



Annual Report

and Audited Financial Statements
for the financial year ended 31st
December 2024

**Building capacity of
services to improve
outcomes for families
with evidence-based
parenting and mental
health programmes.**



Evidence shows that parent training is twice as effective as individual therapy with children. Parents Plus are leaders in recent developments, their programmes empower parents to promote child development, quality of life and strengthen child-parent relationships.

Professor Alan Carr
UCD School of Psychology



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Message from CEO



Parents Plus is about the “we”. We strive to empower services, to leverage collaborations with other national organisations, and to deepen our partnerships with government and sector stakeholders so that thousands more families have access to proven parenting programmes in their local communities, and at their point of need. By working together, we advance the Parents Plus mission to improve outcomes of children, young people, and parents, and to strengthen families and communities.

Our approach involves developing tailored parenting and mental health interventions in partnership with services and families for services and families. This collaborative model means that teams are better equipped to work effectively with parents to achieve the outcomes they define for their family, through our proven programmes, supervision, evaluation and outcome tracking.

The Parents Plus Strategic Plan 2022 – 2025 describes eight strategic themes that direct and inform everything that we do. With this strategy guiding our work, 2024 marked another important year of growth for Parents Plus, and we are proud of the progress made towards our strategic goals.

Key Achievements:

Evidence-Based Training, Implementation and Practice:

Our team worked with over 1,200 professionals across the community, mental health, disability, and education sectors. 864 professionals received training in our suite of evidence-based programmes, and we provided Community of Practice, Supervision and Implementation support to 348 trained practitioners.

Partnership with HSE Disability Division:

2024 saw our new collaboration commence between Parents Plus and HSE Disability Division to build the capacity of the HSE Children's Disability Network Teams (CDNTs) to improve outcomes for families with evidence-based parenting support and programmes, tailored to the diverse needs of service users and families, provision of tailored workshops to these teams, as well as supervision, accreditation and evaluation support. We look forward to continuing this vital work in the forthcoming years.

Rethink Ireland:

Parents Plus was selected as one of two awardees for the Growth Strand of the Entrepreneurship Impact Fund, providing multi-year funding and support to social organisations to achieve higher levels of impact by scaling their innovations and reaching their next stage of growth. For Parents Plus, this partnership and investment will provide us with targeted support in areas such as building organisational resilience and investment and procurement readiness.

Research and Development:

Our Innovations in Practice Conference in November 2024 brought together over 200 practitioners and academics from Ireland, the UK, and beyond. Highlights included UCD School of Psychology Professor Alan Carr's presentation on the Parents Plus Meta-analysis results, the Healthy Families Programme Randomised Controlled Trial results and the launch of the new edition of the Parents Plus ADHD Children's Programme. In June 2024, we launched the new edition of Parents Plus Early Years Programme Core Delivery. We continued our commitment to ongoing development and review of all Parents Plus evidence-based programmes and supervision, looking closely at feedback and best practice for delivery of online learning, and including CPD sessions for our team of trainers and supervisors.

TUSLA Traveller Project:

Parents Plus continued its collaboration in 2024 with TUSLA, rolling out our Parents Plus Early Years Programme (PPEY) with the Traveller community and working closely with the TUSLA-funded Traveller Support workers, as well as working on adding Traveller Specific videos to the programme.

RTÉ Toy Show Appeal and Community Foundation Ireland:

Under the RTÉ Toy Show funding received in 2023, and building on the highly successful pilot roll out started during Covid, the funding is supporting Parents Plus to increase the number of programmes delivered with our partner organisations, to help change the futures of over 2,000 children, parents and families across Ireland. Overall, the Transformative Grant funded project has been hugely successful, with delivery of 69 groups to 848 parents by the end of 2024 via the project partnerships with Parentline, ADHD Ireland and the Midwest Parenting When Separated project.

JP McManus Benevolent Fund continued support for 2024:

Parents Plus was successful in gaining further funding in 2024 from the JP McManus Benevolent Fund. This fund enables us to continue our work building the capacity of services in Limerick and Clare to improve outcomes for families raising a child with a disability.

Community of Practice and Individual Coaching/Supervision:

As part of our commitment to supporting the professional development of trained facilitators, managers and teams, two Community of Practice/Individual Coaching sessions are included in the training package within the first year. These sessions are designed to support practitioners in delivering effective programmes to parents and caregivers and are a key part of our impact model.

Master Classes in Solution-Focused Group Work Skills:

Following the success of the 2023 master classes, the workshops were delivered by Parents Plus Clinical Director John Sharry and Fred Ehresmann, two leading experts in the field, continuing to introduce practitioners to the theory and practice of a strength-based approach to groupwork.

Communications Review:

We conducted a comprehensive communications review with Communications Consultant Ciara Murphy, revamping our website and social media, as well as introducing regular practitioner tips from our team of expert trainers and supervisors, such as 'How to Help a Struggling Parent Stay Committed to the Programme' by Parents Plus Karin Todd, and spotlights on services, into our monthly newsletters. Building on this work we aim to recruit a new Communications Manager in 2025.

Finance and Governance:

Governance Enhancements:

2024 saw Parents Plus add six new board members to the board with expertise in research, finance, governance and operations. All trustees attended a tailored training day facilitated by Carmichael, which included roles and responsibilities of trustees in Ireland, the Charities Regulator Governance Code and Risk Management for charities.

Financial Management and Oversight:

In 2024, we saw an increase in traded income and grants totalling €1,066,516. This was a marked increase on €863,180 in 2023. We welcomed Stuart Baldwin, a chartered accountant, to Parents Plus. Working closely with the CEO, and Board of Trustees, and assisting the Finance and Governance Subcommittees, he will lead on financial strategy, overseeing budget reporting, audits, financial operations and governance. Voluntary trustee and International Statutory Controller at Meta, Adam O'Reilly (FCA), joined the Finance subcommittee, which continued to oversee financial management and ensure that Parents Plus uphold the highest standards of financial accountability and transparency.

Human Resources:

The new HR and Remuneration Subcommittee was established, and is guided by the board approved terms of reference, ensuring that Parents Plus is a good employer and complies with all the legal requirements and best practice in relation to Human Resources.

Our commitment to service excellence and scaling our impact is steadfast. We continue to empower services, leverage partnerships, and deepen our collaborations with government and sector stakeholders. Our focus on expanding our reach, investing in key impact areas, and collaborating with established services as a key enabler to achieving our mission will guide our work in 2025.

Finally, thank you to the Parents Plus community – our trained facilitators, team, voluntary board of trustees, and partners – for your ongoing support and dedication. We also extend our heartfelt gratitude to our funders for their generosity, support and guidance. Together, we will continue to work to strengthen families and communities.



Cherie Tyner
CEO

Chairperson Statement

Welcome to the Parents Plus Annual Report for 2024. On behalf of the Board of Trustees and our dedicated team at Parents Plus, I am delighted to present this comprehensive overview of our significant achievements throughout the year.

In 2024, Parents Plus was delighted to be awarded the Growth Strand of the Entrepreneurship Impact Fund from Rethink Ireland. This multi-year funding and support will enable us to innovate further and achieve higher levels of impact. One of the key milestones of the year was our partnership with the HSE Disability Division. This collaboration aims to support the work of HSE Children's Disability Network teams and provide evidence-based parenting support and programmes to families across Ireland.

We proudly launched new editions of the Parents Plus ADHD Children's Programme and the Parents Plus Early Years Programme. Additionally, our collaboration with the TUSLA Traveller Project continued, reinforcing our commitment to delivering inclusive and effective parenting support to diverse communities. We continued to review all Parents Plus programmes and are dedicated to ongoing research and development to ensure we remain innovative and evidence-based.

We are deeply grateful to our funders for their generosity and ongoing support throughout 2024. Special thanks are extended to the RTÉ Toy Show Appeal and Community Foundation Ireland, and the JP McManus Benevolent Fund. Through this support, together we continue to strive to improve the wellbeing of children, young people and their parents, AND to strengthen families by empowering professionals to deliver our evidence-based programmes in their services.

In 2024, we made significant strides in further enhancing our governance. Six new trustees joined the board, bringing with them expertise in research, governance, finance, and operations. We also welcomed Stuart Baldwin, a chartered accountant, to our team. Stuart will lead on financial strategy and oversee budgeting, financial operations, and governance, further ensuring we deliver the highest standards as set by the Charities Regulator in Ireland.

We are deeply grateful to the hard work and dedication of everyone working with Parents Plus – the staff team, trained facilitators, voluntary board of trustees and community partners. The commitment and dedication of all involved ensures the continued success of Parents Plus.



Chairperson

ParentsPlus

Universal, Preventative and Targeted Solutions for Services Supporting Families and Children.



About Parents Plus

Why we exist

Parents Plus is a leader in developing, implementing, evaluating and disseminating evidence-based parenting and mental health interventions for services supporting families and children. Over the past 30 years, Parents Plus has been working closely with services, across the community, mental health, disability, and education sectors, to build their capacity and skills to improve outcomes for families from the early years to adulthood.

Our focus is training and supervising these teams to improve outcomes for children, young people and parents in their communities at their point of need, as well as leveraging partnerships, and deepening our collaborations with government and sector stakeholders to scale our collective impact.

Parents Plus consistently demonstrates innovative practice as each intervention has been developed with services and families, for services and families. In the last 10 years alone, Parents Plus has supported over 1,000 organisations, in Ireland and internationally, to create sustainable change in their service delivery, strengthening over 100,000 families.

Backed by over 30 years of research, our programmes have proven benefits for families, including those dealing with disadvantages, disabilities, and mental health problems, as well as family life's regular ups and downs.

All profits from sales of programme training and supervision are re-invested in developing new evidence-based programmes to respond to the evolving needs of families and to sponsor facilitator training and support of services with limited budgets, who work with high-need families.

Founded in 1995 by Child and Adolescent Consultant Psychiatrist Professor Carol Fitzpatrick and Principal Social Worker Dr John Sharry, and established as a charity in 2001, our collaborative practice, training and supervision of teams ensures we are uniquely placed to equip services to deliver proven interventions tailored to the needs of local communities.

“

In the last 10 years alone, Parents Plus has supported over 1,000 organisations, in Ireland and internationally, to improve outcomes for over 100,000 families.

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Mission, Vision and Values

Our Mission

Is to improve outcomes of children, young people, and parents and to strengthen families, by empowering professionals to deliver our evidence-based parenting and mental health programmes in their services.

Our Vision

Is that all families have access to proven and tailored parenting tools, from the services they turn to, at their point of need, in their communities, improving their outcomes.

Our Values



Evidence-Based Service

Parents Plus are committed to researching outcomes and developing effective programmes, as well as empowering professionals to continually evaluate their practice to ensure the programmes meet the needs of the families they support.



Universal, early intervention, and prevention

Parents Plus programmes are important universal, early intervention, and prevention interventions.



