

**A YEAR  
OF IMPACT:  
ANNUAL  
REPORT  
2024**



**LGBT**  
IRELAND

For Inclusion  
For Equality  
For Everyone

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**MESSAGE  
FROM THE  
CEO +  
CHAIRPERSON**

**This year has been busier than ever. With increased numbers of people contacting our services, expansion of our work for inclusivity in end-of-life support, meeting the growing demand for training, and intensive campaigning to secure legal rights and protections for our community, much was achieved by our incredible staff and volunteer team.**

Starting with the publication in January of our Shadow Report on Ireland's First National LGBTI+ Inclusion Strategy, entitled Progress Made. Renewed Efforts Required, we signalled our clear intention that, in this year of elections, our focus would be on ensuring that Ireland continued on the road to equality. Within a rapidly deteriorating global context on LGBTQI+ rights and increased opposition from the Far Right at home, we leaned into our values of collaboration, compassion, and being solution focused, to build momentum around this goal.

In May we launched our Come Out and Vote campaign for the Local and European elections, aimed at mobilising our community to raise with politicians the need to stop hate, improve LGBTQI+ visibility, and end discrimination. This led to the broader Vote with Pride campaign which brought 18 LGBTQI+ organisations together to produce the first ever sectoral manifesto for the General Election in November. This incredible example of collective action, succeeded in securing key actions on advancing rights, and investing in support services, in the new Programme for Government. After years of campaigning, we also welcomed the passing

of Hate Crime legislation in the autumn, which is so urgently needed in the face of rising hate crimes towards minority communities. While this was a crucial step forward, the law does not tackle incitement to hatred, which is fuelling the violence we are facing online and in our streets. There is also much work to ensure the law is implemented, including the need to develop a public awareness campaign about what constitutes a hate crime and the harm they cause to victims and communities, and the need for investment in specialist victim support.

Given the more challenging climate, raising awareness about why LGBTQI+ inclusion matters has become more important than ever. Therefore, the large numbers and range of professionals who continue to engage in our training programmes throughout the year has been a key highlight. Recognising the need to support and strengthen our own sector, we were also delighted to organise the second annual CPD conference for staff and volunteers working in LGBTQI+ organisations across the country.

With a focus on building resilience and wellbeing, the conference filled us up with queer joy and connection for the year ahead.

Despite the increasing challenges our community faces, this report highlights the progress that has been made in 2024 that we can build on in the coming year. 2025 will mark the 10th anniversary of the Marriage Referendum and of the Gender Recognition Act, which were incredible milestone moments for LGBTQI+ rights both here and around the world. We are getting ready to mobilise around these anniversaries to ensure Ireland continues on the road to equality and make this country the best place in Europe to be LGBTQI+.



**Paula Fagan**  
CEO



**Sean Denyer**  
Chairperson

WHO

WE

ARE



**LGBT Ireland is a national charitable organisation providing support services to people who are lesbian, gay, bisexual, transgender, queer, intersex or non-binary (LGBTQI+) and their family members. The organisation was established in 2010 when seven regional LGBT Helplines joined efforts to coordinate the provision of high-quality support and information throughout Ireland. Informed by the issues and experiences raised through our frontline services, we also undertake extensive training and advocacy work to enhance the visibility, inclusion and rights of LGBTQI+ people living in Ireland.**

**Our ambition** is an Ireland where LGBTQI+ people, in all their diversity, can live full, safe, authentic, and celebrated lives.

**Our purpose** is to support and empower LGBTQI+ people to be visible, safe and to have their voices heard in the policy and practices that affect their lives.

**Our values** inform everything we do by ensuring our work reflects a shared purpose that can reach communities across the country.

## Our values are:

**Compassion:** We strive to deliver all our work compassionately through relationships based on empathy, respect, and dignity.

**Collaboration:** We value collaboration between the LGBTQI+ sector, civil society and state agencies who are committed to achieving LGBTQI+ equality.

**Intersectionality:** We prioritise working with LGBTQI+ people who face multiple and overlapping forms of discrimination.

**Solution Focused:** We believe in finding evidence-based solutions through constructive questioning, dialogue, and building lasting working relationships.

## OUR APPROACH

### Partnership is key to everything we do.

LGBT Ireland believes that collaborative work is not only mutually beneficial but essential to achieving our strategic goals. We work with our network of regional LGBTQI+ organisations to deliver the National LGBT Helpline service and with many other partner organisations to enhance our capacity to support and advocate on a wide range of issues affecting our community.

*Note on acronyms used in this document: Throughout this document, we will refer to the LGBTQI+ community except where a minority group, publication or event uses a different acronym (e.g. LGBTI+, LGBTQIA+).*



# OUR SERVICES

LGBT Ireland provides confidential and non-judgemental listening, support and information by phone, online and face-to-face.

LGBTQI+ people, their family members, friends and a host of professionals access our services annually. People contact us for support and information on a range of issues including sexual orientation, gender identity and gender expression.

## We provide:

### **National LGBT Helpline**

on **1800 929 539**

### **Online chat support**

on [www.lgbt.ie](http://www.lgbt.ie)

### **Peer support groups**

on [www.lgbt.ie/our-services/peer-support-groups/](http://www.lgbt.ie/our-services/peer-support-groups/)

### **Telefriending service** for LGBTQI+ people over 50

on [www.lgbt.ie/our-services/telefriending/](http://www.lgbt.ie/our-services/telefriending/)

### **Transgender Family Support Line**

(in conjunction with TENI) on **01 907 3707**

### **Complex case supports**

LGBT Ireland operates all services to a national quality standard, which includes an extensive training programme and vetting procedures for all volunteers.

# STATISTICS FROM OUR SUPPORT SERVICES FOR 2024

National LGBT Helpline, online chat,  
Trans Family Support Line  
and email support service responded to

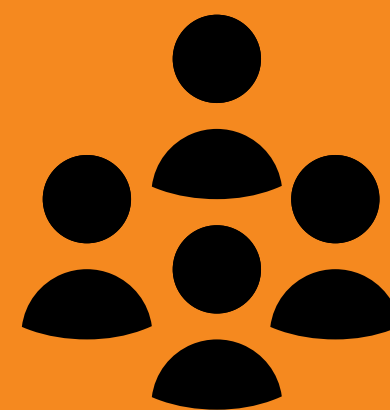
**3,781 CONTACTS**



**211,000**  
new users visited our website



**115**  
calls to older people through  
the telefriending service



**298**  
attendances to  
4 targeted peer  
support groups



**20+**  
complex cases  
supported in 2024



# OUR VOLUNTEERS

## LGBT Ireland Services: Volunteer Impact in 2024

LGBT Ireland's services are delivered with dedication and compassion by a committed team of trained volunteers. These individuals power a range of vital supports, including the National LGBT Helpline, Peer Support Groups, the Telefriending Service, and the Trans Family Support Line.

In 2024 alone, over 70 volunteers generously contributed more than 2,000 hours of their time to support LGBTQI+ individuals, their families, and allies across the country.

Our volunteers come from diverse backgrounds, yet they are united by a shared commitment to uplifting and giving back to the LGBTQI+ community.

We were proud to welcome 21 new volunteers last year. Each completed our comprehensive training programme and began the mentoring process, preparing them to offer empathetic, informed support to those who reach out to our frontline services.



**Image:** Above and Beyond Award



“

## What Our Volunteers Say

***“Volunteering on the Helpline has given me incredible moments of real connection to people”***

***“The training is great, the support is solid, and you get to meet the kindest LGBTQI+ folk and allies out there”***

***“I’ve found it to be worthwhile and rewarding. It’s given me a greater perspective on life.”***



**Image:** LGBT Ireland together with Dublin Pride hosted a National Coming Out Day event on October 11th 2024.

# FRONTLINE SERVICES

# NATIONAL LGBT HELPLINE AND ONLINE CHAT SUPPORT

## Quote from Helpline volunteer:

*“...it’s incredibly rewarding work. You get to kind of share those tiny moments of joy with people, where they feel like they can share that exciting news about someone they’ve met. Maybe where they can't share it anywhere else. That's really great.”*

The National LGBT Helpline runs through a network of dedicated, trained volunteers based in four local helplines across the country in Cork, Dublin, Dundalk and the West of Ireland. It operates:

**30** hours per week      **7** days per week      **362** days of the year

The Helpline received over  
**1,750**  
call and chats in 2024

Based on the statistics recorded\* by our volunteers, the top five reasons people contacted the Helpline in 2024 were:

<b>25%</b> Listening & Conversation	<b>13%</b> Information & Signposting	<b>10%</b> Sexuality
<b>7%</b> Gender Identity	<b>5%</b> Relationships	

*\*Our volunteers record relevant information provided by callers on a secure online system; this information is used only for the purposes of supporting callers. Information included in LGBT Ireland reports and documents is based on aggregated call data only and does not include any unique, identifying or specific information about the call or caller.*



# Call and Chat Topics 2024

## Listening and Conversation

A core function of the National LGBT Helpline is to offer a listening ear to LGBTQI+ individuals seeking connection, comfort, or a space to talk. In 2024, many callers reached out not with a specific query, but simply for the opportunity to speak with someone who understands their lived experience. These conversations often touched on issues such as loneliness, relationship challenges, homophobia, and transphobia. A number of these callers discussed being based in rural or isolated areas, where access to LGBTQI+ community supports remains limited. For these individuals particularly, the National LGBT Helpline serves as a vital source of affirmation and companionship.

