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## FACING THE YOUTH CHALLENGE

by Tony Murphy, Chief Executive, NYF

*It is 13 years since the Costello Report was published. Even today it stands as the best reference document for the development of a comprehensive Local Youth Service throughout Ireland. The projected cost at the time was £20 million (approx). So where have we got to?*

*Currently no legislative base for the sector is in operation (notwithstanding the achievement of Mr. Bernard Allen TD in placing the Youth Work Bill 1997 on the statute books). Funding from the Department of Education has peaked at £12m (approx) with a less than comprehensive service being offered countrywide. There is no policy development and/or an evaluation/assessment unit in existence. The first National Youth Work Advisory Committee met for 45 minutes on June 24, 1997: statutory and voluntary personnel in the one room for an inaugural meeting with the potential of developing a very dynamic agenda for the future - albeit that everyone present could not have been aware of the political sands sifting through the hourglass.*

*The Youth Sector plays a crucial role in supporting the personal, social, vocational, religious and political development of young people. In some instances the sector acts as the safety net through which a considerable number of 'less advantaged' young people do not fall - the formal education system having failed them at that point. The Youth Sector deserves recognition as the primary deliverer of non-formal educational supports to young people. Though extremely proud of our work we must admit that the tip of the youth population iceberg is still only being serviced. In addition, less time could be spent by voluntary agencies watching each other and initiatives within the statutory sector. Competing for the same limited purse wastes resources. In short, potential adult volunteers and full-time staff will only enter and remain within the sector if it is attractive, if effective supports, career structures and the appropriate level of funding is channelled in such a way that the players within the sector are working in partnership with each other and with like minded external agencies.*

*The Minister of State for Youth Mr. Willie O'Dea has a very challenging brief ahead of him. Youth Work services and adult education within the experience of voluntary organisations are inextricably linked. Both are dynamic areas for development within non-formal education; the increase in demand for adult education is unprecedented as is the need to train and support adults to respond to young people's empowerment and development given the pressures that everyone experiences on a day to day basis on the home-turf.*

*The time is right for leadership. Leadership will demand change. Change will require generosity of human and financial resources. Voluntary organisations are quite adept at being flexible and responding to changing circumstances. Working in partnership together and collaborating within the broad youth, adult and community development sectors, along with statutory agencies, can certainly be achieved on the basis that the terms by which we work are jointly agreed. Leadership can be shared by the voluntary and statutory sectors provided the Minister sets development and funding priorities for youth service and adult education within a broader national agenda. A legislative base for a comprehensive local and national youth service is certainly one of the pre-requisites for moving back to the future as the Costello proposals still await implementation. We look forward to leadership, partnership and change developing within and across the relevant sectors. Shifting political sands is no excuse for failing to make worthwhile progress - thirteen years later.*

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*Production Editor: Fran Bissett*

*Contributors: Fran Bissett, Ed Carroll, Jim Giblin, Louise Hurley, Tony Murphy, Kieran Rose*

*Layout: Bríd Horan*

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### IRISH YOUTHWORX SCENE

20 Lr Dominick Street, Dublin 1.  
Tel: 01 8729933 / Fax: 01 8724183

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# Gay Youth and HIV Prevention

by Kieran Rose

## Introduction

*"I was ostracised by' the majority of my family and forced to leave home because of their fear that my sexuality might lead to HIV infection"*

*"I was constantly harassed by students In secondary school (at one point attacked). I was also harassed by teaching staff." (GLEN/Nexus, 1995)*

These experiences of rejection and harassment are dramatic but not unique to those two young gay people and are a crucial barrier to HIV prevention work. Unfortunately, the well documented needs of gay youth in general and in terms of HIV prevention have been more or less ignored by mainstream youth services. This lack of progress is difficult to explain given the fact that there has been a radical transformation in the public policy in recent years, and in particular with the 1993 law reform which established the equal rights of gay youth. In the absence of outside support and sometimes in the face of strong opposition the gay community and gay youth themselves have tried to respond to the needs of young gay people. However, gay community services available for young people are under-resourced, overwhelmed and confined to the major urban centres. With more and more young people coming out and at a younger age, these services will be increasingly under pressure. More positively, it should be stressed that there is a range of practical initiatives that could be taken in the short-term that would benefit gay youth and enhance mainstream youth services. The clear demand for effective HIV prevention work for young gay men makes the need for such progress all the more urgent.

## HIV Prevention

There is significant evidence that young gay men continue to be at high risk of HIV transmission and so there is an urgent need for a concerted programme of action to support gay youth and to provide a positive environment for HIV prevention work. One vital aspect of HIV prevention is information and advice on safer sex practices. However, as is clear from every other area of health promotion, information by itself is not sufficient to enable people to stop smoking let alone adopt and sustain safer sex practices. Disadvantaged young gay men and those "at risk" face great barriers in terms of health promotion and HIV prevention and this is an issue which must be addressed by youth services dealing with disadvantaged youth.

It is now generally recognised that measures to promote the self-esteem of gay men and their integration into the gay community are vital to effective HIV prevention work. If a young gay man feels bad about himself and his sexuality, he may feel that his health is not worth protecting. or he may not be assertive enough in negotiating safer sex. For those who strongly deny or fear their sexuality, it may

be impossible to even hear safer sex information let alone practice it. Evidence shows that gay men who are integrated into the gay community, who can benefit from formal and informal support networks, are more likely to adopt and sustain safer sex practices. In this sense mainstream youth

services have a major HIV prevention role in terms of providing a safe and affirming context for young gay men to empower themselves, to value their health and sexuality and to construct the necessary gay friendship and other social support networks. This is the approach adopted in the Department of Health funded study, *HIV Prevention Strategies and the Gay Community* The project, *Gay HIV Strategies*, developed from this report and is funded by the Department of Health. The objective is to facilitate new programmes, resources and linkages for effective HIV prevention work for gay men by working in partnership with health boards and other agencies such as youth services.

## Disadvantage

The Combat Poverty study, *Poverty, Lesbians and Gay Men; The Economic and Social Effects of Discrimination* (GLEN/Nexus,1995) documents the problems that young gay people experience. It is a comprehensive and detailed study which focuses not just on income adequacy, but also on how discrimination affects peoples lives in terms of their relationship with family and friends, education and training, employment, access to resources, health, harassment and violence and emigration. A "victim" approach was avoided and the study examined the various ways that gay people cope with, avoid or resist discrimination by, for example, developing formal and informal gay support networks. The report makes forty five recommendations including a proposal that mainstream youth services should develop programmes to deal with the specific needs of young lesbians and gay men. It also recommended that existing groups for gay youth should be resourced and others developed where none currently exist. The report is essential for any understanding of or response to the needs of gay youth in terms of HIV prevention and other issues. Some of the findings are as follows:

- Almost half of respondents became aware of their sexuality before the age of fifteen when they were particularly vulnerable and dependent, especially in economic terms.
- Almost one-third of respondents were homeless at some stages in their lives, this proportion doubled for those defined to be living in poverty. A "particularly disturbing" finding according to the Combat Poverty Agency.
- Over half of those surveyed experienced problems at school because of their being gay and thirteen respondents left school earlier than anticipated as a result.
- A quarter of respondents had been punched, beaten, hit or kicked because they were assumed to be gay. The study also documented encouraging realities, for example, almost all of those respondents who had come out to family

members reported that it had improved their lives "considerably" or "in some ways".

### Barriers and Accessibility

Study after study, including the Combat Poverty study, has shown that harassment and discrimination place great barriers to gay people accessing a range of services including youth services. One of the greatest initial barriers for many young gay people is the perception that they will not be welcomed. Some will avoid services altogether, as one study put it:

*"Believing that they must hide their sexual orientation in order to receive help... some decide that the cost is too great and, as they have done with so many other difficulties in their lives, choose to carry on by themselves"* (Simpson, 1994).