Tailored

Parents Plus programmes are tailored to the needs of local communities and can be delivered one-to-one, in groups or online, to reach the most at-risk families.



Excellence

There are 29 research studies conducted in clinical, community and disability service settings, showing evidence on the effectiveness of the Parents Plus programme for families dealing with a variety of challenges and issues. These studies have been independently supervised by University College Dublin, Trinity College Dublin and the University of Limerick. The Parents Plus programmes follow international best-practice guidelines as described by the National Institute for Clinical Excellence in the UK and have been independently reviewed by What Works Ireland – Foundations UK, NHS Education for Scotland (NES), Early Intervention Foundation (EIF), and the National Parenting Academy (NPA).



Collaborative Practice

Parents Plus works in partnership with families and services to research, test and ensure the programmes meet their goals, and to ensure their experience and knowledge are central to the content of the materials.



Empowerment

The programmes are focused on encouraging children, adolescents and parents to achieve their potential and the professional training is focused on encouraging professionals to achieve the highest standards of excellence and to build sustainable family support projects within their local communities.

Our Impact Model

Train the Trainer

The Parents Plus portfolio of parenting and mental health programme training packages for professionals is effective:

- Universal programmes for all families raising children
- In prevention for disadvantaged and at-risk families
- As interventions for high-need families dealing with complex problems

Effective for children across different age groups, each programme can be delivered individually or in small groups, both in person and online, to parents and carers.

Supervision

Evidence shows that supervision/coaching and supporting facilitators through the accreditation process are integral to services maintaining improved outcomes for the families they work with, and why our charity provides two free supervision sessions to each professional trained in our programmes.

Capacity building and regional rollouts

Our team of experts work closely with services across Community, Mental Health, Disability and Education, to build their capacity and skills to deliver and evaluate our proven interventions, tailored to the needs of local communities, as well as support regional and national rollouts, to ensure effective community-wide delivery.

Sponsorship of services with limited funding

Parents Plus reinvests profits made in sponsoring services who work with high-need families, and who have limited funding, to train in and deliver our programmes in their communities.

Development of further evidence-based programmes for services

Parents Plus reinvests profits made into the development of further programmes to build the capacity of services to respond effectively to the evolving needs of families, as can be noted by our suite of eight evidence-based programmes, the 2024 launch of the new edition of the Parents Plus ADHD Children's Programme, the 2023 new Parents Plus Early Years Programme Core Delivery, and current research and development work.

Our Professional Programmes



Our programmes combine a social learning model with a solution-focused preventative framework that encourages and empowers parents, young people, and children to 'take charge' and make positive changes in their lives.

★ The **Early Years Programme Training for Professionals**, including the Core Delivery format, to support parents of children aged 1 to 6.

★ The **Children's Programme Training for Professionals** to support parents of children aged 6 to 11.

★ The **ADHD Children's Programme Training for Professionals** to support parents of children with ADHD aged 6 to 12

★ The **Adolescents Programme Training for Professionals** to support parents of adolescents aged 11 to 16.

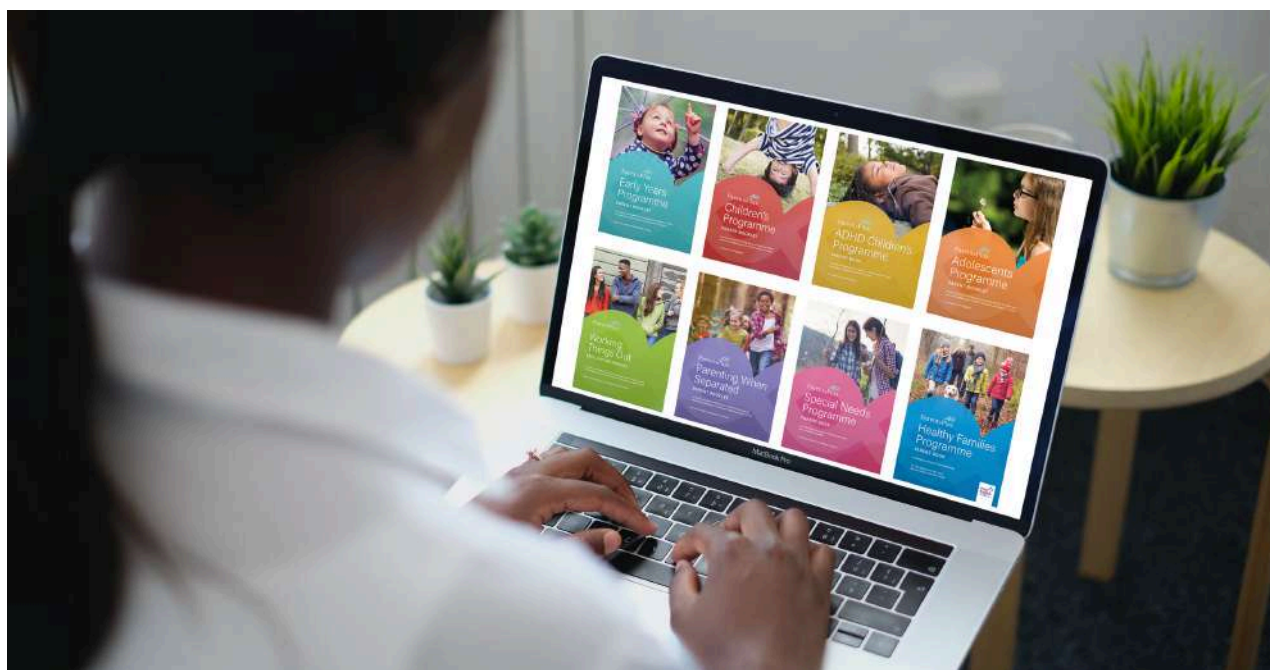
★ The **Special Needs Programme Training for Professionals** to support parents who have an adolescent with an intellectual disability.

★ The **Working Things Out Programme Training for Professionals** to support adolescents aged 11 to 16.

★ The **Parenting when Separated Programme Training for Professionals** to support parents who are preparing for, going through, or have gone through a separation or divorce.

★ The **Healthy Families Programme Training for Professionals** to support parents to develop healthy, active and positive family lifestyles.

The Services We Support



Professionals and Sectors

In 2024, Parents Plus trained and supported over 1,200 professionals as facilitators throughout Ireland, the UK and internationally.

Our bespoke train-the-trainer model ensures that professional service providers are best equipped to improve the lives of thousands of families and young people in a variety of settings, including family resource centres, child and adolescent mental health clinics; and disability services, childcare centres and preschools; primary and secondary schools; and child protection agencies.

Trained professionals include family support workers, social workers, psychologists, speech and language therapists, teachers, public health nurses, occupational therapists, psychiatrists, childcare workers, mental health workers, health promotion officers and community workers.

“

The Parents Plus ADHD Programme provides a neuro affirming perspective which empowers parents to understand and empower their child to be their true authentic self.

”

Lisa Whitlock

Gloucestershire Hospitals NHS Foundation Trust
Parent Support Team Lead Coordinator

NHS
Gloucestershire Hospitals
NHS Foundation Trust



Evidence Base



30

YEARS OF
RESEARCH

Backed by over 30 years of research, the Parents Plus programmes have a strong evidence base that demonstrates positive outcomes for families who complete our programmes.

29

INTERNATIONALLY
RECOGNISED
STUDIES

There are 29 research studies conducted in clinical, community and disability service settings, attesting to their effectiveness for families dealing with a variety of challenges and issues. These studies have been independently supervised by University College Dublin, Trinity College Dublin and the University of Limerick.

3

INDEPENDENT
REVIEWS

The Parents Plus programmes follow international best-practice guidelines as described by the National Institute for Clinical Excellence in the UK and have been independently reviewed by What Works Ireland – Foundations UK, NHS Education for Scotland (NES), Early Intervention Foundation (EIF), and the National Parenting Academy (NPA).

Evidence Base

Professor of Clinical Psychology, Alan Carr, University College Dublin, conducted two meta-analyses (2016, 2024) of the Parents Plus evidence base, with over 1,000 (2016) and 1,179 (2024) families in specialist settings. The 2024 meta-analysis observed a 25% increase in studies evaluating Parents Plus programmes, identifying 21 studies that highlighted the significant benefits for families who attend the Parents Plus courses, both post-treatment and importantly, at follow-up.

Across the 2016 and 2024 meta-analyses, the research shows:

The Parents Plus programmes have a significant impact on:

- Reducing child emotion/behaviour problems. (2016, 2024)
- Reducing parent stress.(2016, 2024)
- Increasing parent satisfaction.(2016, 2024)
- Increasing therapeutic goal achievement.(2016, 2024)

The 2024 meta-analysis identified the following effect sizes across all Parents Plus programmes.

- Child emotion/behaviour problems - small effect size.
- Therapeutic goal achievement - large effect size
- Parenting satisfaction - medium effect size
- Parental stress - small effect size

The results have been observed with over 1,179 parents and families in specialist settings, such as mental health and disability services, as well as in preventative and community settings such as schools and family centres.

Positive impacts on both child and parent wellbeing were observed at follow-up, 1 month - 2 years after programme completion.

Improvements were observed across a range of child age groups (1 - 17 years old).

Strategic Plan 2022 – 2025

2022 saw the launch of the Parents Plus Strategic Plan 2022 – 2025. The strategic plan is informed by up-to-date research on the needs of families; the impact of the COVID-19 pandemic; the current social, economic and political context for families living in Ireland, and internationally; as well as the gaps in services working with parents, children and young people.

Building on the work of 2023, in 2024 Parents Plus continued to focus on increasing our impact in Ireland to respond to the growing needs of families and services, and scaling our current work in the U.K. and internationally to further strengthen families and improve outcomes.

Guided by the eight strategic goals set out in our strategic plan, Parents Plus remains committed to:



Increasing the impact of our world-class parenting and mental health programme research, training, supervision and outcome monitoring for services, and importantly, families.



Continuing to respond to the evolving needs of families, particularly those most marginalised and underserved, through the development of evidence-based programmes.

Strategic Goals



“

Parents attending the groups experienced really positive outcomes. Feedback from professionals supporting the families highlighted the very positive impacts the Parents Plus programme had in helping parents turn things around in very challenging circumstances. One parent explained that attending the programme was life changing.

