



le chéille
Mentoring & Youth Justice
Support Services

ANNUAL REPORT **2015**



ANNUAL REPORT 2015

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WELCOME FROM THE CHAIRPERSON

I am pleased to introduce the 2015 Annual Report of Le Chéile Mentoring & Youth Justice Support Services (Le Chéile), in my first year as Chairperson of the Board.

2015 has been a full and significant year for Le Chéile, as we celebrate our 10th anniversary. Since 2005, Le Chéile has endeavoured to ensure that young people who offend receive the best support to make positive changes to make the most of their lives. By putting the young person at the heart of our services, we have developed upon from our initial service of youth mentoring to further support such as parent mentoring, parenting programmes and restorative justice services – a range of interventions tailored for each young person's need.

This year saw the launch of our new strategy, 'Inspiring Change, Transforming Lives,' an ambitious vision that "every young person should receive the right supports at the right time to make the most of their life." The strategy builds on our aim to ensure that every young person who needs our service can avail of it.

The Board remains committed to ensuring sound governance, good decision-making and a value for money approach. This year we said farewell to our Chairperson, Denise MacDermott. I'd like to pay tribute to her dedication and contribution to the values and aims of Le Chéile, and her support of the organisation since its establishment. I also want to welcome the new Board members who joined the Board in 2015 and together with the existing Board members bring a wealth of expertise and commitment to the work of Le Chéile.

I would like to acknowledge the contribution and collaboration of our funders and partners, the Probation Service and Irish Youth Justice Service, whose continued support and partnership is integral to Le Chéile's success.

Finally, I would like to thank all the staff and volunteers for their dedication, energy and experience, which is making a real difference in the lives of the young people and families with whom we work.



Margaret O'Connor
Chairperson

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CEO'S REFLECTIONS ON 2015

I am delighted to welcome you to Le Cheile's Annual Report for 2015. 2015 was the 10th anniversary of Le Chéile and many developments were achieved during the year.

In January 'Building Bridges', an independent evaluation of our Restorative Justice service in Limerick, was launched by Vivian Geiran, Director of the Probation Service. The evaluation found that for every €1 spent on the service by Le Chéile and the Probation Service, there was a social return on investment of €2.92. Overall the evaluation found positive outcomes for victims of crime, for young people, their families and for the local community.

Early in 2015 the Board of Le Chéile approved a new Strategy, following extensive planning and consultation. 'Inspiring Change, Transforming Lives', Le Chéile Strategy 2015 – 2018 was launched in May by the Minister for Justice Frances Fitzgerald TD in Dublin Castle. The event which also marked our 10th anniversary was chaired by Áine Lawlor from RTE and was attended by Le Chéile volunteers, staff and many of our external partners. One of the highlights was a speech made by a new mentor who spoke about his experience of being involved in offending as a young person and the positive relationship he had with a Le Chéile mentor, which supported him to make positive changes in his life.

A priority in 2015 was the achievement of accreditation by the UK Mentoring and Befriending Foundation. Following completion of a rigorous assessment process by the Mentoring & Befriending Foundation, in August Le Chéile was approved as meeting all of the requirements of this quality assurance framework. Le Chéile is the only organisation in Ireland to have been awarded this accreditation.

In the past year we have been in discussion with the Director and team in the Oberstown Children Detention Campus with a view to making mentoring available to young people. In mid 2015, thanks to a small seed grant from the Loreto fund, we started a pilot mentoring in detention service for young people who already have a Le Chéile mentor prior to going into detention and for new young people. Mentoring while a young person is in detention is a good way to keep a young person connected to the outside, support them in their new situation and prepare them to transition out of detention. We are also making parent mentoring available to parents of young people in detention.

In Le Chéile we believe in the importance of evaluation and demonstrating the impact of our services. With that in mind we commissioned an independent evaluation of mentoring late in 2015 which is ongoing and will report in 2016. We look forward to learning how parent and youth mentoring can be developed and become more effective.

All of the achievements of Le Chéile, of the young people and families we support, is due to the commitment and skills of our volunteer mentors. I want to acknowledge their dedication, enthusiasm and belief in young people. I want to thank the volunteers who in 2015 provided almost 2000 mentoring sessions to young people and parents. The work of the volunteers is made possible by the professionalism of the Mentoring Coordinators and the support staff who work in Le Chéile. I want to thank all of the staff team for their challenging and inspirational work on behalf of Le Chéile.

The Board of Le Chéile brings many varied skills to the governance and development of Le Chéile. I want to thank the Board and in particular Denise MacDermott who was the outgoing chairperson in 2015 and Margaret O'Connor who took up the role at the 2015 AGM. Their support and expertise is much appreciated.

The work of Le Chéile is funded predominantly by the Irish Youth Justice Service via the Probation Service. I am pleased to acknowledge a constructive partnership with colleagues from both agencies. As our name 'Le Chéile' suggests, it is working together, the participation of the young people and their families, the volunteers, the staff and the Probation Service and the funders which collectively can and does make a positive difference to young people, their families and communities.



Chairperson Denise MacDermott, , Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD, CEO Anne Conroy, and Superintendent Collette Quinn, head of Garda Youth Diversion Programme.

