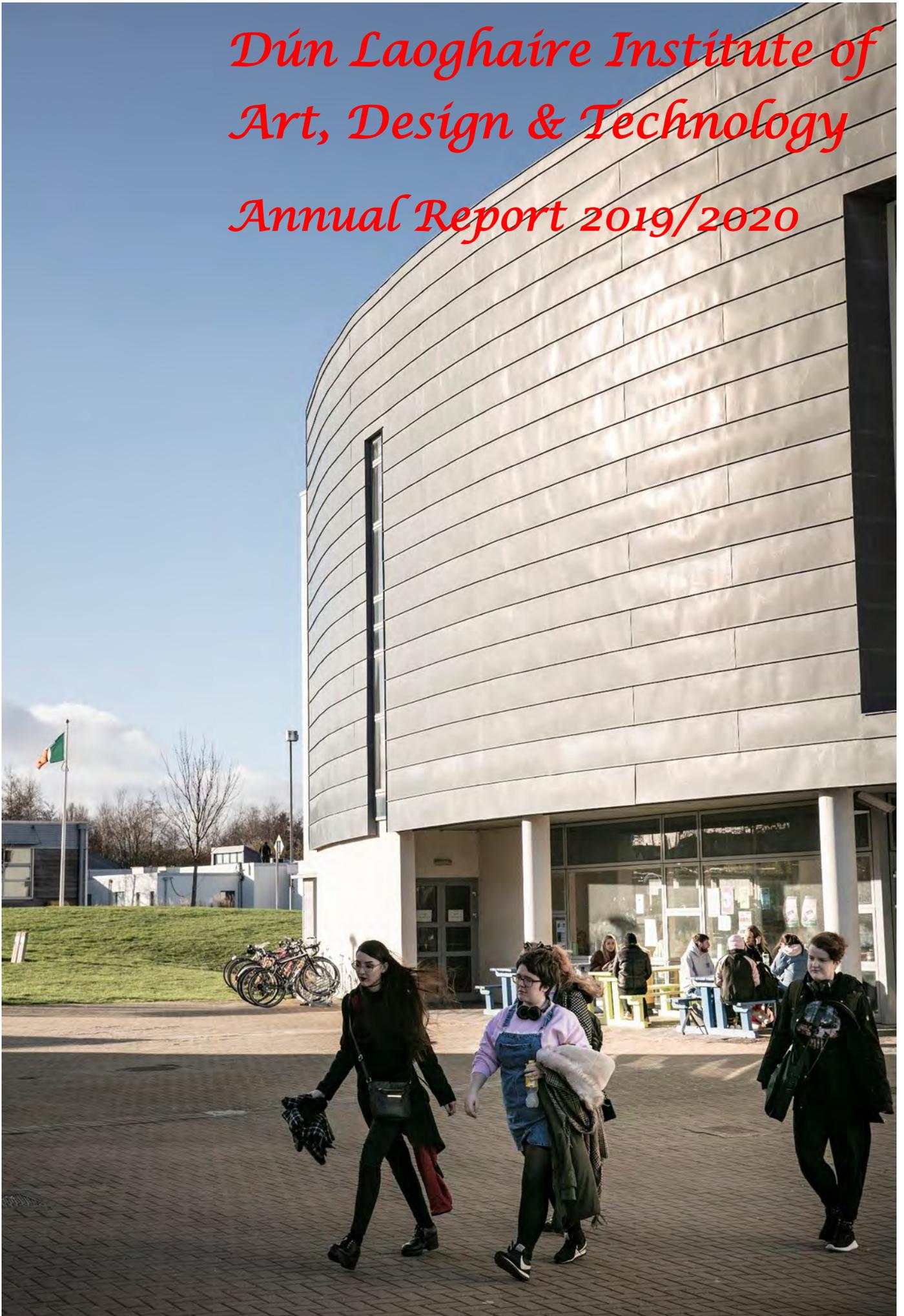


*Dún Laoghaire Institute of
Art, Design & Technology
Annual Report 2019/2020*





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Chairperson's Statement

David Holohan

On behalf of the Governing Body, it is with great pleasure that I present the annual report for the academic year 2019 – 2020. I wish to take this opportunity to thank the former members of the 6th Governing Body, whose Terms of Office concluded in March 2021. As a new Governing Body, we are grateful to them for their stewardship of the Institute over their five-year period. I also wish to congratulate our Governing Body member, Barry Ward on his election to the Seanad. As a continuing Chairperson, I welcome the new Members of the Governing Body and I look forward to working with them for the remainder of my Term of Office.

The latter half of the academic year was particularly challenging for the Institute with the arrival of the COVID-19 Pandemic and the decision of the Government to close campuses from 12th March 2020. On behalf of the Governing Body, I commend the resilience of our students in completing their year remotely and for some this meant completing their entire time with the Institute remotely. To those student and graduates, we are acutely conscious that this truncation of your campus experience has meant that many of the end of study and transition rituals were different to your expectations. I also commend the staff of the Institute, who transitioned seamlessly to providing the quality academic and professional services remotely and on-line, while at the same time responding to their own personal management of the crisis.

The Institute appointed a new President with effect from 1st May, and I welcome David Smith to the position at this particularly challenging but exciting time for the Institute. I wish to pay tribute to Dr Annie Doona for the achievements of the Institute during her terms of office, to thank her for her dedicated service and to wish her well in her future career.

Planning Permission was granted in August for the new Digital Media Teaching Building, being developed under the Higher Education Public Private Partnership Plan. It is expected that the building will be available to our students for the 2024 academic year.

In July, on the formation of the new Government, a new Department of Further and Higher Education, Research, Innovation and Science was created to oversee the role of higher education in Ireland. Simon Harris TD was appointed the first Minister to this Department and we wish him well in his new role. We look forward to working with the new Department in the years to come.

David Holohan
Chairperson



President's Statement

David Smith

On April 1st 2020, I commenced in my role as President. Following a thirty-year association with the Institute, it was a momentous day for my family and me. Yet my commencement coincided with the Covid-19 pandemic and a period that would challenge us all personally and professionally in the most unexpected and demanding ways.

In March 2020, my predecessor, Dr Annie Doona, and I made this difficult decision to close the Institute in accordance with the prevailing public health advice. Many months later, we have yet to return to 'normal levels' of on-campus activities. I am immensely proud of our staff and our students' response, and their *esprit de corps* during this period. Our staff wholly and successfully transitioned our teaching and delivery to online and remote provision, with insufficient preparation and notice. Our students demonstrated incredible levels of determination, invention, resilience and togetherness as they negotiated the successful completion of their studies for this academic year.

Continued uncertainty over these past months impacted our operations and, at times, slowed our strategic progress, as the health and well-being of our community was prioritised. However, it is noteworthy that both Faculties completed successful Programmatic Reviews for all undergraduate programmes. Fulfilling this strategic priority ensures that our future programme offer has the requisite academic, professional and industry credentials to advance the broader objectives of our Strategic Plan.

Our international links and engagement with external partners continued with the signing of a formal Memorandum of Understanding with *École Supérieure des Arts Visuels* (ESAV), Marrakech, which will create opportunities for cultural and industry collaborations between Ireland and Morocco. Further to our recent formal agreement with Sheridan College, Ontario, the Institute launched Ireland's first Master's degree in 3D Animation, developed in partnership with our colleagues in Canada. Public funding and support from Dublin City Council allowed us to establish the inaugural ARC-LAB Scholarship for postgraduate students, and IADT and Dún Laoghaire Rathdown County Council continued to partner on the *dlr First Frames Funding Scheme*, supporting emerging film-makers in Dún Laoghaire Rathdown.

President's Statement

David Smith

Facing on-campus restrictions and closures, our students continued to innovate and overcome the limitations in access to our specialist resources and facilities to realise their project work. Despite such challenges, students and alumni received national and international recognition across several prestigious award programmes, including the RDS Visual Arts Awards; Institute of Designers in Ireland Graduate Awards; the Royal Television Society Awards; Dingle Animation Student Awards; and Galway Film Fleadh and Irish Film & Television Awards for IADT alumni.

I would like to end not only with thanks, but recognition for the dedication and effort of our whole community here at IADT. Our campus has remained free of transmission and the majority of our staff and students remained free from illness. Their willingness to quickly adapt and evolve their study and work practices has ensured that we are fully prepared for a safe and incremental return to campus. Something we all look forward to.

Finally, I would like to acknowledge the guidance and unwavering support of our Governing Body, who supported my Executive and I as we faced so many unknown challenges during the public health crisis.

David Smith
President



2 Introduction

2.1 Establishment of Institute

Dún Laoghaire College of Art and Design, a constituent college of Dún Laoghaire VEC, was granted autonomous status in accordance with the provisions of the Regional Technical Colleges Acts, 1992-1994 with effect from 1 April 1997 by Niamh Bhreathnach T.D., Minister for Education. The College changed its name by Ministerial Order to Dún Laoghaire Institute of Art, Design and Technology with effect from 8 January, 1998.

2.2 Institute's Vision and Values

IADT is a leader in higher education with a specialist focus on the development of future makers and shapers, technologists, thinkers, storytellers and creators who lead and innovate in a changing digital world.

The Institute's core values are as follows:

- Valuing our Students
- Excellence
- A Supportive Environment
- Valuing our Staff
- Academic Freedom
- Equality and Diversity
- Social Responsibility, Integrity & Ethics
- Communities of Practice



2.3 IADT Strategic Plan 2019-2023

IADT completed the review process for its Strategy 2019–2023 and the new Strategic Plan (Better Futures Created Together) was approved by the Governing Body on 6th February 2019 and launched by Mary Mitchell O’Connor T.D., Minister for State for Higher Education on 27th February 2019.

This Strategic Plan sets out our vision for the future, positioning IADT uniquely within Irish higher education, producing creative, entrepreneurial and technologically astute graduates. Continued engagement with industry, with government agencies and with our stakeholders will be key to the success of this Strategic Plan.

Our ambition, as always, is to produce excellent graduates who are highly valued, who live and work as true global citizens, actively contributing to the development of their industries and wider society, and who remain connected to IADT. We continue to develop new thinking and new creative practices. A new and important focus for us in this Strategic Plan will be to expand the regional, national and international reach and potential of specific discipline areas, with a view to developing and growing these areas. We will also place an increased focus on internationalisation, research, online and

flexible learning. We recognise the importance of strategic partnerships and alliances in Ireland at a regional and national level, and internationally.

Equality and fairness are fundamental and core to the Institute. We provide equal opportunities to our students and staff. We celebrate diversity and difference and seek to provide an inclusive environment that is respectful of others and free from discrimination and harassment. We are committed to positive actions to address any imbalances.

2.4 Equality and Diversity

2.4.1 Athena SWAN Ireland

In April 2017, the Dún Laoghaire Institute of Art, Design and Technology successfully applied for membership of the Athena SWAN Ireland programme and is now working towards an application for Bronze Award status. The Higher Education Authority (HEA) has recommended that all higher education institutions should achieve an Athena SWAN award within 3 years and that research-funding agencies should require HEIs to have attained a bronze Athena SWAN award within 3 years and a silver award within 7 years in order to be eligible for funding.

2.4.1 Athena SWAN Ireland (Cont'd.)

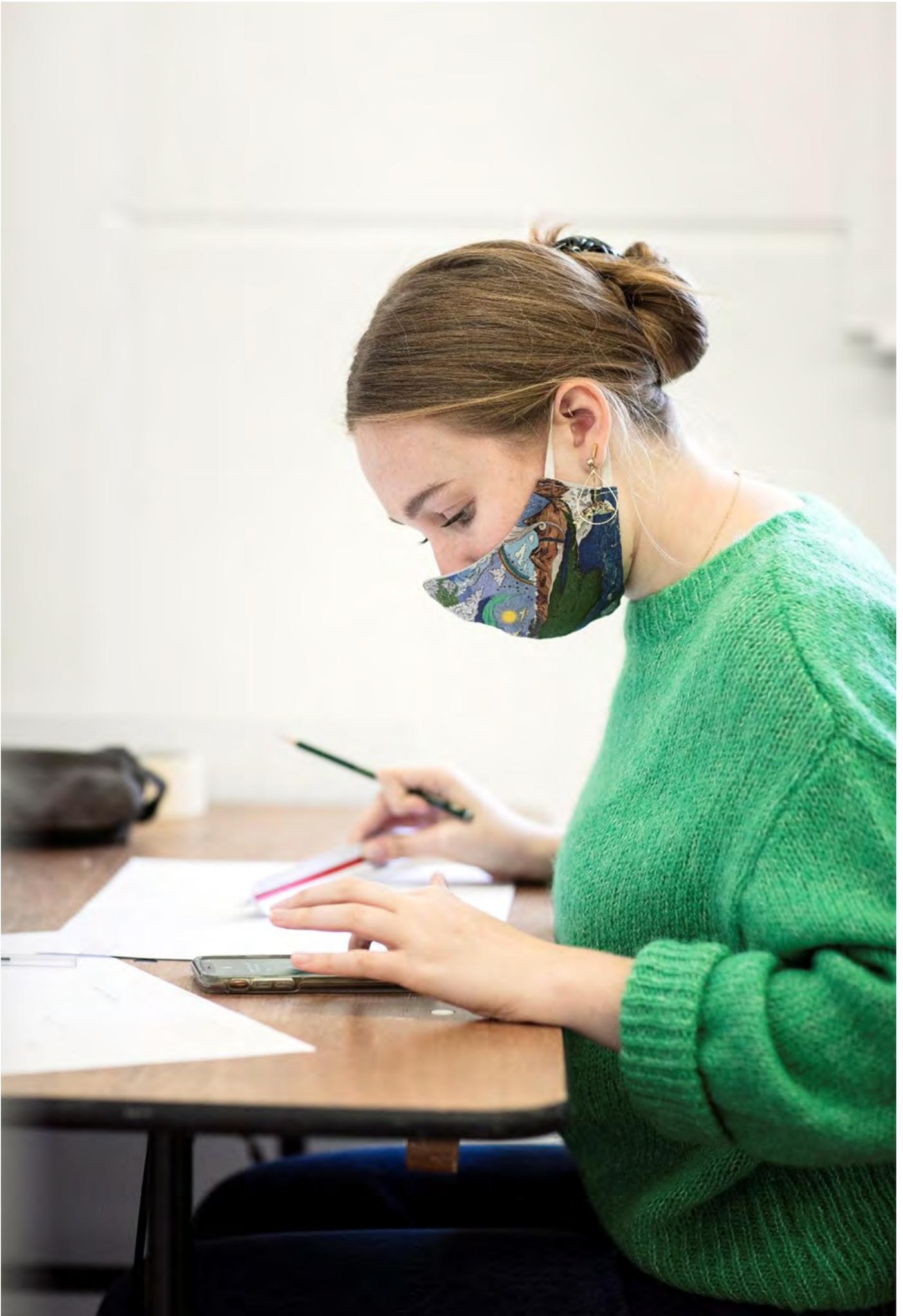
On 3rd October 2018, the Institute's Governing Body approved the establishment of an Athena SWAN Sub-Committee of Governing Body to oversee the Institute's application. In December 2018, an Athena SWAN/Equality, Diversity & Inclusion Manager was appointed to further the Institute's Athena SWAN accreditation application. In April 2019, the Institute applied to Advance HE for Athena SWAN Bronze accreditation but was unsuccessful on this occasion. The feedback highlighted a number of positive initiatives for gender equality at IADT, for example Young Women in Film and the Women Ready to Lead Pilot Programme in 2019. However, the panel concluded that the application needed a more thorough analysis of the data and a targeted action plan to meet the criteria for Bronze.

The Equality, Diversity & Inclusion Manager, as chair of the IADT Athena SWAN Self-Assessment Team (SAT), is responsible for leading on the Institute's re-application for Athena SWAN accreditation in 2021. The SAT has been reconstituted

with additional staff representatives from across the Institute, and student representation by the Students Union VP for Welfare/Equality. Working groups have also been established to concentrate on specific aspects of the application form.

2.4.2 Equity of Opportunity

The Dún Laoghaire Institute of Art, Design and Technology is an equal opportunities employer and education provider. It does not discriminate in any respect against staff and/or students under the nine grounds set out in the Equal Status Act 2010 (gender, age, race, religion, civil status, family status, sexual orientation, disability or membership of the Traveller Community). It is committed to removing barriers in education and to the initiation of positive action to create and widen opportunities on an inclusive basis. IADT is strongly committed to advancing and prioritising equality and diversity across all areas of IADT and will take proactive steps to achieve this.



3 Governance

3.1 Governing Body

The sixth Governing Body of Dún Laoghaire Institute of Art, Design and Technology was appointed by the Minister for Education and Skills for a five-year term from 1st April 2016. The two student representatives are appointed for a period of one year up to 30th June each year. The Governing Body met on 10 occasions in the period 1st September 2019 to 31st August 2020 (including one extraordinary Meeting held on 28th November 2019).

Governing Body Membership & Meetings Attended

Mr. David Holohan	Chairperson	10
Dr Annie Doona	President (<i>resigned 31st March 2020</i>)	7
David Smith	President (<i>appointed 1st April 2020</i>)	4
Sorcha Nic Cormaic	DDLETB	2
Cllr. Barry Saul	DDLETB	3
Cllr. Barry Ward	DDLETB (<i>resigned 3rd April 2020 — elected to Seanad</i>)	3
Mr. Tom Taylor	DDLETB	4
Dr Fionnuala Anderson	DDLETB	9
Ms. Áine O’Sullivan	KWETB	7
Mr. Kieron Connolly	ICTU	6
Ms. Aoife Ruane	The Arts Council	4
Ms. Maeve McConnon	IDA Ireland	7
Mr. Jim Pipe	Houghton Mifflin Harcourt	5
Ms. Marie Carroll	Southside Partnership	9
Mr. John McDonnell	Screen Ireland (<i>formerly Irish Film Board</i>)	10
Mr. Joachim Pietsch	Academic Staff	9
Ms. Fiona McLoughlin	Academic Staff	8
Ms. Celine Blacow	Staff Member (other than Academic)	6

Student members of Governing Body (appointed on a yearly basis)

Mr. Anthony Dunne	From 1st July 2019 to 30th June 2020	9
Ms. Eimear Boyd	From 1st July 2019 to 30th June 2020	7
Mr. Somhairle Quigley Brennan	From 1st July 2020 to 30th June 2021	N/A
Ms. Rachel Sarsfield Ryan	From 1st July 2020 to 30th June 2021	N/A

The Governing Body operates in accordance with the IoT Acts 1992 to 2016 as amended and, in particular, in accordance with the Second Schedule to the Acts.

