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Irish YouthWork Scene

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Magazine for Youth Work Practitioners

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It's Time to Stop Demonising Young People

bv

Diarmuid Kearney, CEO Youth Work Ireland

Unfortunately, young people are in the news again for all the wrong reasons. The tragic murder of two young Polish men in South Dublin is something that we all must be ashamed of. This was a truly horrific event and those responsible must be held accountable through effective police work and the efficient application of our legal process. Sometimes however, our societies system of control does not work in the best interest of young people. ASBO's, which were the subject of much resistance in this column in the past, have been available for some time now. It is refreshing to see that the Gardai have seen fit not to utilise this provision, perhaps because they see it as prejudicial against young people, perhaps because it is administratively cumbersome or perhaps because they recognise that it will unnecessarily draw young people into the justice system criminalising many otherwise law-abiding young citizens. Whatever their reason, the outcome has been welcome among those who are concerned for the welfare of young people.

So what goes on in a society where politicians trade in kneejerk and ill thought out reactions to high profile incidents, where the media seem to revel in the 'demonising' of young people and where young people themselves are presented with a dangerous stereotype of youth culture which runs the risk of becoming a self-fulfilling prophesy? What goes on is the shaping of public opinion. Despite the actual experience that society has of young people, their positive energy and enthusiasm, their commitment and contribution to community, their sheer fun and vitality, the apocalyptic and threatening future pedalled by press and politicians alike is real in the minds of many.

What does this mean for youth work then? If we're about '*non-formal ed-ucation*' why can't we get on with it and leave the politicking to others. The answer is simple. If our business is supporting young people to grow and develop as positive and active citizens then all matters that inhibit that potential is our business. We have a responsibility and a duty to shine a light on anything that compromises the rights of young people or which challenges their ability to thrive, but, more than that, we have a responsibility to present a truly positive image of young people. This image, in our experience, is a very real one. We know the truth about young people and their very positive contribution to society. We also know that where young people are less than constructive in society there is often a set of circumstances that goes some way to explaining their behaviour. Youth work is in part about countering the deficits in some young people's lives that lead them to be '*anti-social*'.

This issue looks at Youth Cafes and other practice initiatives which, if delivered appropriately and in the context of diverse provision to meet the diverse needs of young people can be an important part of a repertoire of responses. We also look at youth media and youth participation and consider how young people can find a voice for themselves in shaping that all important '*public opinion*'. It seems youth work recognises that we have a role in both practice and advocacy and we are taking it seriously.

Letterkenny Youth Media Group: Youth Participation in Practice

By Frankie McGreevy Youth Development Officer, Letterkenny Youth Information Centre.

Introduction

Young people today! They are rude and nasty, they guzzle their food, they hang around in gangs, they have no respect, they don't know how good they have it, they can't be trusted !! Young people today! They are under too much pressure. Pressure to conform, pressure to shop, to look nice, to look cool, to fit in, to be a good student, to smoke, to drink, to fight, to have sex, to cope with their mothers alcohol problem and their father's neurosis.

Are today's youth somehow more disrespectful than in other eras? Think of the generation that gave us the Sex Pistols and introduced the word "punk" to the English language. Are today's youth under greater stress than in previous generations? I suspect that being a teenager during the First World War was also fairly challenging.

Adolescence is tough and teenagers are under a lot of stress, no doubt! We need to address these issues as youth workers. Is addressing "issues" what we are doing when we stress the need for youth participation in the local community? I would argue that the "issues" are only a small part of what is addressed by youth participation. Youth participation is about creating a platform for young people to have a voice; it's about self expression and real decision making. It is not all about problem solving.

The Letterkenny Youth Media Group

The Letterkenny Youth Media Group was set up in 2006 in a bid to give young people from the town an opportunity to have their views expressed through the local media. The project was set up in a partnership process between the Letterkenny Youth Information Centre and Loft LK. We didn't set up our Youth Media group with any great vision to tackle social issues or because our teenagers are disadvantaged or under too much pressure. We have this group because as a society we need to create chances for young people to flourish and help each other find their own voice. We're not fixing the problems of the next generation, but we are helping them to understand the present and create the future.

The new media group holds a recruitment drive every September to get new people involved and then the group receive training in all aspects of media, from print journalism, radio, film making and photography.