Anne Conroy
CEO

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2015 IN FIGURES

152	Young people mentored
49	Parents mentored
1,204	Youth Mentoring Sessions
2,120	Youth Mentoring Hours
739	Parent Mentoring Sessions
1,558	Parent Mentoring Hours
21	Young people engaged with the Restorative Justice Project
7	Strengthening Families Programmes funded
3	Parenting Programmes run



ACHIEVEMENTS IN 2015

This year proved to be a significant year for Le Chéile. We launched our 2015-2018 strategy, commissioned an evaluation of our Restorative Justice Project, and achieved the quality standard for mentoring from the Mentoring & Befriending Foundation. In line with our aim to reach more young people who need our services, we piloted mentoring in detention, and formally extended the age of young people we work with from 18 to 21 years old.

The Charity Regulatory Authority (CRA) was established as Ireland's national statutory regulatory agency for charitable organisations, and in 2015 Le Chéile registered with the Authority.

WORKING IN PARTNERSHIP FOR YOUNG PEOPLE WHO OFFEND

Le Chéile continues to work in strong partnership with our funders, the Probation Service and Irish Youth Justice Service, working together to divert young people away from offending. This collaborative approach and vision for the young people with whom we work is central to the effectiveness of our service. Our Mentor Co-ordinators work very closely with Probation Officers around the country and co-work to support our young people to make positive changes in their lives.

This partnership approach has led to new ways of working with young people. This year we started working in partnership with Oberstown Children Detention Campus to reach young people in detention. Le Chéile is currently working with Gaisce to train our volunteers, where our young people wish to use their mentoring hours to achieve a Gaisce Award.

During 2015, Le Chéile met with organisations such as EPIC, IASIO, IPRT and the Wheel and continues to work with these organisations to promote the work we do in the youth, justice and community sector.

STRATEGY: INSPIRING CHANGE, TRANSFORMING LIVES



Le Chéile launched our 3 year strategic plan for 2015-2018, entitled “*Inspiring Change, Transforming Lives*”.

The development of the strategy involved contributions from young people who use our service, their parents, volunteers, staff and stakeholders. The strategy also provided an opportunity to reflect on and reaffirm our vision and mission.

Our Vision

“For every young person at risk – the right supports at the right time to make the most of their lives.”

Our Mission

Le Chéile is a community-based volunteer mentoring and family support service which works with young people involved in or at risk of offending.

The strategy and objectives include:

1. further developing the quality and effectiveness of our services;
2. expanding access so that more young people may benefit;
3. developing the organisation to effectively achieve our mission, and
4. communicating and promoting the distinct value of Le Chéile and our work.

The strategy was launched in Dublin Castle by the Minister for Justice, Equality and Law Reform, Frances Fitzgerald TD, and introduced by RTÉ's Áine Lawlor. In launching the strategy, Minister Fitzgerald congratulated Le Chéile on the occasion of our 10th birthday and welcomed the important contribution which Le Chéile has made in supporting and diverting young people from crime.

The work and involvement of volunteers, which is central to Le Chéile's approach was highlighted, and the launch brought together volunteers and partners from all our services. A volunteer mentor and a young person who had been mentored gave powerful speeches to attendees about the impact of mentoring for both the young person and the community.



Minister for Justice, Equality and Law Reform,
Frances Fitzgerald TD



Aine Lawlor



CEO Anne Conroy



Le Chéile Chairperson Denise MacDermott

'BUILDING BRIDGES' RESTORATIVE JUSTICE PROJECT EVALUATION

Le Chéile's Restorative Justice Project in Limerick was found to return €2.92 in social value for every €1 invested in a new study on the project's effectiveness.

The 12 month evaluation and study on the Social Return on Investment (SROI) was carried out by Quality Matters to assess the impact of the project, outcomes for stakeholders and assess the value of the project.



Dean of UCC Law and Director of UCC's Child Law Clinic Professor Ursula Kilkelly, Le Chéile Southern Regional Manager, Mary Henihan, Director of the Probation Service Vivian Geiran, CEO Anne Conroy, Mayor of Limerick Kevin Sheahan, Senior Probation Officer John Brosnan, Senior Probation Officer and Le Chéile Board Member Ursula Fernée, and Ruairí Gogan of the Irish Youth Justice Service

The evaluation reported significant benefits for young people, families, communities and victims. Young people showed a notable increase in their level of empathy towards victims after working with the project, as well as reporting better family relationships, less contact with the Gardaí and the justice system. Parents reported positive outcomes for family life, such as improved relationships and better communication.

Victims of crime reported that they found restorative justice a far better experience than the traditional criminal justice system. They stated that by participating in the project, they had a meaningful voice and found it to be a more respectful and inclusive approach than the courts system.

The report was launched in Limerick City Hall by the Director of the Probation Service, Vivian Geiran. At the launch, the Dean of UCC Law and Director of UCC's Child Law Clinic, Professor Ursula Kilkelly gave a children's rights perspective on the report.

MENTORING & BEFRIENDING FOUNDATION ACCREDITATION



In 2015, Le Chéile became the only organisation in the Republic of Ireland to be awarded the Mentoring & Befriending Foundation's Approved Provider Standard (APS).