## Information and Signposting

Information provision remained a key aspect of service delivery in 2024. A substantial number of contacts sought practical guidance on LGBTQI+ issues. The most common requests related to local LGBTQI+ support or social groups, with a notable number of queries also concerning immigration matters. When callers required professional supports, they were most frequently signposted to LGBTQI+ inclusive counsellors and psychotherapists.

## Sexuality

While most callers to our Helpline in 2024 identified as LGBTQI+, many engaged with the Helpline to discuss topics not directly related to their sexual orientation or gender identity. Among those who did raise concerns related to sexuality, the predominant theme was support with the process of 'coming out', whether to family, friends, or in professional settings. Confusion or uncertainty about one's sexual orientation was also a frequent concern. Callers identifying as gay or bisexual represented the majority of those seeking support in this area.

## Gender Identity

Support around gender identity continued to be a significant area of engagement. Callers often sought assistance in navigating the personal and social process of 'coming out' as transgender, as well as information on gender-affirming legal and medical pathways. In addition to the National Helpline, the Trans Family Support Line played a key role, receiving 176 calls in 2024 from both trans individuals and their families, reflecting the growing demand for inclusive, informed support services.

## Relationships

Relationship support remained a recurring theme in 2024. While many callers sought guidance on romantic or intimate relationships, others reached out for support in navigating complex dynamics with family, friends, or colleagues. Notably, a significant number of calls relating to relationships came from callers who were in heterosexual relationships and contacted the Helpline as they began to question or explore their sexuality. These conversations highlight the Helpline's unique role in providing safe, non-judgemental support during periods of personal transition and self-discovery.

## TRANS FAMILY SUPPORT LINE

LGBT Ireland operates the Trans Family Support Line in conjunction with the Transgender Equality Network ([www.teni.ie](http://www.teni.ie)). This volunteer-led service is a confidential support and information helpline for individuals and family members of people who are transgender or gender non-conforming. All the volunteers on this support line have a family member who is transgender or gender non-conforming.

In 2024, volunteers answered a total of 176 calls based on a twice-weekly operation every Tuesday (10am-12pm) and Sunday (6pm-9pm).

### Quote from Trans Family Support Line caller:

***"I received so much support from wonderful parents..., and we built our own kind of community to help us support our children better, which really helped them help us. And it was just a lovely experience."***



## TELEFRIENDING

This small but vital service is intended to support older and more isolated members of the LGBTQ+ community. Those who seek the service usually feel they would like more connection with the LGBTQI+ community and the service provides this with a weekly call from a friendly, trained volunteer. Volunteers provided 115 calls to Telefriends in 2024.

### Telefriending volunteer quote:

*“The community often focuses a lot more on younger people. A lot of the social elements of the community can be around going out, clubbing and maybe things that not everybody really feels that they want to take part in. So it's really a useful way for people to just be able to chat with someone and have that friendly voice on the phone.”*





## PEER SUPPORT GROUPS

In 2024, we had 298 attendances at our online and in-person monthly peer support groups. Our groups provide a safe and non-judgemental space, facilitated by trained peer facilitators. These groups can offer people an opportunity to explore their feelings in a safe and supportive environment, reduce social isolation and build self-esteem. LGBT Ireland provided four core Peer Support Groups in 2024:

- First Out for Gay/Bi Men
- Married Women's Group
- Straight Spouses Group
- Is Rainbow Muid - for LGBTQI+ people seeking International Protection in Ireland in collaboration with Irish Refugee Council

LGBT Ireland provides unique peer support groups not available through other organisations. To avoid duplication, we signpost to other support groups when relevant.

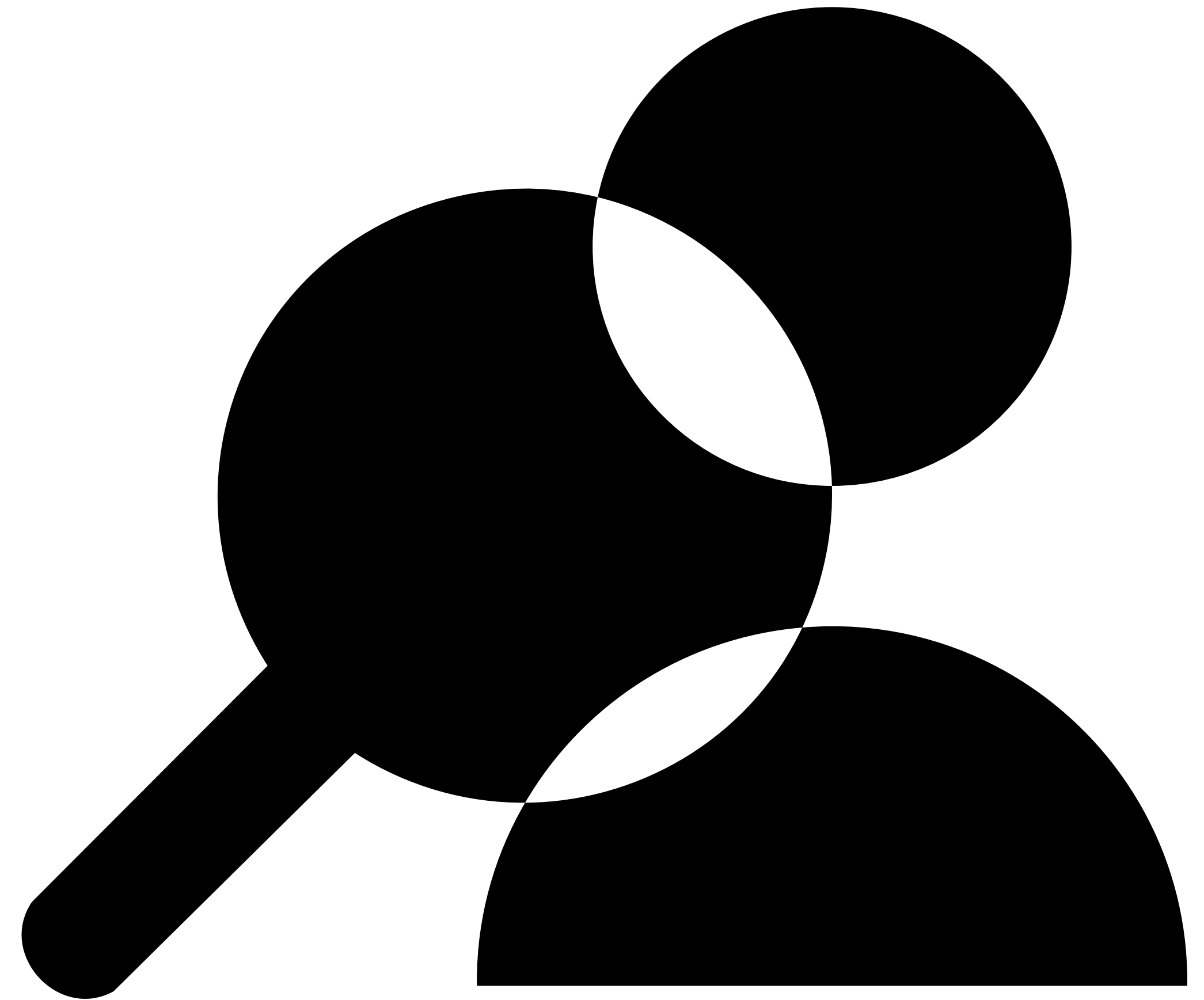
### **Quote from Peer Support member:**

***“But if I come here and share my energy with people, I feel free, I feel safe. I have so many people who can support my emotions. Who can be with me when I need someone to talk to.”***

## COMPLEX CASE SUPPORT

While we do not currently have funding for a dedicated Crisis Response Support Worker, LGBT Ireland endeavours to continue provision of additional support for service users who are experiencing or affected by complex issues such as mental health concerns, homelessness, hate crime, or any other complex or crisis issues that may arise. The Head of Services and Engagement Programmes communicates directly with individuals and links them with relevant pathways of appropriate support.

We continue to experience increasing contacts across all engagement channels relating to hate incidents against a backdrop of a global increase in Far-Right agitation.





## LGBTQI+ REFUGEES AND INTERNATIONAL PROTECTION APPLICANTS SUPPORT SERVICE

In 2024, LGBT Ireland's bespoke peer support service for LGBTQI+ individuals seeking international protection experienced another year of intensive engagement and meaningful impact. Against a backdrop of shifting policies, rising numbers, and increasing social challenges, the service remained a vital source of stability, support, and community for one of the most vulnerable cohorts within both the LGBTQI+ and refugee communities.

According to government figures, 18,561 applications for international protection were submitted in 2024, marking a 40% increase on the previous year. The top countries of origin among applicants were Nigeria, Jordan, Pakistan, Somalia, and Bangladesh. In parallel, government policy underwent notable changes, including a significant expansion of Ireland's "safe country" list, resulting in accelerated processing for applicants from these nations. By year-end, the safe country list included 15 countries: Albania, Algeria, Bosnia and Herzegovina, Botswana, Brazil, Egypt, Georgia, India, Kosovo, North Macedonia, Malawi, Montenegro, Morocco, Serbia, and South Africa.

In July, further changes were introduced by then Minister for Justice, Helen McEntee, which assigned accelerated processing timelines to applicants from countries with the highest volume of applications in the preceding three months—bringing Nigeria and Jordan under this policy. While reduced waiting times were broadly welcomed, growing concerns emerged regarding the thoroughness of these expedited procedures.

