Edmund Rice Schools Trust

A welcoming learning home for all





All of our work throughout 2016 -2017 has been guided by the strong vision and mission set out in the Edmund Rice Schools Trust Charter

Our Vision

Promoting full personal and social development in caring Christian communities of learning and teaching.

Our Mission

To provide Catholic education in the Edmund Rice tradition.





Contents

The Year in Numbers Our Diverse Network	04
First Impact Report	05
What we are	06
What we do	07
Outputs 1. Strengthening Values and Ethos in a Modern Context	08
Outputs 2. School Developments and Finance	14
Outputs 3. Supporting Quality Leadership and Governance	18



The Year in Numbers

Our Diverse Network

96 Schools

33 Primary Schools

63 Secondary Schools

37,000 Students in Ireland

50 Pupils in the smallest primary school

1,200 Pupils in the largest secondary school

17 Counties

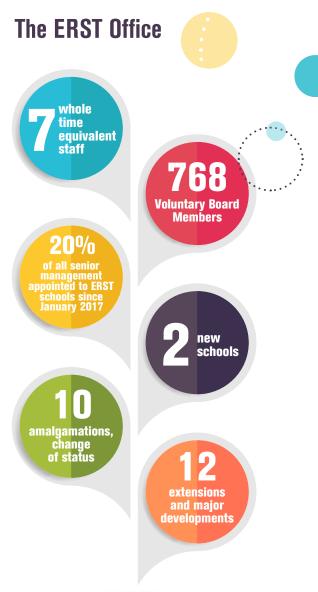
53% of primary schools designated DEIS (National average 21%)

190/0 of secondary schools designated DEIS (National average 26%)

276 schools worldwide in the EREBB Network

170,000 Students worldwide





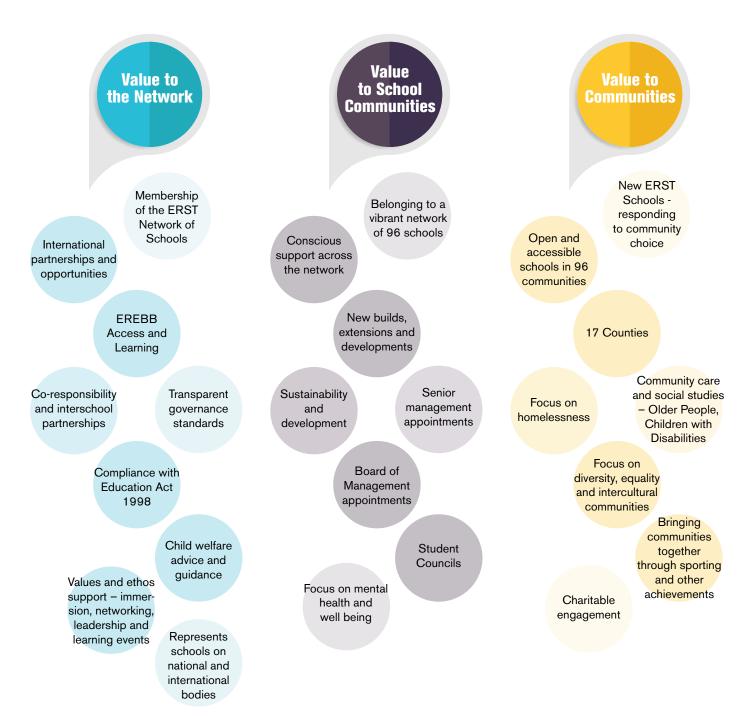
First Impact Report

This is the first ERST Impact Report. It is set out in sections that reflect our three pillars of activity:

- 1. Strengthening Values and Ethos in a Modern Context
- 2. School Developments and Finance
- 3. Supporting Quality Governance

The report outlines, in brief, some of the work we have undertaken over the school year from September 2016 to June 2017 and, critically, the practical impact and values that this work has brought to the network as a whole, to our school communities and to the wider communities in which our schools are located.

The Value of ERST





What we are



The Edmund Rice Schools Trust (ERST) is a dynamic and growing network of primary and secondary schools across Ireland with active links across the world through our global network.

While ERST was established in 2008, our schools have evolved from an historic community of education and learning that stretches back 210 years. Today, we combine 96 primary and secondary schools across Ireland, working everyday to inspire and guide over 37,000 pupils. A high proportion of our schools work with disadvantaged young people.