”

**Athy Community Family
Resource Centre**



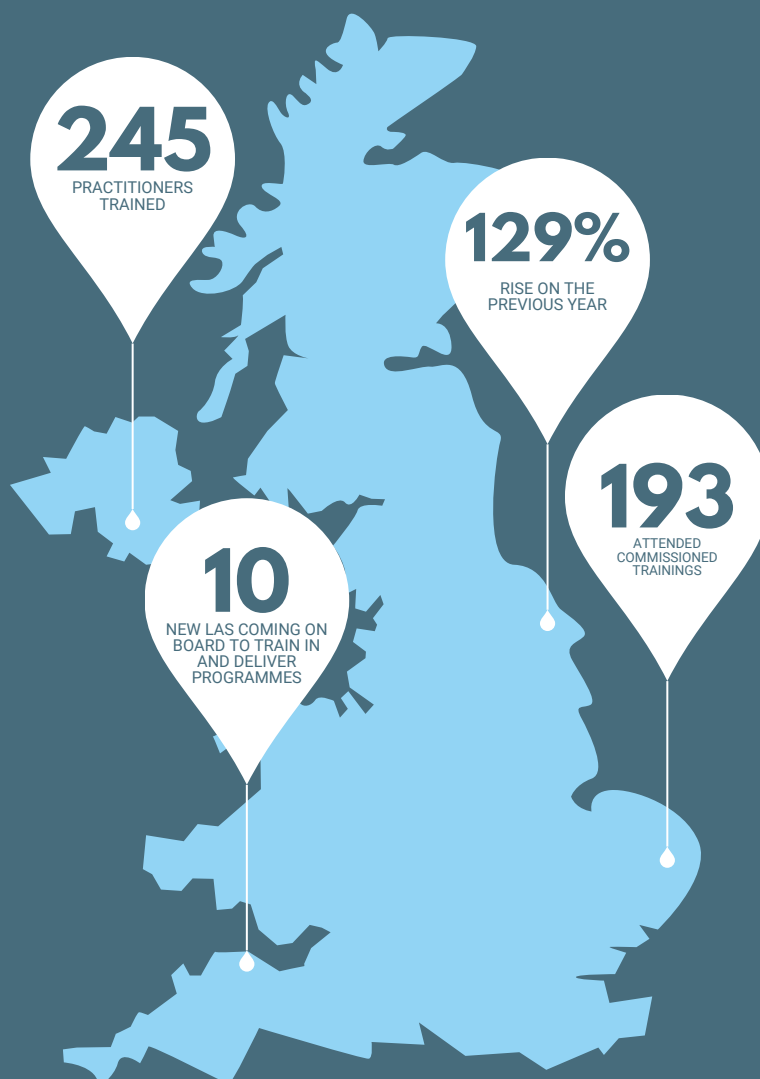
Our Impact in Ireland in 2024

In 2024, our charity made a significant impact by training 864 professionals in our suite of evidence-based parenting and mental health programmes, delivering 65 training programmes, Community of Practice to 163 trained facilitators, and providing individual coaching/supervision sessions to 185 trained facilitators. We had 10 facilitators who became accredited across the range of programmes in 2024. Importantly, this work has contributed to developing the skills and expertise of these professionals to improve outcomes for the children, adolescents and families they are set up to serve.

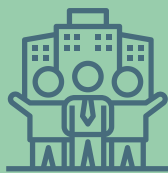


Impact in the UK in 2024

In 2024, Parents Plus continued its work in partnership with services across the UK. The financial landscape in the UK Health and Social Care sectors remains extremely challenging. However, thanks to the work of our Impact Lead and the Parents Plus team, 2024 has seen a marked increase in the implementation of Parents Plus programmes as a core part of the UK parenting support services offering. This work included training 245 practitioners from UK agencies, representing a 129% rise on the previous year. We have built our impact with Local Authority (LA) teams, with 10 new LAs coming on board to train in and deliver our evidence-based parenting and mental health programmes. Of particular note is that 193 practitioners attended training that was specifically commissioned by local authorities, CAMHS, NHS Trusts and Early Help services. This increase in commissioned training points to a rising number of UK services now looking to make Parents Plus programmes their offer of choice.



Training and Supervision



864

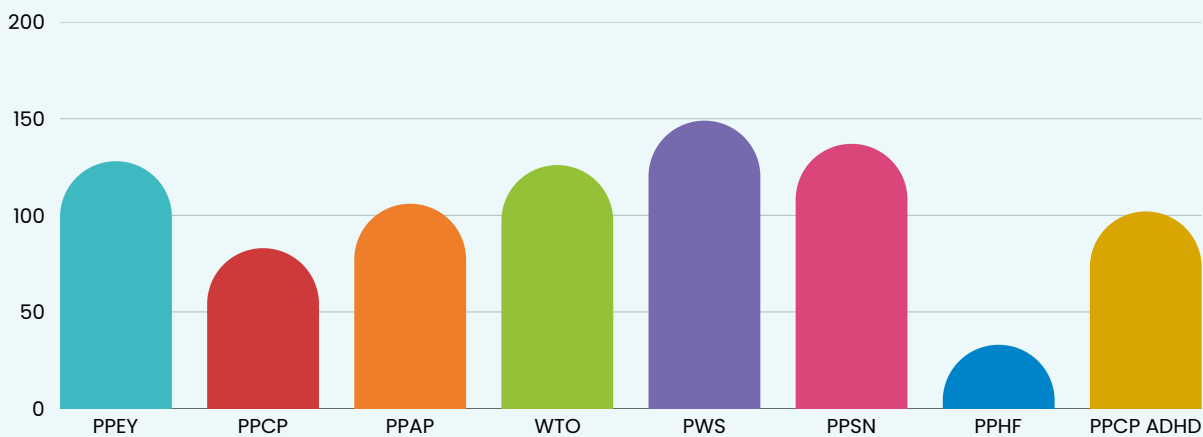
Professionals trained in core programmes



348

Total number of supervisions provided to practitioners across the suite of Parents Plus programmes

2024: No. of professionals across the 8 Parents Plus programmes



Training and Supervision

Evidence shows that in order to further improve outcomes for families, professionals must be supported, post-training, to implement parenting and mental health groups within their own settings. Thus, a key strategy for Parents Plus is to increase the engagement of trained professionals in post-training supervision. With this in mind, Parents Plus continued to integrate post-training supervision into all training packages.

From 2024, all professionals trained in Parents Plus programmes were offered:

Two coaching/supervision/Community of Practice sessions within year one post-training.

Further sponsored supervision and support available by application.



422

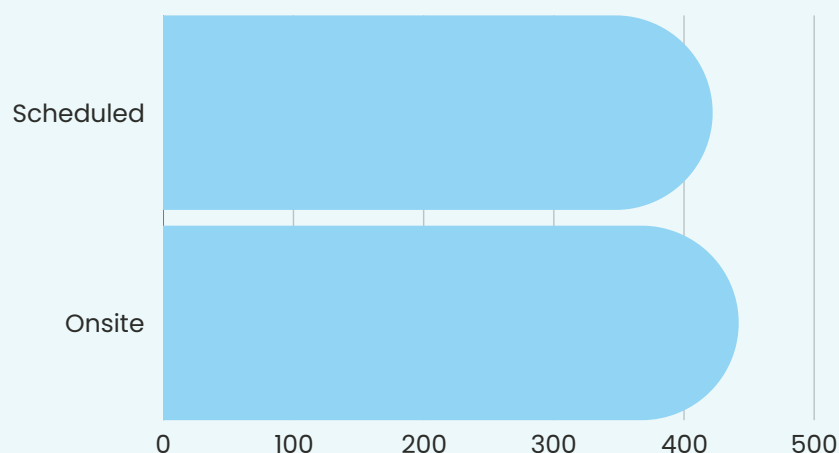
Attending scheduled training



442

Attending onsite training

No's attending training 2018-2024



Sponsored Training

In 2024, our charity sponsored/funded training places for 44 professionals from the community, education, health and disability sectors. This was from our own resources, as well as from external grants that we secured from the JP McManus Benevolent Fund and the RTÉ Toy Show Appeal, to support services who work with high need families, and who have limited funding, to train in and deliver our programmes in their communities.

Parents Plus
sponsored/funded
training places for

44

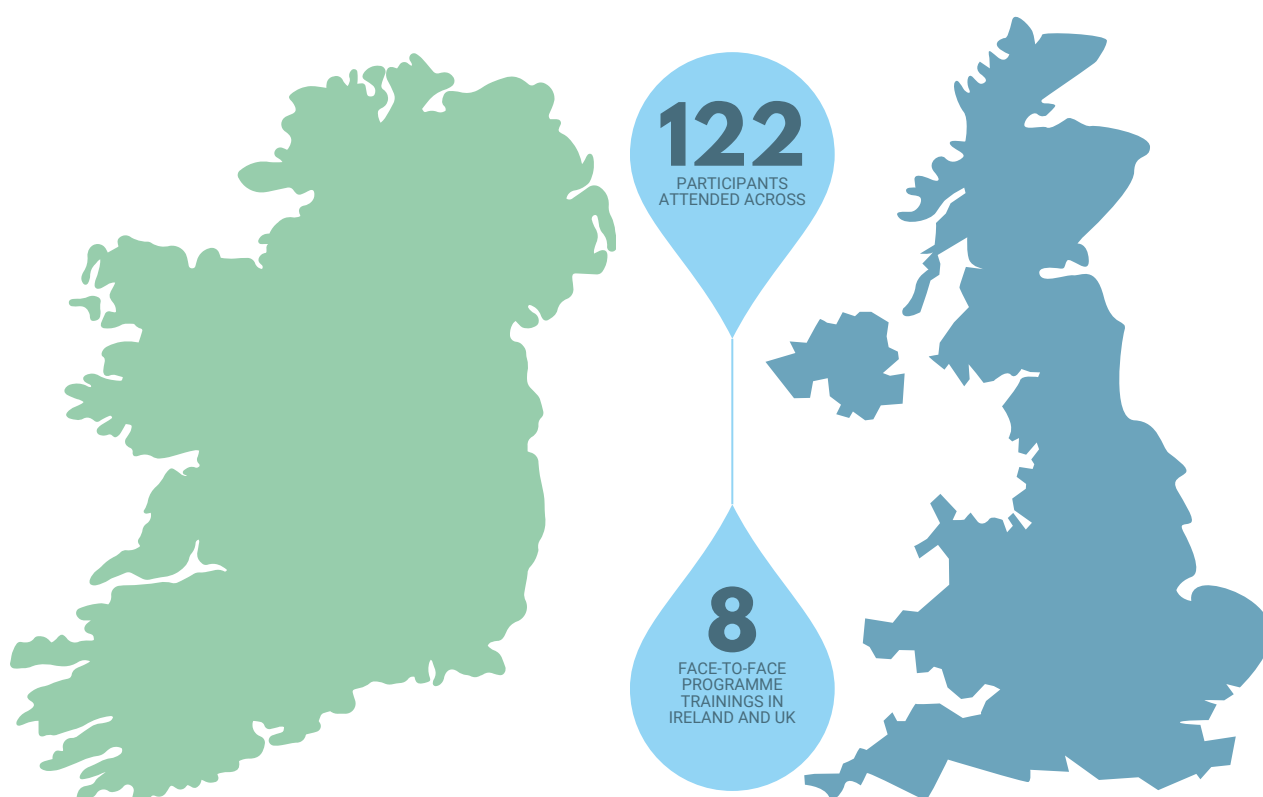
professionals



Onsite Training

The number of commissioned trainings across all our programmes has been on the increase throughout 2024. Tailored for services and agencies, this option allows us to deliver the training directly to teams online or at their chosen location. It includes the same comprehensive content as our scheduled training but can be customised to meet the specific needs of organisations, their context and their practitioner teams. Onsite training packages also provide organisations and services with access to the full suite of Parents Plus resources, ongoing implementation support, and an opportunity to join the Parents Plus Community of Practice or access bespoke Community of Practice for their teams.