Since its inception the group have gone on to now fill a full page weekly in the Donegal on Sunday newspaper, while also completing a number of other multimedia projects. We have had over sixty articles published over the course of the year in this paper, allowing young people to write articles on issues they felt strongly about, or give their opinion on the latest cinema, DVD or CD releases.

Last year's media group produced a number of short films, including our highly acclaimed rockumentary on the Battle of the Bands, as well as producing two radio shows for local radio station, Highland Radio, looking at such issues as integrated education, ASBO's and cultural diversity in our community.

What those involved think of the group

Loft LK Project worker, John Muldowney, who works each week with the group, values greatly the learning that can happen from participating in this group. "Participating in this weekly exchange of ideas and opinions is a privelege that affords me a better idea of the thoughts, needs, concerns and priorities of young people in our area. Active

participation is not only encouraged, it's damned near mandatory! No topic is off limits, no point of view dismissed. Each persons particular area of interest is facilitated and progress encouraged, but don't think for a minute that all work is great and feedback positive.

John continues, "the group are treated with the respect they deserve and part of this is the giving and receiving of constructive criticism. In fact, I would say that the real value of the media group is in the critical process that happens between all the participants (including the facilitators), with the learning and evolution of ideas and technique the lifeblood, easily demonstrated by the fact that this is the most consistently attended group I am involved with."

Youth media group member, Stephen Coyle, says "you can learn about the process that articles that go through to get into the paper, you can't just write them and publish them immediately. You get to know how you can get your point across in a constructive way, and develop many multi media skills in general."

Shaun Hegarty, who was also a participant, agrees. "It was a good opportunity to work with others on projects that gave young people experience in different areas of media. Above all else it is fun!"

Conclusion

We are striving together to create a permanent voice in the community. Our remit is broad. It is about everything from concert reviews to Guantanamo bay, nothing is off limits. We write articles, we create radio and we make documentaries for public consumption. We create, we add value, we are not tokenistic and we don't navel gaze. Tuesday nights at our project can feel like an oasis, a really great place to be.

It is serious youth participation in the social discourse of the community and it is ongoing. The Youth Information Centre, in partnership with the LOFT LK, has made a commitment to have a media group as long as we have funding for our projects! Included below are examples of the work of two members of the Letterkenny Youth Media Group

> Move Along by Kevin Carter, Letterkenny Youth Media Group



Why is it that whenever a group of young people are gathered anywhere they are seen to be causing or about to cause trouble?! The initial disgust, anxiety and disapproval that all teenagers seem to receive from, oh I don't know, let's say...everyone, is a terrible reflection on

the thousands of Euro being spent to reduce prejudice in society.

I have a test for someone under the age of eighteen to do with 4 or so of your friends. Walk into a shopping centre or other public place and remain there.... that's it. Wait there and do absolutely nothing. See how long you can stand there without being threatened with an ASBO or the Gardaí being called. Now, of course, proprietors are entirely within their rights to remove people from their businesses if they are causing a nuisance or simply don't have any reason to be there.

But Gardaí and trades people seem to be taking advantage of their positions; Removing young people from Public areas, such as the market square, saying that if they refused they would receive ASBOs, which of course is ludicrous, as getting an ASBO is a long difficult process, given only to those who have a history of trouble with the Gardaí and will have been through a system of previous warnings.

I know that downtown at lunch time in Letterkenny can be intimidating with large groups of young people congregating in front of shops and restaurants, sometimes blocking entrances, but they are really doing no harm and they only "seem" intimidating and there isn't a lot we can do to look any more approachable. Let's face it, if

we were doing something wrong we should be stopped in a legal manner and that's fair enough but this unreasonable fear really is ludicrous.

> Guantanamo Bay: A Prison That Breaks the Law? by Jamie McGettigan, Letterkenny Youth Media Group



This Christmas spare a thought for those in Guantanamo Bay, a coastal area in southeast Cuba that houses a co-operative military prison and detention camp. Here, in American territory, 'enemy combatants' are held. The term 'enemy combatants' is

simply used to replace 'prisoner of war' but it also allows those in charge to administer harsher punishments upon the prisoners. Officially speaking, Article 3 of the Geneva Convention doesn't apply to 'enemy combatants'. The article states that fair trials must be given and it prohibits torture, cruelty and humiliating and degrading treatment. I think that a law created by the Geneva Convention should be abided by, regardless of semantics.