Not surprisingly, isolation is a major problem for many young gay people. Other gay youth will react by trying to conceal their sexuality, which can result in great stress and hinder their personal and social development. It can also mean that young gay people will not report harassment or other problems to, for example, a youth worker because this might mean having to come out and risk further rejection. The result is that youth services can be genuinely unaware that there are considerable numbers of young gay people in their target group and that there are particular gay issues that require a response. The "invisibility" of gay youth and the hidden nature of gay youth issues mean that the problem (of discrimination) can be ignored and so no remedial or gay positive action is taken.

*Opening Doors*, a study by Central Toronto Youth Services, makes a series of excellent suggestions to break the negative cycle of invisibility. They describe their recommendations as the four Ps; public profile, policies and procedures, professional development, and programme development. One of the "simplest and most effective ways" of conveying a message of welcome and acceptance to gay youth is through the public profile the agency presents including agency brochures, gay positive posters and literature and outreach work (Simpson, 1994:33). For example, agency brochures could state that lesbians and gay men will be welcomed (not just tolerated). Reception areas could have gay positive posters or leaflets. The initiatives of the Waterford Regional Youth Service in stocking *Gay Community News* and including young gay people in its needs assessment *Seen and Heard* are excellent models.

Any negative reactions from staff or other clients to creating a gay positive environment can be used as an opportunity for raising awareness. Homophobia in a youth service setting must be challenged because it is destructive of the health and potential of young gay people. Indeed homophobia also has a maiming affect on those beset by such an irrational fear or hatred of gay people. One youth worker described it as a reflection of how frightening it is for young men, heterosexual or homosexual, to explore their sexuality and how little support there is to help them through this developmental process.

Finally, agencies could engage in outreach work into the gay community by, for example, linking up with gay

organisations and placing advertisements or articles in *GCN*. Non-judgemental, if not gay affirming information is vital for young gay people, youth workers and others and it is most encouraging that the Irish YouthWork Centre and the Youth Information Resource Unit are taking initiatives in this regard.

### Recommendations

- There is an urgent need and potential for significant improvements in terms of; making general youth services more accessible and appropriate to gay youth, resourcing gay youth groups which currently receive almost no outside support, and developing a dialogue between mainstream youth services and the gay/lesbian community.
- Youth services should contribute to HIV prevention efforts, by developing a gay friendly service, by promoting the self-esteem of young gay men, by supporting them in their coming-out process and developing links with the gay community, and by resourcing gay youth groups.
- A number of pilot projects should be established to identify the role of both mainstream youth services and gay youth groups in responding to the urgent needs of gay youth
- Mainstream youth services should examine the barriers to equitable and accessible services for gay youth and, in Consultation with the gay/lesbian community, should develop equal opportunity policies and programmes to ensure that services are accessible and appropriate to gay/lesbian youth.
- Local youth services should develop links with gay and lesbian community organisations to identify areas of potential co-operation and immediate action.
- An equal opportunities policy and programme of action should be developed in consultation with the gay/lesbian Community to ensure that youth services respond to the needs of gay youth with a particular focus on disadvantage.
- An equal opportunities policy should also provide protection against discrimination and harassment for gay youth workers. Training for youth workers should include a module on gay/lesbian issues and the need for anti-discrimination action.
- There is an immediate need for information and education material, a booklet, leaflet, poster, information pack etc., which would be accessible to gay youth, youth workers and others.

*Kieran Rose is Project Director of Gay HIV Strategies and a member of the National AIDS Strategy Committee. A Resource List on these Issues is available from the Irish Youth Work Centre, or from Gay HIV Strategies, Fumbally Court, Fumbally Lane, Dublin 8. Tel. 4730599. Fax. 4730597 e-mail ghs~nexus.ie*

# Zero Tolerance - An Adequate Crime Policy?

By Jim Giblin

The new Minister For Justice, Equality & Law Reform John O'Donoghue has confirmed the Government's commitment to a 'zero tolerance' policy on crime which formed a central plank of Fianna Fáil's election campaign. This policy will govern greatly any new measures and legislation introduced in response to both crime and the drugs problem which will have direct relevance to the work of many in the youth & community sector. The following article takes a critical look at 'zero tolerance'.

According to all the polls assessing what voters thought, the number one issue in the recent election was crime. Yet there was little or no debate on the issue. Why? To answer this question we need to understand both the underlying causes and the political economy of crime in this country. At a surface level the non-debate on crime occurred because Fianna Fáil and the Progressive Democrats offered the slogan of Zero Tolerance as a radical new policy and the Rainbow coalition feared challenging the policy slogan in case it would be a vote loser for them. In retrospect the success of Fianna Fáil in Dublin and Cork is also being read as an endorsement of their get-tough-on-crime approach as both cities show the highest levels of crime in the country.

The recent intense concern about crime is understandable when we look at the crime statistics. Indictable crime in this country, 98% of which is either larcenies or burglaries, rose steadily during the 1970s to a peak in the early 1980s. The first half of the 1980s was a period which corresponded with the first drugs crisis. Crime dropped somewhat in the period from 1986-1990 but still remained at a much higher level than in the 1970s. In the early 1990s however indictable crime has risen again to the levels of the early 1980s and lo and behold we are in the midst of our second drugs crisis. It is interesting to note that crime levels now are not much above their peak in the early 1980s. It is also true that Ireland still has a very low overall crime rate in comparison with other countries in Europe. This does not give grounds for the least complacency, however. For one thing all crime is injurious to others and therefore unacceptable. The high level of burglaries and larcenies victimises a large proportion of the population. Furthermore, there was intense concern about crime in the early 1980s just as there is now. Moreover there are worrying new crime figures such as: the large increase in sexual offences from just above 300 per year on average between 1981-1990 to 850 in 1995. (1); the increase in homicides especially in the past couple of years; more generally the steady rise in serious crime reflected in the increase in the number of prison sentences of 2 years to life from just 30 in 1970 to 550 in 1995. The support for Zero tolerance is unsurprising as an immediate reaction to the problem. What is more curious is the lack of real debate about whether Zero Tolerance is the only or best strategy to tackle crime and the lack of any coherent presentation of other options.

## THE AMBIGUOUS CAUSES OF CRIME

In seeking to understand the crime figures we suggest that it is important to distinguish between two sets of causes. First, there are underlying changes in Irish society which are leading to a rising level of crime. These explain the trend increase in crime over the 1970s. They are changes which we share in common with other western

democracies. Then there are the interlinked social evils of drug addiction and urban areas deprived of opportunity through concentrated long term unemployment and poverty. A list of some of the underlying changes in Irish society which probable have some impact on crime are:

- changing sense of family and increase in family breakdown;
- the increase in easily robbed valuable items available in a consumer society;
- profound cultural shift from the "absolute experience of authority" in the 1950s to the "absolute authority of experience" in the 1990s;
- the consequent crisis in authority roles affecting teachers, parents, police, politicians, religious leaders, and the stumbling search for new models of teaching, parenting, policing, governing, ministering;
- the fragmentation of communities;
- the loss of a sense of adherence to a religiously based moral code;

The recent Department of Justice Discussion Paper entitled *Tackling Crime* aptly quoted former Garda Commissioner, Patrick Culligan on these underlying causes.

*"In what passes for public discussion on criminal justice matters there is very little consideration given to how society has changed over the years. If we are serious about doing something about it we must address the changes which have taken place in society and which have contributed immeasurably to the problems."*

One of the changes cited by Culligan as contributing to increasing crime is the reduction of prison sentences by temporary release. Yet this is an instance of the failure of the Irish state to develop any comprehensive system of alternative sanctions to prison. We continue massively to overuse prison as a sanction for less serious offences and this contributes much to the flow of temporary releases. (iii) So the crisis in the containment institution is in part at least due to the failure to develop a long overdue more beneficial alternative. This acknowledged by the Department in its stress on developing alternatives to custody. (iv) In relation to the fragmentation of centre-city communities and their dispersal to new housing estates, that dispersal in itself was due to the severe crisis in centre-city slums. The problem lay not in the provision of well built houses in new estates. Instead it lay in the creation of new ghettos because house building was not followed up with investment in facilities and community building which could have ensured that these new estates did not become ghettos.