ERST does not receive any State funding to run our wide variety of high quality schools. We are rooted in a Catholic tradition and we welcome children of all faiths, and none. There is a place for children of any nationality, culture, religion or ethnic group in our schools.

ERST provides support to Principals, Boards of Management, parents and students. Our traditions of co-responsibility and networking help ensure that all schools can benefit from the experience and benefits of the wider network.

A key-part of our work is the appointment of, and ongoing support and training to, our 768 voluntary Board of Management members. We assist with the appointment of Principals and Deputy Principals. This year alone, there was a 20% change in senior management within our schools. We provide guidance, leadership development and networking for Principals, Deputy-Principals, teachers and parents. We bring our students together regularly to encourage them to network and to voice their opinions and views as part of active student councils.

ERST represents our schools on a number of key national and international bodies. We are a member of the Executive of the Association of Trustees of Catholic schools (ATCS - over 60 Trustees in total), representing this association in meetings with the Department of Education and Skills. We also represent the ATCS on the Catholic Schools Partnership and we are on the Leadership Forum of EREBB.

Our work is focused on supporting quality teaching and learning methods that bring out the best in all students every day. We support our schools to be able to provide caring and encouraging environments for children with learning difficulties and special needs.

Finally, we are dedicated to supporting values in a modern context. Social Justice is at the heart of our value system, ethos and beliefs. ERST encourages students to be aware of their environment and of the impact of their activities and decisions on the lives of others, particularly those less fortunate both locally and globally.

Drimnagh Castle Primary School pupils proudly showing off their digital skills.



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What we do

Our work relates to six key areas



Iontaobhas Scoileanna Éamainn Rís Edmund Rice Schools Trust

Outputs

What ERST Achieved In 2016-2017

Strengthening Values and Ethos in a Modern Context

In implementing the ERST Charter, our ethos work has focused on:

- ERST spirit
- · Values in a modern context
- Catholic education in the Edmund Rice Tradition
- Global focused leadership training
- Networking and Co-responsibility
- Global Connectedness of our Network
- Homelessness
- Mental Health and Wellbeing
- Diversity and Inclusion

An awareness of social issues and action for social justice influences teaching and guidance across the entire ERST school network. Throughout 2016 and 2017 ERST continued our work to develop and support network wide advocacy themes and programmes. Our work focused on strengthening the aims and purposes of Catholic education in the spirit of the Edmund Rice Tradition.

Promoting Spirit

The ERST Charter Cards were distributed to all schools from October 2016, along with a suite of posters, to assist Boards of Management, staff and students to understand and reflect upon the values in our Charter. They were designed to encourage and facilitate discussion in classrooms about the practical values embedded in the ERST Charter and how they can be brought to life in the everyday. In addition, a guide to the Edmund Rice school for parents was prepared and delivered to schools in early 2017.

A Charter Inservice Programme, entitled Exploring Our Charter, was facilitated in five schools - St. Vincent's CBS, St. Joseph's Drogheda, Edmund Rice College Carrigaline, CBS New Ross and The Green CBS Tralee.

Link teachers in our network were facilitated to come together at two venues over the course of the year – Callan and Marino – to discuss the social action projects they are currently carrying out in their schools and to share ideas and suggestions.

An Easter Immersion Programme was offered to Principals and teachers in our schools. The 12-day retreat took place in the International Spirituality Centre in Lusaka, Zambia, in April 2017.

We introduced the ERness programme to help schools measure how they are bringing the Charter values to life through the engagement of pupils within the school community and within their communities.

ERST also provided ongoing advice to schools on the characteristic spirit of admission policies, ensuring that parents in particular are fully informed about the ethos of the school they are choosing for their children.



Networking, Seminars and Conferences

Throughout the year, ERST organised a number of critical network meetings and events for Principals, Deputy Principals, teachers, as well as parents and pupils, where people could meet and learn from one another, benefiting from the strength and experience of the full network. Here is a selection of some of those important events.

Annual Principals' Conference

The Annual Principals' Conference took place in late September 2016 with guest speaker Marian Finucane. The theme was Raising Awareness of the Interconnectedness of the World in which we Live, which was the backdrop to a lively gathering where Principals could share experiences and discuss current issues within the network and wider education field.

Principal and Deputy Principal Network Meetings

Principals and Deputy Principals were brought together at seven regional clusters throughout November 2016 and again in February 2017. These meetings provided them with the opportunities to share experiences and challenges in leading the Edmund Rice School, to support each other and to discuss critical issues around governance and management.