It has been reported that Guantanamo Detention Centre was holding, at least, three detainees who were under 16 years of age, at any given time, up until January 2004 when it was declared that nobody under 16 should be held in Guantanamo. I, as a 16 year old, feel that this harsh treatment would be near unbearable at such a young age. Before 21 or so, the human mind is very easily influenced by what happens around it, and that's not to say that it can't be influenced after that. If the rumours of torture, humiliating treatment and other acts forbidden by the Geneva Convention taking place in Guantanamo are true then I think that being there would almost totally destroy any person of any age. Those who are brought to this prison, young and old, receive harsh and unusual treatment. Prisoners are kept in isolation and are blindfolded when being transported within camp. Inspectors from the Red Cross and prisoners who were released have spoken out about acts of torture, including sleep deprivation, the use of so-called truth drugs, beatings and being locked in confined and cold cells. Human rights groups argue that indefinite detention constitutes torture. The conditions which these people, although they are allegedly law-breakers, are subjected to are inhumane. Guantanamo Bay has quite a notorious reputation in the eyes of most people and humanitarian groups. The detention camp has come under quite a lot of fire from a large range of groups. The camp is being called upon to improve its practices.

Some people, namely those in favour of the practices at Guantanamo Bay Detention Centre, say that it has decreased terrorism and other such serious crimes worldwide. I disagree with this point. Nobody can ever know whether or not information gained from torture is useful.

In conclusion, I think that this U.S. detention camp is a terrible place. To me, it is a stronghold of injustice and depression. Such a place, in my opinion, should be completely cleansed of all corruption or more realistically closed down entirely.

For further information on this project please contact:

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Student's "Meet & Eat" in Meath by Geri Hogary, Regional Director

Meath Youth Federation

Introduction

Meath Youth Federation is lucky enough to be renting a small parish Youth Centre in the Church grounds in Navan, Co. Meath. It is central and easily accessible. Staff had been working on ideas as to how to utilise the space during the day while young people are in school. Outside school hours it is used for seasonal workshops, youth club gatherings etc. But what else could we offer?



While out enjoying a brisk lunch-time walk last December 2007, I noticed the bitter cold and rainy weather was keeping everyone indoors. But not the students of our local Secondary schools. They brave the elements every day just to enjoy getting off the school grounds for half an hour to have their lunches huddled together in corners or outside shops.

There have never been any complaints about the students hanging around. They are well behaved and a credit to parents and teachers. They respect the school uniform and what it represents. But there's so many of them, it's sometimes hard to get near the shop doors.

The Meet and Eat Service

"Wouldn't it be great if they could go indoors, somewhere warm to sit down and eat their lunch without catching pneumonia"? This was the question put forward to the next staff meeting. So the idea of the "*Meet & Eat*" service was born. The aim of the service is to provide a safe and dry environment for students to gather during their lunch-time, while still being able to catch up with their friends. In consultation with the school Principals and local shops, we set about informing students of what we could offer. *Tea, soup and a place to sit, eat and chat.*



The first day of the "Meet & Eat" found staff and volunteers twiddling their fingers, wondering where everyone was. So, off we set around the town encouraging the students to come in and sit down. Tentatively they made their way in and were pleasantly surprised to see that what was offered was what they got. Tea, soup and a place to sit, eat and chat. By the end of the first week there was an average of 30 students every day availing of the service. Each one of them giving suggestions as to how it could be improved. "I don't like tea, how about some Hot Choolate"? "We prefer the Chicken Soup". "A ny dance of some deent misid" "50 in Flat screen TV"???? "Can we reserve seats"?



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It has also proved to be an Environmentally Friendly service. No longer are the streets strewn with wrappers and empty bottles falling out of over-stuffed bins. The students have no choice but to put their rubbish in the bins provided as they are dotted all over the centre and especially at the front door. Promises are made to put that final empty tea cup in the bin on the way back to school.



The service is open to Transition, 5th and 6th year students from 12.30pm – 1.15pm. As part of our policy and with the agreement of the Principals, they are required to sign in and out. They do this without question and head straight for their seats. Like clockwork each day there's a mass exodus at 1.15pm to head back to school for their afternoon classes. While the students enjoy using a warm place and receiving warm refreshments, we enjoy the opportunity of providing a safe environment and an opportunity for students to avail of our other services.