## The Social Evils which boost Crime

This leads us to the two other interlinked social evils present in Irish society since the early 1980s which without doubt have significantly contributed to the rise in crime, namely the rise in long term unemployment and the drugs problem. The fluctuations in the long term unemployment figures give a good indicator of the state of opportunities facing poorer areas in our cities and towns. The early 1980s saw the share of the labour force who were long term unemployed rise from about 2% in 1979, to a peak level of nearly 8% in 1987. All during this time opportunities were evaporating especially for 'unskilled' males in poor areas. Then in the latter years of the 1980s opportunities improved somewhat and this percentage fell to about 6% by 1992. However it rose again subsequently to about 7% in 1993. It has now begun to fall slowly again

It would be totally untrue to suggest that the long term unemployed as a group are responsible for crime. Rather the point is that excluding entire communities from any chance to participate meaningfully in society will inevitably lead to an increasing number (even if still a small minority) resorting to crime. The destruction of working class male roles (and persons) through long term unemployment has significantly destabilised family life in poorer areas. Furthermore, from a narrow economic perspective some robbery can be viewed as a kind of taxation exacted by those who are excluded in society on those who are included. This is no justification for crime, instead it indicates that tackling crime must address its root causes. The connected social evil of the heroin centred drug culture is an evident cause of crime. Some suggest that as much as 70% of all crime is drug related. The correlation between the two drugs crises and the peaks in crime in the early 1980s and early 1990s suggests a strong link. Evidently the drug culture based around the painkiller heroin is also directly linked to areas in our cities which experience the pain of long run social exclusion. (v) The importance of the underlying casual significance of social deprivation in explaining crime is also reflected in the composition of our prison population as analysed by Dr. Paul O'Mahony in his recent Department of Justice commissioned study *Mountjoy Prisoners: A Sociological & Criminological Profile*. (vi)

Of the sample he interviewed:

- 25% only had ever sat a public exam
- 42% were not brought up by both parents until the age of 16
- 44% had a sibling who had been in prison
- 50% had left school before 15
- 63% had used heroin for an average of seven years
- 65% came from homes with a father who was chronically unemployed or from the lowest socio-economic grouping
- 69% were under 30
- 77% had spent time in St Patrick's Institution
- 88% had been unemployed prior to their committal to prison
- 90% came from families with more than four children
- 94% were in the two lowest economic categories according to their best ever job.

### Social Segregation and the Politics of Crime

The consequences of social segregation has profound political and economic implications in dealing with crime. The impact of social segregation becomes apparent when one asks why for so long was so little investment made in the new housing estates to build up community facilities? And why was the infrastructure of drug treatment not set up adequately after the first drugs crisis in the early 1980s and is only now being implemented? (vii) The answer to these questions is relatively simple. All these changes require resources which have to be financed by taxpayers from the middle and higher income communities. Yet these communities are only half aware of the reality of the problems and thus it is difficult to muster political support for the scale of investment needed. Furthermore those who live with the problems typically do not vote and so their concerns are often left to a series of concerned groups to lobby on their behalf. Now however even prominent business persons such as Michael Smurfit are articulating the need to tackle our two tiered society because of the fear of continuing rising crime, which does directly affect the middle and higher income communities. The critical factors underlying crime, such as long term unemployment and heroin addiction, typically do not affect middle and higher income communities as intensely as poorer ones. However

crime does directly affect them. So although inaction is politically possible on the underlying cause of crime which are allowed to fester for a long time, inaction is not politically possible on rising crime itself especially when it crosses a threshold of tolerance.

This socio-political dynamic presents us with a fundamental 'choice'. On the one hand when we react in an immediate and knee jerk fashion to the experience of increased crime we will tend to favour an approach which only deals effectively with the symptoms of the problem. This approach focuses on the detection-conviction-punishment process. That is a legitimate first reaction of self-defence and it explains why many would favour a Zero-Tolerance approach to crime. On the other hand if we take care to look beyond the immediate experience of crime, into our prisons, and if we ever talk to and get to know offenders, then a different process will seem obvious if we want to reduce crime. This is a process of education-restitution- opportunity provision. Any balanced view will see both these processes as interdependent and vital to an effective crime strategy.

### The Questionable Relevance of Zero Tolerance

Much hope has been placed in the Zero Tolerance approach. We can ask however: what does it mean, and will it work? The kernel of the idea of zero tolerance contains several interconnected elements : intensive policing; the idea that offenders progress from petty to serious offences; and the conviction that every crime must be punished. The policing strategy in New York under Mayor Rudolph Giuliani and Commissioner William Bratton is given as a shining example of the Zero Tolerance approach. It involved a heavy emphasis on arresting people for minor infringements as well as more serious crimes and was accompanied by a sharp decline in the crime figures. It is not at all clear however that it is a relevant example for us. The main difference is that the state of crime and the state of policing were far worse in New York and confined itself to responding to emergency calls alone with a defeatist and demoralised attitude to all other police intervention. Secondly, the level of violent crime, robberies and shootings was extraordinarily high. There were twelve times as many shootings in New York than in London in 1990. By 1995 after the implementation of the Zero Tolerance approach this had fallen to eight times as many. This fall was largely due to a policy of persistent 'stop-frisk-arrest' that reduced the number of hand guns being carried by young men.

Zero Tolerance then seems to be a strategy to dramatically reduce extreme levels of crime and inept policing. It must also be remembered that even though Zero Tolerance appeared to work to reduce crime in New York to half its 1990 level the crime level there is many times higher than the crime level here. Another feature which is significant is that when the Zero Tolerance approach came in some very significant changes had already been implemented in New York which had an impact on reducing crime. Bob Bowling, Institute of Criminology at Cambridge University identifies these as;

*"increased police strength financed by a new tax imposed by the former mayor Dinkins; matching funds for conflict resolution; open all hours "beacon" schools; leadership training; a plethora of other community based crime prevention projects".* He also notes that *"most importantly the crack "epidemic" of the mid to late 1980s had peaked and was waning".*

By the time the Zero Tolerance approach was launched *"much of the drug war had already been won and lost, and murder was on the decline".* Demographic movements have also contributed to the fall in crime.

There have also been indefensible aspects to the Zero Tolerance strategy. Many homeless people in New York

were arrested for vagrancy and given a criminal record thus compounding their difficulties. Indeed the New York police now feel the need to introduce 'be nice' strategy because the general public have become afraid of them and not just the criminals. In contrast "Zero Tolerance" has been implemented quite differently in the United Kingdom. At Kings Cross for example extra police officers were deployed to provide 24 hour high profile foot patrols but this was combined with police working with local charities and the council to help alcoholics and addicts to get treatment and places to stay. This type of intensive community based policing would only be possible on a wide scale here through the injection of significant extra resources.(vii) The kernel of truth in Zero Tolerance is not to be found in aping a New York solution. Instead we suggest that our own experience with Operation Free Flow, the Drink Driving Campaign, and Operation Dóchas, and co-operation between Gardaí and local communities in tackling drug pushing in areas of our cities, illustrate the effectiveness of well targeted intensive policing.

In relation to drug issues this type of policing is at its most effective when it is linked in with the local community. Community links reduce the search costs for the police by giving them good local knowledge. Hence it is necessary for the Gardaí to make community police officers a real priority within the force. It is not enough to bemoan the declining respect for Gardaí in contemporary Irish society. Instead, building on good work done already in many areas, the Gardaí should pro-actively force good relationships with the communities in which they work. Though good things are already happening in this regard more is needed.

In other areas of crime such as traffic and drink driving offence, short, randomly occurring, variable periods of intensive policing would be much more effective than the well signalled periods of intensive Garda attention that we have now. The only good things to be salvaged from the evidence about 'Zero Tolerance' amount to: a resource intensive policing strategy which would comprise random intensive policing of minor offences (not including persecution of the already disadvantaged); accurately targeted and specialised policing of drugs pushers in a no-holds-barred fashion; and targeting of policing of poorer communities through intensive co-operation with the community.