Primary Principals' Seminar

Twenty-one Primary Principals attended the Primary Principals' Seminar in March 2017. The event dealt with current developments in the Trust, the distinctiveness of Edmund Rice education, sharing what a caring schools means in action and planning on developing the ERST Principals' Network into the future.

In addition, a number of induction sessions were organized for teachers new to Edmund Rice Schools. These sessions explored the history and legacy of Edmund Rice and what it means to be a teacher in an Edmund Rice School.

Leading the Edmund Rice School

ERST facilitated two special leadership courses aimed at teachers in our schools who are seeking an understanding of leadership and management in education. The first course, which ran over 5 weeks, took place in Mitchelstown CBS Secondary School Cork, from November to December 2016.



The sun shone on the Primary Principals Seminar in Newbridge in March 2017.

The second course took place in the Marino Institute of Education, Dublin in Spring 2017. All teachers completing the course received a certificate from ERST.

New Teacher Induction

Induction sessions were organised for teachers new to Edmund Rice Schools in three venues throughout the year – Marino, Mount Sion and Gaelcholáiste Mhuire in Cork.

Parent Conference

A seminar entitled Exploring Our Charter was organised for parents in March 2017. Promoting Partnership is a key element of our Charter and parents are important partners in Edmund Rice Schools. Three parent delegates from every school were invited to attend.

Religious Education Teachers Conference

Over 70 teachers and school principals attended the ERST RE conference with invited inspirational speakers Dr. Tony Bates, Jigsaw; Dr. Patricia Kieran, Mary Immaculate College; and Dr. Phil Brennan, Mount Sion.

Cluster Meetings - Board Chairpersons

ERST organised a meeting of Chairpersons of our Boards of Management in the greater Dublin region, bringing together 15 Chairpersons to focus on the particular and unique ethos of an Edmund Rice School.





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Advocacy Approach

At ERST we have adapted the two-feet approach to Advocacy. In summary, this approach comprises two dimensions of justice. The first foot is direct service to those in need (the Good Samaritan); the second foot is advocacy for social change (Moses).

A good example of the Moses approach is the One Campaign for Change to end homelessness, initiated by Transition Year pupils at Ardscoil na Mara, Tramore. For nearly two years, with the support of the ERST team, the students have campaigned locally and nationally for action on housing and homelessness. In December 2016, the students took a stand against the rising numbers of children at risk of homelessness. In January 2017 they, along with CBS Midleton and Edmund Rice College Carrigaline, presented nearly 10,000 signatures to the then Minister

for Housing Simon Coveney to register their concern about the escalating numbers of people throughout the country who are homeless or at risk of homelessness. The signatures were collected largely from the greater ERST network. The three schools were joined by the High Hopes Choir, which is made up of people who have, or are, experiencing homelessness.

Their teacher Aoife Denton, who was in turn supported by ERST to attend training on the United Nations Universal Periodic Review, supported the students at Ardscoil na Mara hugely. One of our primary aims in our advocacy work is to help make our student body more aware of the UN Country Review process and the opportunity for them to make submissions to this as young concerned and informed citizens.

Coláiste Mhichil CBS Students fundraised €000 in a sponsored walk in aid of TeenLine Ireland.



Edmund Rice Education Beyond Borders

At the heart of our advocacy and ethos work is our pivotal involvement as a founding member of Edmund Rice Education Beyond Borders (EREBB), which uses modern communications technology to bring Edmund Rice schools worldwide together to firstly, learn about different cultures and to promote education for justice and liberation.

ERST attended the EREBB Congress in New Delhi and Kolkata, India in October 2016 where we saw first hand the dedication of Edmund Rice schools there to supporting, caring for and educating the poorest children from the tenements and streets.

In April 2017, we held an EREBB Advocacy Conference in Cork, called Walk in My Shoes, when we brought together students and teachers from primary and post-primary schools in the southern region to learn more about the power of advocacy and the impact it can have on changing often intractable social issues. The day focused on four key areas - mental health, homelessness, refugees and access to HIV medication in Africa. The voice of students was core to the advocacy day. Students listened to personal stories and then were encouraged to discuss the issues and to consider collectively what they could do to raise greater awareness about them. One of the strongest moments during the day was the presentation by a young Syrian student, Abdallah, attending North Monastery CBS, who spoke about the perilous journey he was forced to make from his war torn home country. Separated from his family, he spent three years in a refugee camp before arriving in Ireland. The EREBB Advocacy Conference was such a success we have been asked to replicate it in both the UK and Northern Ireland.