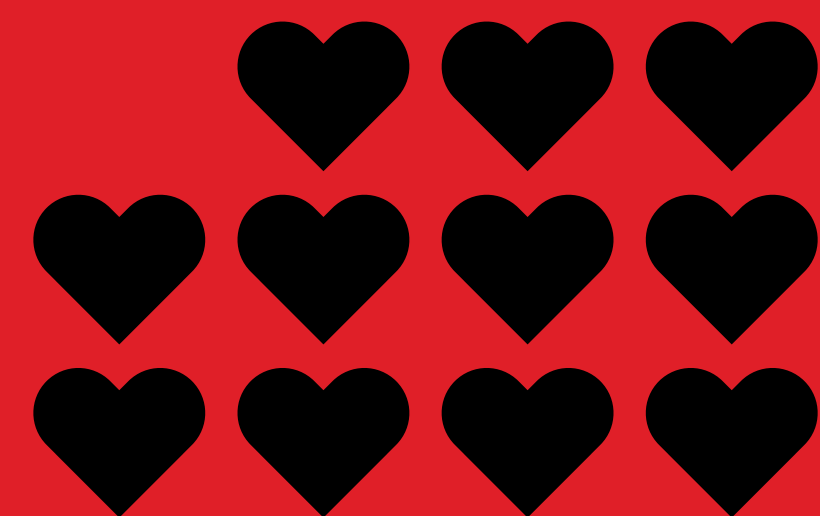
Compounding these challenges was a notable rise in anti-refugee sentiment, both online and in public spaces. Hostile narratives circulating on digital platforms translated into on-street protests, sometimes violent, outside proposed or rumoured International Protection Accommodation Services (IPAS) centres across the country. This climate had a particularly damaging impact on people seeking international protection and the broader migrant community, heightening feelings of fear, isolation, and vulnerability.

Amid this external pressure, LGBT Ireland's peer support service offered a lifeline. Delivered through Is Rainbow Muid (IRM), a monthly peer-led support space, the service provided LGBTQI+ International Protection Applicants with a reliable environment of emotional safety, accurate information, and community connection. This supportive space became a crucial platform for participants to access additional supports and opportunities through strategic partnerships with organisations such as Sporting Pride, PayPal, and the Irish Refugee Council.

Informed by this model, LGBT Ireland launched Rainbow Routes to Community Integration, a new initiative supported by the National Integration Fund. This programme, developed during 2022–2024, marked a significant milestone by bringing additional staffing resources to our refugee support team and enhancing our overall capacity.



# KEY IRM ACHIEVEMENTS IN 2024

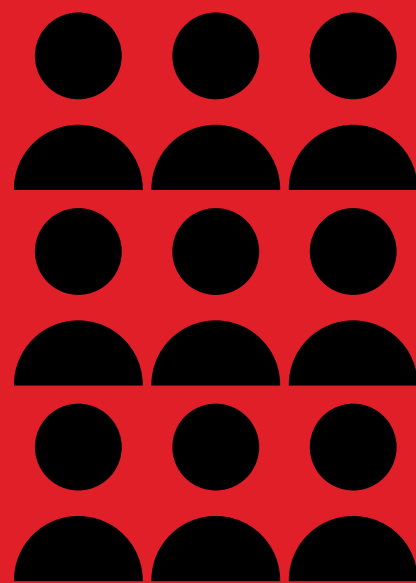


**11**  
**peer support meetings**

were delivered through Is Rainbow Muid,  
with a total of **141 attendances**

**54** **members**

attended their first-ever Pride event as  
part of a residential experience at **Dublin,  
Cork, and Galway Pride** festivals.



**9** **members**

participated in a bespoke  
**Career Mentoring Day**  
hosted by PayPal.

**16** **complex crisis cases**

were successfully resolved through sustained casework and advocacy. These cases  
often involved risks in accommodation settings or challenges related to IPO interviews.



**5** **members**

took part in the **Saol Nua (New Life)** photo exhibition,  
organised by the Irish Refugee Council for World Refugee  
Day and launched at EPIC, The Irish Emigration Museum.



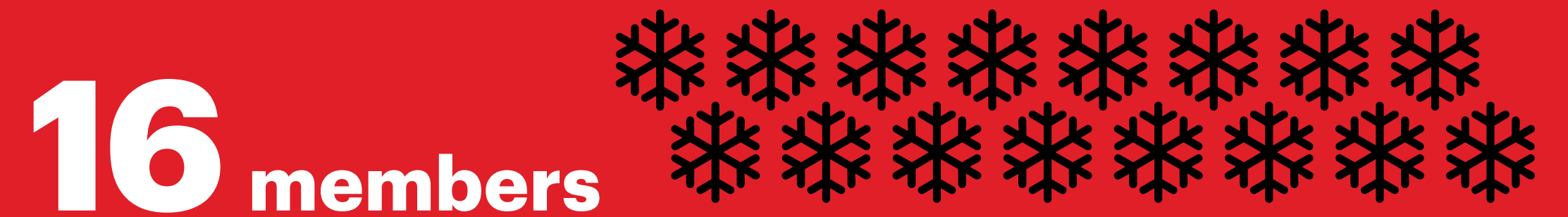


**26**  
**members**

engaged in LGBTQI+ inclusive sporting activities during the early stages of our new partnership with **Sporting Pride** (2024–2025).

**28**  
**members**

members participated in a residential **Christmas Gathering**, offering community, respite, and celebration during the holiday period and attended Gloria's Christmas Concert and Smithfield's Christmas market.



attended the **Winter Wellbeing Series**, a weekly online programme addressing Seasonal Affective Disorder (SAD), facilitated by volunteer mental health professionals in November–December.

**In 2024, our work continued to be grounded in the core values of dignity, inclusion, and empowerment. As systemic and social pressures increased, LGBT Ireland's peer support service provided a consistent, affirming presence for LGBTQI+ International Protection Applicants, nurturing resilience, connection, and a renewed sense of belonging.**

## RESPONDING TO A CHANGING WORLD

LGBT Ireland responds to all email contacts seeking information on protection, including those from overseas.

**675**  
**international**  
**emails**

a response signposted the person to their nearest regional or national safe group or contact point

**61**  
**emails**

from the United States during Nov-Dec 2024 seeking information on how to claim asylum or apply for an Irish visa.

**350**  
**emails**

from International Protection Applicants in Ireland

- Resulting in **106 invitations** for meetings
- **63 attended** and were assessed and signposted to supports
- **21 became members** of Is Rainbow Muid



**As the year drew to its close, a new trend in international emails emerged, with LGBTQI+ people in the US emailing with asylum and immigration queries. LGBT Ireland responded quickly to create, together with our partners, an FAQs Information Sheet which proved very useful as we faced a new year with a new US administration coming into power.**

## ON-GOING UKRAINIAN RESPONSE

During 2024 LGBT Ireland's Ukrainian response was scaled back. This was due to a decrease in the number of emails and requests for support, essentially due to a fall in the numbers of Ukrainians arriving in Ireland seeking Temporary Protection. The decreased arrival trends can be tracked to the timing of significant changes in government policies supporting Beneficiaries of Temporary Protection (BOTPs). These included changes to state-provided accommodation entitlements upon arrival, limited to 90 days only, effective for arrivals after 14th March 2024.

Policy changes also impacted social welfare entitlements, which differed depending on the nature of one's accommodation type (private rental; host accommodation). The policy changes aimed to bring greater equity to the government's support systems for all refugees, aiming to close the disparity between those seeking international protection and BOTPs.

All in all, the policy changes led to a decrease in Ukrainian arrivals and a feeling of insecurity for those Ukrainians already in Ireland. Many LGBTQI+ Ukrainians in LGBT Ireland's support service had already moved into private rented accommodation and were net contributors to Ireland's economy. A minority surrendered their temporary protection to start an application for international protection. Their applications remain in process.

Most hosts who offered accommodation under LGBT Ireland's coordination reached the end of their term by the middle of 2024. Overall, the host accommodation experience was a strong success with all parties expressing a feeling of deep reward and lasting bonds of friendship as a result. LGBT Ireland wishes to express huge gratitude once again to the hosts who came forward to support members of the LGBTQI+ community in their hour of need.



# RAINBOW REFUGEE COMMUNITY SPONSORSHIP PROGRAMME



**Image:** Saol Nua

LGBT Ireland's goal to create a Rainbow Refugee Community Sponsorship Programme continued to guide consultations and on-going collaborations with relevant stakeholders during 2024, primarily the Irish Refugee Council and NASC. LGBT Ireland has participated in two Community Sponsorships to acquire practical learning and insights into the process, to be in an informed position to fully assess the resources required for such an ambitious venture. The ongoing accommodation crisis remains a huge challenge for such a venture. However, LGBT Ireland sees a bright future for this programme in our work.

## LGBT.IE WEBSITE



LGBT.ie continues to be a vital platform for the LGBTQI+ community, serving as both an essential resource hub and a powerful tool for education and support.

As our primary communications channel, LGBT.ie provides access to the National LGBT Helpline online chat function to enable users to connect in real time with our volunteers. It also provides contact information for other key support services, offers comprehensive resources on a wide range of LGBTQI+ topics, and features regular blog updates alongside details of a range of supports available nationwide.