The New York story is relevant also in indicating the range of alternative educative and opportunity-building structures that are perhaps just as effective in reducing crime levels as 'Zero Tolerance' posturing. If one wants an apt and snappy acronym to replace the Zero Tolerance slogan with we suggest **STOP** to stand for:

- Strategic (the stress is on prioritisation in policing);
- Targeted (through specialist units and community links);
- Ongoing (including random concentrated bouts of policing on less serious offences);
- Policing.

### The Ethics of Punishment and Crime

Our argument however is not just about the effectiveness or relevance of Zero Tolerance and an alternative view of effective policing. It is also a disagreement with one dimensional approach to crime which focuses only on detection-conviction-imprisonment. Even the STOP approach is still limited to that dimension. We suggest however, that this approach, when it is not complemented with the education-restitution-opportunity provision approach, is ethically deficient. The figures quoted above that describe our prison population sketch an image of a severely disadvantaged group who have been excluded from the common good that the majority of Irish society take

for granted, i.e. education, health, employment, a stable home. Given their exclusion, how then can we justify ethically a purely punitive approach that will effectively damage them more and reduce further their chances of building lives for themselves? We all would agree no doubt that the punishment should fit the crime. However our legal system also acknowledges that the punishment should fit the offender when it takes into account the circumstances surrounding any given offence and the mental health of offenders. There can be no justice unless both principles are taken into account.

A second very common model of punishment is restorative. It occurs in situations where the offending behaviour has created a situation which is capable of being reversed to some extent. In sport a foul committed to gain an advantage is punished through a free kick, penalty etc. that aims to restore the advantage to the team which has been disadvantaged. If a child breaks a window or does some damage to property parents will often require them to repair the damage done or pay for its repair. Both these models of punishment presuppose a shared common good. Corrective punishment is administered so that children may come to appreciate behaviour in line with the common good that respects others. Restoration also pre-supposes a common good, either that of the equal participation in the game, or the common good acknowledged in willingness to repair damage caused.

This is a third model that is different in that there is no shared common good. An image that Pat Riordan (vii) uses is the "Wild West" where order is imposed on a chaotic conflict-ridden situation through use of brute force by the sheriff. We can call this a retributive model of punishment. It is not just confined to the cinema however. The Cold War was characterised by the lack of a global sense of the common good and stability was maintained between the superpowers through threat of mutual destruction. This image is also apt for a civil conflict situation where the sheer force of security forces is called on to ensure the protection of the parties to the conflict who cannot agree to any shared common good.

It is important to note that all three models are forms of punishment which impose 'costs' on the offender. They all have some deterrent effects. The corrective model reinforces the direct deterrence effect of the sanction with education. The restorative model reinforces the direct deterrence effect with a strengthening of the shared common good. The retributive model of punishment on the other hand relies on pure deterrence through threat of pain and the fear it induces. Where the retribution model is most apt perhaps is in the case of the drugs war or very serious sexual or violent crime. The drugs crisis is perhaps the most extensive undermining of the common good. When someone is on drugs the feelings and fears of other people are secondary to the need to feed one's habit. So burglary and larceny explode. In a very real way then society is 'at war' with the organised criminal network that deals in drugs and profits from it. On the other hand a retributive model is not ethically justifiable for most addicts. Offences committed to get drugs are offences committed with diminished freedom. Addiction itself involves diminished freedom. This does not mean that addicts are not responsible, however it does mean that they need help. So while society must be protected effectively from larceny and burglary it must also provide the resources to allow addicts to get effective treatment. That means local treatment centres, proper organisation and restructuring of the methadone maintenance programme. (x) Surely resources pumped in here will produce a better and more enduring return in crime education than simply doubling the prison spaces?

Another key element that must be addressed in any ethical criminal justice policy is the reality that much white collar crime goes unpunished. White collar crime is by definition crime committed by those who do already participate in common good. If these people can get away lightly with their offences then how can poorer communities accept ever more rigorous policing to catch those offenders who typically have been excluded from this common good from the moment they were born? The Department of Justice discussion paper notes that;

*"there are indications of costs (of "white collar" crime) running to hundreds of millions a year" and " There is a tendency on the part of people who are more educated, articulate or affluent to think of crime as the wrongdoing mainly of those generally in less advantaged situations. There tends to be a certain ambivalence, therefore, in relation to the significance of offences such as drink driving, fraud, tax evasion, and other forms of "white collar" crime. One of the problems about this, of course, is that the ambivalence does not go unnoticed by those who cannot afford cars and are in poorer circumstances, which in turn has the effect of lowering confidence in and respect generally for the law and criminal justice system as a whole."*

(xi) It will be interesting to see if less tolerance for this type of crime will be as big a vote winner as Zero Tolerance for larceny and burglary by drug addicts.

#### **A Positive set of Proposals**

We have already indicated some elements of a positive set of proposals to tackle crime.

As yet however we have not outlined what we mean by an education- restitution- opportunity provision approach to crime reduction. In outlining this approach we start from the Department of Justice's major recommendation on supervised community sanctions as an alternative to prison sentences. *Tackling Crime* notes that supervised community sanctions have many positive advantages over prison sentences. They

- avoid wasteful occupancy of prison spaces,
- ease the necessity for large numbers of early releases,
- help re-integrate offenders into their local community,
- utilise local facilities and resources,
- provide an opportunity for the offender to change their outlook on their behaviour,
- maintain rather than break family and employment ties,
- avoid extended association with other hardened offenders,
- are far less expensive than prison,
- are confirmed by international research to be at least as effective as prison sentences. (xii)

In our view this recommended change in direction within the Irish criminal justice system is very much to be welcomed. It requires that significant resources be channelled into the Probation and Welfare services. The extent of any prison building program should be decided upon only on the assumption that sufficient funds are already being spent to implement a full scale system of supervised and restitutive community sanctions. Otherwise we may well spend all our available resources on prison spaces and continue to over use custodial sentences, filling ever larger prisons. This would be a threefold poor service; poor service to the taxpayer who has to finance these expensive custodial sentences; poor service to the victims because prison does little to either deter or rehabilitate offenders; and poor service to the offenders whose chances in life are further

damaged by custodial sentences thus returning them to the destructive cycle of crime.

In a community sanctions approach we would argue that the stress should be on forms of punishment that are corrective and restorative. The corrective element of sanctions could be treatment for addiction or emotional problems. It could also involve education of the offender by the community so that the offender will learn to take responsibility for the consequences of their actions. There are many well developed programs that have been piloted in many parts of the world which centre around the concept of restorative justice & involve sanctions which restore the hurt and damage cause by the offence such as programs that:

- distribute the confiscated assets of big time drug pushers to fund drug treatment centres or victim support groups,
- mediate between victim and offender so that the offender really sees and feels the damage they have caused so that the victim can come to terms with their own fear, and understand what motivated the offender,
- allow sanctions agreed by the community where the work done provides some useful asset to the community in return for the damage to the community through the committal of the offence,
- organise family group conferences where the offender is 'shamed' by their own extended family or peer group through confrontation with their own behaviour and offered ways in which they make restitution and be re-integrated into the family group.

Even many very serious sexual offenders and violent offenders, whom we all too often class as monsters, can break the cycle of offending if they are given sufficient therapeutic help. The evidence from Grendon therapeutic prison in the UK is striking in this regard. Grendon accepts a mixture of sexual and serious offenders and treats them together in one therapeutic prison community. The evidence from there has been assessed empirically by the Home Office Research & Statistics Directorate and finds that the chances of re-offending were significantly lower for those who went through the Grendon program, especially those who stayed for more than 18 months in the program. (xiii) This approach to punishment of offenders is consistent with the broader need to provide education and opportunity to those in poorer areas that are particularly at risk of getting caught up in crime. A lot of attention is currently being focused, through a variety of programs, on children at risk of dropping out of school. This should also be complemented by programs that can flexibly target children at risk from birth up to their entry into primary school. One such program is the Lifestart programme which is delivered in the home through a system of family visitors. (xiv)

Apart from targeting education, there is also the need to provide opportunities for ex-offenders on completion of their sanction or sentence. In our last issue of Working Notes, Sean Redmond, Director of Pace, outlined some ideas about this. Certainly a job is one of the best deterrents against crime. But the delivery of real education and opportunity will demand an inter-agency approach with strong links to the local community such as that of the Area Based Partnerships. It will also require a planned release program for all offenders with supervision and support when they leave prison to help re-integrate into society in a way which gives them a real option to avoid crime. This then is what we mean by the education-restitution-opportunity provision approach to crime which must parallel and intermesh with the detection-conviction-imprisonment approach if our criminal justice system is to be truly effective and if it to be ethically defensible.