Following completion of a rigorous assessment process by the Mentoring & Befriending Foundation (MBF), Le Chéile was approved as meeting all of the requirements of this quality assurance framework. The APS is the UK's national quality standard developed specifically for mentoring and befriending services.

Le Chéile was visited by an assessor who met with volunteers, staff, young people and parents as part of the accreditation process. The quality framework covers four main areas of best practice for safe and effective mentoring. They are:

1. Management and organisation;
2. Service Users (Mentees);
3. Mentors;
4. The Mentoring Relationship.

Le Chéile is delighted to have achieved this quality standard, which marks our commitment to the best possible practices in mentoring for both mentees and mentors.

“The value of the project to the volunteers and mentees was made clear to the assessor with a mentor commentating that, “It is a privilege to work with this child...it is very rewarding,” and another saying, “[the project] has shed a lot of light on the challenges young people face.” During the assessment process mentees commentated that, “it’s helped me in a lot of ways... it keeps me active... it is fun to do”, and, “I don’t know where I would be without them...I’m not feeling so terribly alone.”

Report of the Assessor, Mentoring & Befriending Foundation, 2015

10TH ANNIVERSARY OF LE CHÉILE

Le Chéile celebrated our 10th anniversary at our strategy launch in May. Mentor Sinead Butler, who joined the pilot project in Coolock was recognised for her outstanding commitment of 10 year’s volunteering with Le Chéile, alongside staff member Ingrid Cooney and Board Chairperson Denise MacDermott who have both been with Le Chéile since it was established in 2005.



Minister for Justice, Equality and Law Reform, Frances Fitzgerald TD with Dublin North Volunteer Mentor Sinead Butler.



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MENTORING

MENTORING

Mentoring forms the core service of Le Chéile's work, and 152 young people and 49 parents were mentored during 2015 and this year we worked 152 young people and 49 parents through mentoring.

Mentoring is a one to one relationship-based support, which provides a positive role model to a young person or parent (mentee).

The service is available in Dublin, Kildare, Offaly, Laois, Meath, Waterford, Wexford, Tipperary, Limerick, Clare, Kerry, and Cork.

	MENTORING SESSIONS	HOURS OF MENTORING
Youth Mentoring	1,204	2,120
Parenting Mentoring	739	1,558
Total	1,943	3,678

YOUTH MENTORING

In 2015, Le Chéile worked with 152 young people through our mentoring service, who were aged between 12 and 21.

Referrals came predominantly from the Probation Service. A number of regions now also accept referrals from Garda Juvenile Liaison Officers.

International research has found that mentoring is an effective intervention for young people who offend – having positive effects on at least one of the following: crime, behaviour, attitude, substance misuse, education, and relationships.

The relationship with a trusted adult is itself an intervention, supporting a young person in confidence and mental well-being. The fact that a Le Chéile mentor is a volunteer is important to our young people, who often tell us that this makes a difference to them.

Youth Mentoring Goals and Outcomes.

Le Chéile's mentoring service provides the young person with a supportive adult with whom they can build a trusted relationship, and who will work with that young person in the following outcome areas:

- ✓ Self-esteem
- ✓ Meaningful use of time
- ✓ Communication
- ✓ Alcohol and drug use
- ✓ Education, training and work
- ✓ Pro-social behaviour

“[I] enjoyed having [mentor] to talk to, making the world easier & taking the weight off my shoulders”

Youth Mentoring Participant

YOUTH MENTORING CASE STUDY

Amy, 16

Amy was referred to Le Chéile by her Probation Officer after a conviction of assault and theft. Amy lived in the family home with her parents and 5 siblings. The home life was chaotic, and Tusla was involved with the family. The Child and Adolescent Mental Health Service (CAMHS) was involved with Amy, and she had been recently diagnosed with ADHD, with concerns over emotional and behavioural issues. Amy was not in school at the time of referral.

Amy's Probation Officer hoped that she would benefit from a positive role model, and identified Communications Skills, Pro-Social Behaviour and Self-Esteem as areas of work that mentoring could focus on.

"[It] feels better when I have talked to her."

Youth Mentoring Participant

Amy was very reluctant to be matched with anyone she thought was old, but it was felt she might benefit from a calm older female in her life. After discussing it with the Mentor Co-ordinator, Amy agreed to give the match a try and was matched with Caroline. Despite the initial resistance, Amy and Caroline got along straightaway and Amy has attended nearly all mentoring sessions.

Amy had said that she had no hobbies or interests, and Caroline has used trying new activities as a way to both encourage Amy to find a past-time and to raise her self-esteem. The mentoring sessions initially focused on this, discussing skills and talents, and encouraging Amy to identify her hopes and dreams for the future. It was discovered during the mentoring sessions that Amy was very creative and interested both in fashion and crafts, but had not thought of them as linked or as a possible hobby. As a result, Caroline and Amy are embarking on an art class as focus of their mentoring for the next few months.