An every day example of EREBB in action is the connection that has been forged between CBS Blarney Street in Cork with Colegio Cardenal Newman in Argentina. Principal Billy Lynch explained that as part of the school's work on improving oral language, the children in Blarney Street started to record and share their book reviews with the children in Buenos Aires, who in turn shared their reviews with the classes in Cork. The children not just improved their powers of expression, but learnt about going to school in a different culture and



ERST has just completed exciting work on the EREBB Leadership Certificate in collaboration with the EREBB and Marino Institute of Education (MIE).

The EREBB Leadership Certificate is an online course which has been developed to support teachers, educators, leaders, and everyone aspiring to leadership in our schools and educational communities to become advocates and proponents of inclusive and liberating education practices. It is dedicated to promoting global solidarity, offering transformational education for justice and liberation and helping people to fulfil their leadership potential. It consists of four modules of self-directed learning, which teachers and leaders can complete in their own time, at their own pace.

This unique leadership course is a first worldwide.

Flying the Flag for Diversity and Unity

The first Edmund Rice Flag was also raised in almost all of our schools on May 5th - Edmund Rice Day. The idea of the Flag came from our ERST team, as a symbol and celebration of the diversity and unity within our network. The flag chosen as the Edmund Rice Flag was designed by first year Elizabeth Butler from our then newest school **Edmund Rice College Carrigaline**, Co. Cork. She saw off stiff competition from hundreds of entries in our Design a Flag competition. Elizabeth's design was combined with each school's individual crest so that they could be both a national and a local reflection of the network's ethos and history. ERST sent a template press release to schools, encouraging them and providing support if required to promote the flag raising in their local media.

Mental Health

The flag raising was the central part of a day that also focused on our major ERST advocacy

Blarney Street CBS 6th Class Students Made Their Own Wonderful Video About Dealing with Worries.



environment.



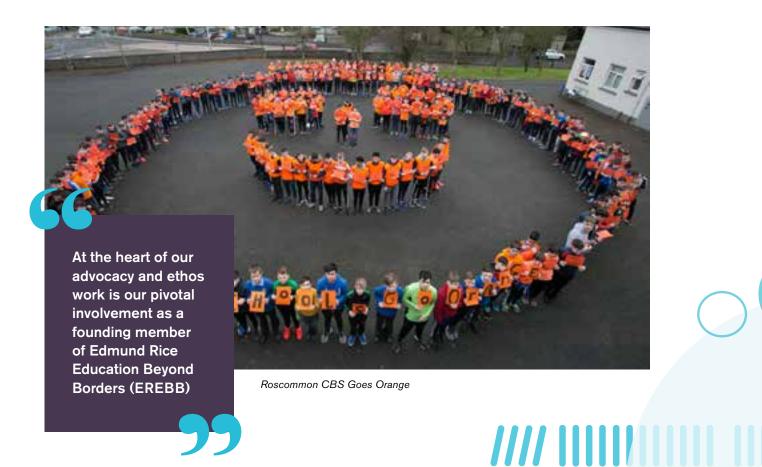


theme of mental health and well-being, which will continue throughout 2017. Supported by ERST, many schools initiated creative programmes of support and mentoring to help students recognize and respond to concerns, stresses or worries. Ardscoil na Mara launched a Wellness Week in January, for example. CBS Roscommon took part in the nationwide #SchoolsGoOrange twitter campaign in February. CBS Kilkenny also rolled out a wraparound programme to support the mental health of students, which included Pastoral Care and Professional Development. Students at CBS Kilkenny, as well as students at Coláiste Eanna in Rathfarnham, Co. Dublin and many others also participated in the Cycle Against Suicide Schools Go Orange event in February 2017.

At the **ERST Student Council Meeting** in April 2017, a fifth year student from Colaiste Eoin spoke about his struggle with stress and mental health, emphasing particularly the power of peer support in acknowledging that it's ok not to feel ok.

Edmund Rice Community Project

Students in six schools who have completed all six stages of the Edmund Rice Community Project were presented with certificates to acknowledge their work, in keeping with the ERST spirit. The students represented St. Joseph's Drogheda; Ardscoil na Mara, Tramore; Carrick on Suir CBS, Coláiste Eanna, Dublin; Ardscoil Rís, Limerick and Edmund Rice College Carrigaline.