The Governing Body adopted the Code of Governance for Institutes of Technology 2018 on 10th January 2018. The Governing Body operates in accordance with the Code.

The Governing Body adopted Standing Orders on 1st September 2010, which were updated in January 2018 and the Board operates in accordance with these Standing Orders.

The Governing Body meets on a monthly basis up to ten times per annum and meets outside the schedule of meetings whenever required. The following is the list of meetings in the period 1st September 2019 to 31st August 2020:

Date of Meeting	Number of Members in Attendance
4th September 2019	12
2nd October 2019	11
28th November 2019 (<i>Extraordinary</i>)	13
11th December 2019	14
8th January 2020	13
5th February 2020	12
4th March 2020	15
1st April 2020	14
6th May 2020	12
17th June 2020	13

In accordance with the Second Schedule to the Acts, the quorum for a meeting of the Governing Body is 6. There were no scheduled meetings of the Governing Body which were declared to be inquorate during the period.

The Governing Body carries out its Reserved Functions in accordance with Section 21A of the Acts by resolution of the Governing Body. A list of Reserved Functions is set out in the Code of Governance of Institutes of Technology 2018.

The Governing Body endeavours to reach its decisions by means of consensus agreement. Where this is not possible, the Governing Body reaches its decisions by a majority of the votes of the members present and voting on the question, in accordance with the Second Schedule to the Acts. A Register of all decisions made by the Governing Body is maintained in the Institute.

In accordance with Section 21B of the Acts, any function that is not a Reserved Function is an Executive Function and all Executive Functions are performed by the President, or by Members of Staff of the Institute to whom such Functions have been formally delegated by the President.

The Governing Body has established the following Committees and these Committees operate in accordance with the Terms of Reference agreed by the Governing Body:

- Audit & Risk Committee (see Section 2.5)
- Academic Council (see Section 3)
- Athena SWAN Sub-Committee

3.2 Audit & Risk Committee of Governing Body

The Audit Committee was first established by the Governing Body at its meeting of 5th November, 2003. With effect from September 2017, the Committee was renamed to the Audit & Risk Committee.

Under the Code of Practice for the Governance of State Bodies as amended for Institutes of Technology (the Code), the Committee is required to meet at least four times a year. During the period, 1st September 2019 and 31st August 2020, the Committee met on 4 occasions: 4th September 2019, 11th December 2019, 26th March, 2020 and 23rd May, 2020.

Audit & Risk Committee membership and meetings attended to 31st August 2020

Dr Fionnuala Anderson (Chairperson)	4
Ms. Marie Carroll	4
Mr. Kieron Connolly	4
Mr. Sam Dunwoody	3
Ms. Maeve McConnon	4

3.3 Governing Body Fees and Expenses

Members of the Governing Body are not eligible for fees in their capacity as Governing Body members. Members of the Governing Body may be eligible for fees and expenses where they preside on interview boards, in accordance with the letter dated 17th October 2011 from the Department of Public Expenditure and Reform.

In the period 1st September 2019 to 31st August 2020, the following fees and expenses were paid:

Fees paid to Governing Body members for Attendance & Participation

Member	Fees/Expenses
Mr. David Holohan	Nil / €551
Dr Annie Doona	Nil / Nil
David Smith	Nil / Nil
Sorcha Nic Cormaic	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Cllr. Barry Ward	Nil / Nil
Mr. Tom Taylor	Nil / Nil
Dr Fionnuala Anderson	Nil / Nil
Ms. Áine O'Sullivan	Nil / Nil
Mr. Kieron Connolly	Nil / Nil
Ms. Aoife Ruane	Nil / Nil
Ms. Maeve McConnon	Nil / Nil
Mr. Jim Pipe	Nil / Nil
Ms. Marie Carroll	Nil / Nil
Mr. John McDonnell	Nil / Nil
Mr. Joachim Pietsch	Nil / Nil
Ms. Fiona McLoughlin	Nil / Nil
Ms. Celine Blacow	Nil / Nil
Mr. Anthony Dunne	Nil / Nil
Ms. Eimear Boyd	Nil / Nil
Mr. Somhairle Quigley Brennan	Nil / Nil
Ms. Rachel Sarsfield Ryan	Nil / Nil

Payments made to the following Governing Body members for Interview Panel Fees & Expenses

Member	Fees/Expenses
Mr. David Holohan	Nil / Nil
Dr Annie Doona	Nil / Nil
David Smith	Nil / Nil
Sorcha Nic Cormaic	Nil / Nil
Cllr. Barry Saul	Nil / Nil
Cllr. Barry Ward	Nil / Nil
Mr. Tom Taylor	Nil / Nil

Members	Fees/Expenses		
Dr Fionnuala Anderson	€285 / Nil	Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
Ms. Áine O’Sullivan	Nil / Nil	Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Mr. Kieron Connolly	Nil / Nil	David Doyle	Academic Administration & Student Affairs Manager
Ms. Aoife Ruane	Nil / Nil	Grace Weldon	Estates & Facilities Manager
Ms. Maeve McConnon	Nil / Nil	Conor Logan	Finance Manager
Mr. Jim Pipe	Nil / Nil	Ann Marie Phelan	Enterprise & Innovation Manager
Ms. Marie Carroll	Nil / Nil	Dr Tina Kinsella	Head of Dept. of Design & Visual Arts
Mr. John McDonnell	€1,140/ €49	Vacant	Head of Dept. of Film & Media
Mr. Joachim Pietsch	Nil / Nil	Dr Andrew Errity	Head of Dept. of Technology & Psychology
Ms. Fiona McLoughlin	Nil / Nil	Dr Therese Moylan	Head of Dept. of Entrepreneurship
Ms. Celine Blacow	Nil / Nil	Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Mr. Anthony Dunne	Nil / Nil	Vacant	Head of Dept. of Strategic & Postgraduate Development
Ms. Eimear Boyd	Nil / Nil	Niamh Clifford	Human Resource Manager
Mr. Somhairle Quigley Brennan	Nil / Nil	Colm Hennessy	I.T. Manager
Ms. Rachel Sarsfield Ryan	Nil / Nil	Lorna Dodd	Librarian
		Denise McMorrow	Student Experience Manager

3.4 Senior Staff as at 31st August 2020

IADT senior staff members as at 31st August 2020 are listed below:

Name	Title		
David Smith	President		
Vacant	V.P. for Equality & Diversity		
Dr Andrew Power	Registrar		
Bernard Mullarkey	Secretary/Financial Controller		
Vacant	Head of Creative Engagement		



4 Academic & Student Matters

4.1 Academic Council

The Academic Council is appointed by Governing Body for a three-year term. The Academic Council meets on a monthly basis throughout the academic year and the quorum is fifty per cent of membership. A proposal to renew the Academic Council membership and structure was approved by Governing Body on 7th November 2018. Changes to the membership of the various sub-Committees were also approved. Due to the COVID-19 pandemic and subsequent lockdown, on 24th March 2020, Academic Council delegated authority to the President and the Executive Team until the 1st June 2020. With the extension of closures due to the COVID-19 pandemic, on 4th June 2020, Academic Council delegated authority to the President and Chairs of the Sub-Committees until the 1st September 2020.

The Academic Council has established a number of Sub-Committees as follows:

- Academic Planning, Co-ordination and Review Committee
- Programme Validation Committee
- Quality Enhancement Committee
- Research & Development Committee
- Student Experience Committee
- Teaching & Learning Committee

The membership of the Academic Council as at 31st August 2020 is as follows:

Ex Officio Members of Academic Council

David Smith	President & Chair
Dr Andrew Power	Registrar

Vacant	Head of Creative Engagement
Dr Josephine Browne	Head of Faculty of Enterprise & Humanities
Rónán Ó Muirthile	Head of Faculty of Film, Art & Creative Technologies
David Doyle	Academic Administration & Student Affairs Manager
Denise McMorrow	Student Experience Manager
Lorna Dodd	Librarian
Tony Dunne / Eimear Boyd	Students' Union President

Nominated Members of Academic Council

Vacant	Head of Dept. of Film & Media
Paul Comiskey	Faculty of Film, Art & Creative Technologies
Clyde Doyle	Faculty of Film, Art & Creative Technologies
Aoife Giles	Faculty of Film, Art & Creative Technologies (p/t attendance)
Conor Brennan	Faculty of Film, Art & Creative Technologies

Nominated Members of Academic Council (Cont'd.)

Dr Kevin Wallace	Head of Dept. of Humanities & Arts Management
Dr Cormac Deane	Faculty of Enterprise & Humanities
Anne Wright	Faculty of Film, Art & Creative Technologies
Dr Catherine Cronin	Faculty of Enterprise & Humanities
Dr Sarah Balen	Faculty of Enterprise & Humanities
Oran Moten	SU Welfare & Equality Officer
Bláithín McLoughlin	Student Body Representative
Amy Ní Mhurchú	Student Body Representative

4.2 Academic Governance

Until 2019, IADT operated under delegated authority from Quality and Qualifications Ireland (QQI) to make awards at levels 6 to 9 of the National Framework of Qualifications (NFQ). IADT followed clearly established guidance and procedures to determine design, approval and validation of programmes and awards. Under this arrangement IADT was Delegated Authority to make the following awards:

- Level 6 – Advanced/Higher Certificate (2006)
- Level 7 – Ordinary Bachelors Degree (2006)
- Level 8 – Higher Bachelors Degree/Higher Diploma (2006)

Level 9 – Taught Masters/Postgraduate Diploma (2011)

Level 9 – Masters by Research (2017)

The Qualifications and Quality Assurance (Education and Training) Act (amendment) 2019 formally established all institutes of technology as autonomous designated awarding bodies from 1 January 2020, enabling them “to make awards, with the exception of Doctoral degrees, to students where the college has satisfied itself that the students have acquired the appropriate standard of knowledge, skill or competence for awards that are included within the National Framework of Qualifications.”

As a consequence of this Act, IADT is now such a Designated Awarding Body (DAB) and the Institute is responsible for the ongoing Quality Assurance and Quality Enhancement of all of its programmes. As a matter of best practice, IADT continues to undertake a detailed formal review of its programmes on a regular basis through the Programmatic Review process. During the Programmatic Review process, each programme is reviewed internally and subsequently ‘revalidated’ by an independent expert panel. During the academic year 2019/2020, the following Programmatic Reviews were successfully concluded:

20th April 2020	Faculty of Enterprise & Humanities
11th June 2020	Department of Technology & Psychology
18th June 2020	Department of Design & Visual Arts
23rd June 2020	Department of Film & Media

4.3 Approved Courses

Outlined below is IADT's course offering for 2019/2020 of full-time and part-time undergraduate, and postgraduate courses, along with details of when the courses were last validated:

4.3.1 Full-Time Courses - 2019/2020

Faculty of Enterprise & Humanities

Course Title	Validated
Bachelor of Arts (Hons) Arts Management	April 2020
Bachelor of Arts (Hons) English, Media & Cultural Studies	April 2015
Bachelor of Arts (Hons) New Media Studies	April 2020
Bachelor of Business Applied Entrepreneurship	April 2020
Bachelor of Business (Hons) Entrepreneurship (Add-on) <i>Yr.4 only</i>	April 2020
Bachelor of Business (Hons) Business Management	June 2019

Faculty of Film, Art & Creative Technologies

Course Title	Validated
Bachelor of Arts (Hons) Animation	June 2020
Bachelor of Arts (Hons) Art	June 2020

Course Title	Validated
Bachelor of Arts (Hons) Creative Music Production	June 2020
Bachelor of Arts (Hons) Design for Stage & Screen	
– Character Make-up Design	November 2014/
– Costume Design	<i>(Restructured in</i>
– Production Design	<i>June 2020)</i>
Bachelor of Arts (Hons) Film & Television Production	November 2014 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Arts (Hons) 3D Design, Model Making & Digital Art	November 2015 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Arts (Hons) Photography	November 2014
Bachelor of Arts (Hons) Visual Communication Design	October 2014 <i>(Restructured in</i> <i>June 2020)</i>
Bachelor of Science (Hons) Applied Psychology	June 2020
Bachelor of Science (Hons) Creative Computing	June 2020
Bachelor of Science (Hons) Creative Media Technologies	June 2015

4.3.2 Postgraduate Courses - 2019/2020

Course Title	Validated
Master of Arts in Art & Research Collaboration	June 2018
Master of Arts in Broadcast Production for Radio & Television	June 2018
Master of Arts in Cinematography (Joint Mundus)	June 2018
Master of Arts in Creative Production & Screen Finance	June 2018
Master of Arts in Interdisciplinary Design Strategies	June 2018
Master of Arts in Screenwriting for Film & Television	June 2018
Master of Arts in 3D Animation	June 2019
Master of Business in Cultural Event Management (P/T)	June 2018
Master of Business in Digital Entrepreneurship	June 2018
Master of Science in Cyberpsychology (P/T)	June 2018
Master of Science in User Experience Design (P/T)	June 2018
Postgraduate Diploma in Digital Entrepreneurship (P/T)	June 2018
Postgraduate Diploma in User Experience Design (P/T)	Sept. 2016

4.3.3 Special Purpose Awards -2019/2020

Course Title	Validated
Certificate in Critical Research: Foundation, Futures & Skills	June 2018
Certificate in Cyberpsychology	June 2018
Certificate in Data Visualisation	June 2015
Certificate in Design Thinking	Oct. 2017
Certificate in Fundamentals of User Experience Design	Sept. 2016
Certificate in Production Management for Animation	June 2019
Certificate in Research Methods for the Creative Practices	June 2019
Certificate in Sports Psychology	June 2018

4.3.4 Masters Degrees by Research Courses

IADT offers a number of Masters degrees by Research in a variety of disciplines including Entrepreneurship, Humanities, Creative Arts and Psychology.

4.3.5 New Courses Approved 2019/2020

During the academic year 2019/2020, the following new courses were approved:

- BA (Hons) Interaction & User Experience Design
- Postgraduate Diploma in Series Production



4.4 External Examiners

External Examiners appointed for each programme for the academic year 2019/2020 are outlined below:

4.4.1 Faculty of Enterprise & Humanities - External Examiners 2019/2020

Bachelor of Business in Applied Entrepreneurship

Dr Cedric Chau

Mr. Mark Finan

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Bachelor of Arts (Hons) in Arts Management

Dr Cedric Chau

Mr. Mark Finan

Ms. Lesley Haughan

Dr Pamela Yeow

Bachelor of Arts (Hons) in English, Media & Cultural Studies

Dr Jennie Carlsten

Dr Anne Mulhall

Dr Ian Walsh

Bachelor of Arts (Hons) in New Media Studies

Dr Jennie Carlsten

Mr. Mark Finan

Ms. Eleni Rozaki

Dr Pamela Yeow

Bachelor of Business (Hons) in Entrepreneurship (1 Year Add-on F/T and P/T)

Dr Cedric Chau

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Bachelor of Business (Hons) in Business Management

Dr Cedric Chau

Mr. Mark Finan

Ms. Angela Hamouda

Ms. Lesley Haughan

Ms. Eleni Rozaki

Ms. Ruth Vance Lee

Master of Business in Digital Entrepreneurship

Dr Tom Egan

**4.4.1 Faculty of Film, Art & Creative Technologies
- External Examiners 2019/2020**

Bachelor of Arts (Hons) in Animation

Dr Niamh NicGhabhann

Mr. Andrew Selby

Dr Angela Stukator

Bachelor of Arts (Hons) in Art

Dr Sarah Smith

Ms. Kate Strain

**Bachelor of Arts (Hons) in Creative Music
Production**

Dr Brian Bridges

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Production Design**

Ms. Siobhan O’Gorman

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Costume Design**

Ms. Siobhan O’Gorman

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Design for Stage &
Screen — Character Makeup Design**

Ms. Siobhan O’Gorman

Mr. Ashley Shairp

**Bachelor of Arts (Hons) in Film & Television
Production**

Mr. Hilmar Oddsson

Bachelor of Arts (Hons) in New Media Studies

Dr Jennie Carlsten

Dr Anne Mulhall

Bachelor of Arts (Hons) in Photography

Ms. Clare Gallagher

Prof Mette Sandbye

**Bachelor of Arts (Hons) in 3D Design, Modelmaking
& Digital Art**

Ms. Clare Holman

Dr Niamh NicGhabhann

**4.4.1 Faculty of Film, Art & Creative Technologies -
External Examiners 2019/2020 (Cont'd.)**

**Bachelor of Arts (Hons) in Visual Communication
Design**

Mr. Pablo Juncadella

Dr Javier Gimeno Martinez

Bachelor of Arts (Hons) in Applied Psychology

Dr Duncan Brumby

Dr Richard Roche

Bachelor of Science (Hons) in Creative Computing

Dr Kenneth Dawson-Howe

Dr Cathy Ennis

Bachelor of Science (Hons) in Creative Media

Dr Anthony Grennan

Prof Tomas Ward

Master of Arts in Art & Research Collaboration

Ms. Marie Anne McQuay

Master of Arts in 3D Animation

Mr. Andrew Selby

**Master of Arts in Broadcast Production for Radio
& Television**

Ms. Vanessa Gildea

Mr. Liam O'Brien

**Master of Arts in Creative Music Production &
Screen Finance**

Mr. Oscar Van Heek

**Master of Arts in Interdisciplinary Design
Strategies**

Ms. Denise Pinto

Master of Science in Cyberpsychology

Dr Alison Attrill-Smith

Master of Science in User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

Postgraduate Diploma in User Experience Design

Dr Trevor Hogan

Ms. Fiona Murphy

**4.4.1 Faculty of Film, Art & Creative Technologies -
External Examiners 2019/2020 (Cont'd.)**

Certificate in Assessment and Evaluation

Ms. Gina Noonan

Certificate in Critical Research

Dr Alison Attrill-Smith

Certificate in Cyberpsychology

Dr Alison Attrill-Smith

Certificate in Data Visualisation

Dr Cathy Ennis

Certificate in Design Thinking

Ms. Fiona Murphy

**Certificate in Fundamentals in User Experience
Design**

Dr Trevor Hogan

Certificate in Teaching and Learning

Ms. Gina Noonan

Certificate in Technology Enhanced Learning

Ms. Gina Noonan





4.5. Student Numbers 2019/2020

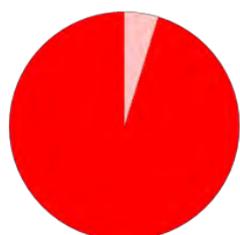
4.5.1 Student Numbers by Discipline 2019/2020