We have also seen a return to requests for in-person training in 2024. 122 participants attended across eight face-to-face programme trainings in the Republic of Ireland and the UK.



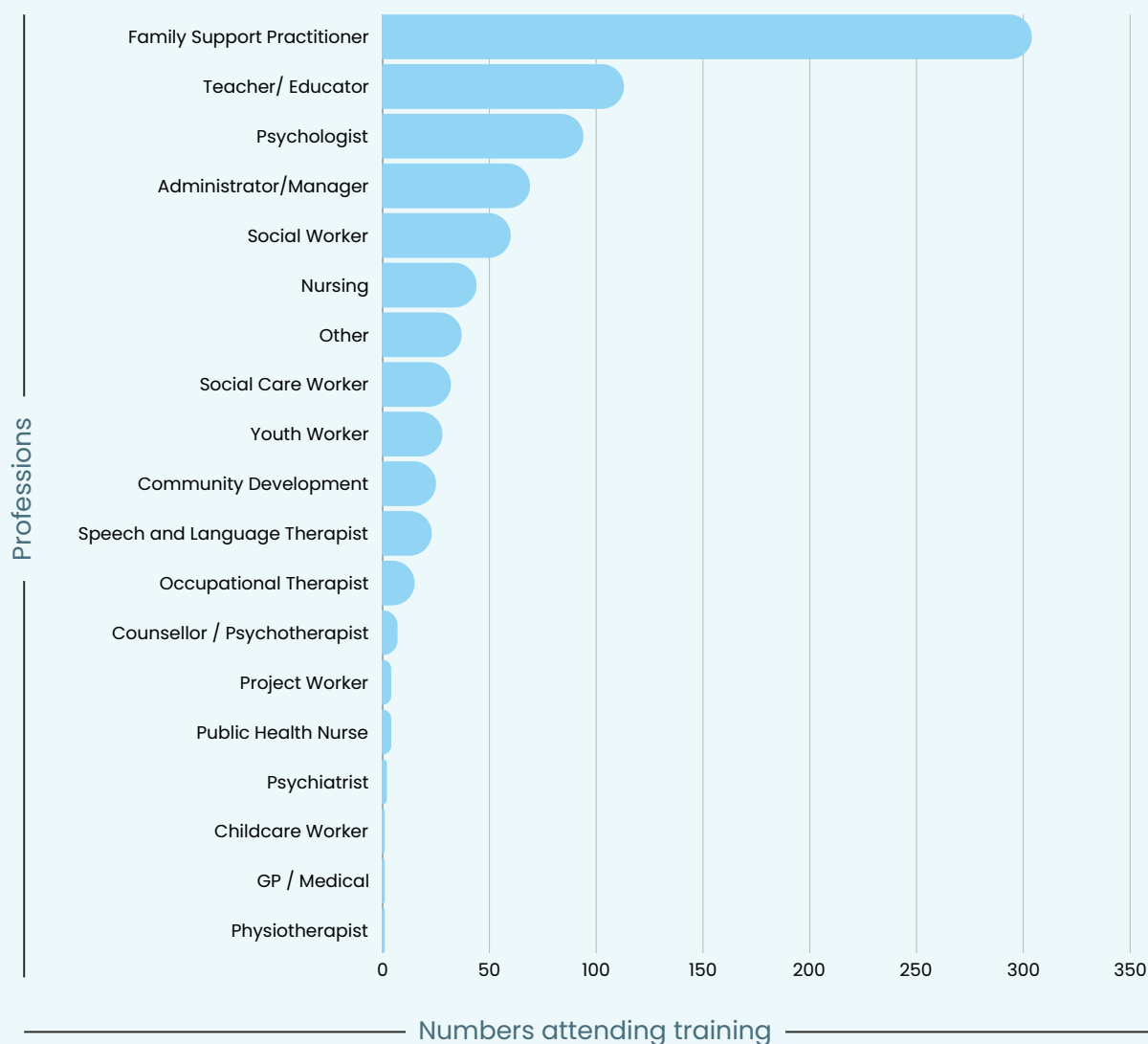
Professionals and Services



864

Practitioners who trained in Parents Plus programmes were from a wide range of professions. Most were represented across the Family Support, Mental Health, Education, Disability and Community Sectors.

2024 - Professions attending training





Spotlight on 2024

As we look back on 2024, we would like to acknowledge the achievements made possible with the services we work with across health, community, education, and disability services. Their commitment to working with Parents Plus to improve outcomes for families with evidence-based service delivery has enabled us to have a meaningful impact within their services, and in the lives of the families they support.

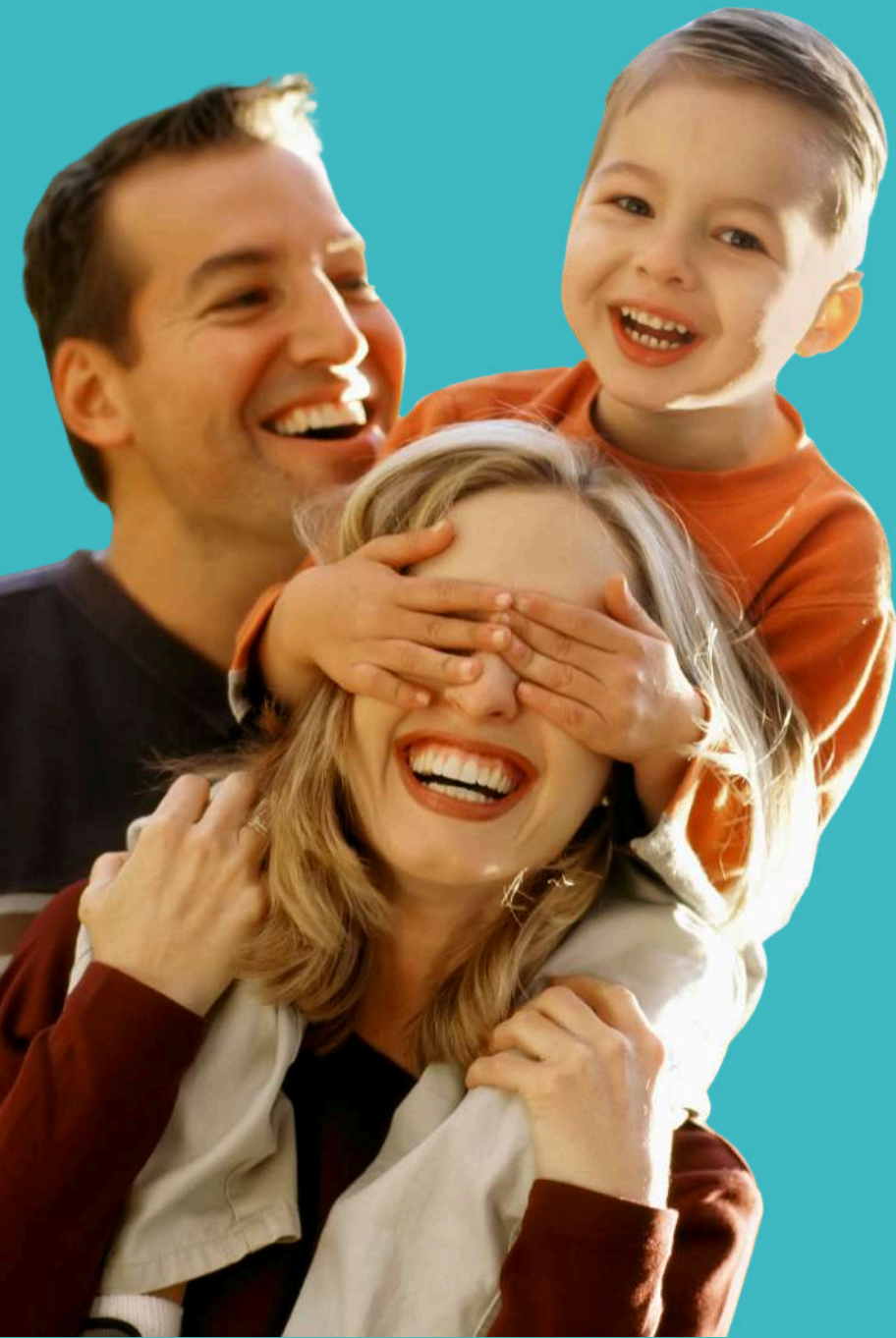
Over the following pages, we spotlight some of the work of 2024 that has laid a solid foundation for our charity's continued growth and increased impact in the years ahead.

“

Dad Richard's goals were to 'stay calmer during his child's meltdowns' and to 'better understand ADHD'. During the second session, he had a 'lightbulb moment', following the "12 Challenges of ADHD" topic, realising his child's behaviour wasn't intentionally defiant, lazy, or avoidant. Each week, Richard shared positive feedback and in the final session, he openly discussed his journey as the 'best, hardest thing' he had done.

”

Dad Richard,
who attended the Parents Plus
ADHD Programme.



Rethink Ireland Entrepreneurship Impact Fund Awardees

RETHINK IRELAND

In Autumn 2024, Rethink Ireland announced Parents Plus as one of two awardees for the Growth strand of their Entrepreneurship Impact Fund. The aim of the fund is to support social organisations to achieve higher levels of impact by scaling their innovations and reaching their next stage of growth. This multi-year funding will provide Parents Plus with targeted support in areas such as building organisational resilience and investment and procurement readiness. By working in partnership with Rethink Ireland over the next three years, and investing in the infrastructure Parents Plus needs to scale deeply, together we will create lasting, positive outcomes for thousands more families and communities, and the services set up to support them. We are extremely grateful to Rethink Ireland and the private donor for selecting Parents Plus to work with and invest in.



Partnership with the HSE Children's Disability Services



Parents Plus and the HSE Children's Disability Services launched a partnership in early 2024 which continued to grow successfully and expand throughout the year.