Service Launch

Minister Noel Dempsey (see photos above) officially launched the service in February 2008, encouraging the students to continue to use the service and highlighted the efforts being made by staff and volunteers to accommodate young people's needs, no matter how small. He agrees with our vision of extending this pilot service to other towns in the county. But we need the backing of everyone.

On a final note I would like to say a special thanks to our *'Meet & Eat"* volunteers – Esther, Mena, Gary, Trevor, Padraig and Stephanie for their kind assistance to the service and the students.

For further information on the service contact:

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Getting Ready for Charities Regulation

by

Ivan Cooper, Directory of Advocacy, The Wheel

The Charities Bill is well-advanced on its journey through the Dáil. With enactment expected by summer, we could see a Charities Regulator operating by early next year. Now is the time for your organisation to begin preparations, writes Ivan Cooper, Director of Advocacy with the Wheel.

Introduction

The Wheel welcomed the publication of the Charities Bill in 2007 – we noted that charities have been urging the Government to regulate the sector for many years now. Well-run charities have nothing to fear from regulation and much to gain. Benefits will include:

- Streamlining of the roles played by the authorities that regulate a charity's work
- Increased support from potential benefactors resulting from greater transparency
- Clear requirements in relation to the operation of fundraising
- An opportunity to shape the regulatory environment going forward
- Support in raising standards in administering our important work.

There will, however, be a certain amount of adjustment that even well-run charities will have to make in responding to the new requirements. Responding positively to these challenges will provide a useful development-opportunity for progressive charities. Ensuring that Government adequately resources the sector to respond to regulation remains a top priority for The Wheel.

The Charities Bill in Brief

The Charities Bill is intended to reform the law

on charities to ensure greater accountability; to protect against abuse of charitable status and fraud; to enhance public trust and confidence in charities; and to increase transparency in the sector. Key aspects of the Bill will:

- Define charitable purposes for the first time in legislation
- Create a Regulatory Authority for Charities
- Set up a register in which all charities must be included
- Require charities to submit annual activity and financial reports to the Regulator
- Update the law on fund-raising, particularly to direct-debit / non-cash methods
- Set up a Charity Appeals Tribunal
- Provide for consultative panels to assist the Authority in its work and to ensure effective consultation with stakeholders.

The Regulator

The Charities Regulator will provide oversight of charities – promoting compliance with their legal obligations while also supporting charities through providing information and advice and through developing codes of practice. The Authority will have the power to institute investigations into charities and impose sanctions for non-compliance if necessary.

The Register

A key function of the Regulator will be to establish and maintain a register of charitable organisations, one that will be accessible to the general public. At present, there is no central public register of charities in Ireland. The key purpose of the register will be to promote transparency –

the register will enable the public to confirm the *bona fides* of genuine charities.

Registration will be mandatory for all charities operating within the State and every registered charitable organisation will have a unique registered number. The Authority will have the power to remove a body from the register if a charity fails to comply with the legal requirements. It will be an offence for any organisation not on the register to claim that it is a charity or to operate or fundraise in Ireland.

Modernisation of Fundraising Legislation

All would agree that fundraising methods have evolved a lot since the passing of the Street and House to House Collections Act 1962 (the primary legislation that governs fundraising) and the Bill proposes a three-pronged approach to reform the law by:

- introducing a permit regime for "new" fundraising methods such as direct-debit collection and other non-cash collection methods
- 2. requiring that charities provide the Regulator with information concerning their fundraising activities (such as in their registration applications and in their annual accounts and reports)
- 3. requiring that charities implement agreed Codes of Good Practice in relation to their actual fund-raising operations (The Department of Community, Rural and Gaeltacht Affairs has commissioned Irish Charities Tax Research Ltd to consult with the sector to develop draft codes of fundraising practice for charities: see **www.ictr.ie** for details).

Accounts and Reports

The Bill requires that all charities keep books of accounts and submit annual statements of accounts and reports to the Regulator. In addition to filing their annual accounts and reports with the Charities Regulator, charities that are companies will still be required to file their annual returns with the Companies Registration Office (CRO). The Minister has, however, committed that the Regulator will work closely with the CRO to ensure that the dual reporting requirements are kept to a minimum.