	1st Years	Other Years	Total
BA in Creative Music Production	0	34	34
BBus in Applied Entrepreneurship	26	61	87
BA (Hons) in Animation	34	96	130
BA (Hons) in Art	26	123	149
BA (Hons) in Arts Management	34	62	96
BA (Hons) in Creative Music Production	46	46	92
BA (Hons) in Design for Stage & Screen—Costume Design	12	30	42
BA (Hons) in Design for Stage & Screen—Character Makeup Design	13	31	44
BA (Hons) in Design for Stage & Screen—Production Design	13	26	39
BA (Hons) in Digital Marketing Sales (P/T)	0	1	1
BA (Hons) in English, Media & Cultural Studies	29	102	131
BA (Hons) in Film & Television Production	33	102	135
BA (Hons) in New Media Studies	37	75	112
BA (Hons) in Photography	26	46	72
BA (Hons) in 3D Design, Modelmaking & Digital Art	28	85	113
BA (Hons) in Visual Communication Design	27	90	117
BSc (Hons) in Applied Psychology	65	159	224
BSc (Hons) in Computing in Multimedia Systems/Web Engineering	0	2	2
BSc (Hons) in Creative Computing	44	96	140
BSc (Hons) in Creative Media Technologies	14	51	65

4.5.1 Student Numbers by Discipline 2019/2020 (Cont'd.)

	1st Years	Other Years	Total
BBus (Hons) in Entrepreneurship (Add-on F/T and P/T)	0	15	15
BBus (Hons) in Business Management	38	100	138
MA in Art & Research Collaboration	0	22	22
MA in Broadcast Production for Radio & Television	0	34	34
MA in Cinematography (Joint Mundus)	0	41	41
MA in Creative Production & Screen Finance	0	7	7
MA in Interdisciplinary Design Strategies	0	5	5
MA in Screenwriting for Film & Television	0	15	15
MA in 3D Animation	0	1	1
MBus in Cultural Event Management (P/T)	0	3	3
MBus in Digital Entrepreneurship	0	5	5
MSc in Cyberpsychology (P/T)	0	37	37
MSc in User Experience Design (P/T)	0	43	43
PGDip in Business in Digital Entrepreneurship (F/T and P/T)	0	27	27
PGDip in User Experience Design (P/T)	0	13	13
Certificate in Critical Research: Foundation, Future & Skills (SPA)	0	8	8
Certificate in Cyberpsychology (SPA)	0	20	20
Certificate in Data Visualisation (SPA)	0	11	11
Certificate in Design Thinking (SPA)	0	15	15
Certificate in Fundamentals of User Experience Design (SPA)	0	24	24
Certificate in Production Management for Animation (SPA)	0	20	20
Certificate in Research Methods for the Creative Practices (SPA)	0	2	2
Certificate in Sports Psychology (SPA)	0	32	32
Total (excluding Masters by Research students)	545	1817	2362

4.5.2 Student Enrolments 2019/2020



Full-time Students enrolled by Award

Ordinary Bachelor Degree (Level 7)

Female 7 Male 19

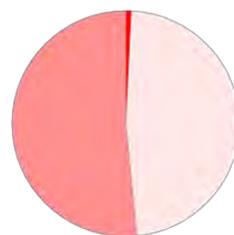
- Total 26 (5% of 1st Year Students)

Honours Bachelor Degree (Level 8)

Female 273 Male 246

- Total 519 (95% of 1st Year Students)

4.5.4 Part-time Students by Award



Overall Part-time Students by Award

Honours Bachelor Degree (Level 8)

Female 1 Male 1

- Total 2 (1% of Students)

Masters/Postgraduate Diploma

Female 66 Male 56

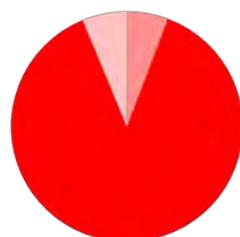
- Total 122 (51% of Students)

Special Purpose Awards

Female 70 Male 62

- Total 132 (48% of Students)

4.5.3 Student Numbers by Award



Overall Full-time Students by Award

Ordinary Bachelor Degree (Level 7)

Female 36 Male 85

- Total 121 (6% of Students)

Honours Bachelor Degree (Level 8)

Female 1002 Male 852

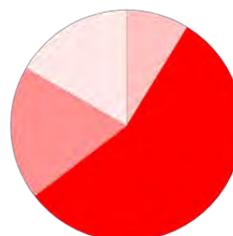
- Total 1854 (88% of Students)

Masters/Postgraduate Diploma

Female 68 Male 63

- Total 131 (6% of Students)

4.5.5 Graduate Numbers by Award



Graduate Numbers by Award

Ordinary Bachelor Degree (Level 7)

Female 15 Male 53

- Total 68 (9% of Students)

Honours Bachelor Degree (Level 8)

Female 217 Male 218

- Total 435 (56% of Students)

Masters/Postgraduate Diploma

Female 91 Male 55

- Total 146 (19% of Students)

Special Purpose Awards

Female 65 Male 65

- Total 130 (16% of Students)

4.6 Student Prizes, Scholarships & Achievements 2019/2020

4.6.1 Student Prizes

Allied Irish Banks Awards (Nov. 2019)

The following students received Allied Irish Bank Awards at the conferring ceremony on 8th November 2019:

- Liam Gadd [BA (Hons) in English, Media & Cultural Studies] received a Humanities Award.
- Francis White [BA (Hons) in English Media & Cultural Studies] received an Award of Excellence.

Blackrock Education Centre Awards (Nov. 2019)

Emily Meaghar [BSc (Hons) in Creative Computing] received the Best Educational Project Award sponsored by the Blackrock Education Centre at the conferring ceremony on 8th November 2019.

Chartered Institute of Management Accountants (CIMA) Awards (Nov. 2019)

The following students received CIMA Awards at the conferring ceremony on 8th November 2019:

- Nitishing Khemon [BBus in Applied Entrepreneurship] received a Finance 3 Award.
- Sam McGill [BBus (Hons) in Entrepreneurship] received a Taxation & Finance Award.
- Lucy Shanahan [BA (Hons) in Arts Management] received a Financial Management Award

Dún Laoghaire Rathdown County Enterprise Office Student Awards (Nov. 2019)

The following students received Dún Laoghaire Rathdown County Enterprise Office Student Awards at the conferring ceremony on 8th November 2019:

- Chris Boylan [BBus (Hons) in Entrepreneurship] received an Entrepreneurship Award.
- Richard Gannon [BA (Hons) in Art Management] received a Strategic Arts Management Award.
- Geena Leonard [BBus (Hons) in Entrepreneurship & Management] received an Entrepreneurship Award.
- Laura Pakenham [BBus (Hons) in Digital Marketing & Sales] received an Entrepreneurship Award.

Faculty Student of the Year Awards (Nov. 2019)

The following students received Faculty Student of the Year Awards at the conferring ceremony on 8th November 2019:

- Deirdre Chambers [MSc in Cyberpsychology]
- Jenny Mulligan [PG Diploma in Business in Cultural Event Management] received the Mary Ryan Memorial Award.
- Adam Proctor [BSc (Hons) in Creative Media Technologies]
- Marie Sander [BSc (Hons) in Applied Psychology]
- Colin Smith [MA in User Experience Design]



Jamie Cross (with David Smith, President of IADT and Dr Tina Kinsella, Head of Dept. of Design & Visual Arts)

4.6.1 Student Prizes (Cont'd.)

Faculty Student of the Year Awards (Cont'd.)

- Erika Volodko [BSc (Hons) in Creative Computing] received the PwC Creative Computing Student of the Year Award.
- Catherine Walsh [PG Diploma in User Experience Design]
- Francis White [BA (Hons) in English Media & Cultural Studies]

National Film School Awards (Nov. 2019)

The following NFS students received awards at the conferring ceremony on 8th November 2019:

- Robyn Conroy and Ann Upton [BA (Hons) in Animation] received Windmill Lane Pictures Animation Awards
- Jamie Cross [BA (Hons) in Art] received the IADT Graduate Student Award sponsored by The Dock.
- Sean Daly and Ciara Callinan [BA (Hons) in Photography] received the Irish Professional Photographers Association Awards.
- Maria-Elena Doyle [MA in Screenwriting for Film & Television] received the Writers' Guild of Ireland Award for Screenwriting.
- Bryan Fleming [BA in Creative Music] received a Student of the Year Award sponsored by Youlean and Melda.
- Ferdia Mac Aonghusa [BA (Hons) in Film & TV Production] received the Aileen MacKeogh Award.

- Shane Smith Mattsson [BA (Hons) in Creative Music Production] received a Student of the Year Award sponsored by Musicmaker.
- Hannagh McNulty Madden [BA (Hons) in Art] received the Thesis Award for Academic Excellence.
- Emma Smith [BA (Hons) in Film & TV Production] received the inaugural Screen Directors Guild of Ireland Award.

Olivia Burke Awards (Nov. 2019)

The following students received Olivia Burke Awards at the conferring ceremony on 8th November 2019:

- Aset Makhamaeva [BBus in Applied Entrepreneurship]
- Jodie Mitchell [BBus (Hons) in Entrepreneurship & Management].

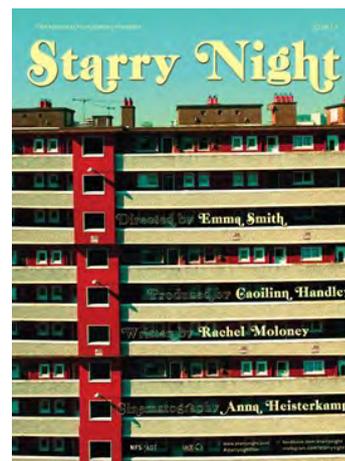
RDS Visual Arts Awards (Oct. 2019)

Jamie Crosbie [BA (Hons) in Art 2019] and current student of the MA in Art and Research Collaboration programme, was the joint winner of the R.C. Lewis Crosby Award as part of the RDS Visual Arts Awards held in Dublin in October 2019. As part of the award, Jamie received €2,500. His work entitled, 'The Unhabitable Space of Objects', was an exploration of the hidden space inside everyday objects, featured as part of the RDS Visual Arts Awards Exhibition which ran from 18th to 24th October 2019.





Pippa Moloney



4.6.2 Student/Graduate External Awards

IDI Design Graduate Awards (Nov. 2019)

The following IADT BA (Hons) in Visual Communications Design 2019 graduates received Awards at the Institute of Designers in Ireland Graduate Awards ceremony, which was hosted by TU Dublin on 14th November 2019:

- Patrick Collins received the Product Design — Social Award for ‘The CuKit’.
- Róisín Ryan and David Pakenham received the Exhibition Design/Visual Merchandising Award for “Origin Green: The Story Behind the Mark”.

First Frames Award (Mar. 2020)

Pippa Moloney and Cait Bird, [Year 2 of BA (Hons) in Film & Television Production] were awarded a First Frames Award for ‘Clara’s Room’ at the Dublin Film Festival held on 4th March 2020. As part of the prize, ‘Clara’s Room’ was screened on Virgin Media One.

ICAD Emerging Directors Awards (Mar. 2020)

The following IADT BA (Hons) in Film & Television Production 2019 graduates received Awards at the ICAD Emerging Directors Awards

2020 held in the Sugar Club, Dublin on 4th March 2020:

- Caoilinn Handley received the EDA Best Producer Award for ‘Starry Night’.
- Dave Fox received the Spec Commercial Award for ‘Rapture’;
- Holly Keating received the Animation Award for ‘CTRL + ALT + Z’;
- Vincent Lambe received the Short Film Award for ‘Detainment’;
- Hugh Mulhern received the Music Video Award for ‘Kojaque & Luka Palm—Phoenix’;
- Emma Smith received the Student Film Award for ‘Smith’s Starry Night’.

YouTube Animation Dingle Student Awards (Mar. 2020)

The following 2019 graduates of IADT’s BA (Hons) in Animation received awards at the YouTube Animation Dingle Student Awards ceremony held remotely online on 20th March 2020:

- Robyn Conroy won the Best Irish Award for ‘Beekeeper’.
- Liam Fahy won the Best Writer Award and the Best 2D Award for ‘How to Rob a Witch’.

4.6.2 Student/Graduate External Awards (Cont'd.)

Royal Television Society Republic of Ireland Student Awards (June 2020)

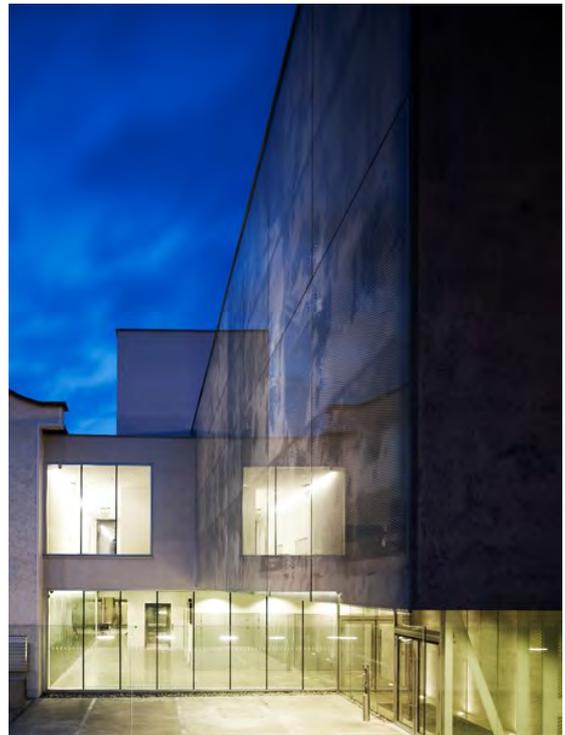
The following IADT BA (Hons) in Film & Television Production 2019 graduates received awards at the RTS Republic of Ireland Student Awards held on 26th June 2020:

- Anna Heisterkamp received the Camerwork Award for 'Starry Night';
- Rachel Moloney received the Writing Award for 'Starry Night';
- Emma Smith, Caoilinn Handley, Rachel Moloney and Anna Heisterkamp received the Drama Award for 'Starry Night'.

Galway Film Fleadh Winners (July 2020)

The following graduate from IADT's National Film School received awards at the 32nd Galway Film Fleadh on 12th July 2020:

- James Fitzgerald [BA (Hons) in Film & TV Production 2014] received the Tiernan McBride Award for Best Fiction Short in association with Network Ireland Television for 'The Invisible Boy'.





4.6.3 Student/Graduate Achievements

dlr First Frames Screening (Sept. 2019)

Dún Laoghaire Rathdown County Council hosted a special screening of two short films commissioned under the dlr First Frames Scheme on 11th September 2019. One of the two short films, 'The Lighthouse', was directed by Ciarán Hickey and produced by Bjorn Mac Giolla, both BA (Hons) in Film & Television Production 2015. The film depicts the story of a young girl who embraces the magic of her seaside town when she befriends the mysterious entity in the lighthouse by the pier.

'Nothing to Declare?' Exhibition (Sept. 2019)

An exhibition of art commissioned by the Irish Aviation Authority for Culture Night 2019 showcased the work of student and graduate artists from IADT's BA (Hons) in Art programme on 20th September 2019. The works exhibited included: 'Strange Weather' by Zsofi Abel [BA (Hons) in Art 2015], 'My Dearest Lana' by Lana May Fleming [4th Year of BA (Hons) in Art], 'https://chatroulette.comj' by Luke Van Gelderen [4th Year of BA (Hons) in Art], and '5 Litres' by Rory Malone [4th Year of BA (Hons) in Art].

'Design & Destroy' VR Exhibition (Sept. /Oct. 2019)

Kate Davenport [BA (Hons) in Design for Stage & Screen 2014], was one of the designers featured as part of the 'Design & Destroy' VR

Exhibition at the Project Arts Centre as part of the Dublin Theatre Festival. The exhibition featured Kate's design 'Eye' for The Tales of Hoffmann performed by the Irish National Opera in 2018. The exhibition took place on 28th September and 5th and 12th October 2019.