The project is focused on building the capacity of HSE Children's Disability Network Teams (CDNTs) to improve outcomes for families with evidence-based parenting support and programmes, tailored to the diverse needs of service users and families, provision of tailored workshops to these teams, as well as supervision, accreditation and evaluation support. Funded by the HSE Disability Division, Parents Plus provides an opportunity for practitioners to train and build their skills in delivering the Parents Plus Special Needs and/or Early Years Programmes. This involves provision of the evidence-based training programmes as well as a range of supports to the practitioners and managers, including mentoring and coaching, and Community of Practice sessions focused on integrating the Parents Plus solution-focused, strengths-based approach to working with families. The teams are encouraged to tailor the programme delivery and model of practice to the needs of individual families, which includes running group-based programmes over 6 -12 weeks, and providing tailored individual support to the parents as they need. For example, using the Core Delivery format of the Early Years programme, a parent can receive a mix of group and individual sessions, with the option, where appropriate, of having strengths-based video feedback sessions specific to their child's needs. Read more on the Core Delivery, Parents Plus Early Years approach [here](#).

Project Progress

The project has been hugely successful so far with 67 of the CDNTs nationally engaging in the project. In 2024, a total of 110 CDNT practitioners availed of the training across the two programmes. Our ongoing schedule of Community of Practice sessions are very popular and provide a forum for professionals to share practice tips and ideas on topics such as 'Recruiting parents to attend programmes,' 'Core skills in group facilitation,' 'The power of solution-focused language,' and more. A further CPD accreditation level is also built into this project, which is aimed at helping facilitators develop further a high standard in the core competencies of programme delivery.

Further workshops are delivered to team managers on using the Solution Focused model to enhance their leadership and teams. In November 2024, 27 Children's Disability Network Managers (CDNMs) signed up to attend the workshop, 'Leading from One Step Behind - A Solution Focused Approach to Leadership.' The feedback was very positive with CDNMs requesting further opportunities to continue their learning on the Parents Plus Solution Focused approach.

Monitoring and Evaluation

The participating teams are collecting baseline and ongoing data as part of the project monitoring process. This is part of the Parents Plus Quality Protocol that helps services to ensure they are delivering the programmes at a good standard. This is a dynamic process and involves engaging with parents to set good goals for what they will get from attending the programmes and also ensuring a strong system of feedback from parents and then using this feedback so that the delivery can be adjusted and improved to meet the needs of those attending.

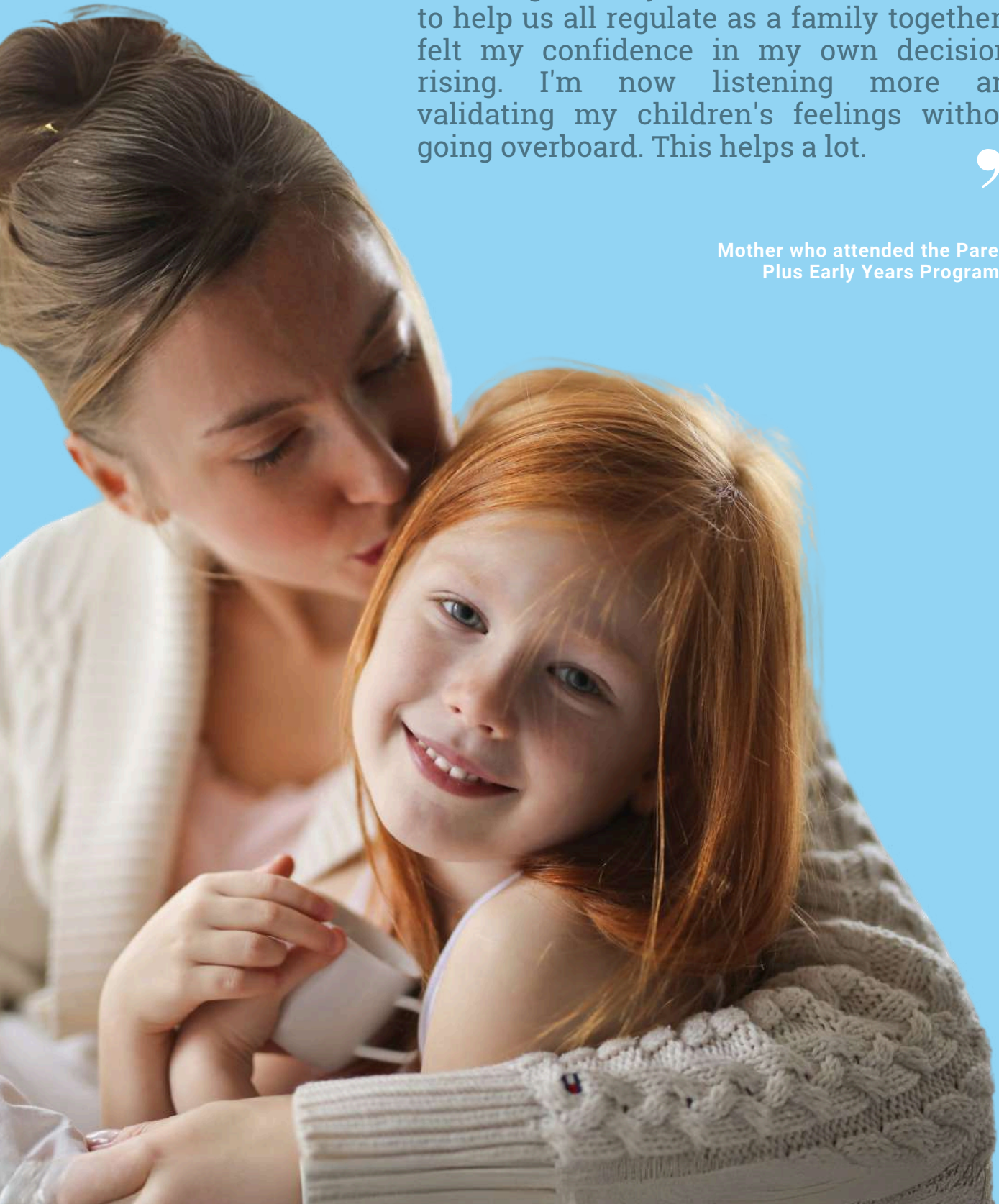


“

I signed up to the Parents Plus Early Years programme because I was struggling a lot with the stresses of parenting my 4 year old and 2 year old. I wanted to learn how to manage my responses better - not get so frustrated and negative. The programme gave me so many practical ideas about ways of tuning into my children's needs and how to help us all regulate as a family together. I felt my confidence in my own decisions rising. I'm now listening more and validating my children's feelings without going overboard. This helps a lot.

”

Mother who attended the Parents
Plus Early Years Programme



Innovations in Practice Conference 2024



The Parents Plus Innovations in Practice Conference took place on 13 November 2024 and brought together a vibrant community of over 200 practitioners from across Ireland, the UK and beyond.

Professor Alan Carr, UCD School of Psychology, began proceedings with the keynote presentation of the results of the Parents Plus Meta-analysis (2023) demonstrating the effectiveness of the eight Parents Plus programmes. For our community of services and practitioners delivering the programmes, and moreover for parents attending, it is great to see the strength of evidence presented, that the programmes work in reducing parents' stress levels, increasing their satisfaction as parents and improve children's emotional and behavioural well-being. The Parents Plus Healthy Families Programme, Randomised Controlled Trial (2024) also presented, showed a very positive benefit for improving family lifestyle habits. This benefit was brought to life in the following set of presentations from Dr Kathy Looney, who outlined the wider

context of the model of care for childhood obesity and Dr Adele Keating who brought us through the background and programme content, including topics such as Managing Technology, Happy Mealtimes, Restful Sleep. A very illuminating presentation from Early Years practitioner, Yvonne Anderson, gave fabulous real life examples of the kinds of changes parents attending the groups were able to make, many of whom reported better sleep for the whole family on the back of adjusting family evening time routines. One of those parents, Olivia, spoke at the conference about how she and her children got more active, made mealtimes more sociable by sitting together and chatting, and how she managed to regulate herself emotionally, staying calmer and more connected with her children. The practice message here was of facilitators warmly engaging with parents in a supportive, non-judgemental way and parents supporting each other in the groups.

The short breakout interactive session mid-way through the conference encouraged the sharing of some excellent ideas on overcoming the challenges for services implementing parent programmes. A highlight from this feedback was the need to focus on getting fathers to attend. A bit like what parents get when they attend group parent programmes, the breakout attendees felt reassured that they were not alone in their challenges!

The learning from the second part of the morning was a resounding message to practitioners, service managers and commissioners: 'Listen carefully to your parents' needs and collaboratively find ways to address them.' Ciara Kane presented a fantastic Family Resource Centre project based in the Midwest of Ireland, working closely with the local Courts, where parents experiencing separation and divorce can access the Parents Plus Parenting When Separated programme, and get follow-up support as needed via community services. Lisa Whitlock showed us how listening to parents' needs within her CAMHS parent support service led to the Parents Plus ADHD programme being offered to parents attending the service and on waitlists. The team ensured a neuro-affirming practice approach to their support offer to parents of children with ADHD many of whom were neuro-diverse themselves.

The final presentation showed a group of practitioners innovating with the Parents Plus Special Needs programme, bringing in parents of younger children and offering them a safe space to connect and discuss topics such as their own emotional journey, supporting siblings, managing school transitions and parent self-care.

Overall it was a very positive morning of sharing rich insights from evidence, practice and implementation. Thank you to all the speakers and participants for making this conference a success. For further details see our [Conference presentation recordings](#) page.

New editions of the Parents Plus ADHD and Parents Plus Early Years Programme manuals



Parents Plus ADHD Programme: This second edition of the Parents Plus ADHD Programme (PP-ADHD) manual was published in November 2024, and was developed as a stand alone programme from the Parents Plus Children's Programme, with a separate facilitator training. The new manual has a simpler format that integrates individual and family sessions into the group format.

The new edition includes:

- ◆ Extra input on building the parent-child relationship.
- ◆ Additional handouts and new content on parent self-care.
- ◆ Information on delivering the programme within the neuro-affirming paradigm.
- ◆ Modification of the 'managing behaviour' sections to reduce focus on behavioural principles, and to increase focus on 'tuning in' and understanding your child.
- ◆ Additional content on co-regulation and family co-problem solving.
- ◆ New educational videos about ADHD to support the programme delivery.

Parents Plus Early Years Programme: A new edition of the Core Delivery manual for the Parents Plus Early Years programme (PPEY) was completed in June 2024. The new manual allows for the updated programme materials to be delivered with small groups of parents, as well as with individual families, in a flexible manner, shaped to their needs over an extended period of time. The new materials and revised training protocol has been delivered to both the national Tusla Traveller Project, and the national network of progressing disability teams, as part of our work with HSE Disability Division.



Parents Plus Early Years Traveller Project

In 2024, Parents Plus engaged a Parents Plus Early Years Mentor to support the Tusla-funded Traveller Project. Tusla identified early intervention during the early years as beneficial to achieve the best outcomes for children and families. Traveller families are some of the most vulnerable in society, and therefore this was prioritised as a necessary and important project.