**over 211,000 new users**

In 2024, LGBT.ie welcomed over 211,000 new users. The most visited content was in the "Get Information" section, particularly resources related to sexuality and romantic identities. The strong engagement with our website highlights the critical role LGBT.ie plays in maintaining LGBT Ireland's visibility, accessibility, and impact online.

# TRAINING + EDUCATION

**LGBT Ireland's Training and Education Programme experienced another dynamic and productive year in 2024, reflecting the growing demand for high-quality LGBTQI+ awareness, inclusion, and competency training across a wide range of sectors. The training pillar continues to serve a dual purpose: externally, by delivering training and capacity building to key services and sectors in Irish society; and internally, by preparing new cohorts of volunteers to deliver frontline support as part of LGBT Ireland's national services.**

**Throughout the year, the training team operated at full capacity to meet these parallel objectives.**



## EXTERNAL TRAINING AND CAPACITY BUILDING

Requests for external training in 2024 came from a wide variety of services and sectors, underscoring the increasing recognition of the importance of LGBTQI+ inclusive practice. Engagements included training for:

- Mental health professionals and third-level students in mental health nursing
- Staff and board members of Family Resource Centres
- Childcare providers and services
- Local government bodies and representatives, including SICAP and local employment services
- NGOs supporting refugees at Citywest and other centres
- Management and staff of International Protection Accommodation Service (IPAS) centres
- Sports organisations and national governing bodies

- Organisations working in the disability sector
- HSE Wellness Teams and associated partners
- TUSLA and various partner agencies

A notable development in 2024 was the launch of *Being LGBTQI+ in Ireland (2024)*, a comprehensive research report on the mental health and wellbeing of LGBTQI+ people, authored by Professor Agnes Higgins and colleagues. The report, building on the foundational *LGBT Ireland Report (2016)*, highlighted ongoing and deeply concerning trends in poor mental health outcomes among LGBTQI+ individuals. Despite significant progress in legislative equality over the past decade, the post-pandemic environment and rise in online hostility, driven by coordinated mis- and disinformation campaigns, have contributed to a deteriorating climate for LGBTQI+ people and their families. One of the report's key recommendations was the continued investment in LGBTQI+ training for healthcare professionals and public awareness initiatives. LGBT Ireland's training programme is directly aligned with this recommendation and has already responded to this urgent need.

# TRAINING HIGHLIGHTS IN 2024

**588**  
professionals

in mental health and  
community services  
completed LGBTQI+ training

**256**  
health  
professionals

participated in specialised  
online courses and webinars

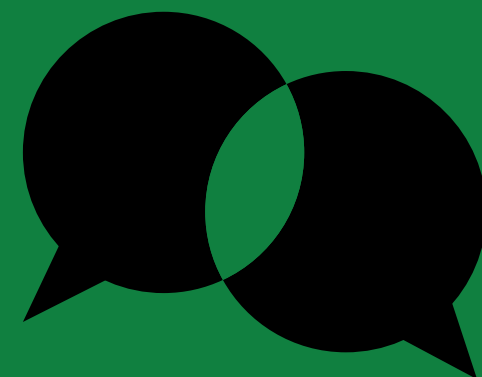


**175** Champions

were trained in LGBTQI+ inclusion in older  
people's health and social care settings

**1,051**  
employees

participated in **23 Pride Talks** in workplaces  
across Ireland, promoting allyship and  
inclusive organisational cultures



**63**  
staff and managers

of IPAS accommodation centres  
received targeted training on the  
needs of LGBTI+ international  
protection applicants

LGBT Ireland continued to develop and  
deepen existing training partnerships in  
2024, including ongoing collaborations with:

- Irish College of General Practitioners (ICGP) – Community Gynaecology
- Irish General Practice Nurse Education Association (IGPNEA) – Online module on LGBTQ+ Mental Health & Inclusion
- MyMind – Community Counselling Services
- Psychotherapy and allied mental health service providers



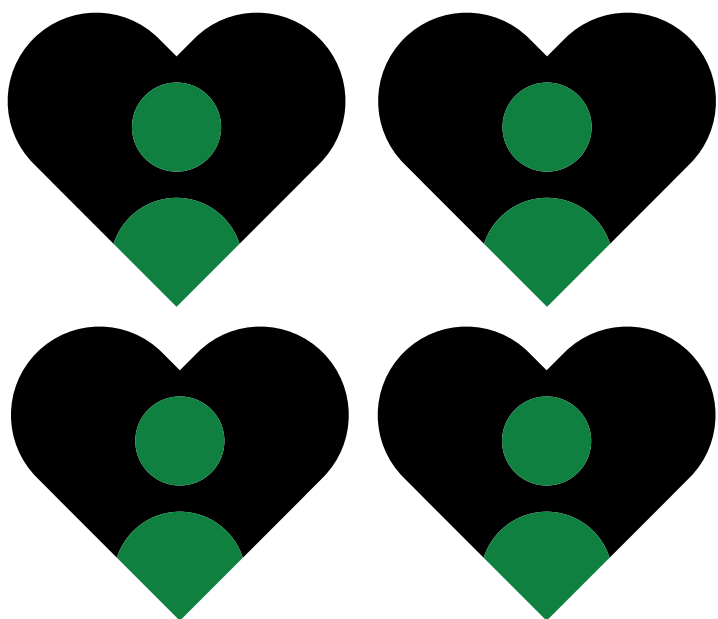
# INTERNAL VOLUNTEER TRAINING

Internally, the Training team supported the induction and development of LGBT Ireland’s volunteer workforce.

In 2024:

**35**  
new helpline volunteers  
completed training

**4**  
new peer support facilitators  
were trained and integrated  
into the monthly peer-led  
service structure



This internal training remains critical in sustaining the high standard of care and responsiveness that characterises LGBT Ireland’s support services.

The Training and Education Team also saw a significant transition in 2024, with the departure of part-time trainer Pam Buchanan at the end of the year, after four years of dedicated service. Pam’s contribution to the organisation’s training mission was considerable, and her legacy will continue to inform our work going forward.

## CONTINUING PROFESSIONAL DEVELOPMENT TRAINING FOR THE LGBTQI+ SECTOR

Through funding provided by The Wheel, LGBT Ireland led a consortium of over 20 Irish LGBTQI+ organisations to arrange tailored education and training opportunities for volunteers and staff in the LGBTQI+ sector.

The inaugural event, a daylong conference, took place on 26th January 2024 in Limerick and was attended by over 50 representatives from a range of LGBTQI+ organisations. Topics covered on the day included discussions on the media and political landscape, building organisational resilience and wellbeing supports.

Feedback from this event was overwhelmingly positive and attendees found it very beneficial to have tailored information available in a peer-led environment. Following the success of this conference, LGBT Ireland led out on a second, longer conference in November 2024 that was amalgamated with the annual volunteer conference to allow volunteers a chance to hear from other community organisations. The November conference saw 90+ attendees over a Friday and Saturday in Tullamore. Based on feedback from member organisations, topics covered included counteracting homophobia and transphobia, supporting callers in challenging circumstances, trauma-informed care, domestic violence, queer joy and personal resilience. 74.5% of attendees described the training as excellent and 94.5% reported that their confidence had increased or somewhat increased following the training.

**Some of the feedback from attendees included:**

*“The various training sessions were about bringing tools to help us deal better with challenges with our services.”*

*“Learning about and hearing the amazing lived experiences of the different services that shared updates with us created a sense of solidarity between the services”*

*“The excellent content and the time to be together as a sector is invaluable - lots of networking and relationship-building time which enhances collaborations both new and on-going”*



**Image:** Inaugural LGBTQI+ Sectoral CPD Event held in January 2024.

## LGBT IRELAND'S LGBT CHAMPIONS PROGRAMME: EMBEDDING LASTING CHANGE IN HEALTHCARE

Looking back on 2024, the LGBT Champions Programme continued to strengthen its impact, embedding lasting change across Ireland's health and social care services, working towards a future where older LGBTQI+ individuals feel visible, valued, and included in every care setting.

To date, over 500 LGBT Champions have been trained across a wide range of health and social care settings. This year, 120 new Champions joined the ranks through nine in-person and online training sessions. Training was delivered in major hospitals, nursing homes, homecare settings, and educational institutions like NUI Galway and UCC, ensuring that professionals are equipped to provide more inclusive and compassionate care.

Connection and collaboration remained central to the programme's success. 140 healthcare professionals attended LGBT Ireland's Pride Healthcare Conference, *Bridging Gaps & Building LGBTQ+ Inclusive Healthcare Environments*, while a national networking event in October brought LGBT Champions together to explore how sharing personal stories can drive more empathetic care.

Throughout 2024, LGBT Champions also increased their visibility at national forums and conferences, including those on ageism, homelessness, and dementia. We are proud of the LGBT Champions Programme's role in embedding inclusivity into Ireland's healthcare landscape, empowering professionals to deliver more compassionate, informed, and equitable care for older LGBTQI+ people.



# BUILDING ON PARTNERSHIPS: PRIDE IN DEATH

## End-of-Life Inclusion: Honouring LGBTQIA+ Lives and Legacies

Through honest conversation, community leadership, and a groundbreaking new resource, we are reshaping end-of-life care for LGBTQIA+ people in Ireland.

This year, LGBT Ireland brought life-affirming conversations about death and dying into the heart of the LGBTQIA+ community. Across six Death Cafes held in Dublin, Dundalk, and Cork, LGBTQIA+ individuals gathered to speak openly about grief, mortality, and how their identities have shaped their experiences with health and social care. For many, it was the first time they could explore these realities in a space that fully accepted them.