Monkstown International Puppet Festival (Sept. 2019)

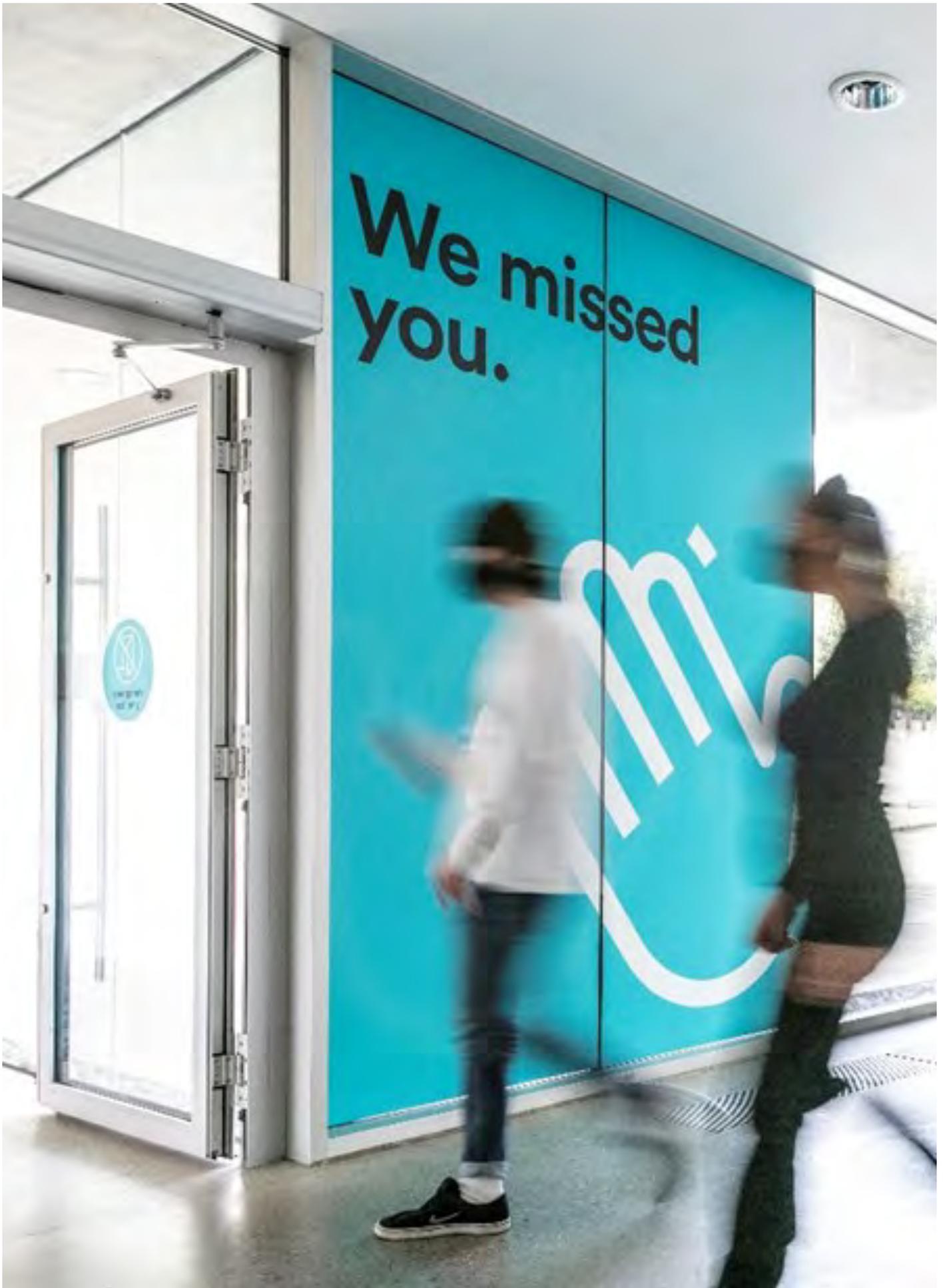
The work of students from IADT's BA (Hons) in Design for Stage & Screen and BA (Hons) in 3D Design, Modelmaking & Digital Art featured in the Monkstown International Puppet Festival which took place on 21st September 2019.

dlr Lexicon Exhibition (Sept. 2019)

Two IADT graduates, Ali Kemal Ali [BA (Hons) in Art 2017] and Eimear Boyd [BA (Hons) in Art 2019] collaborated on their exhibits 'Moon' and 'UFO', which were on display at the dlr Lexicon as part of Culture Night 2019 on 20th September 2019.

IFTA Selection for the Oscars (Oct. 2019)

The documentary entitled 'GAZA' co-directed by Garry Keane [Higher National Diploma in Design Communication 1991] was selected by the Irish Film & Television Academy (IFTA) as Ireland's entry for the Oscars 'Best International Feature Film' category at the 92nd Academy Awards ceremony on 9th February 2020.





'Checking In' Exhibition by Alex Keating

4.6.3 Student/Graduate Achievements (Cont'd.)

Ormond Art Studios Exhibition (Oct. 2019)

Alex Keating [BA (Hons) in Visual Arts Practice 2019] held an exhibition of her work entitled, 'Checking In' at the Ormond Art Studios Project Space, Dublin, from 27th to 29th September 2019. Alex was awarded the Ormond Art Studios Graduate Residency Award in July 2019 which included peer mentoring and culminated in the solo exhibition.

IDI Design Graduate Awards (Nov. 2019)

The following IADT BA (Hons) in Visual Communications Design 2019 graduates received Commendations at the Institute of Designers in Ireland Graduate Awards ceremony, which was hosted by TU Dublin on 14th November 2019:

- Patrick Collins was Commended for the Vis Comm Packaging Design Category for 'The CuKit';
- Fiona Ennis was Commended for the Vis Comm Printed Material (other than books) Category for 'Banished';
- Aisling Murphy was Commended for the Design Research Category for 'Poverty and Porn and Psychic Numbing';
- Dave Pakenham and Tom Gillan were Commended for the Vis Comm Brand Identity Category for 'Motyf 2018: Type in



Cyberspace'.

- Róisín Ryan was Commended for the Digital Design UX/UI Category for 'Rè: Ireland's Interactive Digital Archive of Thin Places'.

ARC-LAB Scholarship (Nov. 2019)

Roisin Power-Hackett was awarded the inaugural ARC-LAB Gallery Curatorial Scholarship in November 2019. The scholarship award comprises a stipend of €15,000 and MA tuition fees of €6,000. In addition, the ARC-LAB Scholar will be provided with a dedicated desk and research space in the Dublin City Arts Office, mentorship and professional guidance from the LAB Gallery.

'My Activity' Exhibition (Dec. 2019)

Luke van Gelderen [4th Year BA (Hons) in Photography] held an exhibition of his work entitled 'My Activity' at the Rua Red Gallery from 20th December 2019 to 24th January 2020.

'La Calisto' Opera (Jan. 2020)

IADT's BA (Hons) in Design for Stage & Screen students collaborated with the Royal Irish Academy of Music on the production of the opera 'La Calisto' by Caravalli. Performances were held in the Project Arts Centre, Dublin from 12th to 18th January 2020.



Audrey Walshe



Garry McLoughlin



Vera Ryklova

4.6.3 Student/Graduate Achievements (Cont'd.)

‘Unassembled’ Exhibition (Jan. 2020)

An exhibition entitled ‘Unassembled’ by artists from IADT’s MA in Art & Research Collaboration was held in the LAB Gallery, Dublin from 16th to 19th January 2020. Works included ‘Palette’ by Brenda Brady, ‘Kathakers (Take a Bow I)’ by Anishta Chooramun, ‘Homeless’ by Heather Cody, ‘Ballet in a Box’ by Penelope Collins, ‘The Spinnakers’ by Collette Farnon, ‘Brows for Days’ by Lisa Freeman, ‘Shapeshifter’ by Marie Phelan, ‘More Than Crony Capitalism, Cherrywood Project 2020’ by Dylan Ryan and ‘Polymorphic’ by Audrey Walshe.

‘In the Making’ Exhibitions (Feb. 2020)

‘In the Making’, a series of three exhibitions by 4th Year students of IADT’s BA (Hons) in Art was held in the Pallas Projects, Dublin during February 2020. ‘In the Making 1: TO LET’ was held from 6th to 8th February; ‘In the Making 2: Appraisal’ was held on 14th and 15th February, and ‘In the Making 3: Equity’ was held from 20th to 22nd February 2020.

Futures - Irish Talents 2020 (Mar. 2020)

IADT graduates, Garry Loughlin [BA (Hons) in Visual Communications 2011] and Vera Ryklova [BA (Hons) in Photography 2015]

were selected for FUTURES Irish Talents 2020, an international professional platform promoting contemporary photography. The selected photographers will take part into the international art fair, Unseen, in Amsterdam, The Netherlands which takes place from 18th to 20th September 2020.

ICAD Emerging Directors Awards (Mar. 2020)

The following IADT BA (Hons) in Film & Television Production 2019 graduates were Runners Up for the ICAD Emerging Directors Awards 2020 held in the Sugar Club, Dublin on 4th March 2020:

- Conor Donoghue in the Music Video category for ‘Wastefellow—Fizzy Lifting Drinks’;
- Peter Kilmartin in the Student Film category for ‘The Sunny Side Up’.

4.6.4 Student Scholarships

Warner Brothers Scholarship (Nov. 2019)

Tania Notaro (MA in Screenwriting) was awarded a Warner Brothers Ireland Creative Talent Scholarship. As part of the scholarship, Tania received funding support and a short, paid placement at Warner Brothers Ireland Dublin, as well as access to screenings and mentoring support from Warner Brothers Executives in the country.

4.7 Student Services & Facilities 2019/2020

4.7.1 Student Services Financial Committee

On the 5th November 2012, the Student Services Committee Members approved the change of the Committee's title to Student Services Financial Committee (SSFC), in light of the 2011 Report of the HEA in respect of the Student Contribution, combined with the establishment of the Student Experience Sub-Committee of Academic Council. The role of the SSFC is to:

- Consider and make annual recommendations to the Institute Executive on the allocation of institutional funds for student services;
- Consider and decide on the implementation and distribution of institutional funding allocated for student services;
- Prepare an annual report for dissemination to the campus community;
- Ensure that the interests and concerns of students are adequately met within the consultative process.

4.7.2 Student Experience Sub-Committee

On 15th October 2012, the Academic Council approved the establishment of the Student Experience Sub-Committee to consider student wellbeing policies which support the students in their learning, enable the further development of a supportive campus environment, and identify specific focuses for intervention. At its meeting of 12th November 2012, the Academic Council approved the amalgamation of the Library and Student Experience Sub-Committees.

The Student Experience Committee's aim is to:

- Develop and advise on policies and procedures relating to overall student wellbeing, with reference to:

- o Student contribution to campus community
- o Initiatives to promote a professional, respectful, creative and diverse environment
- o Learner Charter
- o Student ambassadors, e.g. mentor, buddy schemes etc.
- o Student conduct
- o Support students with particular needs
- o Interaction/communications between specific services/units and academic departments
- o General Institute environment and its impact on students
- Input into the Institutional strategy for Student Supports and suggest key performance indicators for same;
- Establish and review appropriate standards for student services in collaboration with the respective service provider, e.g., Health Service, Estates and Facilities/ICT Office and Library;
- Receive and consider the annual report from the Student Services Team and make recommendations to Academic Council arising from same as appropriate;
- Monitor and review in general terms, issues arising from students' grievances/ complaints and disciplinary matters which are of concern to the student experience overall, and advise the Academic Council as appropriate;
- Establish or promote initiatives that support the creation of an environment which enhances the student Institute experience.



4.7.3 Student Services

4.7.3.1 Access Office

The Access Office supports the Institute’s policy for equality of access to, and participation in IADT’s range of programmes. During the academic year 2019/2020 the office engaged in the following Pre-entry and Post-entry supports.

The Pre-entry Strand

HEAR/DARE Scheme – In September 2019, 22 students entered IADT via HEAR and 44 through DARE.

Programme for Access to Higher Education (PATH) – PATH is a competitive fund, managed by the HEA on behalf of the Department of Education & Skills.

PATH 2 - 1916 Leaders & Learners Bursary – This award from the HEA funded 40 Bursaries across the cluster to support increased access to higher education for disadvantaged groups. Of the 40 Bursaries, IADT was allocated 8 over 3 years. The fund provides recipients with a bursary of €5,000 per academic year to support them in their studies. 2019/2020 was the third year of the Bursary scheme and the Institute received 38 applications during this period, 15 of these were eligible for the bursary and 8 students were subsequently offered the bursary. In late 2019, it was announced that the HEA will continue to fund the Bursary scheme for another 3 years.



PATH 3 - Creative Arts Summer School - the third Creative Arts Summer School was scheduled to take place between Monday 22nd and Friday 26th June 2020; however due to the restrictions imposed in response to the COVID-19 pandemic, the event was postponed until Easter 2021. The Creative Arts Summer School is funded by the Department of Education and Skills through the Leinster Pillar 1 Cluster of Higher Education. Participating institutions include: IADT, Marino Institute of Education (MIE), National College of Art & Design (NCAD), Trinity College Dublin (TCD), and University College Dublin (UCD). This project is operated through the Access Services in each of the participating colleges and seeks to raise awareness of the higher education opportunities in the creative arts in Dublin.

PATH 3 - Community Mentoring – The aim of the initiative is to increase participation among underrepresented groups through mentoring. The initiative is funded by the HEA’s PATH 3 Fund and is a collaboration between IADT, MIE, NCAD, TCD and UCD. The aim of this inter-institutional and cross-community collaboration initiative is to increase participation among under-represented groups through mentoring. A group training session for students took place at the Community Mentor Summit in UCD on 19th October 2019. IADT had 3 mentors who successfully completed this programme.



4.7.3.1 Access Office (Cont'd.)

Outreach - Due to the restrictions imposed by the COVID-19 pandemic, the Outreach initiatives planned for 2019/2020 were postponed. The planned initiatives/ collaborations included: RTÉ TY Programme, St. Kieran's Traveller Group, STAG Chatology and the Creative Arts Summer School.

Open Learning Scholarship - Open Learning is a concept originally developed by UCD. As part of the PATH Initiative, it has developed across the cluster to include possible offerings from IADT and NCAD, TCD and MIE. Open Learning provides over 300 modules to choose from all at undergraduate level. There are no entry requirements and participants can choose to take as many modules as they wish. During 2019/2020, IADT participated in Open Learning for the first time, with 3 students applying for modules in the Institute.

The Post-entry Strand

Student Assistance Fund (SAF) – In 2019/2020 the Access Service received €102,000 from the HEA and European Social Fund for the Student Assistance Fund. A total of 175 students applied for the fund, 15 were deemed ineligible, but 160 were eligible for payment. During 2020, the Access Office received 8 requests for emergency funding due to the COVID-19 pandemic. Of these, 3 were processed through the SAF and the remaining 5 were processed through the Student Union Hardship Fund.

First Year Matters (FYM) - FYM is IADT's enhanced orientation programme for incoming first years, and was successfully led by the Access Office in September 2019. The First Year Matters (FYM) programme is an all-institute initiative that supports and facilitates the successful 'settling in' of all of our incoming first year students. The programme is run over the first four weeks of the autumn term, and is coordinated by the Students' Union and the FYM team. At the centre of this programme are the First Year Student Leaders whose role it is to help all new students find their feet and enjoy student life at IADT. A total of 15 Student Leaders were recruited from amongst the IADT's student population for the FYM Programme 2019/2020.

Mature Student Writing Week - IADT has a thriving mature student population comprising of approximately 10% of the student body. In the academic year 2019/2020, all mature applicants who received an IADT offer were invited to attend the non-compulsory Mature Student Writing Week which took place in September 2019. In total, 29 Mature Students attend the event.

College of Sanctuary - A College of Sanctuary is somewhere that is committed to being a safe and welcoming place for all, especially those seeking sanctuary. During 2019/2020, a working group was formed from among a broad range of staff members within IADT. The Group looks at developing outreach and engagement activities in the community, and awareness campaigns within IADT.

4.7.3.2 Assistive Technology Service

- The Assistive Technology Service supported 202 students in 2019/2020 using a range of technologies, including laptops and dedicated Assistive Technology (AT) software.
- A total of 67 new students registered with the AT Service, and 57 were needs assessed, with most being allocated AT.
- The majority of students had a Specific Learning Disorder (SLD) such as Dyslexia, though the numbers of those with DCD, ASD (Autistic spectrum Disorder), ADHD (Attention Deficit Hyperactivity Disorder) and DCD (Developmental Co-ordination Disorder) and Dyscalculia increased significantly since 2018/19.
- New assistive technology supports included supporting students in the use of Tablets and Smartphones and browser-based apps, as well as new cloud-based assistive technologies such as Google Voice Typing and Grammarly.
- The AT Service provides one-to-one training in all AT allocated. This is supported with training resources, including: User Guides, videos, forums, etc. on IADT's website.
- Key assistive technologies used in IADT during 2019/2020 included: Laptops, Smart Phones, Tablets, Eco Smartpens (audio recorders), Dictaphones, USB microphones for speech recognition, Read & Write Gold software, Audio Notetaker, Google Voice Typing and eBook Readers.

4.7.3.3 Careers Centre

The Careers Centre offers information, practical support and guidance to students and graduates in career planning and research, and in the proactive development of employability skills. The principal elements of the service's work have been one-to-one contacts with students/graduates, email responses to careers-related queries and classroom-level contact through the 'Employability Programme'.

- During the academic year 2019/2020, a total of 173 one-to-one career advisory appointments were held, with all one-to-one sessions continuing via Blackboard Collaborate following the shutdown in March due to the COVID-19 pandemic.
- Two key systems designed, installed and implemented during 2019/2020 were: Target Connect (Career/Employer/Student/Graduate Placement Platform); and Profiling for Success (a battery of Psychometric Tests).
- Between October 2019 and March 2020, 25 bespoke career workshops and classes were rolled out for 2nd to 4th year students. These workshops covered areas such as: Competencies, CV, LinkedIn, Interviewing and Networking etc.
- From January to March 2020, a series of employer-led workshops were held, including: Smart Dublin & HMH (attended by 45 students from 2nd, 3rd and 4th Years); FireWood & Stelfox (attended by 28 final



4.7.3.3 Careers Centre (Cont'd.)

year students); Mock Interview Pitch Marathon (open to all students, with 72 interviews conducted over a 2-hour period by representatives from: Sonalake, Black Shamrock, CPL, GreenShoes, FireWood and BYOSJewellery)

- During 2019/2020, a number of organisations visited the campus to talk to students about the opportunities on offer. The organisations/opportunities included: Accenture, AHEAD - WAM Programme, Aspire, Camp Leaders, Citi, Fletna, Houghton Mifflin Harcourt, the Jameson International Graduate Programme, Japanese Embassy (JET Programme), PricewaterhouseCooper, USIT, Verizon, the Washington Ireland Programme (with 2 third year IADT students winning places on the Programme for 2020/2021).
- The Careers Centre launched a weekly Jobs Newsletter during 2019/2020, which is sent out to all students and recent graduates.
- In addition, a CareersHub was launched which allows students and graduates to build their own Careers Profile, to book appointments with the Careers Centre, to book events and to engage with opportunities that employers have posted. It also allows employers to engage with IADT through building their own organisation profile and posting any career/job opportunities. The system also allows

organisations to book student-facing careers events they wish to be involved in.

- The Careers Centre collaborated with Careers Office staff members in Dundalk I.T., Waterford I.T. and Limerick I.T. to roll-out an online summer programme across the three HEIs. In May 2020, IADT students and graduates were invited to participate in a week-long Virtual Career event on Instagram. A total of 50 employers were involved and students and graduates had the opportunity to participate in multiple Q&A sessions and seminars with industry partners.