Case Study

Getting Comfortable with Worry At Blarney Street

Mark Russell, the sixth class teacher at the all-boys Blarney Street School in Cork, was approached early this year by parents, who told him their children were "full of worry when they were at home", in particular with regard to their move to secondary school. The parents wanted to know if he could do anything to help allay their children's anxieties.

Mark knew he could dip into his experience in dealing with pressure in sport. He could also use the emotional resilience programme Friends for Life, but reckoned that it was a bit too young in its approach for his sixth class pupils. Therefore, he set about adapting Friends for Life, combining it with his own sports background material – making sure that it was age appropriate for this class.

Mark started to teach his class how they could deal with any stress and worry they may be feeling through meditating – helping them to calm down in stressful situations.

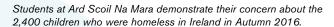
They then took part in a practical body exercise. Working in groups of four they were given a set emotion – anxiety, worry, anger or nervousness. They had to describe what might happen to their body if they experienced that emotion. The boys talked about headaches, sweating, butterflies in their stomach or shaky hands, for example.

Then they were asked to replace those symptoms with ways in which they might overcome the body feeling. These alternative coping mechanisms – simple phrases like "smile" or "focus on your breath" - were displayed in their classroom to remind the boys that they could face and importantly, overcome anxious emotions that they might be feeling at any time.

Things might have ended there, but the annual Edmund Rice Schools Trust Conference was being held in Newbridge, Co Kildare in April, and the theme was mental health. The sixth class boys were asked to present their great project to the conference but it was a long way to Kildare from Cork, particularly in the middle of a busy Spring sports schedule, instead, Principal Billy Lynch asked the boys to turn their project into a video.

Set to an instrumental version of REM's Mad World, the video contains no dialogue. Instead, the boys hold up flashcards based on the body exercise work they undertook in the classroom. Their central message is "Get comfortable feeling uncomfortable". With the help of a film-maker, they helped edit the video, moving from dark colours to brighter hues, reflecting their own move from worry to coping.

The video was enthusiastically received at the conference and has also been featured by the Irish Times and local media. Across the Edmund Rice Network, the boys have received congratulations from schools as far away as Argentina and South Africa. In addition, the Lord Mayor of Cork recognised the school's work and hosted the student council on a visit to City Hall.



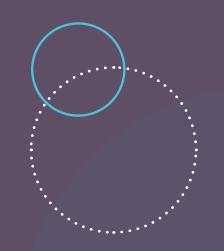




School Developments and Finance

Our work in supporting school developments and finance has focused on:

- 2 New Schools
- 12 School Building Developments
- 10 Amalgamations and Changes of Status
- 1 Pilot Enterprise Campus
- Moving Towards Certainty on Playing Fields



Newest Schools

ERST welcomed the decision in November 2016 that the new post-primary school in **Carpenterstown and Castleknock** in Dublin would be under the patronage of the Trust. ERST, along with 12 other patrons, had submitted a detailed application for patronage of the new school. Parental preference was a key determinant in deciding upon ERST as patron of the coeducational, non-fee paying school in one of the country's fastest growing areas.

The school opened this September 2017 and so a lot of work has been undertaken by ERST to appoint a Board of Management, appoint a new Principal and to liaise with the Department of Education to locate a temporary site for the school while developments start on its permanent location.

Rice College Carrigaline opened its doors to 52 first year students in September 2016 in temporary portakabins on the corner of the school site. However, just one year on, and with intensive ERST support, the new rapid build school was completed in April 2017.

Increasing student populations and changing needs mean that schools are constantly changing and growing. In 2016 to 2017, ERST facilitated and supported a number of substantial school developments.



Principal Adele Flynn and Cork County Mayor Cllr. Seamus McGrath with ERC Carrigaline Students mark the opening of their new school.

Developments and Extensions

Increasing student populations and changing needs mean that schools are constantly changing and growing. In 2016 to 2017, ERST facilitated and supported a number of substantial school developments. New builds were facilitated and supported for, CBS Primary Wexford and CBC Secondary School, Wexford. We worked closely with CBS Bunscoil Ennis on the planning stages for the development of a state of the art primary education facility for the town, which has been approved by the Department of Education and Skills.