Amy has flourished considerably since being matched with Caroline, with improvements in all goals identified by her Probation Officer. She has identified her talent and interests, and is working to develop them. Despite her initial hesitancy about the match, Amy is delighted with her Mentor, telling her Mentor Co-ordinator, "You found me a really nice person."

MENTORING IN DETENTION CASE STUDY

Martin, 17

Martin was referred for mentoring by his Probation Officer. A key reason for the referral was to support him transition from detention to the community, as he had no friends or family living nearby and would be isolated when released and vulnerable to falling back into offending. Goals for mentoring included supporting Martin in getting accommodation and work, and to build a positive lifestyle with new hobbies and interests.

The mentoring began while Martin was in detention. Mentor Paula met him in the two months running up to release and this time gave them the opportunity to get to know each other, which the both said helped them build a positive relationship. Paula said that meeting in detention gave her a better insight into Martins life and an understanding of what it was like for him to be in detention.

While in detention, Martin and Paula decided to work on the Driver Theory Test and they continued to prepare for the test when Martin was released. Paula also supported Martin in successfully securing safe and stable accommodation on release.

After release, Martin and Paula met regularly and Martin took to mentoring extremely well. They usually met for a chat and bite to eat, which gave them a chance to discuss any issues or challenges that had come up. For positive activities, they looked at joining a gym which Martin did, and now uses regularly. Martin was successful in getting a job and now has a very positive outlook about his future.

Martin's case showed that beginning mentoring while in detention can help firmly establish the mentoring relationship, and support a young person in moving out of detention back into their community.

SPECIALIST MENTORING

Le Chéile does not accept referrals for young people with serious convictions such as assault causing harm or sexual offences. However, where there is a case to be made for making an exception, the young person is not considered to be any risk to a volunteer, and there is a skilled volunteer with the necessary experience, Le Chéile may accept the referral to work with the young person.

CASE STUDY

Liam, 17

Liam was released from detention following a conviction for a serious offence. His Probation Officer requested that Le Chéile work with him to help him reintegrate back home, to give him a trusted adult and support with getting back into education. Liam's proposed mentor Simon was a skilled volunteer with a background in this area through work and study, and was happy to work with Liam. As a result the referral was accepted and mentoring began with some additional supports put in place.

Liam and Simon met nearly every week, with Simon offering support on getting on with family and friends back home. Liam was ashamed of his conviction and had not told many people that he had been convicted and sent to a detention school. It was a relief to meet Simon who knew about his conviction, and to be able to talk freely.

Simon also offered help in practical matters – helping settle back into education, making friends, etc. A key part of settling back in at home was to help Liam become familiar with local amenities and generally get to know the area he lived in and feel part of his community again. Mentoring provided Liam with practical and emotional support to reintegrate back home after a long period of detention. Simon's specialist experience and the extra support provided by Le Chéile ensured that a young person who offended got the support he needed to move on from his offence.

“Mentor lets me talk about whatever I want...Mentor likes me and helps me think what to do best when I'm upset.”

Youth Mentoring Participant

“I just want to say thank u for everything...but most of all for being ther[e]”

Youth Mentoring Participant

PARENT MENTORING

“Mentoring sessions with my mentor are a break from all that’s happening at home, talking to her makes me stronger and more confident”

Parent Mentoring Participant

Le Chéile offers parent mentoring to parents/guardians of young people who have offended or parents who have offended themselves. Referrals are made mainly through their/their child’s Probation Officer, with some referrals coming from a Garda Juvenile Liaison Officer or a self referral.

Parenting Mentoring helps parents develop their own parenting skills and gives support with parenting issues. Parent mentoring gives a non-judgemental time and space outside the family home to parents under pressure. Mentors who are matched with parents have received additional training on working with parents.

In 2015, Le Chéile mentored 49 parents.

Goals and Outcomes

For parent mentoring, family and personal goals are agreed at the start of the match and are individually tailored to each parent’s need.

“She is very gentle and caring, I really enjoy talking to her, I know I can trust her and she is a great support to me”

Parent Mentoring Participant

PARENT MENTORING CASE STUDY

Sheila

Sheila was referred into Le Chéile’s Parenting Mentoring service by her son’s Probation Officer. Her son Patrick had a Le Chéile mentor and was meeting him regularly. Through this match, his Probation Officer and Le Chéile became aware of mounting family tensions. Sheila seemed overwhelmed by the trouble her son was getting involved in, as well as other family stresses including the serious illness of a family relative. At first, Sheila was reluctant to participate in the mentoring, but was willing to try it.

Both Sheila and her mentor Kate hit it off straightaway, with mentoring sessions lasting 2-3 hours. These sessions seemed to let Sheila unload her worries, giving her a sounding board, and giving her the energy to face what was happening in the family. Most importantly, the mentoring gave her the confidence to tackle the ongoing issues with her son. Sheila and Kate talked through strategies and parenting techniques to allow Sheila to take back some of the control she felt she had lost in her family, and effectively deal with her son’s behaviour.

“She completely changed my life”

Parent Mentoring Participant

She is now approaching the end of her mentoring with Kate, and while both are sorry that mentoring is ending, they can both see how far Sheila has come in taking control of family issues, rebuilding her relationship with her son, setting boundaries with others in her family, and accessing other support services.