4.7.3.4 Disability Support Service (DSS)

- The Disability Office aims to promote inclusion, advocacy, and active participation in college life. The service provides equal access to education for IADT students with a range of disabilities and mental health conditions.
- The DSS is committed to promoting, encouraging and assisting with the implementation of Universal Design for Learning principles, as the first response to ensuring access to learning programmes within IADT. The DSS plays a pivotal role in managing unique relationships with each student, whilst identifying and understanding disability challenges in the higher education environment.

4.7.3.4 Disability Support Service (DSS) Cont'd.

- In order to register with the Disability Support Service, a student must present for a Needs Assessment and submit current Evidence of Diagnosis, compliant with AHEAD guidelines. A total of 274 needs assessments were carried out during the academic year 2019/2020.
- The largest cohort of students (100) have a Specific Learning Disability (Dyslexia, Dyscalculia, Dysgraphia). The second largest category, Mental Health Conditions (44), has experienced a significant rise in the number of students registering.
- During the academic year of 2019/2020, a total of 274 support appointments (lasting between 15-30 minutes) were carried out, with additional online provision made available during the COVID-19 closure period. The academic support sessions focused on areas such as: time management, concentration, memory techniques and goal setting. Social support sessions covered topics including: self-care, friendships, self-advocacy, confidence building and assertiveness.

4.7.3.5 Student Counselling Service (SCS)

- The objective of the Student Counselling Service (SCS) in the academic year 2019/2020 was to ensure the highest quality of psychological support and intervention, and efficient waiting list management.
- During 2019/2020, the SCS transitioned from a permanent employment of a staff member to a tendered service with an external service provider. An additional Student Counsellor was contracted for a minimum of 30 days during the academic year.
- Between 13th March and 25th July 2020, as a result of the COVID-19 pandemic, face-to-face consultations moved to remote service provision, with counselling appointments being delivered via online communication platforms and telephone. In addition, mental health resources were uploaded for students on IADT's website and Blackboard.
- The SCS was attended by 213 students during the academic year. A total of 932 individual student appointments were scheduled, of which 737 were attended by students.



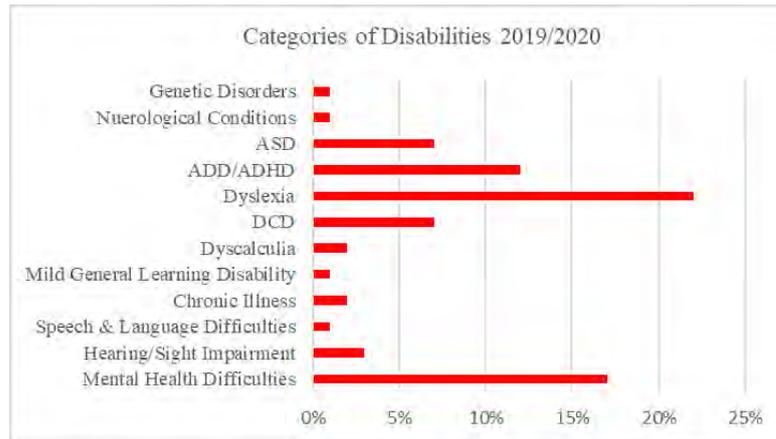
4.7.3.5 Student Counselling Service (Cont'd.)

- The types of appointments attended included:
 - ⇒ Intake appointments (185)
 - ⇒ Short-term counselling therapy (530)
 - ⇒ Urgent - Crisis (5)
 - ⇒ Crisis Follow-up (3)
 - ⇒ Drop-in Crisis (6)
 - ⇒ Academic Referral (4)
 - ⇒ Medical Referral (4)
- The number of appointments attended per student during 2019/2020 were:
 - ⇒ 176 attended between 1-5 appointments;
 - ⇒ 29 attended between 6-10 appointments;
 - ⇒ 4 attended between 11-15 appointments;
 - ⇒ 3 attended between 16-20 appointments;
 - ⇒ 2 attended more than 21 appointments.
- The months with the highest number of appointments attended during 2019/2020:

⇒ October 2019	148
⇒ November 2019	135
⇒ January 2020	135
⇒ February 2020	135
⇒ March 2020	131
⇒ May 2020	115

4.7.3.6 Student Health Centre (SHC)

- In September 2019, the Student Health Centre (SHC) commenced its third year with Dr Nina Byrnes and Associates of Generation Health. The IADT GP service provides 12 hours per week during term time (i.e., 30 weeks per year), 6 hours on campus plus 6 hours off-site (Glenageary) appointments are available weekly to IADT registered students. There is a €10 charge to see the GP, unless the student is a holder of a medical card.
- Suzanne Keily and Joan Broderick provide the nursing role to students and between them provide 39 hours per week Monday to Friday in a job-sharing capacity. They triage on presentation, run nurse-led clinics, answer emergency calls and administer first aid, evaluate student illness and provide the information to promote students' wellbeing. There is no charge to see the nurse.
- During 2019/2020, the SHC provided 1,561 appointments.
- From February 2020, as a result of the COVID-19 pandemic, the SHC staff members moved to working remotely. From September 2020, it is proposed that the service will move to 'telehealth' appointments in order to reduce the risk of COVID-19 transmission in IADT and to help protect the college community from illness. Face-to-face appointments will only occur when/as necessary following telephone triage.



4.7.3.6 Student Health Centre (Cont'd.)

- The SHC Nurses, were involved in the following initiatives during 2019/2020:
 - ⇒ Emergency Medication Administration (demonstration on how to administer an EpiPen or Buccal Midazolam for Epilepsy);
 - ⇒ National Condom Distribution Service for third level colleges (in conjunction with the HSE);
 - ⇒ Drug Awareness Talks in conjunction with the Students Union at IADT;
 - ⇒ Student Health Matters App — in September 2019, the Irish Student Health Association (ISHA) launched the Student Health Matters App and interactive eBook, providing students with easy, quick and convenient access to reliable and relevant health information. IADT's Student Health Centre Nurse, Joan Broderick organised a launch event on campus for the App.

4.7.3.7 Student Learning Centre (SLC)

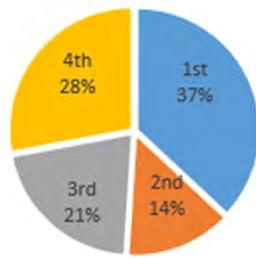
- Since October 2019, the Student Learning Centre is a tendered service provided through the Educational Psychology Support Service (EPSS) of the National Learning Network (NLN). The NLN EPSS is a psychology-led service, providing

support to students in four third-level institutions, including IADT.

- The SLC is staffed by a Chartered Psychologist, an Assistant Psychologist and a Maths Tutor. During 2019/2020, the SLC worked closely with the Disability Officer at IADT to support students registered with the DSS.
- The SLC offers individual and group sessions, in addition to weekly workshops.
- During 2019/2020, a total of 109 students registered with the SLC and 564 appointments were offered to these students. 418 (74%) of these appointments were attended as scheduled, each appointment typically lasted between 20-60 minutes.
- In addition, a total of 22 drop-in sessions and email queries were carried out during the academic year.
- During 2019/2020, the categories of disabilities registered by students in IADT included:

- ⇒ Mental Health Difficulties 17%
- ⇒ Hearing/Sight Impairment 3%
- ⇒ Speech & Language Difficulties 1%
- ⇒ Chronic Illness 2%
- ⇒ Mild General Learning Disability 1%
- ⇒ Dyscalculia 2%

Students per Study Year



Supports availed of during 2019/2020



4.7.3.7 Student Learning Centre (Cont'd.)

- ⇒ DCD 7%
- ⇒ Dyslexia 22%
- ⇒ ADD/ADHD 12%
- ⇒ ASD 7%
- ⇒ Neurological Conditions 1%
- ⇒ Genetic Disorders 1%

- The breakdown of students per study year during 2019/2020 were as follows;

1st Years	37%
2nd Years	14%
3rd Years	21%
4th Years	28%
- The gender breakdown of those students declaring a disability were: Female — 66% and Male — 34%
- The breakdown of supports availed of by students during 2019/2020 are as follows;

Academic support	37%
Mixed Supports	25%
Organisation Support	20%
Social Supports	2%
Wellness Supports	16%
- Academic Supports included: Writing essays/reports, research and reading skills, study skills and exam preparation, thesis support, referencing, breaking down briefs, critical analysis and building

arguments, and planning assignments and brainstorming ideas.

- Organisational Supports included: time management, goal setting and SMART goals, avoiding procrastination, building concentration and focus, breaking down tasks/assignments, maintaining routine and meeting deadlines.
- Social Supports included: building confidence with presentations, public speaking, working in groups, self-advocacy and making friends.
- Wellness Supports included: managing college stressors, maintaining a healthy study/life balance, building motivation, managing mental health difficulties in college, overcoming negative thinking and perfectionism, and building self-esteem and confidence.
- In addition to individual sessions, the SLC ran workshops throughout the academic year. These workshops included:
 - ⇒ 'Study Smart' - held every Thursday from 1.10pm to 2pm and included topics such as: essay writing, avoiding procrastination, referencing, proof-reading, time management and organisational skills, presentation skills, research skills, thesis submission checklist, maintaining motivation and study and revision tips.

4.7.3.7 Student Learning Centre (SLC)

- ⇒ 'The Learning Series' - in collaboration with the Student Counselling Service held bi-weekly from 1.10pm to 1.40pm covering topics including: Learning about Stress, Learning about Mindfulness, Learning about Anxiety, Learning about OCD and Learning about Depression.
- During 2019/2020, the SLC worked collaboratively with the Student Experience Team on a number of internal projects including: Staff Presentations & Open Days, Careers Mock interviews, Mature Students Writing Week, FYM Programme, etc.

4.7.3.8 Student Union

In November 1998, the Student Union was formed at the Institute to represent the interests of the students in their dealings with the Institute's authorities, and to further the social and cultural life of students on campus. The Student Union is affiliated to the Union of Students in Ireland (USI).

The three Sabbatical Officers for the year 2019/2020 were:

- Anthony Dunne (SU President)
- Oran Moten (Education Officer)
- Eimear Boyd (Welfare & Equality Officer)





5

Research & Development Activities



5.1 Developmental Activities

5.1.1 IADT Honorary Fellow Awards

At the Conferring Ceremony on 8th November 2019, the following received Honorary Fellow Awards:

- Mr. Frank Keane of EisnerAmper Ireland in recognition of his contribution to Irish business regionally, nationally and internationally, and for his unstinting support of IADT students, staff and graduates.

5.2 Projects

5.2.1 European Research/Development Projects

DESTIN Project

In 2018, IADT became involved in a new Erasmus+ project DESTIN 'Journalism Education for Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism' Project number: 598964-EPP-1-2018-1-UK-EPPKA2-CBHE-JP. On DESTIN, IADT is responsible for WP3 European Curriculum Development. David Quin is the IADT lead on the project. Rónán Ó Muirthile, Head of Department of Film

and Media, Dr Therese Moylan, Head of Department of Business and Entrepreneurship, and Caitriona Kirby from IADT's BA (Hons) New Media Studies have all been involved in the DESTIN project.

In May and December 2019, IADT conducted project Training in Kyiv (May and December 2019) and David Quin and Caitriona Kirby participated in the project's April 2020 desk reviews of revised journalism programmes.

The European Commission has agreed follow-on funding for DESTIN, extending the project into 2023, with ambitious plans for incoming and outgoing staff and student mobility.

DisAbuse Project

The DisAbuse project was a two year Erasmus+ educational programme, whose aim was to tackle disablist bullying and involved the development of online instructional tools. Marian McDonnell and Dr Irene Connolly from the Department of Technology & Psychology at IADT were involved with this project. The four other

5.2.1 European Research/Development Projects (Cont'd.)

DisAbuse (Cont'd.)

European partners in DisAbuse were: The Anti-Bullying Centre, DCU (Ireland); Fondazione Mondo Digitale (Italy); ICSTE-IUL, Instituto Universitário de Lisboa (Portugal); and UM-The University of Murcia, (Spain).

The DisAbuse Project produced teaching and learning materials, providing a course that was supported by multimedia tools and further constructivist activities for young people and adults with Special Education Needs and Disabilities. All materials are available online via the website www.DisAbuse.eu.

The DisAbuse project was completed in October 2019, and the resultant work was published at the Association for the Advancement of Assistive Technology in Europe (AAATE) conference in Bologna Sept 2019, as well as at the Doctrid Conference in NUIG Galway.

DisAbuse methodology was utilised in another paper published at the online 17th International Conference on Computers Helping People with Special Needs in 2020. The project's materials are being used by a southside Dublin service provider and are being promoted by Enable Ireland.

GS-CAPS Project

The Graduate School for Creative Approaches to Public Space (GS-CAPS) is a project led by Marion Hohlfeldt, Rennes 2 University. Dr Maria Parsons, lecturer in IADT's BA (Hons) English, Media & Cultural Studies is also involved with this project. The GS-CAPS project aims to tighten the links between training and research at higher education level. It aims to establish dynamics between universities, schools and partners, with a focus on specific topics.

GS-CAPS Project will serve as an incubator for projects, as a site for experimentation, and as a place for encounters where joint actions will be developed with a view to effective social transformation.

The partners in this project include; Bauhaus University, Weimar (Germany), Concordia University, Montreal (Canada), Goldsmith University of London (UK), IADT, Oslo National Academy of the Arts (Norway), Leuphana University, Lünburg (Germany), Swinburne University, Melbourne (Australia), University of Arts Poznan (Poland), University of Barcelona (Spain), University College Cork (Ireland), Texas State University (USA) and CREA 2S International Network. Due to the implications of the COVID-19 pandemic, the formal launch of the project was postponed until April 2021.

5.2.1 European Research/Development Projects (Cont'd.)

International Credit Mobility Project

Two International Credit Mobility (ICM) Projects are in progress, one with Sumy State University in Ukraine and second in collaboration with the State Academy of Fine Arts and the Yerevan State Institute of Theatre and Cinematography in Armenia. The Ukraine project focuses on ICT, internationalisation and strategic planning in HE, while the Armenia project focuses on capacity building, the enhancement of teaching, learning and assessment, and on the possible creation of a capacity building toolkit for small Institutes of Art, Design and Media.

IADT's Elena Somoza, Clare Barman and Deirdre O'Toole travelled to Armenia in February 2020. The reciprocal staff visits to IADT planned for 2020 would have involved job-shadowing, presentations and workshops on all aspects of art, design, film and media teaching, learning, assessment and project work. COVID-19 interrupted both mobilities, but IADT will restart the online collaboration in early 2021.

The European Commission has agreed follow-on funding for ICM, extending the project into 2023, with ambitious plans for incoming and outgoing staff and student mobility.

SoPHIA Project

In February of 2020, the SoPHIA project consortium successfully applied for funding under the Horizon 2020 call: H2020-SC6-Transformations-2018-2019-2020 (Socioeconomic and Cultural Transformations in the Context of the Fourth Industrial Revolution). The consortium is made up of seven partners: the co-ordinating university, Università degli Studi Roma Tre (UNIROMA3), Italy; Interarts Foundation for International Cultural Cooperation (INTERARTS), Spain; Stichting European Museum Academy (EMA), the Netherlands; Institute of Cultural Policy and Cultural Management (EDUCULT), Austria; National Technical University of Athens (NTUA), Greece; Dun Laoghaire Institute of Art, Design & Technology (IADT), Ireland; and the Institute for Development and International Relations (IRMO), Croatia.

IADT's team is led by Paraic McQuaid, and the researchers on the project are Paraic and Dr Christine Horn. In addition, through open competition, a research assistant, Tiziana Soverigno, was hired for the remaining duration of the project beginning on 1st April 2020.

5.2.1 European Research/Development Projects (Cont'd.)

SoPHIA Project (Cont'd.)

The project began on the 1st January 2020 and has a duration of two years. Work Package 1 (WP1) involved a review of existing literature in Europe and internationally on heritage impact assessment. This task was divided between partners along the four domains of the holistic model of the project: economic, cultural, social, and environmental. IADT worked on the cultural domain with EDUCULT, and on the environmental domain with NTUA. IADT took part in the kick-off meeting in Rome at the end of January 2020. This meeting allowed partners to get to know each other and to lay out a plan for Work Package 1, as well as other work packages related to communication internally and externally.

A stakeholder conference was planned for April/May 2020 in Athens, Greece, hosted by NTUA; however, the consortium had to take the decision to postpone this meeting until March 2021 due to the COVID-19 travel restrictions. In order to keep the project on track with deliverables for WP1, the decision was made to go ahead with some aspects of the Athens meeting in an online capacity. As a result, the Athens Virtual Workshop (AVW) took place in May 2020 and stakeholders were invited to participate in the development of the holistic model.

The deliverables from WP1 were delivered firstly to the Advisory Board for recommendations and subsequently were submitted to the EU in July 2020. The project progressed to WP2 from the end of August 2020. Since this time work has been carried out on the selection of case studies for the testing of the holistic model of heritage impact assessment. The project has progressed to the stage of planning of methodology to move towards data gathering in November 2020 and December 2021. The COVID-19 pandemic has impacted on the case studies, with the audiences/engagers not being easily accessible and the organisation of focus groups being difficult. However, the stakeholders in the Project are adapting in order to proceed.

To date, IADT's team has successfully delivered all deliverables and contributed strongly within many consortium online meetings, despite the impact of COVID-19. There is still a question mark over the consortium's ability to host the next three in-person meetings in 2021 but the AVW has demonstrated that there is still the potential to deliver but in a different capacity. To date there is no request for deadline extensions and the project's end date continues to be January 2022.



5.2.1 European Research/Development Projects (Cont'd.)

TREND – Erasmus+

The aim of the EU+ project TREND is to provide refugees and asylum seekers arriving in Europe with entrepreneurial ICT education, skills and training via an online platform and responsive smartphone web App. The idea is to help transform refugees and asylum seekers from job seekers to job creators. Partners on TREND include: Foreningen Mikrofinans Norge (lead partner), Norway; The Academy of Entrepreneurship (AKEP), Greece; EPS Jemappes, Belgium; KulturLife, Germany and IADT.

During the academic year 2018/19 and interdisciplinary team involving staff from the Department of Psychology and Technology, the Faculty of Enterprise and Humanities and the Directorate of Creativity, Innovation and Research continued to work on the project. Due to the COVID-19 pandemic, the end date of the TREND project was extended from September 2020 to December 2020.