## REFERENCES

- i) Department of Justice Discussion Paper, Tackling Crime, P 35
- ii) Ibid, P 108
- iii) In the wake of the Bail Referendum, overcrowding will probably be compounded by more and more remand prisoners being refused bail and detained in prison while awaiting trial. (Ibid p 109) Simply building massive numbers of more prison spaces will be a very cost and humanly ineffective way of dealing with this crisis. Indeed it will absorb key resources that should be directed to implementing a fully operational system of sanctions which are alternatives to prison.
- iv) *Tackling Crime*, p 107-108 and Chapter 14.
- v) The heroin/ painkiller centred drug culture can be distinguished from the ecstasy centred drug culture which is more socially spread as it is based around a stimulant which enhances peak experiences. Many drug users take a menu of drugs but for most, one drug is the core drug in their addiction whether that addiction be physical or psychological.
- vi) Department of Justice, June 1997, especially pages 61-62, 103-104, 114-115
- vii) See *Working Notes*, April 1997 Issue 28
- viii) Information on analysis of Zero Tolerance supplied by Paul Cavadino of Nacro.
- ix) Institute of Public Administration 1996 p 13-25
- x) See *Working Notes*, April 1997, issue 26.
- xi) *Tackling Crime*, p40
- xii) Ibid p116
- xiii) For a description of the Grendon approach and the empirical evidence on its effectiveness see the paper by Tim Newell, Governor, HM Prisons, Grendon & Springhill, "Prisons as a Therapeutic Community", in the Irish Penal Trust, **Is Penal Reform Possible?**, Conference Booklet, February 20<sup>th</sup> 1997
- xiv) Lifestart has programmes in Connemara, Ballyfermot, Lifford, Sligo, Wexford, Newtowncunningham, Derry, Enniskillen, Cork, Belfast, Coleraine, Strabane and Barcelona.

*(This article is an abridged version of an article written by Tom Giblin, S.J. for Working Notes, June 997, Jesuit Centre For Faith and Justice, 26 Upper Sherrard Street, Dublin 1.)*

# Network of After School Support

by Ed Carroll

## Introduction

The Network of After School Support (NASS) was established earlier this year. The aim of NASS is to overcome the isolation and fragmentation experienced by many after school groups and to bring a new level of planning and strategy that is nationally focused. This gives NASS a dual role to support and to connect. The Network is founded on the principle that after school groups are an effective way of targeting young people at risk guided by community and youth work values of participation and inclusiveness.

## Aims

NASS is aimed at supporting the role of local community groups involved in after school and home work groups. It is also aimed at networking local volunteers enabling them to meet the learning needs of young people who are:

- Experiencing difficulties with school
- Prone to early school leaving
- Experiencing the effects of unemployment
- Coming from families under stress

## Motivation

Firstly, volunteers working in communities need a range of supports and teamwork building opportunities to overcome isolation. Secondly, volunteers need support in working with young people to support them in practical ways like helping them complete their homework and building their self esteem and confidence through a supportive and developmental environment.

## The Future

The future of NASS will require a detailed action plan to be developed in consultation with its members. In summary, the strategic role of NASS as has been identified in the development phase is four-fold:

- To provide research and information.
- To keep members in touch through a regular newsletter.
- To carry out lobbying & advocacy work particularly in the area of resourcing.
- To develop a training programme with accreditation especially in the area of recruitment and development of workers and volunteers.

For further information on NASS and how participate on the network , please contact: **NASS, 20 Lower Dominick Street, Dublin 1. Tel: 01 8729933 Fax: 01 8724183**

**(Ed Carroll is the Accreditation Advisor to the National Youth Federation and Chairperson of the NASS Advisory Group)**

## Employment Aspects of Young Lone Parenthood in Ireland

By Tony McCashin

The above publication is a report which emanates from a joint research programme on the needs of young mothers being undertaken by the National Youth Federation and Treoir, of which this is the first part. A community-based response to the needs of young mothers accessing education and training opportunities, funded through the Employment-Integra Programme, 1996-7 in association with Louth Youth Federation and St. Catherine's Community Centre, Carlow is the second part of this programme. The research and evaluation reports which are a significant part of this community-based response, will build on the data contained in this report. This report examines demographic and socio-economic trends in relation to lone parenthood in Ireland. In particular, it attempts to estimate the size of the lone parent population, to identify the young lone parent population and to describe the social and economic characteristics of lone parents in Ireland. Against a background of increasing concern about the lone parents' access to employment, the study also examines the participation of lone parents in the labour market and considers how certain public policies might be changed to improve their employment prospects.

The report draws on three key statistical sources - the Labour Force survey, the Census and the Dept of Social Welfare data. It is unfortunate that discrepancies in the data make it difficult to identify and describe the young lone parent population with a high degree of accuracy. It is difficult to identify the precise reasons for the discrepancies but one explanation centres on the undercounting of young lone mothers in multi-family household units. Another explanation may suggest that cohabiting is more prevalent than some sources are recording. Nonetheless, the report succeeds in providing the most comprehensive and up-to-date picture of the lone parent population in Ireland. Based on the 1995 Labour Force survey estimates there are approximately:

- 50,000 lone parents with children under the age of 15;
- 64,000 lone parents with dependent children aged under 19;
- 7,600 lone parents are in the 15-24 age bracket (11% of all lone parents);
- The rate of non-marital births to teenage women is relatively low, but they acquire a high social visibility because the number of teenage women is so large resulting in a large absolute number of births;
- These families are overwhelmingly headed by mothers.

The report illustrates that the number of lone parent families is growing very rapidly at a rate of about 5% annually, (if Labour Force Survey data (or 8% if data on social welfare Lone Parent Allowance (LPA) recipients are used). It suggests that two sets of factors are contributing to the growth in the number of lone parent families:

- The continual rise in the number of non-marital births (from 8.5% of all births in 1985 to 22.2% of all births in 1995);
- The increase in the level of marital breakdown.

The data on the socio-economic circumstances of lone parents broadly suggests that many of them are in disadvantaged circumstances. The educational attainment profile for all lone parents is almost identical to that of the long-term unemployed with 50% having primary qualifications or none. In the 15-24 age group only 10% are working full time while a further 8% are working part-time. As with other sectors of the population, lone parents' employment status is very strongly related to their educational status with only 16% of those with poor or low levels of education being employed.

The limited consideration given in the study to international comparisons suggests that the employment rate among lone parents in Ireland is relatively low. No one specific factor is identified in the report to explain this

but suggests that the Irish experience reflects the accumulation of obstacles to paid employment which historically have affected women in general and in particular the quality of child care. Child care, the study acknowledges, is central to the employment prospects of all women with children. The study also examines some aspects of social welfare policy which are relevant to lone mother's labour market decisions. Firstly, the study suggests that the reformed means tests structure in the One-Parent Family Payment in combination with wider tax and benefit system, is unlikely to offer a direct financial disincentive to taking up employment. However, the study suggests that the operation of the Rent Allowance where £1 for £1 is withdrawn against earned income from those who take up employment may be a significant deterrent.