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PARENTING & FAMILY SUPPORT

PARENTING & FAMILY SUPPORT

“[It’s] a lot calmer in the house and when there is trouble and things start going out of control it’s very easy to bring things back down. I’ve learnt to walk away and not stand there fighting and answering back. He started getting confused. He didn’t know what was going on. But when I explained to him when he was calm. He understood and that’s what we’ll keep doing.”

Parent on Non-Violent Resistance course

Le Chéile has a range of parenting and family support initiatives to support parents and families of young people who offend.

PARENTING PROGRAMMES

Le Chéile provides a range of parenting programmes and can link parents to suitable parenting programmes available locally such as Parents Plus, Strengthening Families Programme, and the Non-Violent Resistance parenting programme.

Non Violent Resistance (NVR)

The Non-Violent Resistance parenting programme is for parents experiencing child-to-parent violence. The programme was adapted in Ireland by Le Chéile for groups. In 2015 Le Chéile co-facilitated two programmes in Limerick and Cork with the Probation Service.

“First thing I have noticed [after attending the NVR group] is that it’s a happier home. The aggression is gone. Well not gone 100% but you’re not walking into a landmine every time you walk in the door. Or afraid. I’m not walking on egg shells anymore. If I say no I mean no and that’s it. I’m after taking control back in the house. I have a firm grip on the reins at the moment where I didn’t before the course started. I had lost control of the home and my kids. They were telling me what to do. I’m living my life again.... Before I used to wake up and think oh no not another day. I don’t have that feeling anymore.”

Parent on Non-Violent Resistance course

Le Chéile presented our NVR programme to a Child to Parent Violence seminar in Cork City Hall. The seminar was aimed at professionals supporting families who may be experiencing this issue, and shared approaches on how to address this issue.

“What changed in my house is that my son doesn’t come in and roar and shout at me saying I want this and I want that. Now he just asks me. If I have it I’ll give it to him and if I don’t I can’t and as soon as he goes to get angry I say “I’m going to phone nana” and he says “alright mam I’ll go for a walk” and that’s what he’s being doing.”

Parent on Non-Violent Resistance course

Restorative Practices Approach to Parenting

With many of Le Chéile parent mentees’ having older children (6-19 year olds) Le Chéile’s South East region facilitated a ‘Restorative Practices Approach to Parenting’ course. This programme was designed to suit parents of older teens. With 8 participants, the group benefited from a mix of theory and practical exercises giving them the opportunity to practice new skills and parenting techniques.

FAMILY SUPPORT INTERVENTIONS

Family Support Interventions are designed to supplement mentoring sessions. They are tailored supports designed for each individual family’s need and include other family members beyond the mentee. Family support interventions aim to improve communications within the family and promote the importance of family relationships. Examples might include family mediation or a family meal or outing.

STRENGTHENING FAMILIES PROGRAMME

Le Chéile coordinates and funds Strengthening Families Programme (SFP) on behalf of the Probation Service, providing support and advice to local steering committees. SFP is a 14 week long evidence-based whole family skills training programme, designed to work with ‘high stress’ families including families with drug and alcohol issues.

Programmes Funded in 2015

Le Chéile funded 7 programmes in 2015, with 56 families taking part giving a total of 125 participants graduating from the programme.

Programmes funded were:

- ✓ Limerick
- ✓ Drogheda
- ✓ Dundalk
- ✓ Meath
- ✓ Tallaght
- ✓ Kildare
- ✓ Limerick (Moyross)

Launch of the Strengthening Families Programme Support Manual

Having begun work in 2013 and 2014, the SFP Site Co-ordinator Manual and the Site Co-ordinator Support Workshop were launched in 2015. Le Chéile has been very involved in the development of these initiatives which support quality and consistency in programme delivery. The manual provides a comprehensive guide for site co-ordinators delivering the SFP programme.



Two Site Co-ordinators Workshops were run during the year with 13 individuals participating in the workshop, with positive feedback from participants.

SFP Facilitator Training

Le Chéile and the Probation Service facilitated an SFP Facilitator Training in July in Macroom, Cork. The two day training was completed by 21 participants from various statutory, community and voluntary agencies across Cork and Kerry.



National Council for SFP Ireland.

Le Chéile is an active member of the National Council for SFP. The National Council is the national representative body of multi-agency SFP Site Coordinators and professionals aiming to foster and develop SFP expertise in Ireland, and promote best practice and common quality standards.



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RESTORATIVE JUSTICE

RESTORATIVE JUSTICE

Restorative Justice works with people who have been affected by crime (offenders, victims, families and communities) to repair the harm caused and to repair relationships. Le Chéile uses a number of different approaches which are tailor-made to the needs of the young person and victims, including:

- ✓ Victim Empathy Programme
- ✓ Reparation
- ✓ Victim / Offender Mediation
- ✓ Victim Impact Panels
- ✓ Restorative Conference

The Restorative Justice Project in Limerick, which is funded by the Probation Service and Limerick City and County Council, worked with 21 young people in 2015.