# LGBTQIA+ End-of-Life Guide





From each Death Café, we learned about the real gaps facing LGBTQIA+ people, from the lack of tailored bereavement supports to challenges around funeral planning and accessing inclusive care. The stories and emotions shared at these events laid the foundation for Ember, Ireland's first community-informed guide for LGBTQIA+ end-of-life inclusion.

At the centre of this project was our End-of-Life Reference Group: nine volunteers and three co-chairs from LGBT Ireland, the Irish Hospice Foundation, and the All-Ireland Institute of Hospice and Palliative Care. Together, they gave their time, expertise, and heart to this work. Meeting over five sessions, the group reviewed global best practices, selected a model to adapt, and shaped Ember into a guide deeply rooted in lived experience. Their collective commitment ensured the final resource truly speaks to the hopes, needs, and realities of our community.

Ember was launched with a powerful and immersive event in October 2024, inviting attendees to confront mortality with courage and compassion. The guide received widespread praise and national media coverage, sending a clear message: LGBTQIA+ lives, and deaths, must be seen, valued, and respected.

Available online through the Palliative Hub Professional website, Ember is already supporting LGBTQIA+ individuals to plan for their future and empowering health and social care professionals to offer more inclusive, affirming care. Ember is a project funded through the Department of Children, Equality, Disability, Integration and Youth.

**We are proud to stand with our community at every stage of life's journey**



**Image:** The LGBTQI+ End of Life Reference Group.

# PUBLICATIONS SUBMISSIONS

## Submissions

[Consultation on the Irish Human Rights and Equality](#)

[Commission Strategy Statement 2025-2027](#)

## Pre Budget Submission 2025

Submission to the Council of Europe Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) Questionnaire on the implementation of Committee of Ministers Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity

## Publications

A [guide](#) to the Children and Family Relationship Act 2015 Inclusive of Recent Amendments to the Law

Information booklets on International and Domestic Surrogacy, retrospective and prospective:

[International Retrospective](#)

[International Prospective](#)

[Domestic Retrospective](#)

[Domestic Prospective](#)

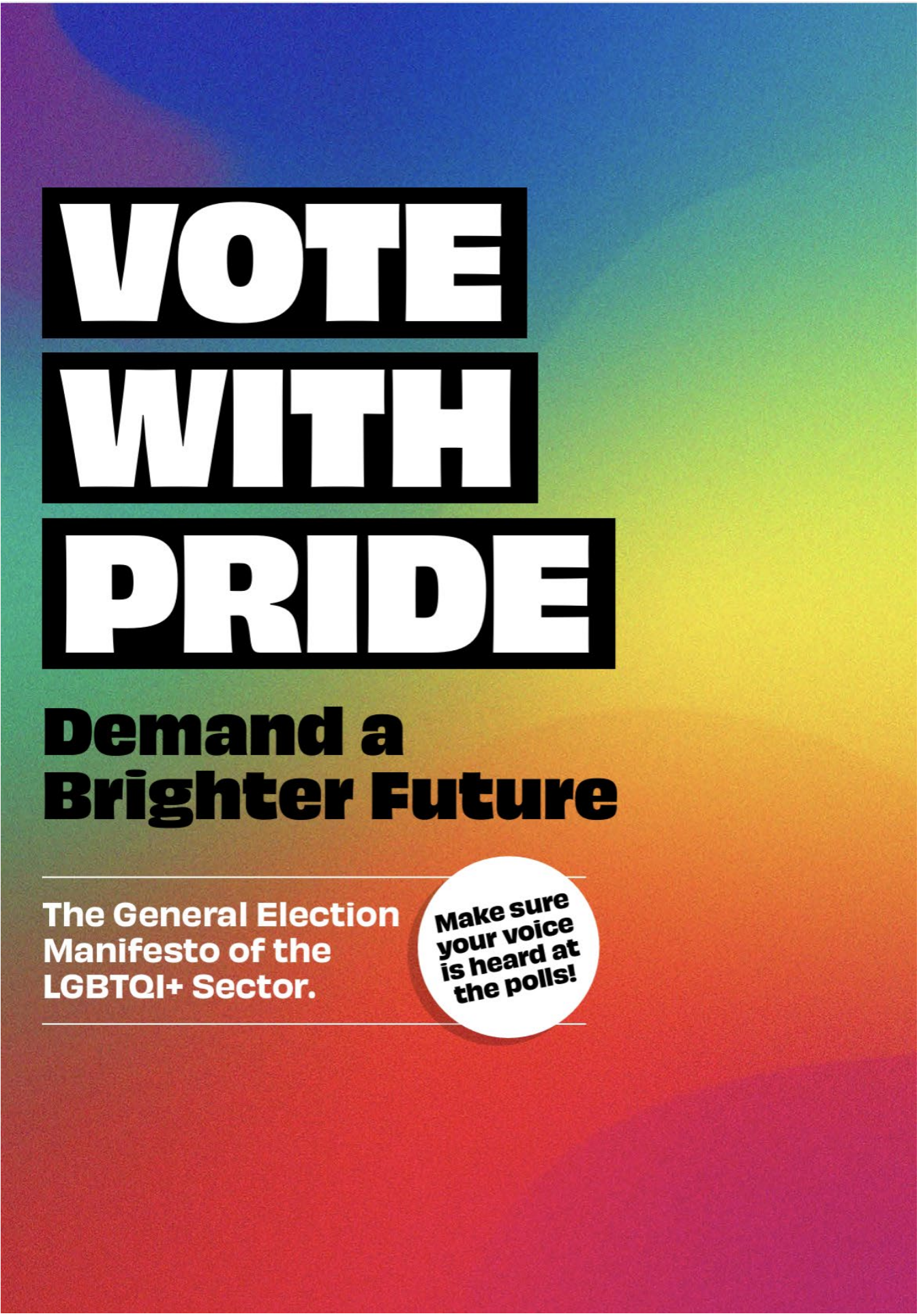
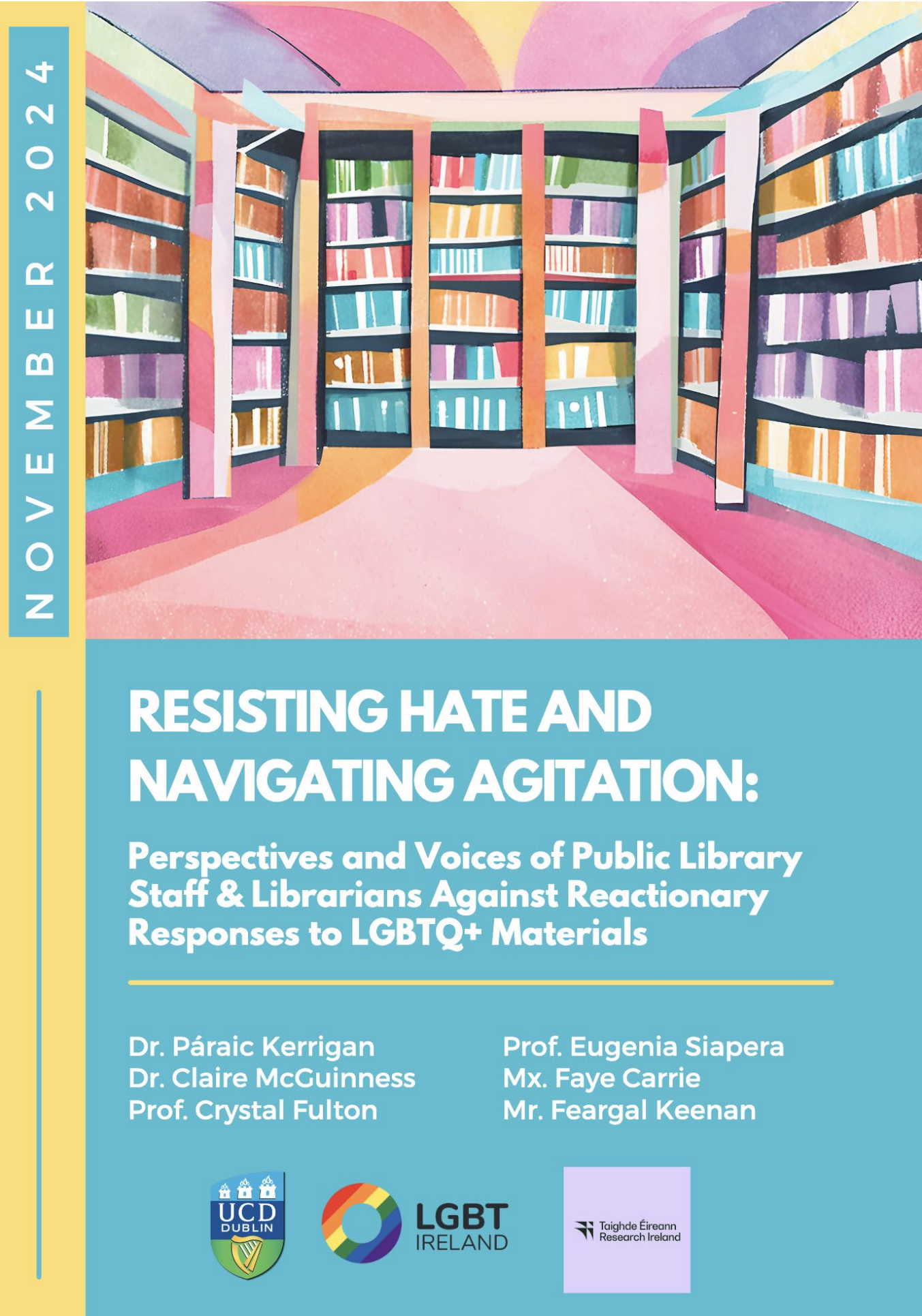
Shadow Report on the National LGBTI+ Inclusion Strategy Progress Made. Renewed Efforts Required [Report](#)