5.2.2 Innovation Voucher/Industry Collaborations

During the academic year 2019/2020 a total of fourteen innovation voucher collaborations with companies were completed. A further

nine innovation voucher projects commenced between IADT staff members and businesses engaged in product development and technology initiatives. The innovations vouchers commenced/completed during 2019/2020 were as follows:

- BizWorld
- Change Donations
- CombiMark
- D&A Concepts
- Design Ltd.
- Flexlabs
- Interpret Studios
- Jaloppy/Mean Grizzly Software
- Leakwatch Ltd.
- Media Street
- NM Sports Technology Ltd.
- Pac Sane
- Rattleberry Ltd.
- RPC Websites Ltd.
- The Irish Whiskey Magazine
- Vidatum Construction Ltd.
- Vitropics Ltd.
- Wink Lighting Ltd.

5.2.3 FÍS Initiatives

FÍS Film Projects

The FÍS Film Project is a Department of Education and Skills (DES) national initiative managed by IADT's FÍS Office in partnership with the Professional Development Service for Teachers - Technology in Education Dept. (PDST TiE). FÍS is a successful film project that continues to thrive in primary schools across Ireland. The initiative encourages children to explore the medium of film in the primary classroom, developing essential skills in focused creativity, moving-image literacy, communication, critical thinking, problem solving, teamwork and visual arts. FÍS is the longest running project of its kind (officially launched in 1999/2000) and is cited in the Department of Education & Skills Digital Strategy for Schools 2015–2020 as an exemplar for the creative use of technology in primary education.

In 2019, funding was received to re-design and redevelop the FÍS website. As part of the process, a new suite of teacher resources was created for animation making, and existing live-action resources were updated. Teaching resources available on the FÍS website also



include a technical guide, teachers' perspectives area including good practice in the classroom content and many examples of films made in Irish primary schools. All resources are available via an online e-learning authoring tool and are dynamic, interactive, open educational resources (OER's).

In 2019, the FÍS website was shortlisted for the European MEDEA Awards for innovation and good practice in the use of media (audio, video, graphics and animation) in education. The awards ceremony will take place in October 2020.

FÍS Film Awards

The 13th November 2019 marked the 15th anniversary of the prestigious national FÍS Film Awards Ceremony. Almost 1,000 attendees saw awards being made in a wide variety of categories including: Comedy, Acting, Storytelling, Adaptation, Animation, Special Effects, Direction, Costume, Editing, Production, Cinematography, Sound, Best Newcomer, Best Junior Class, Production and Curriculum Relevant films. RTE's Sinead Kennedy hosted the ceremony which took place at the Helix Theatre in Dublin.



FÍS Film Awards (Cont'd.)

Special Guest, Dr Annie Doona, Chair of Screen Ireland and President of IADT presented the prestigious Aileen Mac Keogh Film of the Year 2019 Award to the Gardiner Street Primary School, Dublin 1 for their film 'The Story of the Willow Tree Pattern'.

MA in Broadcasting for TV & Radio Production students from the National Film School at IADT were responsible for the filming and live broadcasting of the ceremony. The filming and broadcasting of the FÍS awards is a practical production activity embedded in the MA programme and continues to provide a very positive hands-on, industry relevant, networking and learning experience for students.

Undergraduate students from IADT's BA (Hons) Film & TV Production provided the roaming crew production, while students from the BSc (Hons) in Creative Technologies provided operational assistance in the professional outside broadcast unit for this multi-camera event.

The ceremony was live streamed via the FÍS project website, courtesy of Ireland's National

Education & Research Network, HEAnet, and Dublin City University ISS and had 630+ unique views. The FÍS Film project and annual awards are funded by the Department of Education & Skills via the Professional Development Services for Teachers - Technology in Education.

dlr First Frames Short Film Funding Scheme 2019/2020

dlr First Frames Short Film Funding Scheme is fully funded by Dún Laoghaire Rathdown County Council Arts Office and dlr Local Enterprise Office, and is managed on their behalf by IADT. Film makers were encouraged to use a variety of locations available in the Dún Laoghaire Rathdown borough as a background and inspiration for original and vibrant films. Following a competitive process, two awards of €12,000 were made to Samson Productions and Out Left Productions to support emerging film makers to develop ambitious and creative short films based in the borough. Additional equipment and facilities support was offered from IADT's National Film School, valued at up to €10,000/12,000 per project. Both projects are in production and official screening is expected late 2020/early 2021.



Young Women in Film & TV 2020

The award-winning Young Women in Film & TV workshop returned for the third time at the National Film School, IADT on 6th and 7th March 2020. IADT welcomed twenty participants from local schools to take part in a two-day Young Women in Film & TV workshop which focussed on visual storytelling, and was designed to inspire young women to consider a career in the film and television industry.

The workshop took place in our industry standard film studios at the National Film School and included screenwriting tutorials, film camera workshops and an opportunity to direct professional actors under the tutelage of an award winning female director. Action-packed, hands-on workshops were delivered by an all-female team of industry professionals including Vanessa Gildea – award winning producer/director, Cathy Brady – award winning director and Anna Merritt – award winning screen writer, along with IADT's own Film Department staff, Jean Rice, and Deirdre O'Toole. Female students



from IADT's MA in Broadcast Production and the 2nd year undergraduate film programme mentored the participants. 2nd year students also produced a short promo video that succinctly captures the essence of the event,

RTÉ School Hub — Film Week Collaboration 2020

The FÍS film project was invited by RTÉ's, Head of Children & Young Peoples' Content, Suzanne Kelly to contribute curriculum based content for the Home School Hubs' Film Theme Week.

Eight films from the FÍS repository were selected by RTÉ's production team, as excellent examples of children's film-making. Oscar-nominated director and IADT fellow, Lenny Abrahamson joined the hubs regular Múinteoirí to deliver the film-making and directing lessons. FÍS films were integrated into the lessons broadcast across the week which led to an exponential increase in traffic to the website and national exposure for the project, IADT and project partners, PDST.



5.3 External Development Links

Memorandum of Understanding with École Supérieure des Arts Visuels (ESAV) (Oct. 2019)

On 4th October 2019, a formal Memorandum of Understanding (MoU) was signed by Dr Annie Doona, President IADT, and Mr. Vincent Melilli, General Director of ESAV, Marrakech, Morocco. This significant agreement opens opportunities for education, cultural and industry collaborations across the creative and enterprise sectors between Ireland and Morocco. The signing of the MoA was witnessed by Cllr. Deirdre Connelly and Cllr. Ossian Smyth. As part of the signing of the MoU, IADT welcomed H.E. Ambassador Lahcen Mahraoui and his team from the Embassy of the Kingdom of Morocco, who were instrumental in commencing this engagement.

Erasmus+ Student Exchanges

During 2019/2020, forty-four Erasmus students came to study in IADT, including the first two students from George Brown College (Canada) and two students from Sumy State University (Ukraine). The countries of origin included:

- France 15
- Croatia 7
- Germany 5
- Italy 4

- Czech Republic 3
- Canada 2
- Spain 2
- Ukraine 2
- Belgium 1
- Hungary 1
- Poland 1
- Slovakia 1

Areas of study included: Animation, Art, Design for Stage and Screen, Film and Television Production, Photography, Visual Communication Design, MA in Art Research Collaboration, Applied Entrepreneurship, Arts Management, Entrepreneurship and Management, English, Media and Cultural Studies, and New Media Studies.

During 2019/2020, a total of twenty-eight IADT students went abroad to study, including the first five students to George Brown College (Canada). The countries of destination were:

- Spain 6
- Canada 5
- Croatia 4
- Italy 4
- Czech Republic 2
- Hungary 2
- Estonia 2
- Finland 1
- France 2

Erasmus+ Student Exchanges (Cont'd.)

Areas of study included: Art, Film and Television Production, Photography, Arts Management, Entrepreneurship and Management, and New Media Studies.

A total of seventeen Erasmus traineeships took place during the academic year from programmes of study such as: Animation, Applied Psychology, Art, Visual Communication Design, 3D Design, Modelmaking and Digital Art, and New Media Studies to the following destinations:

- Germany 3
- France 3
- UK 3
- Spain 3
- The Netherlands 2
- Austria 1
- Belgium 1
- Poland 1

However in early 2020, the COVID-19 pandemic forced the cancellation of 11 traineeships to Belgium, Croatia (8), France and Spain.

Erasmus+ Staff Exchanges

The COVID-19 pandemic in 2020 resulted in the cancellation of a considerable number of staff incoming and outgoing mobilities. However, the

following mobilities were organised between September 2019 and March 2020:

Incoming Staff	Country of Origin	Department/ Programme
6	Russian Federation	Dept. of Humanities & Arts Management
5	Croatia	Design for Stage & Screen
3	Estonia	Cross-Faculties visit
1	Canada	Dept. of Design & Visual Arts (D&VA)
1	Spain	New Media Studies

Outgoing Staff	Country of Origin	Department/ Programme
5	Armenia	Dept. of Film & Media, Dept. of Design & Visual Arts & Erasmus Office
2	Finland	Dept. of Technology & Psychology
2	Ukraine	Dept. of Film & Media, Erasmus Office
1	Croatia	Design for Stage & Screen





Launch of MA in Partnership with Sheridan College Canada

On 17th January 2020, IADT welcomed Dr Janet Morrison, President and Vice Chancellor of Sheridan College, Canada, to launch Ireland's first Master's Degree in 3D Animation developed in association with Sheridan College. The focus of this programme of study is to give learners the skills and competencies to thrive in the complex but exciting 3D Animation industry. Five Sheridan College graduates began their studies at IADT in January 2020. Those attending the launch in IADT on 17th January 2020, included representatives from the HEA, THEA, Boulder Media, JAM Media, Brown Bag Films and Animation Ireland.

Public Lab Research Centre Launch

In March 2020, IADT launched the Public Lab Research Centre, with the express purpose of utilising the skill sets of design and creative practices active within IADT in order to engage with local businesses and community social enterprises locally and beyond, creating a positive social impact. The project is led by Clyde Doyle and Dr Hilary Kenna from the Department of Design & Visual Arts, and offers a unique opportunity for students and non-designers to engage in a series of workshops and 'real life' design challenges, in the pursuit of organisational change and sustainable innovation.

5.4 Enterprise Development

5.4.1 Media Cube

During 2019/2020, the Media Cube continued to support the creation and development of high-potential start-up companies by delivering mentoring supports and by facilitating access to a variety of enterprise-support networks. Prior to the outbreak of the COVID-19 pandemic and subsequent closure of IADT's campus, the Media Cube had a 100% occupancy of start-up companies. These entrepreneurs continue to be supported by the Media Cube team.

Some of the companies based within the Media Cube fell within the 'essential service provider' category and continued to work from the Media Cube centre. The success of all Media Cube companies continued despite the challenges faced as a result of the pandemic.

Some of the successes for Media Cube companies during 2019/2020 included:

- **Thinscale Technology Ltd.:** during the COVID-19 pandemic, Thinscale Technology Ltd. played a key role through its Thin Kiosk software which provided a high-security software solution for companies that had to adapt quickly to remote working. In August 2020, the company was profiled by the Business Plus Magazine as being in the 'right place to navigate COVID-19'.



Thomas & David Coleman of Zendra Health



Cian O'Flaherty & The Convex Lens Team

5.4.1 Media Cube (Cont'd.)

- **CX Index:** is a specialist data integration company that enables companies to decipher complex metric analyses to enable them to listen to the voice of their customers more easily. David Henegan and his team continued to expand their international client base to include ATB Financial, a retail bank based in Alberta, USA; Loyalty One, a subsidiary of Alliance Data; and Hot Renfrew, part of the Selfridges Group.
- **Zendra Health:** Founders, Thomas and David Coleman, developed a health application builder platform to rapidly root out a staff care solution that consolidates communication, training, support and wellbeing for home care staff to help them deal with the ongoing COVID-19 pandemic. The 'Staff Care' solution was introduced into 8 home care facilities in Ireland. Zendra also launched a new visitor screening solution to streamline the screening of visitors in home care settings.
- **ClearStory International:** is a digital, public relations agency that specialises in supporting digital start-up enterprises. The company published their COVID-19 Techtrend Report based on findings from

Ireland, the UK, Hong Kong and Singapore, giving insights into COVID-19 crisis preparedness, and the technology trends that have emerged during the pandemic.

- **Score Music Interactive, t/a Xhail:** in 2019 and 2020, Xhail completed the scoring for the soundtrack for Season 2 and Season 3 of Ice-T's popular show 'In Ice Cold Blood'. Season 2 was aired on worldwide networks, including Sky Crime channel. Season 3 is currently airing on the US networks.
- **The Convex Lens:** launched the first automated emergency lighting project on the Narrow-Band-Internet-of-Things (NB-IoT) in early March 2020. The company delivered its new 'Safecility' emergency lighting solution to Halton Housing, a housing association based outside Liverpool, U.K. The solution creates safer buildings and homes using cutting edge technology and is the first application of its type in the world. Cian O'Flaherty, CEO of The Convex Lens, was also responsible for co-funding the 'Feed the Heroes' campaign, along with Ted McAllister, which raised over €1 million to provide health meals to front line workers from March to June 2020 during the height of the COVID-19 pandemic.



Dan Nugent (co-founder of Ambr Eyewear)



Peirce Dargan (CEO) and Finlay Dargan (COO) Equine MediRecords

5.4.1.1 New Frontiers Programme

The New Frontiers Programme, funded by Enterprise Ireland is regarded as the leading enterprise development programme in Ireland. The Media Cube delivers this programme with the Technological University Dublin (formerly Dublin Institute of Technology) with the latter acting as the lead partner. The purpose of New Frontiers is to fast track the growth of innovative businesses which have the capacity to scale internationally. The Media Cube has a particular focus on the digital media and creative technologies sectors.

A total of sixty start-up companies participate in Phase 1 of the New Frontiers programme annually, thirty of whom are based at the Media Cube. Thirty participant companies progress to Phase 2 of the programme, which offers additional financial support of €15K per participant. Notable successes included:

- **Snapfix** - Paul McCarthy, the CEO and founder of Snapfix developed a simplified photo-based platform for the management and supervision of facilities maintenance. Paul won the overall award of "Leading Entrepreneur" at the William Fry-sponsored New Frontiers Showcase for 2020. The Snapfix team are experts in making management processes simple, and the

solution is now being used in hotel chains, facilities management (commercial and residential), construction, engineering, field service and asset management.

- **Ambr Eyewear** - Daniel Nugent, the co-founder of the company produces blue light blocking glasses for anyone working with a digital device. The Dún Laoghaire based company sells worldwide and continues to expand. Daniel won the overall award for "Leading Entrepreneur" at the William Fry-sponsored New Frontiers Showcase for 2018. The company was also listed as "One to Watch" by Business and Finance in August 2019. The company also launched a sister company Lensbuild, which provides a lens repair service by post.

5.4.1.2 Media Cube Alumni

A number of Media Cube graduates enjoyed success during 2019/2020, including:

- **Equine MediRecord** - a New Frontiers graduate company from the Media Cube is now the global leader in equine anti-doping and horse welfare software. The company now operates in Ireland, the UK, France and the USA, where it was endorsed by the Kentucky Thoroughbred Association. Equine MediRecord partnerered



Dmitry Vysotski, co-founder of Profitero

5.4.1.2 Media Cube Alumni (Cont'd.)

with the Arabian Racing Organisation (ARO) in the UK to make the ARO the first in Europe and second in the world to mandate the keeping of electronic medical records by their registered trainers. The company (in partnership with the Irish Veterinary Welfare Commission) has become the first company in the world to be mandated to have medical records digitised not only for horses in training but for breeding stock as well. Equine MediRecord is now based at the Curragh, Co. Kildare. While representing Kildare in Ireland's Best Young Entrepreneur competition in 2019, the company won the Irish Midlands Best Start-up Award.

- **Circuit** - founded by David Heath in 2016, Circuit is a fintech company that provides an audit confirmation platform for financial auditors to confirm the balance of assets or liabilities held with a business's bank or law firm. The platform helps auditors to identify potential fraudulent activity within the business they are auditing, and can move the process from 30 days to 30 seconds. Circuit closed a funding round of €1.1m in July 2020 with Commodore Investments, which will be used to expand the company and create 20 new jobs.

- **Profitero** - a retail analytics and data intelligence start-up founded by Dmitry Vysotski, Kanstantsin Chernysh and Volodymyr Pigruk, that was based in the Media Cube from 2010-2015 closed a Series B funding round of 20 million and welcomed a new team of executive leaders to focus on its next growth stage. The company currently has offices based in Dún Laoghaire, New York City, Boston, London, Minsk, Shanghai and Tokyo. The company covers 50 countries and has over 300 employees.

Several New Frontiers companies originally based at the Media Cube relocated to the Dun Laoghaire and South County Dublin areas. In addition to the companies mentioned above, other notable successes include Aladdin (which participated in the CREATE programme, the forerunner to the New Frontiers Programme), now located in Deansgrange Business Park; Atlas Risk Advisory (which relocated to offices in Pottery Road, Deansgrange); Rendition Digital (which have located their Dublin operations to Sandyford); Worldnet TPS (which is now located in Cherrywood, Loughlinstown); and Profitero (which located their operations to Dun Laoghaire). Many of these companies have expanded their operations internationally.



5.4.1.3 Student Enterprise Bootcamp 2020

In January-February 2020, the Media Cube ran its annual IADT Student Enterprise Bootcamp. Twelve IADT students brought their business ideas to the Bootcamp and worked with a team of mentors from Enterprise Ireland, Dún Laoghaire Rathdown Council Local Enterprise Office (LEO) and selected Media Cube companies to develop their business ideas and refine their entrepreneurial skills. The closing event of the Bootcamp was the presentation of the business plans by the participants to a judging panel.

This year's prize winners were Jennifer Shortt [graduate of BA (Hons) Photography 2019] for 'Best Innovative Business', James Byrne [1st Year of BA (Hons) Entrepreneurship and Management] for "Best Developed Business"), and Nessa Coffey [Postgraduate Diploma in Business in Cultural Event management], for "Most Promising Promoter".