'BUILDING BRIDGES' RESTORATIVE JUSTICE EVALUATION

Le Chéile's Restorative Justice Project was externally evaluated in 2015 and the resulting report 'Building Bridges' found it to have significant benefits for victims, young people, families and communities. A Social Return on Investment (SROI) analysis was also carried out and the project was found to have a SROI of €2.92 for every €1 invested. The report on the project received widespread coverage in the Limerick media.



Martin Quigley and Agnieszka Martynowicz of Quality Matters



'TEAS IT OUT TOGETHER'

In November 2015, Le Chéile and Southill Area Centre hosted a coffee morning for local residents in Southill, dedicated to 'Tea, Talk and Time to Think' about the benefits of restorative justice in Southill and Limerick. The first morning was held to celebrate Restorative Justice Week, but has become a regular event due to its success. The mornings aim to give local residents

a chance to learn more about RJ, and are an opportunity to showcase the work being done in the Southill community using restorative practices as a new and better way to work together to promote positive change.

IIRP CERTIFICATION FOR STAFF AND VOLUNTEERS.

Restorative Practice was promoted in both our RJ project and Mentoring services in 2015 with some mentors in the South East achieving International Institute of Restorative Practices (IIRP) certification as Restorative Practices Facilitators. Restorative Justice Project Worker Leanne Keeley completed the IIRP's Train the Trainer training, an intensive 5 day training programme, and is now accredited to deliver Restorative Practices training to facilitators.



RESTORATIVE JUSTICE CASE STUDY

Sean, 17

Sean was referred to Le Chéile due to his numerous offences such as theft and driving without insurance. Sean was very vulnerable and his family worried that he was 'easily led by friends.' It was recommended that Sean complete a 'Victim Empathy Programme,' which would raise awareness of his actions and consequences, as well as raising his self-esteem to prevent further offending.

Sean attended 9 sessions of the programme and his attendance and engagement was excellent throughout the programme. During the programme, Sean completed exercises including "Thinking about my crime," and "Why people do the right thing." Sean said, "I learned new things and I got to think a lot about how things affect people that was hard."

"I could see a person change from doing wrong things to the right things."

Sean felt genuinely shameful for what he had done, and wanted to do something for his victims so that they would know he was sorry. At a review with his Probation Officer, it was decided that Reparation would be the most beneficial avenue for all parties concerned. Sean decided to make flower boxes for the victims. It was a meaningful piece of work as it took Sean's commitment and skills, as well as allowing him the time to reflect on his actions and the effect they may have had on his victims. Through the Garda Victim Liaison Officer, the victims were delighted to receive the woodwork pieces, accompanied by a letter of apology from Sean explaining his actions and apologising for his behaviour. The victim stated "I wish the young person well and I'm glad he's staying out of trouble. It's nice to get something back."

Sean did not reoffend during or after completing the RJ programme, and described his experience as "I could see a person change from doing wrong things to the right things. I got to think about how things affect people."





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VOLUNTEERING

VOLUNTEERING

“Le Chéile recognises and supports its volunteers better than any other organisation I have worked. I think this is evident by the enthusiasm and commitment it receives from its volunteers”

Feedback from Volunteer Survey

Volunteers are a key part of Le Chéile’s approach to working with young people who offend. Our services are provided by Le Chéile mentors – volunteers drawn from communities across the country - who work one to one with young people or parents. Our mentors bring life experience, skills and a wholehearted belief in the capacity of young people to change.

The young people and parents with whom we work tell us that it makes a difference that the mentors are volunteers and give their time and effort on a voluntary basis. Involving local communities in working with young people who offend helps build a more inclusive and safer society.

Le Chéile has developed a thorough recruitment selection process and induction training programme for all mentors. As Le Chéile continues to expand our service provision, the number of mentors required by the service will continue to increase.

Recruitment took place in 6 regions, and in 2015 nearly 180 volunteers worked with Le Chéile.



ONGOING VOLUNTEER DEVELOPMENT

Le Chéile is committed to supporting our volunteers and to upskill them throughout their time volunteering with Le Chéile.

Examples of trainings provided in 2015 included:

- ✓ Understanding Addiction: working with young people and parents affected
- ✓ Coaching Skills for Mentoring
- ✓ Empowering Youth Programme training
- ✓ Family Dynamics and Emotional Well-Being
- ✓ Supporting Youth People with Bereavement and Loss
- ✓ Restorative Parenting



NATIONAL VOLUNTEER COMMITTEE

Le Chéile's National Volunteer Committee was established so volunteers could contribute to the decision-making process in Le Chéile. It provides a forum for discussion and an opportunity to share views and opinions with the organisation. It is an important way for Le Chéile to involve our volunteers in strategic decisions. The committee met 3 times in 2015, contributing to the design of the National Volunteer Survey, the volunteer recruitment strategy, and Communications plan.

NATIONAL VOLUNTEER SURVEY

"...my time with Le Chéile has been an incredible experience. I cannot speak highly enough about organisation and in particular my Coordinator. I believe I have received so much more than I have ever given of myself and for that I am very grateful."

Feedback from Volunteer Survey

The annual National Volunteer Survey forms part of Le Chéile's commitment to ensuring that all our volunteers feel heard supported and recognised in the work that they do with young people and parents.