[Memorandum](#) of Understanding on Conversion Therapy on the Island of Ireland

Pride [Toolkit](#)



Other publications that LGBT Ireland has contributed to:





**ADVOCACY**  
**+ POLICY**  
**REFORM**

**LGBT Ireland advocacy and policy work focuses on improving LGBTQI+ human rights and policy protections in order to make Ireland one of the best places in Europe to be LGBTQI+.**



**Image:** Paula Fagan CEO, LGBT Ireland with Art O'Leary, CEO of the Electoral Commission

## **HATE SPEECH AND HATE CRIME**

An Garda Síochána figures on Hate Crimes and Hate Related (non-crime) Incidents reported during 2024 show an increase from 651 in 2023 to 676 hate crimes and hate related (non-crime) incidents in 2024. This is a 4% increase compared to 2023. The “anti-sexual orientation” category was the third highest motive in hate incidents during 2023 and 2024, but the number of reported incidents has declined to 70 in 2024 from 109 in 2023.

The new Criminal Justice (Hate Offences) Act 2024 commenced in December 2024 and provides for tougher sentences where hate is proven as a motivation for an offence, including on the basis of gender, sex characteristics and sexual orientation.

In September 2024, the Minister for Justice announced that the government would drop the incitement or hate speech sections of the Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022, which would have modernised Ireland’s laws on extreme hate speech.



While this was a missed opportunity to strengthen legislation on extreme hate speech, we welcomed the passing of the hate crime sections of the legislation. After many years of campaigning, this is a significant step forward. It sends a clear message that such behaviour is not tolerated in our society and responds to the growing need of targeted communities to feel safer.

LGBT Ireland is a leading member of the Coalition Against Hate Crime (CAHC), a civil society coalition representing communities commonly targeted by hate crime and hate speech in Ireland, as well as human rights organisations, academics and researchers. We, along with the CAHC continue to campaign for legislation to counter extreme hate speech, along with the implementation of the hate crime legislation. We are also calling for training, education, national awareness campaigns, better data collection and enhanced community policing as part of a National Action Plan Against Hate Crimes.

The European Commission has initiated an [“infringement procedure”](#) against Ireland over its failure to correctly transpose an EU framework decision on combating racism and xenophobia into Irish law.



**Image:** End Hate Crime



# FAMILY RIGHTS

LGBT Ireland is a leading voice on LGBTQI+ family rights. Our work in this area is done in collaboration and close coordination with Equality for Children and Irish Gay Dads, as the LGBTQ+ Parenting Alliance. In June 2024, in partnership with the LGBTQ+ Parenting Alliance, we produced [five information booklets](#) containing information relating to the changes introduced in 2024 to give an overview of the latest developments.



**Image:** AHR Family Rights

On 26 June 2024, the long-awaited [Health \(Assisted Human Reproduction\) Act 2024](#) was passed by both Houses of the Oireachtas. This has been over 20 years in the making, and it is a significant development. However, campaign groups were disappointed many proposed amendments were ignored. Many issues remain, and more legislation will be required to close gaps and fix inconsistencies. The legislation still needs to be commenced to come into effect. In October, the Government agreed to introduce a second Bill to close some remaining gaps in the law. The Minister for Health secured approval to draft amendments which would seek to provide legal clarity, equal recognition and protection for families who undergo assisted human reproduction procedures abroad.

Changes to the Children and Family Relationships Act will see retrospective recognition for the parents of donor conceived children who were conceived outside of clinics before May 2020 as well as recognition for parents who used a known donor before that cut-off point. This is a very significant change for many families, in particular, for many lesbian and bisexual women. However, the legislation does



not include full family rights for donor-conceived children who were conceived or born abroad after May 2020. We will continue to campaign until this gap is addressed.

The Act also introduces a legislative framework for surrogacy, but it is unclear how this will operate in practice and will be some time before it is fully operational. We welcomed the retrospective recognition of Irish children born through surrogacy. However, financial barriers will make this process near impossible for some families. We are also concerned the restrictive legislation will make it impossible for Irish people to pursue ethical surrogacy agreements in the US, and that people who step outside the narrow parameters of the law will face potential criminal sanctions.

LGBT Ireland is committed to continuing to campaign for improvements to the law to ensure all LGBTQI+ families are treated equally.

## BAN ON CONVERSION PRACTICES

LGBT Ireland supported the publication of a [Memorandum of Understanding on Conversion Therapy on the Island of Ireland](#), signed by three leading Irish healthcare representative bodies, the College of Psychiatrists of Ireland, the Psychological Society of Ireland and the Irish Association for Counselling and Psychotherapy. The Memorandum of Understanding renounces the practice of conversion therapy on the island of Ireland, stating that the practice is unethical, potentially harmful and is not supported by evidence. In signing the Memorandum, the three bodies renounce conversion therapy and commit to ending the practice in Ireland. Each body will now put together an action plan that will include training and ongoing professional development. LGBT Ireland was delighted to support this work in our capacity as the Chair of the Coalition to Ban Conversion Practices in Ireland. We look forward to this policy being reinforced by a legislative ban in the near future.

## TRANS RIGHTS AND INCLUSION

Throughout 2024, we worked with our partners TENI and Belong To LGBTQ+ Youth Ireland as part of the [Trans Equality Together](#) coalition of 36 civil-society organisations and groups. Throughout the year, we worked to promote positive attitudes towards trans and non-binary people and counter the negative and false messages about trans people that have been circulating in recent years, including through media engagement, social media, as well as training, support and events for member organisations.

As part of Trans Equality Together we launched a digital campaign [#ProudToBeAnAlly](#), which shares the experiences of trans people in Ireland and their loved ones. It features trans people talking about what it's like to be trans in Ireland today and what the support of their friends, family and community means to them.

## DATA COLLECTION

The Central Statistics Office (CSO) launched the Census Pilot Survey, which was conducted throughout September. This pilot was conducted to see how well the new online options work, and to test new questions, including on mental health, gender identity, and sexual orientation.



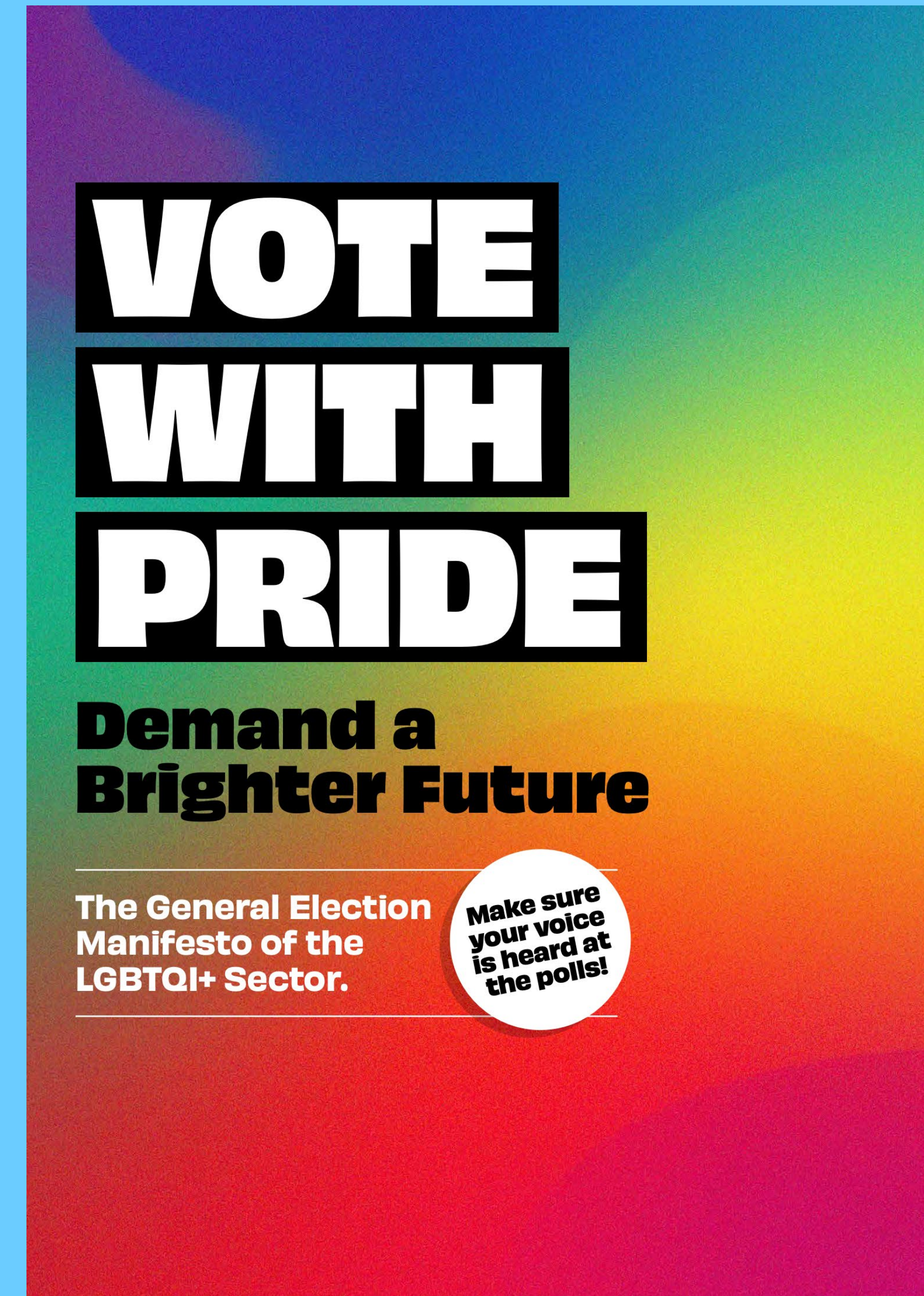
**Image:** Broad political support for the Vote with Pride Election Manifesto