Phase 1 included funding six Link Workers in Cavan, Kerry, North West Clare, Tallaght, Donegal and Kilkenny. Phase 2 followed, funding a further five Link Workers in Meath, Ballyfermot, Wexford, North Tipperary and Sligo/Leitrim. These positions are funded through the 'Parenting Support Unit of Tusla'.

A further six areas are currently being funded through the Equal Start Model, bringing the total to 16 areas. These include Mayo, Galway, Cork, Offaly, Wicklow and Ballymun.

All of the Link Workers are trained in the Parents Plus Early Years (PPEY) Core Delivery Programme and are offered ongoing support and supervision. In 2024, three PPEY training groups were completed. However, a small number of the original agencies nominated in phase 1 and 2 have been changed and ongoing recruitment will require further training in 2025.

The project continues to grow and evolve in a very positive direction. Parents Plus are currently working on adding Traveller-specific videos to the programme. Many Link Workers recruited are Traveller parents themselves, who already have an established and trusting relationship with other traveller parents in their community. These funded positions mean that the Parents Plus Early Years Core Programme can be delivered to every parent in their community on a regular basis. This is complemented by other training programmes such as Baby Massage, etc. Approximately 15 groups were facilitated in 2024 with a number of one to one parenting interventions.



The RTÉ Toy Show Appeal Transformative Grant with Community Foundation Ireland

From June 2022 to June 2024, Parents Plus were delighted to gain funding from a Transformative Grant through Community Foundation of Ireland via the RTÉ Toy Show Appeal. This funding allowed us to build on an existing pilot project and scale up delivery of online Parents Plus programmes with partners Parentline, ADHD Ireland and Family Carers Ireland, the Limerick Northside Family Resource Centre with the Mid-West Family Resource Centre Network.

The work plan over the 2 years was to run 50 evidence-based Parents Plus programmes with our service partners and track the outcomes to improve wellbeing for the families participating. By the end of 2024, we had exceeded this and provided 69 programmes across the Parents Plus programme suite, reaching 866 parents and 2,544 children.

This project represents a successful collaborative approach to providing accessible high-quality parent programmes to families online. The project tapped into a demand and found that as more programmes were opened for registration they booked up very quickly. A core aim of the project was to increase capacity within Parents Plus Charity, Parentline, ADHD Ireland, Family Carers Ireland and the partner

organisations throughout Ireland, to meet demand for this support.

The evaluation studies conducted on the Parentline delivery, in collaboration with Trinity College Dublin Psychology Department and the ADHD Ireland delivery in collaboration with the School of Medicine UCD have gathered robust data on the effectiveness of the online Parents Plus programmes and their positive impacts for families. See the following sections of this report for summaries of the evaluation findings.



Parentline Collaboration

Since Autumn 2021, Parentline and Parents Plus have had a very successful collaboration in the delivery of online Parents Plus programmes. This project began during COVID as a response to the high volume of parents reaching out to Parentline for support for themselves, and their children struggling with mental health challenges, including anxiety and depression, behavioural challenges, additional needs and a range of other stressful issues affecting them, including separation and divorce. For Parentline, having online programmes available to point parents towards provides a valuable addition to their parent support offer. For Parents Plus, having accessible programmes available that parents can book on directly (no referral pathway) fulfils our mission of reaching parents, providing high-quality parenting support and achieving positive outcomes for children, young people and families.

The programmes are delivered by Accredited Parents Plus Facilitators, using the solution-focused practice model, with 12 – 14 parents in each group, over six 2 – 2.5 hour sessions. A pre-programme individual goal-setting session is conducted with each parent before starting to help parents understand the content of the programmes, and to consider what change they want for themselves and their children.

An initial examination of the impact of the online programmes showed a range

of positive outcomes for the families attending. The parents valued connecting with and sharing with each other, as well as getting and giving advice and support. The other highlights in terms of participant feedback were the helpfulness of the strategies they learnt during the programmes, such as parent self-regulation and the idea of co-regulating with their child, using the 'pause button', the power of encouragement, the positive communication techniques when engaging with their children, and parent self-care. In line with international research, the findings confirmed that the delivery of these evidence-based programmes online was a suitable method of support for parents (Flores et al., 2020).

With funding from The RTÉ Toy Show Appeal Transformative Grant and Community Foundation Ireland, the project was able to scale up delivery of online Parents Plus programmes with further partners, including Parentline, ADHD Ireland, Family Carers Ireland, the Limerick Northside Family Resource Centre and the Mid-West Family Resource Centre Network. With this funding, between June 2022 and June 2024, 69 further programmes have been run across the Parents Plus programme suite, reaching up to 848 parents.

Impact Evaluation Online Parents Plus programmes

A sample of the parents attending the online Parents Plus programmes via Parentline between January 2022 and December 2023 participated in an evaluation of programme impact. Empirical analysis of the effects of the Parents Plus programmes delivered online showed a positive impact for the families and parents who participated. In completing the programme most relevant to the challenges of each family, parents experienced greater parental satisfaction, empowerment, and efficacy in their parenting. Parents also reported improvements specific to their children, who exhibited fewer difficulties with their peers, emotions, conduct, and hyperactivity.

The attendance rates were strong, and the parents reported good progress in achieving their own goals and goals for their children, as set at the beginning of the programme, and reviewed at the end. A further significant finding came from examining differences between clinical and non-clinical groups within the study cohort, showing improvement in Total Problems, Emotional Problems, Conduct Problems, and Prosocial Behaviour for families whose scores were considered in the clinical range. The qualitative examination of insights from parents highlighted positive outcomes within four distinct themes: Facilitation, Group Elements, Resources, and Parenting Techniques. The impact that stood out was the accessibility factor for parents having the programmes available online.

From a clinical and service delivery perspective, the evaluation strongly supports providing easily accessible online programmes to support families experiencing a wide range of challenges. Facilitated online parent groups (run by trained facilitators) meet a need for those who cannot, for whatever reasons, attend programmes within services in their communities. The fact that the groups are facilitated, and provide space to parents to interact together and share learning, is of high value in terms of solidarity and support.

“

Parents Plus are amazing to work with and supportive from training to mobilisation and evaluation. We have built a good relationship with them, which has been essential for supporting the roll-out of Parenting When Separated in Hertfordshire. This supportive relationship with commissioners allows for successful implementation of the training that is outcome-focused.

”

Development and Commissioning Officer,
Hertfordshire Council, Nicola Wilder



Parents Plus Programmes: Recognition of the Evidence Base

In 2016, Professor of Clinical Psychology, Alan Carr, University College Dublin, conducted a meta-analysis of the Parents Plus evidence base, with over 1,000 families in various settings.

This analysis highlighted the significant benefit for families who attend the Parents Plus courses, both post-treatment and importantly, at follow-up.

In 2024, Dr Claire O'Dwyer and Professor Alan Carr, UCD School of Psychology, produced a new meta-analysis of 21 of the Parents Plus studies, highlighting the robust evidence base for all eight of the Parents Plus programmes.

Meta-Study Summary

The Parents Plus programmes are systemic, solution-focused, group-based parent training interventions which may be delivered in clinical and community settings. They are designed to treat a range of child-focused problems, and programmes have been developed for families with children of all ages. Since the last meta-analysis, the pool of Parents Plus studies has increased by 25%. An updated meta-analysis of 21 evaluation studies involving 1,179 families found that Parents Plus programmes have a significant impact on child behaviour problems, goal attainment, and parental satisfaction and stress. In controlled studies, Parents Plus yielded significant effect sizes for child behaviour ($g=0.42$, $p<.001$), goal attainment ($g=1.22$, $p<.001$), parental satisfaction ($g=0.67$, $p<.001$) and parental stress ($g=0.45$, $p<.01$).

The updated meta-analysis extends the Parents Plus evidence base to include families with children with special needs, ADHD, and families where healthy lifestyles are a concern. Parents Plus programmes may be facilitated by trained front-line mental health and educational professionals, either in person or online, representing an easy-to-deliver effective intervention for families experiencing a wide range of child-focused difficulties.

In addition, the evidence base for Parents Plus Special Needs Programme (PPSN) was independently evaluated by What Works Ireland Evidence Hub and Foundations UK, receiving a prestigious rating of 3, recognising the beneficial outcomes for families who attend the Parents Plus Special Needs Programme group. What Works Ireland Evidence Hub is an initiative led by the Department of Children, Equality, Disability, Integration and Youth to support a move towards evidence-informed prevention and early intervention services for children, young people and their families. See whatworks.gov.ie

Parents Plus Research Review 2024

2024 was a fascinating year for Parents Plus research, with the completion of a diverse range of projects which had been at implementation stage for the previous two years. Such projects included evaluations of existing Parents Plus programmes and reports with mixed method approaches including qualitative and quantitative investigation.

Evaluating the effects of the Parents Plus Special Needs Programme (PPSN), one year after completion.

This project sought to continue the contribution arc of exploring the effectiveness of PPSN that had begun with the conducting of a randomised controlled trial by Drs Suzanne McMahon, Charlotte Wilson, and John Sharry, and published in 2023. Using a large dataset of parent insights collected by PPSN trained facilitators from across Ireland, England and Scotland, findings were captured reiterating the positive impact PPSN can have on parents, as formally identified by Dr McMahon, with notable improvements in parental satisfaction, parent self-efficacy, parenting practices, and a reduction in behavioural problems. Emphasis on the said project focused on examining the duration of improvements, which were found to be still significantly present one year following participation in the PPSN.

A qualitative investigation into the parental experiences of an online and in-person programme for parents of children with ADHD, aged 6 – 12

The project focused on interpreting qualitative data collected by facilitators from parents who completed the Parents Plus ADHD Programme (PP-ADHD). On completion of PP-ADHD, parents were invited to share their thoughts via a semi-structured interview and findings were collectively analysed via thematic analysis. Findings were represented by key themes such as existing resources for parents, advantages of an online versus in-person programme, generalised feelings of support, togetherness, and learning experiences following programme completion.

A quantitative investigation into the feasibility of a programme for parenting children aged 6 – 12 years with ADHD: a longitudinal open label trial

This project ran in synchrony with our project exploring the qualitative effects of PP-ADHD and utilised quantitative data collected as part of a shared dataset. On completion of the PP-ADHD, parents reported significant improvements in parental satisfaction and reductions in levels of child inattention, and oppositional defiant disorder. Such improvements were still observable at follow-up suggesting the duration of improvements to be present six months following programme completion. This study provides encouraging findings which warrant subsequent long-term investigations with an enhanced sample size and duration with a control group.