The results were overwhelming positive and we're delighted to have maintained this high standard from previous years.

2015 SURVEY RESULTS

97%	Experience of induction training (answers of 'Very Good' or 'Excellent')
92%	Experience of ongoing training (answers of 'Very Good' or 'Excellent')
81%	Matched since volunteering
98%	Overall support from co-ordinator (answers of 'Very Good' or 'Excellent')
94%	Overall experience of volunteering (answers of 'Very Good' or 'Excellent')
43%	Volunteering over 1 year
57%	volunteering over 2 years

"Le Chéile is a fantastic organisation and very hands on with the volunteers and the mentors I found the experience very rewarding, sometimes very challenging and at all times I felt happy that I was doing something to 'give back' to my community."

Feedback from Volunteer Survey





ANNUAL REPORT **2015**

OTHER DEVELOPMENTS

LE CHÉILE IN THE MEDIA

Le Chéile's 'Inspiring Change, Transforming Lives' strategy launch received national coverage in the Irish Examiner, and Le Chéile CEO Anne Conroy, Mentor Sinead and Mentee 'Jade' were interviewed by RTÉ's Radio 1 Show Drivetime.

Le Chéile received widespread coverage in the Limerick media for the launch of 'Building Bridges,' the evaluation of our Limerick Restorative Justice Project.

Southern Regional Manager Mary Henihan also appeared on Newstalk FM with Dil Wickremasinghe, talking about the work we do through volunteer-led mentoring, as well as the recent Restorative Justice evaluation.

Our mentoring services were well represented on local media, with volunteers and staff interviewed by regional radio stations such as Kildare's KFM, Cork's RedFM, and Limerick's Live 95FM.

ADVOCACY AND PRESENTATIONS

ENGAGEMENT WITH YOUNG PEOPLE CONFERENCE

The effectiveness of mentoring as a response to youth offending was presented at the 2nd Annual Irish Criminal Justice Agencies Conference, 'Engagement with Young People' in Dublin Castle.

A former Le Chéile participant gave a powerful speech to the conference about her experience of the care system, probation and mentoring. She appealed for earlier interventions and for mentoring to be available to more young people.



Le Chéile ran two workshops at the conference. The first workshop looked at the evaluation of our Restorative Justice project in Limerick, and the second focused on the effectiveness of mentoring in engaging young people who repeatedly offend.

The conference was a collaboration of the Department of Justice and Equality, the Department of Children and Youth Affairs (DCYA), An Garda Síochána, the Probation Service, the Irish Prison Service and the Association for Criminal Justice Research and Development (ACJRD).

INTEGRATED RESTORATIVE JUSTICE MODELS FOR VICTIMS AND YOUTH (Yo.Vi)

The Probation Service and Le Chéile participated in a European Commission funded project on Integrated Restorative Justice Models for Victims and Youth (Yo.Vi)

The Department of Juvenile Justice in the Italian Ministry of Justice is leading this project with involvement from 6 other EU member states. Through a series of research activities and seminars, the project identifies and learns from existing good practices within restorative justice models and victim specific services, creating a multi level network of stakeholders. Le Chéile and the Probation Service presented to an international conference in April 2015 on the Irish strategy to implement the provisions of new EU Directive on Victims.

ENGAGEMENT AND INCLUSION: THE IIRP EUROPE CONFERENCE

Le Chéile presented to representatives from 23 countries in June 2015, at the International Institute of Restorative Practices (IIRP) first ever Europe Conference, sharing their work in providing mentoring and family support to young people who offend, and where Restorative Justice sits in our juvenile justice work. The presentation focused on the results of the 'Building Bridges' evaluation and the impact restorative justice can have for victims, offenders, families and communities.

RESTORATIVE CONNECTIONS SEMINAR

Youth Justice Agencies from the north and south of Ireland came together in Dundalk, to promote Restorative Justice as an effective intervention for young people who come into conflict with the law. Le Chéile presented on 'Building Bridges, the findings of the evaluation of our Restorative Justice Project. Le Chéile also presented on the work the RJ project does with young people.

The seminar showed a firm multi-agency commitment to RJ as a way forward for youth justice and opportunity for practitioners to come and share their experiences of using RJ in practice.



GARDA JUVENILE LIAISON OFFICER CONFERENCE

Le Chéile attended the National Garda Juvenile Liaison Officer Conference in Athlone. The training conference was attended by 115 JLOs, with invited guests from organisations such as Irish Youth Justice Service, and the Police Service of Northern Ireland. Le Chéile hosted a stand with information on our mentoring, family support and restorative justice services.

LOVEPARENTING.IE

Le Cheile's Alan Quinn also contributed articles to the new parenting website LoveParenting.ie on topics such as 'Responding to Challenging Behaviour' and 'Communicating With Your Teen.'



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FUNDING

FUNDING

Le Chéile is funded by the Irish Youth Justice Service through the Probation Service, as part of Ireland's European Structural and Investment Funds Programme 2014-2020, which is co-funded by the Irish Government and the European Union.

Our Restorative Justice Project receives funding from the Probation Service and Limerick City and County Council.