# VOTE WITH PRIDE – THE LGBTQI+ SECTOR-WIDE GENERAL ELECTION MANIFESTO

On 6th November 2024, LGBT Ireland and 17 other leading LGBTQI+ organisations in Ireland launched the first-ever LGBTQI+ sector-wide manifesto ahead of General Election 2024, entitled [Vote With Pride](#). The manifesto called on election candidates to commit to ensuring support for and safety of LGBTQI+ communities, covering five key priority areas of action for a Programme for Government:

- Strengthening LGBTQI+ rights
- Investing in LGBTQI+ health
- Implementing LGBTQI+ inclusive education
- Tackling extreme hate speech
- Supporting LGBTQI+ communities





# NATIONAL LGBTI+ INCLUSION STRATEGY

As part of its work to develop a successor strategy to the National LGBTI+ Inclusion Strategy (2019-2021), the Department of Children, Equality, Disability, Integration and Youth held a public consultation to gather the views of members of the LGBTQI+ community. This included a series of regional consultation workshops, a separate consultation process with children and young people, and a series of targeted focus group discussions to ensure the voices of more marginalised members of the LGBTQI+ community were heard.

LGBT Ireland has been an active member of the [LGBTI+ National Inclusion Strategy Committee](#), comprising representatives from key government departments and public bodies along with NGOs, particularly those representing LGBTQI+ people. The Committee reviews the implementation of the actions contained in the Strategy and agrees indicators for monitoring progress towards the fulfilment of outcomes.

In January 2024, LGBT Ireland launched a report on the Government's National LGBTI+ Inclusion Strategy 2019-2021 at the offices of the Irish Human Rights and Equality Commission, entitled [Progress Made. Renewed Efforts Required. A Shadow Report of Ireland's First National LGBTI+ Inclusion Strategy](#). The Strategy, which included 108 actions, was envisioned to run to 2021 but was extended to 2023, following the onset of the global COVID-19 pandemic.

The shadow report measures and evaluates the impact of the Strategy from a community perspective and grades the Government's effort at implementing the 108 actions in the strategy over the previous four years. These scores ranged from A – F. After wide consultation and examination, the overall score we have given the Government, an average of the actions and outcomes, is a C+.



# Progress Made. Renewed Efforts Required.

A Shadow Report of Ireland's  
First National LGBTI+  
Inclusion Strategy

FULL REPORT  
JANUARY 2024



**LGBT**  
IRELAND

For Inclusion  
For Equality  
For Everyone

Progress has been made but a renewed effort is now required to fulfil the outstanding actions and to address new challenges. The report highlights the success of the public consultation that was undertaken in advance of the Strategy formation. However, it also notes structural flaws, including how some actions were not specific, concrete or measurable. The report concludes with ten recommendations. At the top of the list is our call for a second National LGBTI+ Inclusion Strategy that takes a whole-life approach and is informed by research, public consultation and international best practice. We need to see significant progress across a range of areas, including hate crime legislation, assisted human reproduction, banning conversion therapy and advancing outcomes for trans, non-binary and intersex people.

## ALL ISLAND LGBTQIA+ FORUM

The All Island LGBTQIA+ Forum is an initiative by The Rainbow Project, Northern Ireland, and LGBT Ireland, supported by Community Foundation Ireland and the Department of Foreign Affairs. Its primary goal is to foster partnership and cooperation among LGBTQIA+ individuals and organisations across the entire island of Ireland, both north and south. This forum aims to address common challenges faced by the LGBTQIA+ community, such as reducing hate crimes and enhancing LGBTQIA+ rights, by working together on shared interests and issues. The forum also seeks to strengthen connections between LGBTQIA+ community resource centres and Pride festivals, ultimately promoting equality and support for LGBTQIA+ people across Ireland.

In March 2024, we held the first in-person All Island LGBTQIA+ Forum in Trim, Co. Meath. Representatives from more than 20 LGBTQIA+ civil society organisations from the Republic of Ireland and Northern Ireland met to create connections and build a shared understanding on how to address hate crimes on the island of Ireland, both North and South.

The Forum also brought together the growing collection of Pride festivals which have popped up on all corners of the island which hadn't been successfully gathered together. A new [Pride Toolkit](#) was developed to support the creation of new Pride festivals in rural areas.



## INTERNATIONAL WORK

Throughout 2024, we remained active members of ILGA Europe and supported a number of initiatives to advance LGBTQI+ rights across the region. This included reporting under ILGA-Europe's Rainbow Map and Annual Review of the Human Rights Situation of LGBTI People in Europe and Central Asia. We also partnered with organisations across Europe to produce the ILGA-Europe & IGLYO report; [\*A civil society comprehensive review of the implementation of the Committee of Ministers Recommendation \(2010\)5 on measures to combat discrimination on grounds of sexual orientation or gender identity.\*](#)

**EQUICARES Project: Community-Driven Healthcare Access and Mental Health Promotion for Inclusive, Equitable and Resilient European Societies.**

LGBT Ireland is delighted to have been selected as one of 18 consortium partners for this innovative project aimed at improving access to sustainable mental health and care services for people in vulnerable situations through research, co-creation, and policy solutions. The project will kick off in January 2025 and will run for four years, during which time LGBT Ireland will be instrumental in understanding barriers to mental healthcare access for LGBTQI+ people living in Ireland and working closely with the community to identify and implement solutions.





# BUILDING PARTNERSHIPS

In 2024, LGBT Ireland continued to build on existing partnerships and create new ones. Working across multiple sectors and interests, LGBT Ireland is a partner organisation/ participant of the following coalitions and groups:



**Image:** ILGA SOGI Event

## The LGBTQI+ Community IPA Network

The LGBTQI+ Community IPA Network brings together representatives from organisations addressing LGBTQI+ issues and specialist Domestic, Sex, Gender, and Sexuality-Based Violence services. The goal is to raise awareness about how these forms of violence manifest in LGBTQI+ intimate relationships. In 2024, the Network held 6 meetings to collaborate on developing strategies and approaches to better support LGBTQI+ survivors of intimate partner abuse.

## Trans Equality Together

Trans Equality Together is a coalition of 36 civil-society organisations and groups working to create an Ireland where trans and non-binary people are equal, safe and valued. The objectives of the coalition are to promote positive attitudes towards trans and non-binary people, to counter the negative and false messages about trans people that have been circulating in recent years and to advocate for policy and legislative changes that will improve the lives of trans people and make Ireland a more equal society for all. Trans Equality Together is led by LGBT Ireland, Trans Equality Network Ireland (TENI) and Belong To LGBTQ+ Youth Ireland, alongside other members from civil society organisations.

## Ban Conversion Practices Steering group

The Steering Group comprises representatives of national LGBTQI+ advocacy groups as well as regional groups who have been active in this area and representatives of professional bodies. The group is working to achieve a full ban on conversion practices on the island of Ireland.

## Coalition Against Hate Crime

LGBT Ireland is a proud member of the Coalition Against Hate Crime Ireland (CAHC), a civil society coalition whose members represent groups commonly targeted in hate crimes. The coalition includes minority ethnic groups, religious minorities, LGBTQI+ communities, people with disabilities, and others, as well as academics and researchers working to advance the aims and objectives of the steering group. CAHC is chaired by the Irish Council for Civil Liberties (ICCL).

## **LGBTQI+ Sectoral Working Group on Garda Diversity and Integration**

As part of our ongoing commitment to ensuring safety, equity, and inclusion for LGBTQI+ people across Ireland, the LGBTQI+ Sectoral Working Group was established to provide a vital space for collaboration between community organisations and An Garda Síochána. This national group brings together LGBTQI+ organisations from across the country to regularly engage in dialogue on policing and community safety issues that directly impact our communities.

The group plays a key role in supporting the implementation of the Garda Diversity and Integration Strategy, ensuring that policy development and frontline practices reflect the lived realities of LGBTQI+ individuals. Through consistent engagement, shared expertise, and collective advocacy, the group works to foster Garda responses that are informed, inclusive, and responsive to the diverse identities, needs, and experiences within the LGBTQI+ community, particularly in relation to victim support and community trust.

## National Action Group for LGBTI+ Traveller & Roma Rights

LGBT Ireland remains an active and committed member of the National Action Group for LGBTI+ Traveller & Roma. The Action Group's landmark research Unveiling Inequality, Experiences of LGBTI+ Travellers and Roma (2022), led to the design of the Spoken Word events, aimed at amplifying the voices of those who participated in the research.