5.5 Events & Achievements

International Women's Day Events (Mar. 2020)

IADT celebrated International Women's Day (IWD) on 8th March 2020 by holding a number of events on campus on Monday, 9th March and Thursday, 12th March 2020. The theme this year was '#EachforEqual' to promote the celebration



of women's achievement, raise awareness against bias and to take action for equality. Highlights included: the IWD Table Quiz and a talk given by Dr Maureen Gaffney, psychologist, author, speaker, consultant and broadcaster. The title of the talk was "Gender at Work - how gender affects us, gender intelligence and the effects in the workplace".

5.6 Marketing

The Marketing Office leads and implements an integrated marketing strategy and actively promotes the breadth and depth of courses, and highlights the student experience.

In April 2020, the Marketing Office launched a Postgraduate Campaign across all social and digital channels promoting webinars and Live Question & Answer sessions. The focus was on the promotion of new postgraduate courses by:

- The launch of a new Postgraduate landing page on IADT's website;
- The development of video content for each course;
- The active promotion of courses through virtual events.

The campaign reach was: 8,934 unique views, 44,049 Facebook, 34,211 Instagram and 18,821 Twitter. This resulted in 707 applications and 330 acceptances (41% increase in applications year on year).



5.6 Marketing (Cont'd.)

In addition, during 2019/2020, the Marketing Office delivered a suite of communication materials relating to the implications of COVID-19 pandemic. These included:

- Installation of on-campus signage, including COVID 'icons', Welcome signs and Flags.
- Installation of welcome screens and animated videos throughout campus buildings.
- Introduction of dedicated staff and student sections on IADT's website.

During the academic year 2019/2020, the Marketing Office delivered a total of 33 events, including: Open Days, Course Tasters, Taster Days, Higher Options, Graduate Exhibition and Postgraduate Recruitment Events.

5.7 Campus Initiatives/Developments

5.7.1 New Digital Building

In November 2017, IADT's Digital Media Teaching Building was included in eleven projects identified for funding as part of a €200 million Public Private Partnership (PPP) Programme for the higher education sector.

The building will provide space to support and grow creative, digital and technological programmes, as well as providing a 600 seater campus restaurant and informal learning spaces. When completed in 2022/2023, the building will provide for an anticipated growth in numbers in the region of 590 students. During 2018/19, meetings were held with the appointed PPP Project Team and work progressed on the design for the building and its environs.

In July 2019, a planning application was submitted to Dún Laoghaire-Rathdown County Council and planning permission was granted by An Bord Pleanála at the end of August 2020.

5.7.2 Minor Works

During the academic year 2019/2020, the Estates & Facilities Office tendered and project managed a 12-week, full upgrade of the emergency lighting installation in the Quadrangle Building.



5.8 Energy Management Report

5.8.1 Energy Awareness Campaign

On 14th January 2020, IADT's Energy Awareness Team launched the OPW sponsored, Optimising Energy @ Work Campaign. IADT's campaign was part of a state-wide initiative to reduce public sector energy consumption by 33%. IADT's Energy Awareness Team will work with the appointed Energy Advisors in monitoring and reducing energy consumption on campus over the next three years. This will include measuring the reductions in energy use as a result of planned energy improvement projects. The campaign will also focus on energy awareness and initiating behavioural change among students and staff.

IADT had planned to launch Green Week from 18th to 20th March 2020, however due to the COVID-19 pandemic, this event had to be postponed.

5.8.2 Sustainability Campaign

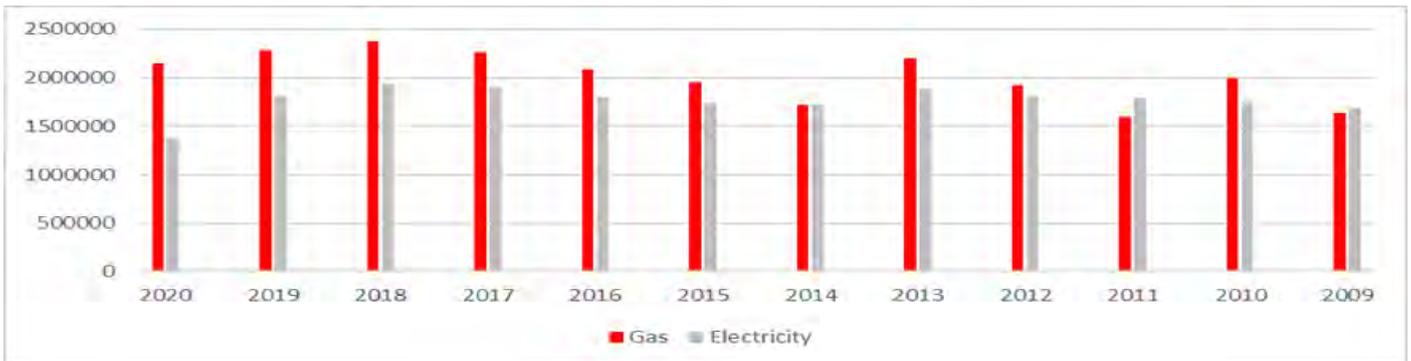
In September 2019, each incoming new first year student received a complimentary Keep

Cup. During the academic year 2019/2020, IADT worked with its catering service provider, Compass Group Ireland, on the following sustainability measures:

- The replacement of single sachets of sauces, sugar, salt and pepper with single pump containers and salt and pepper mills;
- The replacement of plastic water glasses with paper ones;
- The introduction of more plant-based takeaway containers;
- Donation of coffee grounds to staff/students for gardens;
- The introduction on a levy on the use of single-use beverage cups;
- The removal of the remaining water coolers from the campus.

In addition, the Institute provided stainless steel bottles for purchase by both staff and students. A number of water dispensers were installed across the campus buildings.

Energy Use kWh	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Gas	2147267	2286567	2379600	2266009	2090151	1949765	1720395	2202143	1921221	1600379	1996718	1632136
Electricity	1381857	1809565	1939692	1905654	1800975	1736304	1721298	1885562	1812206	1788057	1763645	1683328



5.8.3 Energy Consumption

National tracking of energy consumption in the public sector is calculated in May each year for the previous calendar year, which leads to a misalignment with IADT's annual reporting cycle. However, IADT still requires a 21% improvement in savings to reach the 33% savings target for 2030. IADT continues to focus on upgrading lighting, lighting controls, boiler upgrades and building control systems in order to continue to achieve savings.

5.8.4 COVID-19 Response

During the COVID-19 pandemic in 2020, the Estates & Facilities Office project managed the installation of signage, infographics and wayfinding which were designed to help:

- Identify and develop external and internal wayfinding, infographics and signage.
- Identify key travel routes, including one-way travel systems, and right of ways to take account of physical distancing.
- Identify and install queuing systems for main teaching spaces, restaurants, toilets, equipment etc., to take account of physical distancing.
- Identify and develop how best to convey "not in use" furniture, toilets etc.

The Estates & Facilities Office undertook the following interventions in order to prepare the Institute to reopen as safely as possible, with a key component being the reduction of 'touch points':

- The establishment of occupancy figures for all of the rooms and the removal from use of excess items of furniture;
- Installation of 'hold-open' devices on as many doors as possible in corridors, stairwells and high-traffic areas, such as the student restaurant and Library. For safety purposes, the doors automatically close on a fire alarm activation.
- Installation of foot operated door opening devices on toilet room doors.
- Installation of automatic sanitising stations in main walkways and at the entrances/exits and high-traffic areas across the campus.
- Installation of self-use cleaning materials in all class spaces and all staff offices.
- Installation of automatic taps and soap dispensers in all bathrooms and wash stations.
- Installation of glass screens where staff members need to engage directly with others.

5.9 Safety Management

5.9.1 Health & Safety Committee

IADT's Health & Safety Committee acts as an advisory committee to the Executive and Management Teams (in accordance with the provision of the Safety, Health & Welfare at Work Act 2005) on all aspects of safety, health and welfare, relating to staff, students, visitors and contractors.

5.9.2 Health & Safety Training

During the academic year 2019/2020, relevant staff members attended the following safety courses:

- COVID-19 Induction Training
- CPR Training
- Emotional First Aid
- Fire Marshall Training
- First Aid & COVID-19 Training
- Manual Handling Training
- Occupational First Aid
- Occupational Health & Safety Training (for Managers)
- Protecting Data while Working from Home
- Protecting Yourself while Working from Home

- Risk Assessment Training
- Safe Pass Training

5.9.3 Fire Drills & Fire Alarm Activations

Fire Drills planned for November 2019 were cancelled due to extreme weather conditions. These were rescheduled for February/March 2020 however were once again cancelled due to the COVID-19 pandemic.

During the academic year 2019/2020, a total of four fire alarm activations occurred; one of which required the attendance on campus of the Fire Brigade.

5.9.4 Statutory Accident & Incident Reporting

During the academic year 2019/2020, a total of six accidents occurred on IADT's campus. All of the injured parties were treated onsite, except for two who required attendance at A&E, One accident was reported to the Health & Safety Authority. In addition, three incidents occurred on campus during 2019/2020.

5.9.5 Safety Statement

The statutory Safety Statement was reviewed and redrafted in June 2020.



5.10 IADT's Response to COVID-19

In January 2020, the Institute established a Critical Incident Planning and Working Group in accordance with the Institute's Critical Incident Protocol. The Planning and Working Group was co-chaired by the Registrar and the Secretary/ Financial Controller. The Group has continued to meet throughout the COVID-19 Pandemic Crisis. The Institute Management Team has been designated as the COVID-19 Response Management Team. Lead Worker Representatives were appointed to the Planning and Working Group which was renamed the C-19 CIRT.

Elements of the Institute (ICT, Finance and HR) trialled business continuity planning with remote working in late February 2020.

In accordance with Government decisions, all Campus activity ceased on 12th March 2020. In accordance with Government decisions, limited access to Campus was permitted from 18th May and throughout June, July and August 2020.

The Institute developed and published its COVID-19 Policy Statement and Campus

Protocols, in accordance with Government requirements.

Planning Groups in respect of Academic Management and Planning; Timetabling and Communication, Wayfinding and Signage were established to plan for a return to Campus in September 2020.

All Institute meetings, including Governing Body meetings were moved to online platforms and held remotely.

All academic processes, including examinations and assessments; portfolio receipt and assessment and end-of-year exhibition were implemented and run using online and remote platforms.

The Institute received a range of Government supports through the HEA in respect of laptops for students, mental health supports for staff and students and additional supports for a) preparations for a return to Campus and b) development and continuation of remote academic delivery.



6 Personnel

6.1 Staff Numbers

The figures below are based on Whole Time Equivalent (WTE) calculations and include self-funded posts as at 31st September 2020:

Staff Category	2019/2020
• Academic	120
• Management, Administrative & Library	54
• Research	5
• Student Services	6
• Technical Support	16
• Non-Technical Support	<u>11</u>
Total	212

In 2009, the Government implemented the Financial Emergency Measures in the Public Interest (No.2) Act, which provided for an employment control ceiling for IADT. For the year 2019/2020, the ceiling for IADT was 216 WTEs in respect of core funded posts.

6.2 Equality & Diversity

6.2.1 Athena SWAN Ireland

In 2017/18 an Athena SWAN Self-Assessment Team was established, chaired by the Dr Andrew Power, Registrar and Vice President for Equality and Diversity. The

Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, mathematics and medicine in higher education and research. The Athena SWAN Self-Assessment Team was charged with both the assessment of the Institute, and the preparation of the Institute's submission to Advance HE for the award of Bronze certification under the Athena SWAN programme.

As previously stated in this Report, in April 2019, the Institute applied to Advance HE for Athena SWAN Bronze accreditation but was unsuccessful on that occasion. During the academic year 2019/2020, the Equality Diversity & Inclusion Manager, as well as the Self-Assessment Team and Working Groups continued to work towards the re-application for Athena SWAN Bronze accreditation.

6.2.2 Investors in Diversity Bronze

Following an application process and audit of the Institute's suite of policies for staff and students, IADT was accredited with an entry-level Bronze Investors in Diversity (IiD).

6.2.2 Investors in Diversity Bronze (Cont'd)

liD is Ireland's first all-encompassing Equality, Diversity and Inclusion mark. liD is overseen by the Irish Centre for Diversity and supported by IBEC and the DCU Centre of Excellence for Diversity and Inclusion. liD Bronze recognises that IADT has the capacity to build a strong foundation to embed EDI into the Institute's wider organisational systems. Importantly, IADT is one of only a few higher education institutions in Ireland to apply for, and achieve, this standard.

Following on from the liD process, the Institute has published an Equality, Diversity & Inclusion Policy. This policy sets out IADT's commitment to EDI in conjunction with the legislative context of equality in Ireland. The accreditation runs from June 2020 and remains valid for 24 months.

6.2.3 Equality, Diversity & Inclusion Events 2019/2020

A number of EDI-related events were held during 2019/2020. To celebrate International Women's Day in March 2020, Dr Annie Doona, President, hosted a staff quiz in aid of Women's Aid. Psychologist, author, speaker, consultant and broadcaster, Dr Maureen Gaffney, gave the International Women's Day keynote lecture on 'Gender at Work'.

During 2019/2020, the EDI Manager also organised pilot training sessions for staff on how to support trans and gender non-binary members of the IADT community, and on gender equality and unconscious bias in the workplace, with additional EDI training opportunities planned in future.

6.2.4 Framework for Consent

The EDI Manager oversees the implementation of the Framework for Consent in the Institute and is Chair of the IADT Consent Working Group. Membership is comprised of key stakeholders, including academic staff members, Student Support Services, HR, EDI, Students Union representatives, and external specialist agencies.

Institutions have a duty of care to their students and staff members, and a responsibility to foster a campus culture that is clear in the condemnation of unwanted and unacceptable behaviours.

The higher education student experience is not only concerned with the pursuit of academic excellence, but also to prepare students to engage with, and make positive

contributions to, society. Creating a positive student experience empowers individuals to foster a culture of respect, dignity and integrity

As part of IADT's response to the Framework on Consent, online consent workshops will be made available to all students in 2020/2021, with a particular focus on first year students. The Dublin Rape Crisis Centre will provide training to key student-facing roles on sexual assault disclosures, tailored for the third level sector.

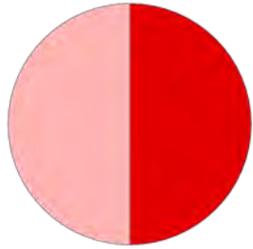
6.2.5 Gender Statistics as of 31 August 2020

The issue of gender equality is of prime importance to IADT. The Institute recognises that across the higher education sector, women are under-represented and that they may face a range of specific issues, including conscious and unconscious bias, sexism, additional responsibilities as carers and inappropriate behaviour. IADT has publicly stated a commitment to a diverse campus, to promote opportunities to all and to targeted intervention, specifically around gender equality.

IADT seeks to promote a work environment, which is free from discrimination on the grounds of gender, marital status, family status, religious beliefs, sexual orientation, disability, age, race or membership of the traveller community. IADT has committed and well-qualified and dynamic staff members who understand and share the vision and mission of the Institute.

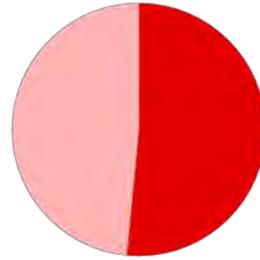
IADT's staff members are essential in realising the vision and mission of the Institute. Their positive and professional interactions and engagements around gender equality with a range of stakeholders, internally and externally, will determine the continued success and development of the Institute. IADT has been actively promoting the issue of gender equality both in terms of staffing and in supporting student events, e.g. the Young Women in Film annual event. Good progress has been made in terms of staff numbers in higher positions across the Institute. The gender breakdown within the Institute is shown in the diagrams overleaf.

6.2.2 Gender Statistics as of 31 August 2020 (Cont'd.)



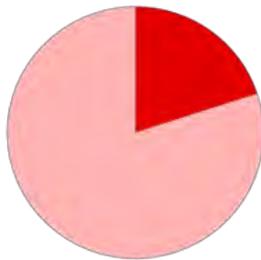
Governing Body

Female **50%** Male **50%**
 Female **9** Male **9**



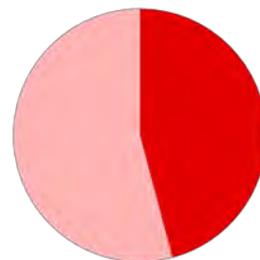
All Staff Members

Female **52%** Male **48%**
 Female **102** Male **93**



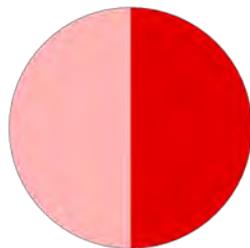
Executive Team

Female **20%** Male **80%**
 Female **1** Male **4**



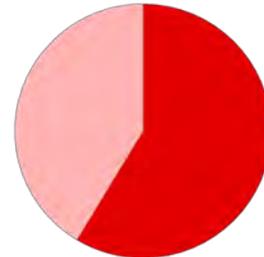
Academic Staff Members

Female **46%** Male **54%**
 Female **50** Male **59**



Management Team

Female **50%** Male **50%**
 Female **9** Male **9**



Professional, Management & Support Staff

Female **59%** Male **41%**
 Female **51** Male **36**

6.3 Staff Achievements

6.3.1 Non-Faculty Staff Members

David Smith

- Appointed as President of IADT in November 2019 and assumed office on 1st April 2020.
- Member of National Design Forum and acted as an Education and Industry representative advising the Department of Business Enterprise & Innovation on Creative Industries.
- On appointment as IADT's President, became a member of the Board of Directors of the Technological Higher Education Association (THEA).
- In January 2021, appointed to the Board of EduCampus Services.
- Appointed as a representative on the Executive Management Committee of Creative Futures Academy, a HCI-funded project with alliance partners NCAD and UCD.

Dr Andrew Power

- 'Creative Island' delivered at the Future Island Conference, O'Reilly Theatre, UCD, September 2019.

- 'Creating Allies: Bringing Everyone on Board with D+I' delivered at the Women in Technology World Series, The Convention Centre, Dublin, September 2019.
- Published 'Understanding leadership in higher education as a tool for change in relation to gender', in Drew, E. and Canavan, S. Eds, The Gender Sensitive University: A Contradiction in Terms? London: Routledge (2020).
- Served as Vice Chair of the Ethical, Political, Legal and Philosophical Studies Committee of the Royal Irish Academy.
- Served as a mentor for the organisation Girls in Tech.
- Served on the Board of the National Museum of Ireland following appointment by the Minister for Arts, Heritage, Regional, Rural and Gaeltacht Affairs. This included serving on the Audit and Risk Committee and the Estates and Capital Committee.
- Served on the Classification of Films Appeal Board following appointment by the Minister for Justice and Equality.