Following intensive work on planning, the Department has also given approval for and additional build to accommodate 300 extra pupils at **Ard Scoil na Mara** in Tramore. This will ensure that all children attending primary school in the town can be assured of a place in the school.

In Dublin, DES approval was granted for **Bunscoil Colaiste Mhuire**, one of the country's best known schools, which will be facilitated to accommodate two streams of students, learning in Irish, at a new brown field site at Dominic Street. The design team will be appointed early in the new academic year. And on the other side of the city, **Colaiste Eoin**, **Stillorgan** was granted approval for practical rooms for woodwork and science at in County Dublin.

The Trust assisted CBC Cork plans to expand its space to meet its high enrolment demand. Staying in County Cork, CBS Charleville marked 150 years of school history with the opening of its newest extension in October 2016, supported by ERST. CBS Kilkenny also opened its new extension, including its new dining area, or Bialann, in early 2017.

In Limerick, ERST helped **Gaelscoil Sairseal** to complete its relocation to the former St. Munchin's CBS Boys School. In Dublin, ERST facilitated the construction of new bike sheds and a Greenway around **Colaiste Eanna** in Rathfarnham.

Enterprising Learning

In May 2017, exciting plans for CBS Sexton Street, Limerick, to become home to Ireland's first second level Centre for Entrepreneurs were announced. With a focus on reimagining learning, ERST worked alongside the Department of Education, Limerick Institute of Technology, the Entrepreneurship Academy, Innovate Limerick, Sexton Street itself and others to help bring the pilot initiative to launch stage. Led by former Secretary General at the Department of Finance John Moran, the new



The new All Weather Pitch at CBS. The Green is in safe hands.

en centre will see the development of a start-up incubator and innovative centre co-located on the campus of CBS Sexton Street. The first of its kind in the country, the Centre will become home to an education training space and will also focus on promoting entrepreneurial spirit, with facilities for sharing ideas, skills and resources between entrepreneurs and pupils at the school.

Finally, after nearly six years in the planning, the transition from St. Brendan's College, secondary school for boys to **Woodbrook College**, Bray, Co. Wicklow, a co-educational secondary school was completed. With the assistance of ERST, the new school building was ready to welcome the first influx of girls to the school in September 2016. The Department of Education and Skills formally ratified the school's change of status in late August 2016. The decision to move to a co-educational model was taken because feeder schools were largely coeducational. Previously, the girls, mostly from nearby Shankill, had to travel out of the area to enroll in a secondary school.

Change of Status and Amalgamations

ERST also worked closely with the Department of Education and Skills, local communities and our schools at Scoil na mBráithe, Doon, Co. Limerick; Scoil Iognaid Ris, Dingle; Deerpark CBS, Co. Cork; Francis Street CBS, Co. Limerick; St. Joseph's CBS Drogheda and Bunscoil McAuley Rice in Callan, Co. Kilkenny to oversee





The new Woodbrook College

amalgamations and changes in status to ensure that the schools could continue to meet the needs of their communities while preserving the Edmund Rice tradition.

One of the highlights of the year was the realisation of months and years of ERST's work to ensure a change of status to **Scoil Sancta Maria**, **Primary School**, **Synge Street** to allow for a new gaelscoil "stream" or "sruth" for boys and girls, starting from junior infants. The sruth will be open from September 2017. After carrying out research on needs in the area, ERST worked closely with the Department of Education, the Diocesan office and Gaelscoileanna Teo to bring about the new gaelscoil, which will operate alongside the existing all boys national school on what will now be a new Scoil Sancta Maria, Synge Street Education Campus.

Playing Fields

ERST has worked since it was established to facilitate the transfer of playing fields attached to schools from the Congregation of Christian Brothers. This work continued this year and the Trust has been informed in writing by the Christian Brothers Congregation that they intend shortly to start the process of transferring sports fields attached to our schools to the Trust. When these transfers have been completed, there will be security around the use of land for the provision of sports facilities surrounding many of our schools, for as long as they are attached to and used by the school and its pupils.

Case Study

Why one of the country's most famous schools is going Gaelscoil?

It has had pupils like Gay Byrne, Flann O'Brien or Formula 1's Eddie Jordan. It's almost part of Irish folklore. But, now, Scoil Sancta Maria, Synge Street's primary school is going Gaelscoil to meet the demands of a large part of the community around it.