The report underlines the importance of adequate welfare payment and supplementary benefits as well as child care facilities when the choice to enter the labour market or continuing to undertake the parenting role in a full-time capacity is being considered by lone parents and the report urges a response to these issues so that return to work options can be considered by lone parents. While no specific policy is advocated in the study, the report proposes that the principles of *neutrality, choice and context* form the basis of future policy in this area. The report suggests that fundamental to social welfare policy should be the commitment to providing adequate welfare payments so that neither parents who are dependent upon social welfare or those who choose to work should encounter financial disincentives for doing so. With regard child care, the report proposes that increased *supply, subsidised demand* and regulated *quality of child care* should be the guiding principles of future policy.

In relation to direct labour market interventions, the study summarises the wide variety of schemes in which lone parents may be participating (VTOS, CE etc.). The report argues that future policy in this area should not be uncritically focused on mobilising large numbers of young lone parents to take up paid employment as an end in itself absence. If lone mothers attempt to re-enter the labour market without improving their levels of skill, it is possible that their re-entry will be temporary. The report argues that the focus of policy should be long-term and not only should the short-term financial disincentives to employment be ameliorated, but the overall labour market prospects of lone mothers should be improved by facilitating them to acquire relevant skills and qualifications. The report suggests that labour market schemes should not embody age criteria that exclude very young mothers since young lone mothers may be significantly disadvantaged and many are in fact early school leavers. It recommends that the age criterion of schemes should be changed so that younger lone mothers can obtain access to general labour market programmes. Indeed, the report suggests that young mothers may need specific sets of programmes on VTOS, CE and local school-based projects that could be development to assist in their social and economic integration. The absence of creche facilities, the school hours pattern of provision and the low numbers of places available to lone parents need to be changed as these currently exclude lone parents.

For readers and researchers interested in getting a comprehensive overview of the extent of lone parenting in Ireland as well as the many schemes in place to facilitate their return to the labour market the report provides an excellent source of information. The report is available through the **Irish YouthWork Centre, National Youth Federation, 20 Lower Dominick Street, Dublin 1. Cost: £6.00.**

Book Review Compiled by: Louise Hurley (Irish YouthWork Centre, National Youth Federation).

## USI launches National Survey on Drug Use in Third Level Colleges

On Monday 6<sup>th</sup> October the Union of Students in Ireland (USI) launched the first ever national survey on the use of and experimentation with drugs amongst third level students. The survey will be conducted over the next month or so and the findings should be available in the new year. The survey was launched in conjunction with the relaunch of USI's Drugs Awareness Campaign aimed at first-year students by Chris Flood, Minister of State at the Department of Tourism, Sport and Recreation who has responsibility for co-ordinating the National Drugs Strategy.

The Minister in his speech confirmed the commitment of the current Government to follow through on the recommendations of the two reports of the Ministerial Task Force on Reducing the Demand For Drugs and in particular the need to look realistically at harm reduction measures to respond to 'soft' drug use and the Youth Development Fund. The Minister also drew attention to a number of new proposals and measures currently being considered including:

- the piloting of a number of peer-led approaches to drug education & prevention.
- training of night club/dance venue staff to respond to ecstasy use.
- the setting up of an independent research unit to respond to the dearth of in-depth research on drug use in Ireland.
- consideration of a National Drugs Forum.

With regard to the Youth Development Fund, The Minister stressed his personal commitment that the fund would go solely for recreational, leisure and other facilities in areas of identified disadvantage.

For further details on the survey and the Drug Awareness Campaign, please contact: **Noel Clarke, USI Welfare Officer, National Student Centre, 1-2 Aston Place, Temple Bar, Dublin 2. Tel: (01) 6710088 Fax: (01) 6710761**

## ISPCC Launches New Service to Protect Begging Children

On Thursday 2<sup>nd</sup> October a new ISPCC service "*Leanbh*" was launched by Frank Fahey, Minister of State at the Department of Health and Children. *Leanbh* is a 24 hour service designed to combat child begging through child protection, parent education and parent support. *Leanbh* is a three year pilot project which will be run by three paid staff members supported by 20 trained volunteers initially rising to 100 volunteers by the end of 1998. The service is 100% funded by corporate and public donations. The service will operate on a seven day, 24 hour basis and will:

- Actively monitor the presence of begging children on the street.
- Immediately link children found begging with appropriate statutory helping services.

- Identify and work with the parents of such children to encourage a better understanding of children's needs, parental responsibility and the total unacceptability of using children to beg.
- Engage in parental and public education with a view to changing societal ambivalence towards, and parental acceptance of, this form of child exploitation.

For further information, please contact: **ISPCC, 20 Molesworth Street, Dublin 2. Tel: (01) 6794944 Fax: (01) 6791746**

## One World Week 1997

One World Week is an annual week of events which aims to highlight and activate the awareness of young people to development education and justice issues at local, national and global level. The focus of One World Week, 1997 which will run from 15<sup>th</sup> - 21<sup>st</sup> November, will be on the power of young people as shoppers in the 'global supermarket'. Every time a customer enters their local supermarket they enter trade with the rest of the world, without knowing whether or not the producers of the goods they purchase are getting a fair price for their goods.

The campaign for the week entitled *Off Your Trolley! The Great Supermarket Challenge* will attempt to show young people how they can make a difference in working for fair trade. DEFY, in partnership with Christian Aid and the Irish Fair Trade Network will be calling on supermarkets in Ireland to adopt a code of conduct for ethical trade, to assist in ensuring that producers all over the world get a fair price for their products.

There will also be training workshops for youth workers and leaders leading up to One World Week. For further details on the workshops and how to get involved in One World Week, please contact: **The DEFY Office on (01) 4751886 or Email: defy@iol.ie**

## Minister Announces New Child Pornography Bill

On Wednesday 1<sup>st</sup> October John O'Donoghue, Minister For Justice, Equality and Law Reform announced that he had received Government approval for a Child Pornography Bill. Proposed measures in the bill will include penalties of five years to life imprisonment for those involved in the trafficking of children for sexual exploitation or abduction and a range of new offences involving the production, distribution and possession of child pornography including the use of computers and the Internet. The legislation will also define what constitutes child pornography for the first time. Some of these measures were initially due to be included in the Children Bill but have been separated from this bill to speed up its passage through the Oireachtas.

## Community and Voluntary Accreditation Forum

The Community and Voluntary Accreditation Forum (CVAF) was established earlier this year when a number of voluntary organisations involved at national level in the delivery of training of trainer programmes came together to examine issues of mutual concern in the field of accreditation. The growth in demand for formal recognition of community based education and training combined with moves to develop a national accreditation framework led to the decision to develop a mechanism by which the community-voluntary sector could make its voice heard and ensure its inclusion in what is being developed.

The recently published "Framework Document" outlines the context of the establishment of the CVAF, its aims, objectives and guiding principles and key tasks which face it in ensuring that education and training is delivered in non-formal environments is adequately and appropriately integrated into national accreditation systems. Membership of the CVAF includes

AONTAS  
BANÚLACHT (IRISH WOMEN FOR DEVELOPMENT)  
COMMUNITY ACTION NETWORK (CAN)  
CREATIVE ACTIVITY FOR EVERYONE (CAFÉ)  
DISABILITY EQUALITY NETWORK  
IRISH TRAVELLERS MOVEMENT  
MEITHEAL  
NATIONAL ADULT LITERACY ASSOCIATION (NALA)  
AND THE NATIONAL YOUTH FEDERATION.

For further details on CVAF and/or a copy of the Framework Document, please contact: **CVAF, 20 Lower Dominick Street, Dublin 1. Tel: (01)8729933 Fax: (01)8724183**

## European Voluntary Service Initiative

The European Voluntary Service (EVS) Initiative is a new pilot action launched by the European Commission. It aims to provide young people aged 18-25 years who are EU residents with the opportunity to participate in a local development project, in a voluntary capacity, in another EU Member State for a period of 6-12 months. The EVS will focus on development projects which contribute to the welfare of the local community in the social, cultural or environment field and a wide range of organisations are legible such as local authorities, non-profit making organisations, European networks and other NGO's.