An Initial Case Study on the adapted Core Delivery of the Parents Plus Early Years Programme

This project provided a qualitative evaluation of the Parents Plus Early Years (PPEY) Core Delivery Programme. The PPEY CORE is an adapted version of PPEY designed for improved implementation and delivery for parents who find group work challenging. Semi-structured interviews were conducted with parents who completed PPEY CORE and found the programme to have been an exceptionally positive experience. Following thematic analysis, several themes were noted to have had affected parents' experience of the programme, including video creation and review, use of planning, parenting techniques, venue fluidity, and positive focus. Insights from PPEY CORE facilitators delivering the programme were also captured, and included the use of worksheets and video creation and review.

The Parentline Study

This study involved an examination and analysis of the series of Parents Plus programmes which had been delivered to parents through a collaborative project with the Parentline charity, beginning in 2020. Parentline offered online delivery of Parents Plus Adolescent (PPAP), Parents Plus Children (PPCP), Parents Plus Early Years (PPEY), and Parents Plus Parenting When Separated (PP-PWS) programmes. Data was collected by facilitators from consenting parents and was subsequently analysed. A wealth of significant findings were observed including improvements in parental satisfaction, parents' empowerment and parent efficacy, and reduction in problems faced by children aged 4 – 18. The noted reduction in problems faced by children aged between 4 – 18 was examined and found to include improvement in conduct, prosocial behaviour, and reduction of emotional difficulties. A thematic analysis was conducted using the qualitative data collected by facilitators and identified a series of positive themes that included facilitation, group elements, resources, and parenting techniques; all of which made the respective Parents Plus programme a positive experience for parents.

Gloucestershire CAMHS expand their Parents Plus delivery in 2024

We have highlighted our impact and work in the UK in an earlier section of the report. The following is an example of our commissioned work with Gloucestershire CAMHS. The services had for many years run the Parents Plus Children's Programme across their parent support. In 2024, they reviewed their parent needs and decided to include the Parents Plus ADHD programme in their offer to meet a growing demand from families for this support.

Gloucestershire Health and Care NHS Foundation Trust

In 2024, 10 programmes were provided with an average of 13 parents per group. A further 15 Parents Plus ADHD groups are due to be delivered in 2025. 71% of the parents attended more than 70% of sessions which is a good retention rate.

The teams and the parents have loved the programme, which focuses on the differences, strengths and needs of being neurodivergent; moving away from the idea that the child must be encouraged to change, and taking a more holistic approach to the system that exists around the child and the importance of this system being collaborative, cooperative and understanding of times when the child "Can't," not "Won't".

The Parents Plus ADHD parent book and solution-focused facilitation encourages empathetic, calmer and realistic approaches with their child, by using Parent Plus' fundamental message of 'Pause, Tune in and Plan'.

Feedback from Parents after the final group session

"Inspired by other parents' tips and techniques."

"Talking about ADHD with my child in a positive way."

"I finally felt heard. My daughter is going to thrive and isn't going to have to be made change to please others. The sessions and the parent book have given me ways to have her back."

"Understanding my son better and how his brain works."

Case Study

Richard attended nine group sessions along with a pre and post 1:1 session. His goals were to 'stay calmer during his child's meltdowns' and to 'better understand ADHD'. At the time, his child did not have an ADHD diagnosis. Richard was one of three dads in the group.

Richard found participation in the first session difficult. He struggled with the "journey" conversations and with sharing his own experiences. However, during the second session, he had a 'lightbulb moment', following the "12 Challenges of ADHD" topic, realising his child's behaviour wasn't intentionally defiant, lazy, or avoidant. He acknowledged the challenges his child faced and began to respond to their needs more empathetically.

Each week, Richard shared positive feedback, enjoying discussions with other dads about playtimes with his child. In the final session, he openly discussed his journey in a breakout room with the other dads, describing it as the "best, hardest thing" he had done.

In his final feedback, he highlighted the importance of being with others with similar challenges, and the sense of solidarity he experienced with this.

"Probably the feeling of being around other dads in a group with similar issues and feeling less alone."



Parents Plus in Singapore



Filos Community Services has been facilitating the Parent Plus Programmes since 2018. Their practitioners originally trained in the Parents Plus Early Years Programme and since then have also trained in the Parents Plus Children's, Adolescent, Healthy Families and Special Needs Programmes. The programmes are open to parents attending Filos Community Services as well as from other social service agencies and are also universally accessible to parents who self refer. Many of the parents attending the programmes experience disadvantage. The programmes have also been available to teachers who work in childcare centres who use the principles of the strengths-based approach and strategies to support the children attending their childcare settings.

To draw in parents, Filos publicise the programmes across their social media platforms and word of mouth, with parents from Indonesia and Laos joining in for the online Parents Plus programmes. To date, Filos has had over 700 participants who have benefited from Parents Plus programmes.

Filos embarked on a nationwide initiative called Movements for Health in 2024. The aim of this initiative ('aware, adopt and advocate') is to activate communities to strive towards a healthy lifestyle. Filos run a project called P.E.E.R (Play, Eat, Exercise, Rest). One of the programmes that they facilitate under Project P.E.E.R is the Parents Plus Healthy Families. They conducted eight PP Healthy Families sessions last year, with the group of mothers creating a 'Recipe Book' of the healthy meals they now cook for their families.

Here are some testimonies from participants who have joined the Parents Plus programmes at Filos:



I've always felt ill-prepared for parenting, growing up in a small family. This course gave me more confidence and reinforces my knowledge on parenting. The examples and discussion topics used in the course were very relevant for Singapore parents.

Mrs. Koh
Mother of 4 & 12 years old



Thank you for organising this programme. It brought like-minded parents from different walks of life together. The sessions were well-structured, our facilitators most patient, the participants mutually respectful and the discussions always enlightening. I've come away refreshed and equipped with knowledge on how to parent positively. Now to put that knowledge to practice!

Ms. Wee
Mother of 7 & 10-year-olds



Previously my children don't like to eat vegetables at all. But now I know how not to force them but slowly include vegetables in my cooking and my children are open to trying.

Mdm Farhana
Mother of 5 children, ranging in age from 5 to 12 years old.

Parents Plus Trainers and Supervisors

We work closely with our core team of Parents Plus Accredited Supervisors, Trainers and Project Leads to provide evidence-based training, supervision and mentoring to new Parents Plus facilitators across the suite of programmes, as well as to those who are participating in the Parents Plus Programme Accreditation process.

In 2024, we added ten new accredited professionals to this team who positively impact the mission and development of the charity on a day-to-day basis. As we expand our 'Train the Trainer' model, more and more of our Parents Plus accredited and experienced practitioners have the opportunity to engage with us to extend their practice and programme delivery skills and share their knowledge.

Individual Coaching and Community of Practice for Facilitators

In order to ensure a sustainable and effective delivery of the programmes within their agency, we provide a comprehensive package of pre and post-training support to facilitators and their managers. Research shows that families achieve the best outcomes when practitioners are well supported in their delivery of programmes.

Once trained, facilitators are encouraged to avail of our Community of Practice sessions which are included in the training package. These sessions provide an opportunity to reflect on and develop practice and share experiences of running Parents Plus groups with others. We also offer individual coaching/supervision sessions with a Parent Plus Supervisor (on Zoom), where we review practice and skills and troubleshoot on specific challenges in programme delivery. These sessions work well when attended by both co-facilitators.

For those who are keen to take their practice to the next level, we offer a further Accreditation process. This helps to fine tune facilitation skills and enhance the use of the Parents Plus Solution Focused model of parent engagement.

Central to our coaching/supervision and Community of Practice is the process of reviewing the Parents Plus Quality Protocol, which is a robust quality assurance system built into each programme. We also offer video reviews of practice which is a powerful learning and development method for practitioners.

Additional Post-Training Support

In addition to Individual Coaching/Supervision, Community of Practice and Implementation Support, Parents Plus also offers further post-training support in the form of the Facilitator's member's area of the website.

Resources on this section of the website also include:

- Streaming of the Parents Plus programme video clips.
- Resources such as posters and fliers to promote groups' certificates and handouts for the parents in the groups.
- Best practice information from the Parents Plus trainers, as well as presentations and tips from Parents Plus facilitators.
- An archive of the monthly facilitator newsletter.
- Information on the accreditation process and quality assurance protocol.
- Facilitators can also avail of support to promote their groups locally via Parents Plus Communications Lead who issues press releases to print media, as well as promoting facilitator groups on Parents Plus Twitter and Facebook pages.

Parents Plus Facilitators are also kept up to date on valuable resources and research to aid their practice after training with regular emails and contact from Parents Plus.

Accreditation

Our accreditation process supports trained facilitators to refine and enhance their facilitation skills and professional practice. With the guidance of one of our experienced mentors, facilitators can achieve a high standard of delivery in order to ensure the best outcomes for families.

Experience of completing Parents Plus accreditation

Parenting Coordinator, Donna Rowley, and Senior Parenting Facilitator, Amy Alfei, from Carmarthenshire, Wales, share their experience of completing accreditation in the Parents Plus Healthy Families Programme.

What prompted you to undertake accreditation in the Healthy Families Programme?

Following the training with Michelle, we felt motivated to ensure we are delivering the programme at a consistent high-quality level. Also, operationally having accredited facilitators makes the programme more sustainable, and protects against staff movement or changes, as one facilitator can run the group when accredited.

Can you describe your experience of accreditation? Was it challenging? If so, what helped?

We found the experience to be very supportive and the supervision was really helpful. It was lovely to do the best practice debrief and planning as this sometimes gets lost in the busy day-to-day life on a team. The video aspect of supervision was insightful and helped our practice development. Whether you are an experienced facilitator or a new facilitator, it helps to revisit skills in reflective practice space and to be strengths-based with yourself. It was a nice confidence boost for others to see your strengths and tell you!

What impact has it had on your practice/agency?

As a team we have re-implemented the planning and debriefs for all groups and focused on including this in workload for staff. The team is more open to video feedback around their practice and when recording a session the parents don't mind being videoed when we explain the purpose and that the focus is on us.

Would you recommend Parents Plus accreditation to a colleague?

Absolutely! We have two more members of staff starting the accreditation and this has also led to us commissioning two other Parents Plus courses. We have also been in talks with other LAs and recommended accreditation.

Our Supporters



An Roinn Leanaí, Comhionannais,
Míchumais, Láimhírtíochta agus Oige
Department of Children, Equality,
Disability, Integration and Youth



Rialtas na
hÉireann
Government
of Ireland



An Roinn Leanaí
agus Gnóthaí Oige
Department of Children
and Youth Affairs

Governance and Organisation

Parents Plus CLG is an Irish registered charity and complies with the Charity Act 2009. Parents Plus is constituted as a company limited by guarantee not having a share capital, registered with company number 530105. Parents Plus CLG is registered with the Charities Regulatory Authority with registered charity number 20043124 and has been granted charitable tax exemption by the Office of the Revenue Commissioners with the CHY reference number 13664.