The change came about in response to a combination of depopulation in Dublin City Centre, combined with increased demand for all-Irish education. One of the tenets of ERST is to reach out to the needs of the community. Principal Gerard Mooney told the Irish Times that the move to the sruth is in keeping with this principle.

"We did the research and found there was a significant need for a Gaelscoil and we said: Let's try this."

The new status school also responds to the community desire for a mixed school in the area. The first junior infants class of 28 pupils starts in September and the existing all-boys school will also remain on the campus so that the 60 boys enrolled can continue on in community with the new Gaelscoil.

"We are responding to the needs of the community," he said. "There are many parents in the area who want to educate their children through the medium of Irish, but the local gaelscoileanna in Harold's Cross and Ranelagh were over-subscribed and they were disappointed."

Is breá linn ár scoil nua – new pupils enter Scoil Sancta Maria, Synge Street's new sruth Gaeilge.





Supporting Quality Leadership and Governance

Our work in supporting management and governance included:

- Secondary School Admissions Policy Review
- 17 national seminars and conferences
- 20% of senior management in schools changed
- 32 Appointments
- 8 Principals
- 15 Deputy Principals
- 6 Acting Principals
- 3 Pending Appointments



Admissions Policies

All of our schools support equality of access and participation. As committed Catholic schools we welcome children of all faiths, and none. There is a place for children of every ability, nationality, culture and ethnic group in our schools.

Throughout 2016 and 2017 we reviewed all admissions policies at our secondary schools to ensure that they are in keeping with our network policy of openness and inclusivity, ensuring particularly that admission policies are compliant with the Education Act and our own Charter.

Appointment of Senior Management

The year 2016 to 2017 was one of the busiest for ERST for the appointment and induction of senior management at our schools. A remarkable 20% of our senior management has changed since the beginning of 2017. ERST is intrinsically involved in the appointment of top quality Principals and Deputy Principals. Since January, we have

been central to the appointment of 8 Principals, 15 Deputy Principals, 6 Acting Principals with 3 pending appointments.

Each appointment takes a period of four to five weeks of active involvement with the school by ERST team members and includes reviewing applications, interviews, feedback and induction



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ERST was delighted to work with Ardscoil na Mara in Tramore, Co. Waterford to appoint a first and second deputy Principal.

Case Study

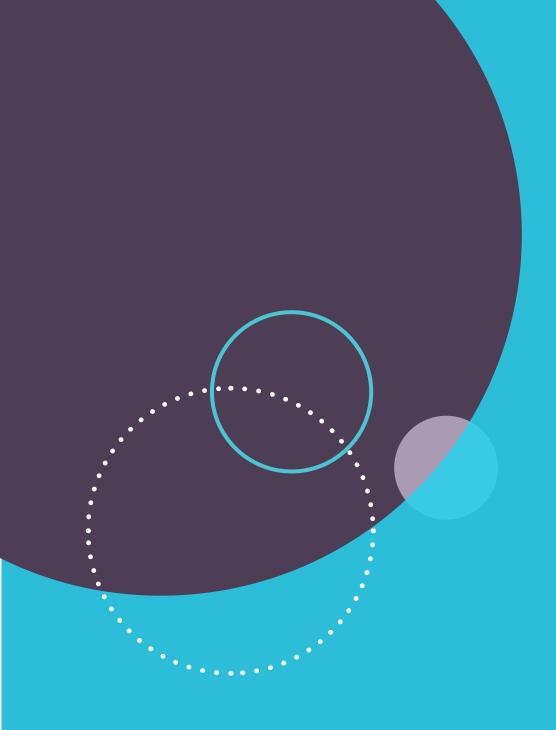
Wellness, Stories and Tai Chi At Students' Conference

Our fifth annual Student Council Conference was held in April 2017. Over 150 students and teachers from 35 schools attended. This year's conference was facilitated by student leaders from Coláiste Eoin, Coláiste Iosagáin, Oatlands College and Clonkeen College. The theme of the conference was Promoting Positive Mental Health, with Dr Tony Bates as guest speaker. The students presented the exciting work that they are being supported to do in their schools to address mental health and well-being, including coping with stress and anxiety, cycle against suicide, leading amber flag committees and organising wellness week, for example. Each presentation was followed by lively discussion and ideas sharing.

Br. Chris Glavey gave students an introduction to Tai Chi as a means of "relieving stress, in the afternoon session, and a final wrap up session gave" the students the task of organising a project in their respective schools on the theme of Mental Health for Edmund Rice Day.







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