Applications should be jointly developed between hosting and sending projects and be submitted to the National Structure (Léargas in Ireland) for EVS in the 'sending' country. In order to be selected, projects will need to demonstrate that they are firmly rooted in the needs of the local community. Funding for selected projects will be at the level of 50% of total project costs. In exceptional circumstances, additional funding may be allocated in order to facilitate access for young volunteers from disadvantaged backgrounds. The

closing date for completed application forms is **Friday, 5<sup>th</sup> December, 1997.**

For further details and application forms, please contact: **Youth Work Service, Léargas - The Exchange Bureau, Avoca House, 189-93 Parnell Street, Dublin 1. Tel: (01) 8731411 Fax: (01) 8731316**

## Irish Centre For Talented Youth Student Search

The Irish Centre For Talented Youth is a national centre founded by Dublin City University in 1992. It aims to identify post-primary school students who reason exceptionally well mathematically or verbally and to provide services for them, their parents and teachers. Every year the Centre undertakes Talent Searches via aptitude tests and applicants who score highly are offered places on the academic programmes offered by the Centre. These include:

- 3 Week Summer Residential Programmes
- Saturday Courses
- Correspondence Courses
- Special Discovery Days

Students who participate will gain a certificate of participation with awards for the top scorers, have the opportunity to take the Scholastic Aptitude Test (SAT), the most widely used test for college entry in the USA, and have the opportunity to qualify for one of six £300 merit scholarships towards the cost of the 1998 summer course at Dublin City University or a variety of other awards. Younger students aged 8-12 years with high academic ability can apply for similar courses designed for the younger age group.

For further details, dates for aptitude tests and application forms contact: **CTYI, Dublin City University, Dublin 9. Tel: (01) 7045634 Fax: (01) 7045693**

## Coming to a Browser near you!

The National Youth Federation is taking to the information superhighway. The NYF web site is currently under construction and will be coming on-line over the next few weeks. It will outline the work of the NYF and will include up to date listings and events. It is also planned to set up a bulletin board for members to exchange information skills and ideas. Your ideas and suggestions are welcome to the webmaster Joseph Charmers at National Office. The web site address is **www.iol.ie/~nyf**, so get surfing.



## PERFORMANCE APPRAISAL

### **Performance Appraisal: A Handbook for Managers in Public and Voluntary Organisations**

By Philip Hope and Tim Pickles

Manual which aims to inform users about the issues, guide you in setting up a performance appraisal system, and provide you with examples, tips and checklists to get you going. The handbook format emphasises key points about each topic, draws on real-life case studies and provides clear diagrams and self-addressed questions to help you flexibly create a system which is tailored to your own needs. It includes:

- What is performance appraisal?
- Performance appraisal tools.
- Performance appraisal skills.
- Performance management skills.
- Potential pitfalls.
- Designing and implementing a performance appraisal system.

In particular, the handbook addresses major concerns about how performance appraisal systems can be adapted to meet the needs of the organisation.

## GAMES & SIMULATIONS

### **The New Youth Arts and Crafts Book**

By Alan Dearling and Howie Armstrong with cartoons by Gubby

Exciting new book which reflects 'real-life' arts type activities which provide creative opportunities for youth work, playschemes, youth social work and informal education. The anecdotal style of this invaluable new book makes the world of youth arts and crafts come alive both for staff and young people.

For those who work with young people, this a considerable reworking and up-dating of the popular and successful *Youth Arts and Craft Book* originally published in 1982. The authors have spent many hours over a number of years experimenting with arts and crafts activities which can be used in informal and group work settings. This book presents creative activities which are fun and stimulating; most of which do not need specialist tutor skills.

Each entry includes: advice on materials (and often manufacturers); how-to-do-it information on the art or craft activity; information on what can be produced and how it might be used including; commentary on working with young people of different ages and abilities; space, time, safety and staffing considerations; problems, pitfalls and how to avoid them.

### **World Youth Games**

By Alan Dearling and Howie Armstrong

By the authors of the best selling New Youth Games Book, this collection offers games and exercises which represent the cultures and games playing traditions of countries throughout the world. The collection is organised into three main chapters:

- The World of Youth Games which includes table games, board games and less active sequences from Africa, India, Pakistan, China, European countries and each part of the United Kingdom. *Caroms* rub shoulders with *Crag*, *Torrocco*, *Squails* and the *Nikitin Materials*.
- The World of Activities brings together more active games and sequences, including playground games and group recreations. It includes such unusual games as *Gooly Dunda*, *Kabaddi*, *Longy-Della*, *Ring Games*, *Jeu de Boules* and *States' Shuffleboard*.

- The World of Relationship Games offers a wide variety of games and exercises designed for use in groups where adults are trying to enhance the self confidence, social, linguistic and numeracy skills of young people. They will help to develop trust and improve mutual understanding. It includes: *Wordles*, *Speakeasy*, *Human Train*, *Romania-Bulgaria*, *Pack Your Bag* and *Personal Shields*.

### **Quicksilver: Adventure Games, Initiative Problems, Trust Activities and a Guide to Effective Leadership**

by Karl Rohnke and Steve Butler

American best-seller which provides users with: an unusual, imaginative resource for games sessions; and a way of learning and teaching adventure leadership around the belief that charisma and fun count more than coercion and structure. Experienced leaders will enjoy the fresh ideas and "spontaneous and zany" approach. Anyone getting started will be sure to have fun while recognising in themselves how to become successful and effective in their leadership efforts. Karl Rohnke and Steve Butler bring a combined 45 years of experience in adventure leadership, and are currently with Project Adventure in Massachusetts

## STRESS MANAGEMENT

### **Meeting the Stress Challenge: A training and Staff Development Manual for Managers, Trainers and Practitioners**

by Neil Thompson, Michael Murphy and Steve Stradling

Important new guide which provides an overview of how to understand and recognise pressure and stress, helpful, practical guidelines on how the problems can be challenged by organisations, teams and individuals, and insights into the myths about stress. Special emphasis is given to:

- stress management training;
- the special stress conditions in social welfare and youth service organisations;
- developing mechanisms for identifying and dealing with stress.

It includes a set of training exercises, staff handouts, a stress checklist and OHP's for use as part of a training course or for staff development within teams or staff groups.

## VIOLENCE & AGGRESSION

### **Handling Aggression and Violence at Work: A training manual**

by David Leadbetter and Robin Trewartha

Practical training manual for people who face, or who may face, aggressive and violent behaviour in the workplace. Staff will be equipped with a range of effective responses, including: techniques in assertiveness training; problem-solving processes to de-escalate confrontations; guidance on how to develop a small number of elementary skills in physical management where safety is actively threatened.

Handling Aggression and Violence at Work emphasises the steps necessary to ensure the safety of all parties. It will enable users to monitor their organisational culture and strategies so as to promote or dissuade people from using aggression as a means of meeting needs. Managers, policy-makers and trainers will find guidance on how to:

- break the cycle of ineffective response to aggression and violence;
- create the opportunity to identify the skills needed to manage a work culture the de-escalates aggression effectively;
- use the CALM model to de-escalate aggression and provide effective responses to violence

**Making Connections ... Literacy Begins the Spiral of Social Inclusion**

**Venue:** Royal Hospital, Kilmainham.  
**Date:** Thursday, 6, November 1997

Transnational seminar organised by the National Adult Literacy Agency/Integra Project. Two-day course aimed at practising youth workers. Features of the seminar will be the following:

- Qualitative research findings to be presented;
- How education can act as an important tool to combat social & economic exclusion;
- Discussion on literacy within an equality framework;
- Workshops on models of good practice developed by the Transnational Partners.

**Further Details:** NALA, 76 Lower Gardiner Street, Dublin 1.

**Tel:** 01 8554332/8553248 **Fax:** 01 8555475  
**Email:** nala@iol.ie

**Youth Workers & HIV**

**Venue:** Dublin AIDS Alliance, Parnell Square, Dublin 1.  
**Date:** Saturday 8 & Sunday 9, November 1997

Two-day course aimed at practising youth workers. It will provide an overview of the following:

- The facts about HIV, AIDS and other sexual transmissible diseases;
- Safer sex and sexual health;
- Safer drug using and drug use;
- Some appropriate approaches and techniques.