Governance Code and Compliance

Parents Plus complies with all of the core standards outlined in the Charities Governance Code. In compliance with the Charity Act 2015, Parents Plus reports annually on our compliance, which commenced in 2020. In addition, the charity has and continues to submit an annual report to the Charities Regulator. In 2018 and 2019, Parents Plus completed a review of our constitution, which was formally adopted by the board in June 2019.

Finance

Building on our compliant financial reporting requirements as detailed by the Charities Regulatory Authority, Parents Plus is also committed to working towards reporting in line with Charities SORP (Standard of Reporting Practice under FRS102), a statement of recommended practice that sets out how charities should prepare and report on their finances. Although not to be introduced into law until 2024/25, Parents Plus charity recognises the value of this measure in providing a greater level of information, transparency and accountability.

Lobbying

In accordance with the requirements of the Regulation of Lobbying Act 2015, Parents Plus charity signed up to Register for Lobbying with the Standards in Public Office Commission (SIPOC) in 2022, ensuring compliance with The Regulation of Lobbying Act 2015. The charity took this step to ensure that if and when Parents Plus engages with designated public officials on specific policy or legislative matters relevant to families in Ireland, we are fully compliant and transparent.

Board of Trustees

Charity trustees are the people who exercise control over, and are legally responsible for the management of a charity, having specific duties set out by the Charities Act 2009. They are volunteers who give their time to improve, protect and support the charitable purposes and activities that occur in Ireland. Although they are volunteers, the role of a charity trustee carries significant responsibility. The board of trustees of a charity is collectively responsible for the oversight of that charity.

The board of trustees, who in 2024 met for 10 board meetings, have responsibility for the governance and strategic direction of Parents Plus in liaison with the Chief Executive Officer and senior staff members. During 2024, the Board of Parents Plus comprises the following members (31st December 2024):

Dr Michael Drumm is chairperson and a member of Parents Plus Finance Subcommittee and HR and Remuneration Subcommittee. He is Principal Clinical Psychologist and Head of Psychology at the HSE Dublin North City and County Child and Adolescent Mental Health Service (CAMHS). He is also a member of the Board of Directors of the Children's University Hospital, Temple Street, and a member of the Board of Management of St. Brigid's Day Nursery, Mountjoy Square. As well as the above roles, he was Chairperson of the Heads of Psychology Services Ireland (HPSI) from 2010 to 2012 and President of the Psychological Society of Ireland (PSI) from November 2011 to November 2012. He remains actively involved in research and continues to provide clinical and research supervision to postgraduate students. He has a particular interest in early intervention, as well as promoting mental health and resilience in young people and the use of therapeutic technologies.

Nicola Corrigan is the Company Secretary of Parents Plus and is a member of the Governance Subcommittee and HR and Remuneration Subcommittee. Nicola is a finance and commercially-focused individual, having spent 15+ years in senior management and on the board of start-up and early stage companies delivering IT solutions primarily to the sustainability and debt sectors. Nicola's expertise is in customer and project management, solution selling on an international scale, raising of investment and grant financing, large project delivery as well as governance compliance and ongoing day-to-day financial management. Nicola trained in KPMG Corporate Finance and has a degree in International Business and Languages from DCU.

Professor Gary O' Reilly is a voluntary trustee with Parents Plus, and Professor of Clinical Psychology at University College Dublin (UCD). He is the Director of the Doctoral Training Programme in Clinical Psychology at UCD and has a part-time appointment as Principal Clinical Psychologist at Children's Health Ireland. He has over 30 years experience as a practising clinician and academic researcher with a particular focus on mental wellbeing in young people.

Andrew Bourke is a global business and commercialisation expert with over 16 years experience in the healthcare space. Acquiring his MBA from UCD Smurfit Business School in 2014 and his Masters in BioInnovation from National University of Galway in 2016, Andrew has helped to generate a number of innovative medical device solutions which aim to positively impact millions of patients' lives globally. Andrew has been co-founder and director of three successful companies to date and resides on a number of advisory boards across the areas of MedTech and philanthropy.

Jude Gordon is a member of the HR and Remuneration Subcommittee. Jude is the Supporting Families Programme Manager at Relate. She has been the lead for supporting parents with conflict for the last five years and currently her role involves national and local contract management, creating new resources, including a digital project, and managing a dedicated team of practitioners who support families. Jude's background is varied; she has experience as a probation officer, with children in care, teenage parents and with young people at risk of sexual exploitation. She has previously worked as Service Manager for The Children's Society, a Trustee for her local Young Women's Project and has experience of managing lots of competing demands.

Ciaran Hynes is a member of the Governance Subcommittee. Ciaran is a commercial and financially focused individual with extensive experience in strategic planning, business management controls, process excellence, KPI metric development and analysis. He began his career as an accountant rising to several financial director level positions, including Finance and Operations Director in HP Ireland. While there, he also ran commercial and sales functions as Business Unit Director and Channel Sales Director. Ciaran is currently the founder and CEO of an IT financial services company with a focus on putting laptops into classrooms. He is a member of The Chartered Institute of Management Accountants (C.I.M.A.) and also holds a Master of Business Administration (M.B.A.) from U.C.D. Smurfit Business School.

Clíodhna Reid is a programme manager with over 15 years experience in the consulting and IT sectors. She currently works for Meta, where she has led teams in Trust and Safety Operations and is most recently with the Global Revenue Operations Group. Clíodhna's advisory experience spans the healthcare, technology, financial, and FMCG industries, where her focus has been on business transformation, process improvement, operational efficiency and outsourcing. She has a background in supply chain management, with a PhD and Masters from UCD.

Adam O'Reilly is a Fellow Chartered Accountant (FCA) and an International Statutory Controller at Meta, overseeing a global team responsible for financial reporting and statutory compliance across multiple jurisdictions. Adam is a voluntary trustee, chair of Parents Plus Finance Subcommittee and a member of the HR and Remuneration Subcommittee. Adam has over 18 years of experience in finance and accounting, as well as extensive experience designing processes, controls, and systems for large infrastructure investment projects. Over the course of his 13 years in the tech industry, Adam also works with large cross functional teams and advises on the financial impact of strategic initiatives.

Board Meeting Attendance during 2024

Michael Drumm	9/9
Nicola Corrigan	7/7 (Joined as an observer in April and appointed at EGM in September)
Adam O'Reilly	4/7 (Joined as an observer in April and appointed at EGM in September)
Gary O'Reilly	3/7 (Joined as an observer in April and appointed at EGM in September)
Andrew Bourke	6/9
Jude Gordon	3/7 (Joined as an observer in April and appointed at EGM in September)
Ciaran Hynes	7/7 (Joined as an observer in April and appointed at EGM in September)
Clíodhna Reid	6/7 (Joined as an observer in April and appointed at EGM in September)

Board members who resigned during 2024

- Andrew Balfe
- Jane Morgan
- Reynagh O'Brien

Board Subcommittees

To maintain and continually improve standards, Parents Plus has three subcommittees that meet throughout the year and report to the Board:

- Finance Subcommittee
- Governance Subcommittee
- Human Resources and Remuneration Subcommittee

The Terms of Reference for each subcommittee are approved by the Board and outline the particular areas of work to be carried out. The purpose of each subcommittee and attendance by Board members during the year is detailed further below. There are a minimum of two Board members on each subcommittee and members of staff are invited to attend subcommittee meetings as required. The subcommittees report back to the Board and bring forward any recommendations from their meetings for approval by the Board.

Finance Subcommittee

The Finance Subcommittee is a subcommittee of the board of Parents Plus. Its main purpose is to ensure that Parents Plus demonstrates financial accountability and transparency. The board members of this subcommittee are Adam O'Reilly and Michael Drumm.

Attendance

Michael Drumm	9/10
Adam O'Reilly	4 (joined as observer in April and appointed at EGM in September)
Reynagh O'Brien	4 (resigned in April)
Andrew Balfe	3 (joined subcommittee in March and resigned in September)

Governance Subcommittee

The main purpose of the Governance subcommittee is to provide oversight of all of the regulatory and governance requirements of Parents Plus. The board members of this subcommittee are Nicola Corrigan and Ciaran Hynes.

Attendance

Nicola Corrigan	8/8 (joined as observer in April and appointed at EGM in September)
Ciaran Hynes	8/8 (joined as observer in April and appointed at EGM in September)

Human Resources and Remuneration Subcommittee

The Human Resources and Remuneration subcommittee was formed in Quarter 4 2024 and will meet during 2025. Its purpose is to ensure that Parents Plus is a good employer and complies with all the legal requirements and best practices in relation to Human Resources. It is also responsible for remuneration policy. The Board members who are on this Subcommittee are Michael Drumm, Nicola Corrigan, Jude Gordon and Adam O'Reilly.

Parents Plus Core Team

- ◆ Cherie Tyner - CEO
- ◆ Professor John Sharry - Clinical Director
- ◆ Dr. Eileen Brosnan - Head of Practice and Implementation
- ◆ Stuart Baldwin - Finance and Governance Manager
- ◆ Ciara Ní Raghallaigh - Disability Programmes Lead
- ◆ Grainne Hampson - Programme Co-Developer
- ◆ Claire Raftery - Programmes Manager
- ◆ Vicki Byrne - Impact Lead
- ◆ Donna Kavanagh - Office Manager
- ◆ Breda Flood - Finance Support
- ◆ Liam McGrattan - Researcher/Assistant Psychologist



Parents Plus Trainers and Supervisors

- ◆
- Fred Ehresmann – Specialist CAMHS Nurse, Senior Lecturer in Mental Health
- ◆ Geraldine Buckley – Senior Speech and Language Therapist
- ◆ Fiona Hughes – Clinical Manager, Youth Mental Health
- ◆ Dr. Adele Keating – Senior Clinical Psychologist
- ◆ Matt McDermott – Senior Social Worker and Psychotherapist
- ◆ Michelle Choudhry – Senior Social Worker
- ◆ Wendy Taylor – Family Support Manager
- ◆ Karin Todd – Family Support Practitioner and Psychotherapist
- ◆ Úna O'Brien – Senior Speech and Language Therapist
- ◆ Lisa Whitlock – Family Support Practitioner
- ◆ Cliodhna Cunningham – Family Support Manager
- ◆ Marian Monaghan – Senior Clinical Psychologist
- ◆ Clare Murphy – Family Support Practitioner
- ◆ Gill Moses – Parent Support Practitioner
- ◆ Deborah Davis – Clinical Supervisor Parenting Support

Charitable Tax Exemption by the Office of the Revenue Commissioners CHY 13664.
Charities Regulatory Authority Number 20043124
Company Registration Number 530105

Accounts Auditors

Robert J Kidney and Co.

Registered Office

Parents Plus Charity,
Mater Hospital,
Eccles Street,
Dublin 7,
Ireland,
D07 R2WY.

Finances

The audited financial statements for the year ended 31 December 2024 are provided to all members in advance of the Annual General Meeting.

These financial statements will also be made available on our website.

