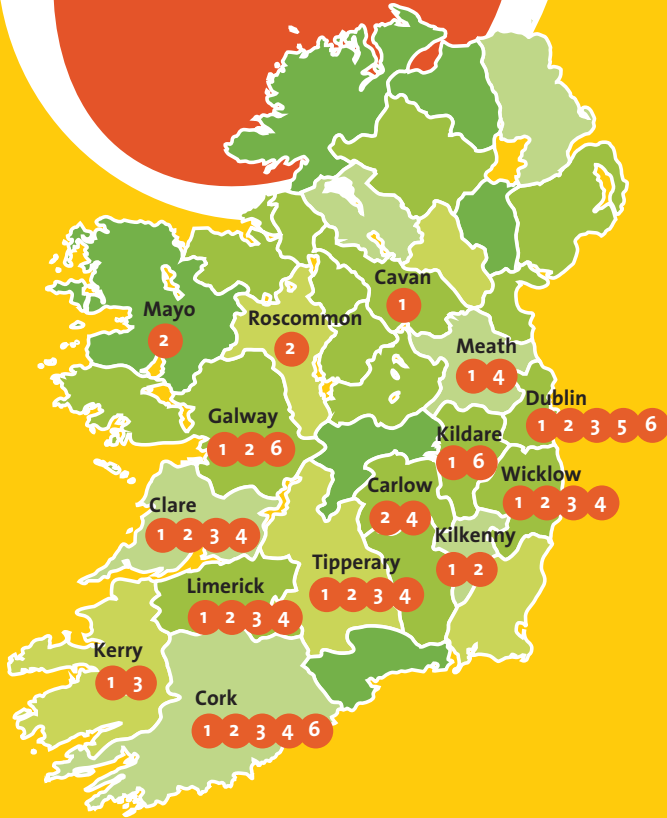
The directors approved and authorised the financial statements for issue on 14 May 2026.

MS. E BARRY
CHAIR AND DIRECTOR

MR. D. COURTNEY
DIRECTOR

enable ireland

Service Centres



- 1 Children's Disability Network Team
- 2 Children's Services
- 3 Adult Day Services
- 4 Residential/Respite Services
- 5 National Specialist Services
- 6 Regional Specialist Services

enable ireland

Shops & Garden Centre



enable ireland

Disability Services
Life With No Limits

Enable Ireland
32F Rosemount Park Drive
Rosemount Business Park
Ballycoolin Road
Dublin 11, D11 DYK8
Ireland

Connect with us



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Website: www.enableireland.ie
Registered Charity No: 20006617
CHY No: 4908

Front Cover Images:

Top: Enable Ireland Life With No Limits Champion Eamon Cleere, AKA DJ Amos.

Bottom: Pictured at Marina Market, Cork, is Kevin O'Mahony with his dog Freida at the launch of Santa's Magical Market, in support of Enable Ireland.