Spoken Word events primarily target Traveller & Roma services to start the conversation and bring ally voices in the community to visibility and attention, with a secondary focus on LGBTI+ services and spaces, as well as the public. During 2024 a total of 4 Spoken Word events took place - in Cork co-hosted by Traveller Visibility Cork and Travellers of North Cork with strong participation by LINQ and Gay Project, as well as Cork Queer Archive plus HSE mental health and wellbeing projects; in Tullamore, Co Offaly co-hosted by Offaly Traveller Movement (OTM) with strong attendance by Midlands LGBTQ+ Project and a range of mental health partners of OTM; in Galway as part of the

Misleor Festival of Nomadic Culture; in Tullamore as part of the 21st anniversary event of Minceirs Whiden Traveller-only forum.

## Samaritans

Outside of our normal operating hours, the National LGBT Helpline has been supported by our partnership with the Samaritans on freephone 116-123 when callers need support 24/7, day or night. LGBT Ireland and Samaritans also support each other's training needs through this ongoing and important partnership.



# FUNDRRAISING

The word 'FUNDRRAISING' is written in a bold, dark blue, sans-serif font. The letters 'P', 'R', and 'A' contain colorful circles. The 'P' has two light blue circles, the 'R' has two purple circles, and the 'A' has two yellow circles. The background is a solid dark brown.

**LGBT Ireland has experienced a sharp and sustained rise in demand for services over the past four years, driven by escalating challenges facing the LGBTQI+ community. Across Ireland and globally, hard-won rights are under threat, with increasing rollbacks in legal protections, a rise in hate speech and hate crimes, and growing hostility toward LGBTQI+ people. In Ireland, the number of LGBTQI+ refugees and international protection applicants continues to rise, many fleeing countries where their very existence is criminalised or persecuted. These urgent challenges underscore the critical need for strengthened support and expanded services.**

Meeting this demand remains a significant challenge, and it is only through the generosity of our supporters and, crucially, through strategic partnerships with progressive corporate allies that we have been able to respond effectively by expanding our core services. In 2024, these partnerships were instrumental in enabling us to maintain and grow our essential services, ensuring that those in crisis could access safe, affirming, and life-saving support when they needed it most.

Corporate partners play a unique and powerful role in advancing LGBTQI+ inclusion, not only by providing vital financial support but also by using their platforms to promote visibility, challenge discrimination, and drive systemic change. Their commitment sends a strong message of solidarity, showing LGBTQI+ individuals, especially those most marginalised, that they are valued, supported, and not alone.

We are deeply grateful to the organisations that have chosen to stand with us year after year, particularly, SSE Airtricity, PayPal, Flying Tiger, Adobe, Irish Life and Offbeat Donuts.

Their investment in our work is an investment in human rights, social justice, and a more equal and compassionate Ireland. As we look to the future, continued collaboration with purpose-driven corporate partners will be essential. With their ongoing support, we can meet growing needs, innovate in our service delivery, and build a society where LGBTQI+ people in all their diversity, can live full, safe, authentic, and celebrated lives.

A heartfelt thank you to the individuals, small businesses and our partners who made generous donations in 2024. The impact of our work with the LGBTQI+ community is greatly enhanced by your support.





# ACKNOWLEDGEMENTS

# STAFF AND BOARD

Alongside our incredible 70+ strong volunteer team, LGBT Ireland consists of our staff team and Board of Directors. In 2024, the staff team was made up of our CEO, Senior Training and Advocacy Coordinator, Head of Fundraising and Partnerships, Champions Programme Manager, Policy and Research Manager, Head of Services and Engagement Programmes, Administration Officer, Key Support Worker, Refugee Support Worker and a part time Trainer. The Trainer and Key Support workers report to the Senior Training and Advocacy Coordinator and remaining staff report to the CEO, with the CEO reporting to the Board of Directors. There were 12 people serving on the Board of Directors. All the Directors have a wealth of skills and experience including delivering frontline services, law reform, governance, and strategic communications. The Board met 4 times in 2024.

## Staff Team in 2024

<b>Paula Fagan</b>	<i>Chief Executive Officer</i>
<b>Collette O'Regan</b>	<i>Senior Training and Advocacy Coordinator</i>
<b>Pádraig Rice</b>	<i>Policy and Research Manager</i>
<b>Claire Murphy</b>	<i>Head of Fundraising and Partnerships</i>
<b>James O'Hagan</b>	<i>Champions Programme Manager</i>
<b>Adam McBride</b>	<i>Head of Services and Engagement Programmes</i>
<b>Kateryna Plakhtii</b>	<i>Administrative Officer</i>
<b>Maeve Conroy</b>	<i>Part time Finance Officer</i>
<b>Mariem B.Chattouh</b>	<i>Refugee Support Worker</i>
<b>Nataliya Pryshchepa</b>	<i>Integration Key Worker</i>
<b>Pam Buchanan</b>	<i>Training Officer</i>
<b>Gillian McInerney</b>	<i>LGBTQI+ Equality Diversity and Inclusion Trainer</i>

## NETWORK MEMBER ORGANISATIONS

Thanks to our amazing network member organisations:  
the **Gay Project**, **Outcomers**, **Outwest** and **LGBT Dublin**.  
We are enormously grateful to you for your dedication to  
supporting the LGBTQI+ community and to supporting us.





# OUR FUNDERS

LGBT Ireland is very grateful to the major funders who continue to support this incredibly important work. We could not have continued to deliver and grow our services, training and advocacy initiatives without your help.

Thanks to POBAL, HSE’s National Office of Suicide Prevention, HSE Sexual Health and Crisis Pregnancy Programme, HSE Social Inclusion, Department of Children, Equality, Disability, Integration and Youth, Department of Foreign Affairs, Community Foundation for Ireland, Dublin Frontrunners, St Stephens Green Trust, The Wheel and The Ireland Funds.



**Rialtas na hÉireann**  
Government of Ireland



**pobal**  
government supporting communities



**Feidhmeannacht na Seirbhíse Sláinte**  
Health Service Executive



**st.stephen's  
green trust**



**An Roinn Leanaí agus Gnóthaí Óige**  
Department of Children and Youth Affairs



**Community  
Foundation  
Ireland**



**the wheel**  
Stronger Charities.  
Stronger Communities.



**DUBLIN FRONT  
RUNNERS**



**THE  
IRELAND  
FUNDS**

# FINANCE + GOVERNANCE

**The charity is limited by guarantee not having a share capital.**

## Structure, Governance and Management

### Structure

The organisation is a charitable company limited by guarantee, incorporated under the Companies Act 2014 on 1 June 2017. The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

The company was established under a Constitution which established the objects and powers of the charitable company and is governed under its Constitution and managed by a Board of Directors.

### Directors and Secretary

Attendance is listed below for directors who served throughout the financial year, there were 4 board meetings in 2024. All directors are asked to declare any conflict of interest before board and committee meetings.

**Bernardine Quinn**

**Claire O’Connell**

**Clive Davis**

**Orla Howard**

**Marty Cooke**

**Roderick Maguire**

**Sean Denyer**

**Stephen Burke**



**Suzanne Crowe**

**Maria Molloy**

**Averil Power**

**Darryl Campbell**

The company secretary who served throughout the financial year was **Stephen Burke**

## **Governance, Audit and Risk Committee**

The Governance Audit and Risk sub-committee met 4 times during the year. Membership of this committee included the following board members – Clive Davis, Orla Howard, Roderick Maguire and Stephen Burke. Paula Fagan CEO was also a member of this committee.

In accordance with the Constitution, the directors retire by rotation and, being eligible, offer themselves for re-election. LGBT Ireland has applied to amend its constitution to include maximum term limits for board members.

Board members are recruited by public campaigns and based on recommendations from sectoral organisations. All new board members complete an induction programme and are provided with the following documentation:

- New Board Members Pack
- Board of Directors Guidebook
- Obligations of Board Checklist
- Role Description of Director
- Latest Annual Report and Audited Financial Statements

## Principal Risks and Uncertainties

The board of directors have identified key risks and uncertainties facing the Charity, including the risk of a decrease in the level of government funding and the potential increase in compliance requirements in accordance with company, health and safety, taxation and other legislation;

The charity mitigates these risks as follows:

- The charity continually monitors the level of activity, prepares and monitors its budgets targets and projections. The charity has a policy of maintaining sufficient cash reserves in line with our minimum reserve policy and keeps its reserve policy under review on an annual basis;
- The charity closely monitors emerging changes to regulations and legislation on an ongoing basis;

Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, clients and visitors.

### **Compliance with Sector-Wide Legislation and Standards**

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. The company has adopted many of the requirements of the Charities Statement of Recommended Practice (SORP) on a voluntary basis and plans to be fully compliant in 2025. LGBT Support and Advocacy Network Ireland CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- Charities Regulator Governance Code

**[Financial Accounts Here](#)**



**Contact:**

Info@lgbt.ie

01-6859280

*LGBT Ireland is a trading name of LGBT Support and Advocacy Network Ireland Company Limited by Guarantee. Registered Charity Number: 20159672 | CRO Number: 605384 | CHY Number: 22036. The Scheme to Support National Organisations is funded by the Government of Ireland through the Department of Rural and Community Development.*

2024



**LGBT**  
IRELAND

For Inclusion  
For Equality  
For Everyone