Dr Andrew Power (Cont'd.)

- Appointed by the Minister for Higher Education to Chair the Rapid Response Group established to report and make recommendations on the issue of substance abuse in Irish Higher Education and Skills. As a result, the Framework for Response to the Use of Illicit Substances in Higher Education was published in February 2020.
- Nominated by THEA to the QQI Consultative Forum.
- Nominated to the Audit Committee of the National Museum of Ireland.
- Launched the publication 'Inclusive Assessment and Feedback: Universal Design Case Studies from IADT and UCD' in University College Dublin.
- Appointed by the Minister of State for Higher Education to the Expert Advisory Group to develop 'the Framework for Consent in Higher Education Institutions'.
- Appointed Chair of the Rapid Response Group established by the Minister of State for Higher Education.

6.3.2 Faculty of Film, Art & Creative Technologies (FACT) Staff Members

Dr Irene Connolly

- 'My Money Counts and Let's Stop Bullying' (with McDonnell M. and Rowler D.) poster presented at the Doctrid VI Conference held in NUIG, Galway on 19th and 20th September 2019.
- Panellist speaker at the DisAbuse International Conference at Fonazione Mondo Digitale, Rome, Italy on 27th September 2019.
- Researcher with the UNESCO Chair on Tackling Bullying in Schools and Cyberspace in the Anti-Bullying Centre in DCU, Dublin.

Dr Maeve Connolly

- 'Televisual Remains and Social Bodies' (Skype Talk) delivered at the I AM THE DANGER!, The Art of the TV Series, at the Temporary Gallery, Centre for Contemporary Art, Cologne, Germany on 28th September 2019.

6.3.2 Faculty of FACT Staff Members (Cont'd.)

Dr Mark Curran

- 'CAPITAL', group exhibition at the Ballarat Biennale, Australia (August to October 2019).
- Awarded a Government of Ireland Bursary by Culture Ireland (Autumn 2019).
- 'TAXED TO THE MAX', group exhibition at Noorderlicht 2019, Groningen, the Netherlands (October to December 2019).
- 'MUSEUM OF CAPITALISM', group exhibition at The New School/Parsons, New York, USA (October to December 2019).

Dr Sinead Hogan

- Co-organiser of 'Hannah Arendt: Art & Thinking' reading group event at the Irish Museum of Modern Art (November 2019 to April 2020)

Dr Olivia Hurley

- Hosted female elite sports panel discussion at IADT's Open Day on 26th November 2019; panel included Kellie Harrington, Gillian Pinder and Sene Naoupu.

- 'The what, where, how and why of sport (and exercise) psychology' delivered at the PSI Careers Conference at UCC, Cork on 29th February 2020.
- Consultant Sport Psychologist for the Leinster Women's Rugby team.
- Presented a webinar as part of the EVOLVE/CTYI virtual summer school (May and July 2020).
- Interviewed by Theresa Lowe for her 'Confident Me' podcast on 6th August 2020.

Mark Joyce

- 'Remote Joy' group exhibition at the Green on Red Gallery, Dublin from 14th May to 28th June 2020.
- 'Tyndall's Blues' solo exhibition at VISUAL Carlow from July to October 2020.

Marian McDonnell

- 'My Money Counts and Let's Stop Bullying' (with Connolly I. and Rowler D.) poster presented at the Doctrid VI Conference held in NUIG, Galway on 19th and 20th September 2019.
- Panellist speaker at the DisAbuse International Conference at Fondazione Mondo Digitale, Rome, Italy on 27th September 2019.

6.3.2 Faculty of FACT Staff Members (Cont'd.)

David Quin

- Project Lead and Coordinator of KA1 International Credit Mobility project with Sumy State University, Ukraine (2018-2020)
- Project Lead and Coordinator on KA1 International Credit Mobility project with State Academy of Fine Arts of Armenia and Yerevan State Institute of Theatre and Cinematography, Armenia (2018-2020)
- IADT Project Lead on KA2 DESTIN project (Journalism in Ukraine); lead on DESTIN Work Package 3: European Curriculum Development (2018-2021).

Amanda Ralph

- Overall winner of the Dún Laoghaire Rathdown County Council Arts Office Awards for her work in the Open Exhibition 2019 Utopia/Dystopia. The exhibition was held in the Municipal Gallery, dlr Lexicon from 12th December 2019 to 26th January 2020.

Dr Sivakumar Ramachandran

- 'Higher Education Approaches to Engender Students' Environmental

Consciousness in Electronic Device Design' delivered at the Engineering Education for Sustainable Development 2020 at UCC, Cork (June 2020).

- Set up a website for small scale film/TV media producers to develop 'taster' pilots for potential TV shows.
- Awarded Local Enhancement Project Seed Funding from the National Forum for the Enhancement of Teaching and Learning in Higher Education for a project to develop teaching tools in electronics education for model makers and artists.

Dr Elaine Sisson

- Appointed to the National Ethics Board of the National Forum for Teaching and Learning in Higher Education (2019 to present).
- 'Anne Yeats, Theatre Designer' delivered at the Yeats' Women Conference at the National Library of Ireland on 1st February 2020.
- Continued as Board Member of the National Museum of Ireland, Dublin.

6.3.2 Faculty of FACT Staff Members (Cont'd.)

Kathleen Walsh

- Designed an award for IDA Ireland, consisting of a carved wooden and resin bowl, crafted from an oak tree which fell on IADT's campus during Storm Ali in September 2018. The craftwork was presented as a Special Recognition Award to Tim Cook (CEO of Apple).

During the academic year 2019/2020, a number of staff members in the Faculty of FACT had publications, including:

- Ger Clancy
- Dr Irene Connolly
- Dr Maeve Connolly
- Dr Mark Curran
- Dr Olivia Hurley
- Dr Elaine Sisson
- Des Ward

6.3.3 Faculty of Enterprise & Humanities Staff Members

Dr Sarah Balen

- Board member of the National Centre for Franco-Irish Studies, IT Tallaght, Dublin.

Dr Josephine Browne

- 'LDCs and the Irish Local Authority structure: good entrepreneurial governance or a bureaucratic quango? delivered at the ISBE in Manchester UK on 14th November 2019.
- DLR Age Alliance Project by Dún Laoghaire Rathdown County Council on 9th June 2019.

Dr Catriona Kirby

- Was a member of DESTIN Project, an Erasmus funded, peer-review panel dedicated to 'Journalism Education for Democracy in Ukraine: Developing Standards, Integrity and Professionalism'. This included a visit to Ukraine in April 2020.

Rebecca Roper

- Contributed to research on Peer-Led Learning with TCD as part of the HEA Innovation and Transformation Fund which culminated in the Peer-Led Student Transition Programme Symposium in Hilton Garden Hotel, Dublin on 22nd November 2019.

6.3.3 Faculty of Enterprise & Humanities Staff Members (Cont'd.)

Dr Therese Moylan

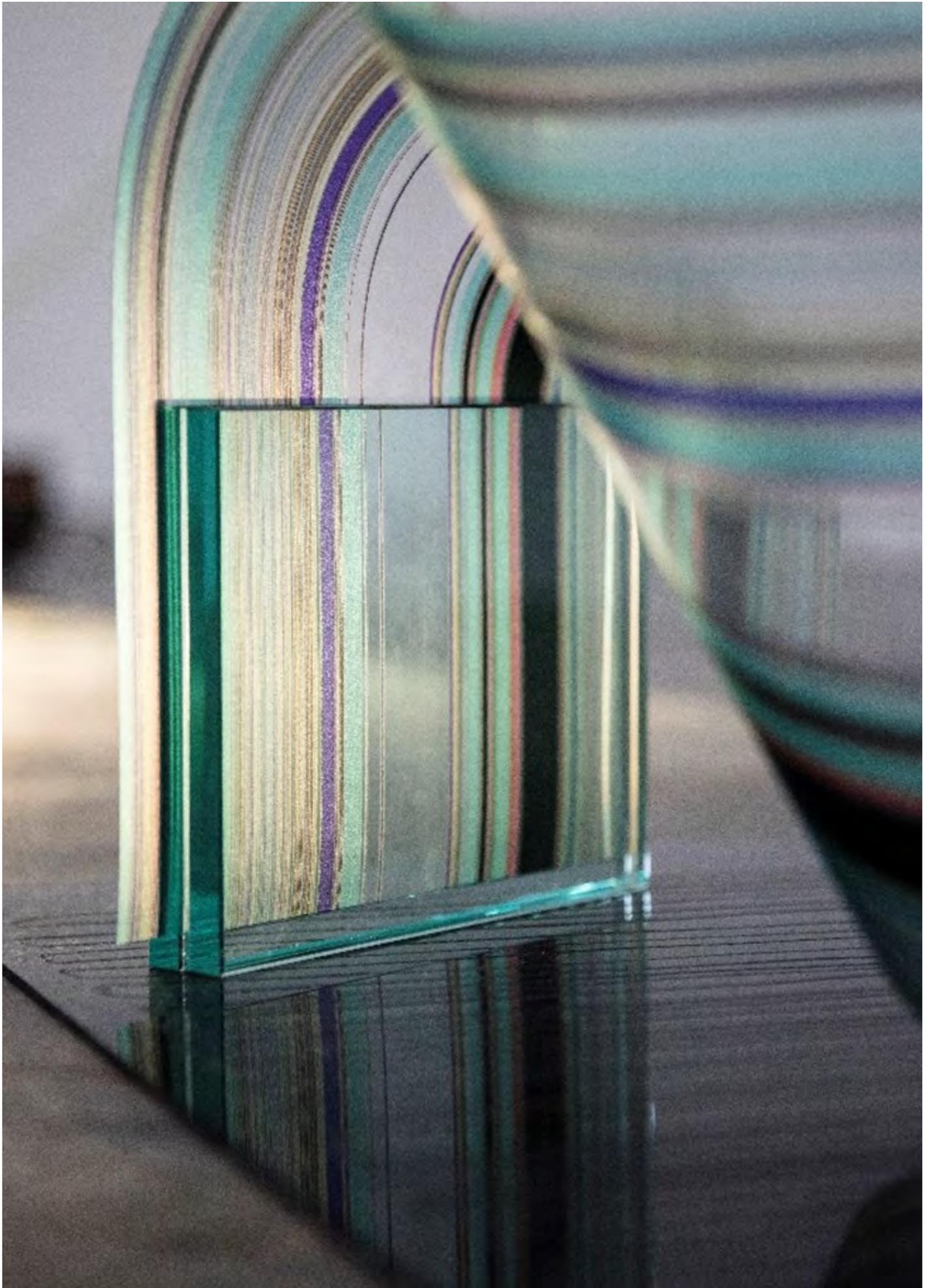
- 'Inclusive Assessment and Feedback: Universal Design case studies from IADT and UCD' with Padden L, Tonge J., and O'Neill T., delivered at the AHEAD 2020 online conference 1st May 2020.
- Successful bid for funding from the National Forum for Strategic Alignment of Teaching and Learning Enhancement; team members included Fiona Snow and Rebecca Roper IADT; €84,000 funding acquired for three projects.
- Secured funding from the National Forum for SATLE for a seminar entitled 'Developing the Entrepreneurial Mindset through Teaching, Learning and Assessment, held on IADT's campus in February 2020
- Member of the Evaluation Committee of DLR Local Enterprise Office.
- Board member of the Pavilion Theatre, Dún Laoghaire.

Dr Kevin Wallace

- Member of the Board of Governors of Stillorgan College of Further Education (2019 to present).
- Member of QQI Validation Panel for the Institute of Technology Sligo (2020).

During the academic year 2019/2020, a number of staff members in the Faculty of Enterprise & Humanities had publications, including:

- Dr Josephine Browne
- Dr Elizabeth McCarthy
- Dr Jenny McDonnell
- Dr Michael Murphy
- Jeff Taylor
- Dr Kevin Wallace



7 Financial Reporting

7.1 Financial Report

The audited accounts were prepared in accordance with FRS102 and were certified without qualification by the Comptroller and Auditor General on the 11th May 2021. An abridged version of the financial statements for the year ended 31st August 2020 is set out below.

7.2 Abridged Financial Statements 2019/2020

Statement of Comprehensive Income for the year ended 31st August 2020

	2020 €000	2019 €000
Income		
State Grant	10,623	9,009
Tuition Fees	8,569	8,768
Amortisation of Deferred Capital Grants	1,675	1,956
Research Grants and Contracts	765	691
Student Support Funding Income Recognised	268	268
Interest Income	3	16
Deferred Pension Funding	5,373	4,956
Other Income	942	1,365
	<u>28,218</u>	<u>27,028</u>
Expenditure		
Staff Costs	15,681	15,360
Retirement Benefit Cost	5,373	4,956
Other Operating Expenses	4,907	5,953
Depreciation	1,675	1,619
	<u>27,636</u>	<u>27,888</u>
Operating (Deficit)/Surplus	<u>582</u>	<u>(860)</u>
Experience Loss on Retirement Benefit Obligations	(1,850)	(829)
Reduction in Pension Liabilities arising from Retirements in the Year	2,593	3,708
Changes in Assumptions underlying the Present Value of Retirement Benefit Obligations	1,989	(10,783)
Total Actuarial (Losses)/Gains in the Year	<u>2,732</u>	<u>(7,904)</u>
Adjustment to Deferred Retirement Benefits Funding	<u>(2,732)</u>	<u>7,904</u>
Total Comprehensive (Loss)/Income	<u>582</u>	<u>(860)</u>

The Statement of Comprehensive Income includes all gains and losses recognised in the year

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 05/05/2021

Date: 05/05/2021

Statement of Changes in Reserves and Capital Account for the year ended 31st August 2020

	Capital Account €000	Capital Development Reserve €000	Revenue Reserve €000	Total €000
At 1 September 2018	<u>39,200</u>	<u>4,000</u>	<u>3,964</u>	<u>47,164</u>
Operating Deficit	0	0	(860)	(860)
Allocated from Recurrent Grant	1,376	0	0	1,376
Allocated from Capital Grant	8	0	0	8
Allocated from Minor Works Grant	307	0	0	307
Allocated from Project Income	11	0	0	11
Amortisation in line with Asset Write-Down	(336)	0	0	(336)
Amortisation in line with Asset Depreciation	<u>(1,619)</u>	<u>0</u>	<u>0</u>	<u>(1,619)</u>
Movement for the Year	<u>(253)</u>	<u>0</u>	<u>(860)</u>	<u>(1,113)</u>
At 31 August 2019	<u>38,947</u>	<u>4,000</u>	<u>3,104</u>	<u>46,051</u>
Operating Surplus	0	0	582	582
Allocated from Recurrent Grant	675	0	0	675
Allocated from Capital Grant	5	0	0	5
Allocated from Minor Works Grant	333	0	0	333
Allocated from Project Income	0	0	0	0
Amortisation in line with Asset Depreciation	<u>(1,675)</u>	<u>0</u>	<u>0</u>	<u>(1,675)</u>
Movement for the Year	<u>(662)</u>	<u>0</u>	<u>582</u>	<u>(80)</u>
At 31 August 2020	<u><u>38,285</u></u>	<u><u>4,000</u></u>	<u><u>3,686</u></u>	<u><u>45,971</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 05/05/2021

Date: 05/05/2021

Statement of Financial Position as at 31st August 2020

	2020	2019
	€000	€000
Noncurrent Assets		
Property, Plant and Equipment	<u>38,285</u>	<u>38,947</u>
Current Assets		
Receivables	395	294
Cash and Cash Equivalents	<u>10,387</u>	<u>8,391</u>
	10,782	8,685
Payables		
Amounts falling due within one year	<u>(3,096)</u>	<u>(1,581)</u>
Net Current Assets	<u>7,686</u>	<u>7,104</u>
Retirement Benefits		
Retirement Benefit Obligations	(86,699)	(86,233)
Deferred Retirement Benefit Funding Asset	<u>89,699</u>	<u>86,233</u>
Total Net Assets	<u><u>45,971</u></u>	<u><u>46,051</u></u>
Represented by:		
Capital Account	38,285	38,947
Capital Development Reserve	4,000	4,000
Revenue Reserve	<u>3,686</u>	<u>3,104</u>
	<u>45,971</u>	<u>46,051</u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 05/05/2021

Date: 05/05/2021

Statement of Cash Flows for the year ended 31st August 2020

	2020	2019
	€000	€000
Net Cash Flow from Operating Activities		
Operating Surplus/(Deficit)	582	(860)
Interest Income	(3)	(16)
Depreciation	1,675	1,619
Write-down of Fixed Assets	0	336
Amortisation of Deferred Capital Grants	(1,675)	(1,955)
Decrease/(Increase) in Debtors	(101)	214
Increase/(Decrease) in Creditors	<u>1,515</u>	<u>(44)</u>
Net Cash Inflow/(Outflow) from Operating Activities	<u>1,993</u>	<u>(706)</u>
Cash Flows from Financing Activities		
Interest Received	<u>3</u>	<u>23</u>
Cash Flows from Investing Activities		
Payments to acquire Property, Plant and Equipment	<u>(1,013)</u>	<u>(1,702)</u>
Cash Flows from Financing		
State Recurrent Grants spent on Property, Plant and Equipment	675	1,376
State Capital Grants spent on Property, Plant and Equipment	5	8
State Minor Works Grant spent on Property, Plant and Equipment	333	307
Other Funds spent on Property, Plant and Equipment	<u>0</u>	<u>11</u>
Net Cash Inflow from Financing	<u>1,013</u>	<u>1,702</u>
Net Increase/(Decrease) in Cash and Cash Equivalents	1,996	(683)
Cash and Cash Equivalents at 1 September	<u>8,391</u>	<u>9,074</u>
Cash and Cash Equivalents at 31 August	<u><u>10,387</u></u>	<u><u>8,391</u></u>

Signed on behalf of the Governing Body



David Holohan
Chairperson



David Smith
President

Date: 05/05/2021

Date: 05/05/2021