The course will be co-designed and co-facilitated by practising youth workers and Beth Wallace - Education Officer, Dublin AIDS Alliance.

**Cost:** £70.00 (concessions are available). A non-refundable deposit is required.

**Further Details:** Dublin AIDS Alliance, The Eriu Centre, 53 Parnell Square, Dublin 1.

**Tel:** 01 8733788

**Managing Meetings**

**Venue:** All Hallows Institute, Gracepark Rd, Drumcondra, Dublin 9.

**Date:** Tuesday 2 December 10.00 - 4.00

One-day course for members of organisations who wish to improve their skills in participating at meetings. The course will examine the structure and functions of meetings; the role of chairperson, secretary and ordinary members in contributing to its success. This will include drawing up an agenda, chairing a meeting, discussion-making and being an active participant. The course format will draw on people's experience and will include practice sessions and is open to all committee members.

**Cost:** £35.00 (limited to 15 participants) (Closing Date: 18<sup>th</sup> November.)

**Further Details:** Training Service, NSSB, 7<sup>th</sup> Floor, Hume House, Ballsbridge, Dublin 4.

**Tel:** 01 6059000 **Fax:** 01 6059000

**Moving On Conference: Naming the Issues, Presenting Practice and Celebrating Achievements**

**Venue:** Carrickdale Hotel, Dundalk, Co.Louth.

**Date:** Monday 24 & Tuesday 25, November, 1997

Moving On is a joint project of Youth Action Northern Ireland and the Young Mothers and Employment Consortium (National Youth Federation, Treoir, Louth Youth Federation & St. Catherine's Community Services Centre, Carlow) which focuses on enhancing the skills, confidence, training and employment prospects of young mothers (16-25 years of age). This conference takes place as part of a programme of co-operation between the projects North and South of the border. Workshops at the conference will include: Getting Started; Accreditation; Programme Content; Partnerships; Progression Routes; Video Project; and Research Findings and Policy Issues.

**Cost:** £55.00 (Day one, including lunch) £80.00 (Days one & two, including lunch) £135 (two days, including lunch, dinner, bed & breakfast for Day one and lunch on Day 2)

**Further Details:** Christine Magee (Young Mothers and Employment Consortium) c/o National Youth Federation, 20 Lower Dominick Street, Dublin 1.

**Tel:** 01 8729933 or June Trimble, Youth Action Northern Ireland, Hampton, Glenmachan Park, Belfast BT4 2PJ **Tel:** 01232 760067

**Linking with Statutory Bodies**

**Venue:** Jury's Cork Inn, Anderson's Quay, Cork.

**Date:** Tuesday, 25 November 10.30 -1.00

This Course is suitable for staff who have completed basic training. It is designed to give information-givers an insight into the workings of various statutory agencies so that they can liaise efficiently with them, set up local contacts and improve networking skills.

**Cost:** £15.00 (limited to 15 participants) (Closing Date: 11<sup>th</sup> November)

**Further Details:** Training Service, NSSB, 7<sup>th</sup> Floor, Hume House, Ballsbridge, Dublin 4.

**Tel:** 01 6059000 **Fax:** 01 6059000

**Teenage Drinking**

**Venue:** All Hallows Institute, Gracepark Rd, Drumcondra, Dublin 9.

**Date:** Saturday, 6 December, 1997

Practice-based workshop organised by the Irish YouthWork Centre which will examine the problem of teenage drinking and its increasing prevalence amongst young people in Ireland. The workshop will look at practical ways for youth workers to respond to the problem.

**Cost:** £25.00 (limited to 30 participants)

**Further Details:** Irish YouthWork Centre, National Youth Federation, 20 Lower Dominick St, Dublin 1.

**Tel:** 01 8729933 **Fax:** 01 8724183

**Email:** nyf@iol.ie

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## Making Presentations

**Venue:** Jury's Inn, Quay Street, Galway.  
**Date:** Fridays, 7 & 21 November, 10.30a.m - 1.00p.m  
Course (two half-days) on presentation skills which will examine the general principles of presentation - defining your message, understanding the audience, targeting using images and text, language, dress, oral and written presentations. The course will be practical and participative and relevant to Irish voluntary sector organisations and will involve working in groups, so it is important that participants attend both sessions.

**Cost:** £30.00 (limited to 12 participants)

**Further Details:** *Training Service, NSSB, 7<sup>th</sup> Floor, Hume House, Ballsbridge, Dublin 4.*

**Tel:** 01 6059000 **Fax:** 01 6059000

## BRITAIN

## Young People Leaving Care: A New Agenda?

**Venue:** National Youth Agency, Leicester  
**Date:** Tuesday, 11 November 1997

Conference organised by the Centre For Social Action bringing together major policy makers, practitioners and young people to focus on the development of services and policies concerning work with young people leaving care. Workshops will include: Identifying and meeting the Health Needs of Young People Leaving Care; Leaving Care in Unitary World; Health and Young People Leaving Care; Young People's Views of Leaving Care in Derbyshire and an Effective Response; The Lifchance Project, Oxford; Birmingham Care Leavers; Moving to Independent Living - the Contribution of Residential Care; The Education of Young People Leaving Care.

**Cost:** £102.39 (statutory bodies) £35.25 (voluntary organisations)

**Further Details:** *Centre For Social Action, De Montfort University, Scraftoft Campus, Scraftoft, Leicester LE7 9SU.*

**Tel:** 0044 116 2577777 **Fax:** 0044 116 2577778

## Managing Projects

**Venue:** Leeds  
**Date:** Tuesday, 25 November, 1997

Increasingly, voluntary agencies are having to set up fixed term projects that will have only a limited life-span and managing and working on such projects can be frustrating. This course will provide useful strategies for each stage of a project and define techniques for planning and managing short-term projects.

**Cost:** £110.00 (statutory bodies) £80.00 (voluntary organisations)

**Further Details:** *Brenda Garner, Federation House, Hope Street, Liverpool L1 9BW.*

**Tel:** 0044 151 708 0139

## Developing Anti-Sexist Work with Boys (for male workers)

**Venue:** London  
**Date:** 12 & 13 November, 1997

Two-day course aimed at male workers wanting to develop anti-sexist work with boys and will cover: the differences between boyswork and anti-sexist work; perspectives on sexism; and how to develop practical strategies in both direct work with young men and in creating 'anti-sexist' environments. The outcomes of the course will include:

- a greater understanding of what sexism is, and how it impacts on men;
- a greater understanding of the differences between boyswork and anti-sexist work;
- an understanding of what needs to be done to enable young men to learn about sexism and change their attitudes and behaviours;
- the opportunity to think about how effective practice can develop.

**Cost:** £120.00

**Further Details:** *Working with Men, 320 Commercial Way, London, SE15 1QN.*

**Tel/Fax:** 0044 171 732 9409

## Peer Education Conference

**Venue:** Institute of Civil Engineers, Westminster

**Date:** Thursday, 20 November 1997

One-day conference by Youth Clubs UK which will cover the following: Launch New Publications on Peer Education by Youth Clubs UK; Peer Education in Practice; A Government Perspective; European Peer Education Research; European Peer Drugs Education; and Theatre in Peer Education.

**Cost:** £95.00 (£111.63 inc. VAT)

**Further Details:** *Sheila Bing, Youth Clubs UK, 2<sup>nd</sup> Floor, Kirby House, 20-24 Kirby Street, London, EC1N 8TS.*

**Tel:** 0044 171 2424045

## Resourcing Voluntary and Community Sector Research

**Venue:** London  
**Date:** Saturday, 22 November 1997

One-day conference for anyone involved or interested in research, across all sectors, which will explore innovative ways to resource and finance voluntary sector research.

**Cost:** £95.00 (£111.63 inc. VAT)

**Further Details:** *Merylene Fontaine-Augustus, ARVAC.*

**Tel:** 0044 171 7042315