This year Le Chéile also received funding and grants from the Commission for the Support of Victims of Crime, HSE Lottery Grants, the Loreto Foundation Fund, and the JP McManus Benevolent Fund.



EUROPEAN UNION

Investing in your future
European Social Fund



Irish Youth Justice Service
Seirbhís na hÉireann um Cheartas i leith an Aosa Óig



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AUDIT AND DIRECTOR'S REPORT

AUDIT AND DIRECTOR'S REPORT

LE CHEILE MENTORING PROJECT LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2015

	Ap	Unrestricted Funds €	Restricted Funds €	2015 Total Funds €	2014 Total Funds €
Incoming Resources					
<i>Incoming resources from Generated Funds</i>					
Voluntary Income					
Support in Kind		-	-	-	-
<i>Incoming Resources from Charitable Activities</i>					
Government, Institutional funding and other grants		-	1,186,589	1,186,589	1,186,589
Investment Income		23	-	23	50
Total Incoming Resources	I	23	1,186,589	1,186,612	1,259,305
Resources Expended					
<i>Charitable Activities</i>					
Total Costs		-	1,174,058	1,174,058	1,253,276
Support in Kind		-	-	-	-
Total Resources Expended	I	-	1,174,058	1,174,058	1,253,276
Net Incoming (Outgoing) Expenses		23	12,531	12,554	6,029
Total Funds Brought Forward		11,329	78,711	90,040	84,011
Transfer between funds		3,456	(3,456)	-	-
Total Funds Carried Forward		14,808	87,786	102,594	90,040

LE CHEILE MENTORING PROJECT LIMITED
BALANCE SHEET
AS AT 31 DECEMBER 2015

	Notes	2015 €	€	2014 As Restated €	€
Current Assets					
Debtors	14	21,040		16,063	
Cash at bank and in hand		211,853		166,074	-
		232,893		182,137	
Creditors: amounts falling due within one year	15	(130,299)		(92,097)	
Net Current Assets			(102,594)		(90,040)
Net Assets			102,594		90,040
The Funds of the Charity					
Unrestricted reserves	16		14,808		11,329
Restricted reserves	16		87,786		78,711
Total Charity Funds	16		102,594		90,040



ANNUAL REPORT **2015**

BOARD MEMBERS & STAFF

BOARD OF MANAGEMENT 2015

Denise MacDermott	Chairperson (until July 2015, continued as Board member until end of 2015)
Margaret O'Connor	Chairperson (from July 2015)
Louise Callaghan	Company Secretary
Ursula Fernée	Member (until Sept 2015)
Isaac Boss	Vice Chairperson
Anna Connolly	Member
Darina Sexton	Member
Brian Santry	Member
Margaret Rogers	Member
Sarah Barrow	Member

LE CHÉILE STAFF 2015

Anne Conroy	CEO
Claudio Marmo	Accounts & Corporate Services Manager
Julia Alexander	East Regional Manager
Mary Henihan	South Regional Manger
Ingrid Cooney	Dublin North Mentor Co-ordinator
Claire Carroll	Dublin South Mentor Co-ordinator
Marie Vanasova	Dublin South Mentor Co-ordinator
Fidelma Connolly	Cork South & West Mentor Co-ordinator
Lorraine O'Donovan	Cork North & East Mentor Co-ordinator
Alan Quinn	Limerick Mentor Co-ordinator
Heather Sinnott	South East Mentor Co-ordinator
Helen McCarthy	Midlands Mentor Co-ordinator
Lyndsey McCabe	North East Mentor Co-ordinator
Leanne Keely	Restorative Justice Project Worker
Mary Davis	Policy & Communications Officer
Izabela Lodziewska	Accounts Assistant

All names in case studies and some details have been changed to protect identities.

IN THEIR OWN WORDS

Adam worked with Le Cheile in 2015. As part of his work with the project, he came up with a rap about his experience:

My name is Adam, it ain't all hunky dorey.

Let me tell you my life story.

Back in the day, I used to carry a knife,
but Le Cheile project changed my life.

At the start of the programme
I thought it was slow but a few weeks in,
the work started to show.

I didn't snap when I got annoyed,
I could walk around without feeling paranoid.
Lets take it back to when the trouble started,
squad cars arrived, so that's when we darted,
broken glass everywhere,

I had smashed it all up coz I just didn't care,
had a row with me ma and got wild with anger,
and threw bricks at the window like a stupid langer.

The guards were alright and said we'd talk in the morning
but I knew this time I'd get more than a warning.

Charged and arrested, now I'm up in court
I wish life was different, more school and sports,
less drugs, less agro and no confrontation,
no court appearance and no probation,
no guilt inside me, but that didn't last
felt upset at my actions,
couldn't hide it with hash.

But at the right time along came my saviour
the girls from Le Cheile who changed my behaviour

Le Chéile Mentoring & Youth

Justice Support Services
Tivoli Training Centre
24 Tivoli Terrace South
Dún Laoghaire
Co. Dublin

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www.lecheile.ie

Le Chéile is funded by:



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Irish Youth Justice Service
Seirbhís na hÍdeanna, um Chosaintas | With an Aosa Óg