In recognition of the fact that many charitable organisations are small and have limited resources the Bill also proposes varying reporting and audit requirements depending on whether a charity has an income above or below €100,000 (but <u>please note</u> that the Companies Acts will continue to apply to charities that are registered as companies insofar as accounting requirements are concerned).

Preparing for Regulation: What your organisation should be doing now

With enactment expected before summer 2008, the proposed Charities Regulator could be operating by early 2009. Now is the time for your organisation to begin preparing for living with a regulator:

- Get up to speed on the contents of the Charities Bill by joining The Wheel's charities regulation network of interest (email:ivan@wheel.ie).
- Visit The Wheel's website **www.wheel.ie** to learn more about the Bill.
- Visit the website of the Oireachtas at **www.oireachtas.ie** to download a copy of the Bill.
- Keep abreast of developments when the legislation is enacted.
- Brief your management committee or board on the main implications of the Bill contact The Wheel to arrange a briefing for your board (which we will do our absolute best to accommodate).
- Check whether your organisation would be able to supply the information - highlighted in the box below - that the future

Charities Regulator will likely request when you apply to be included in the Register.

- Begin thinking about how regulation might affect your organisation – no-one can do this thinking for you and the sooner you begin this, the better prepared your organisation will be for regulation.
- Examine your organisations governance practice – contact The Wheel if you need advice in this regard.

Information that may be requested by the Charities Regulator when an application is made for inclusion on the Register. The Charities Bill itemises the types of information that the Regulator will likely request of an organisation seeking inclusion in the Register of Charities. Would your organisation be able to supply this information?

- Copies of your constitution, articles of association etc.
- Information about your area of operation (nationally/outside the State)
- Bank details for charitable funds
- What activities will be carried out for each of your charitable objects
- How your organisation has raised its funds and /or how it intends to do so in the future
- The amount of funds raised since your organisation was formed
- Your plans for funding specific activities;
- Details on your use of professional fundraising consultants
- Details of risk assessments and checks / safe guards for organizations working with vulnerable people
- Details of your organisation's gross income in the last financial year
- A copy of your financial accounts for last year

The Wheel is a national network that supports charities and community and voluntary organizations to do their work. The Wheel also advocates for a better infrastructure for the community and voluntary sector. It has 770 members across the sector and across Ireland and is a member of the CV Pillar in the national Social Partnership process.



For further information please contact:

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Activities Supplement: Smoking Awareness & Young People

by Gina Halpin



20 years ago people could buy cigarettes and smoke pretty much anywhere. Advertisments for cigarettes were on the tv & radio and at sporting events. Today we are more aware of the

dangerous effects of smoking on our health and environment. Almost everyone knows that smoking causes cancer and heart disease; that it can shorten your life by 10 years or more; and that the habit can cost thousands of Euro a year. Yet this message doesn't seem to be getting through to young people who continue to light up! This activity supplement contains activities, information, facts and useful websites to help the youth worker promote an anti smoking messages in their youth groups.

Activity 1 Smoking Experience

Aim: To demonstrate the effects of smoking on the body. **Materials:** Sponge, treacle and a knife.



- Ask the young people to imagine the sponge is their lung. Explain that they are similiar because the little air holes in the sponge are like the alveoli (air sacks) in our lungs.
- Squeeze the sponge and point out how quickly it returns to its original shape - as with a lung inhaling and exhaling air.
- Now spread about a teaspoon of treacle on to the surface of the sponge and work it in.
- Explain that the treacle represents the tar from cigarettes and this is what happens to lungs when you smoke - the tar sticks to the lungs and blocks the air holes making the smokers's lung black and blocked. This in turn reduces the lungs's effectiveness, making it harder for the smoker to breathe.

Source www.ashscotland.org



Betch You Can't Eat Just One -The Power of a Crisp!!!

Aim: To demonstrate to young people how dangerous tobacco use is and to show how cravings can be induced, and to explain the differences between wants and chemical addiction.

Just one crisp teases the taste buds and creates a sensation of want. Though not a perfect analogy, this exercise can serve as a springboard for discussing the concept of addiction with your youth group.

Materials: One large bag of crisps.

Pass the bag of crisps around the group telling each young person to take and eat just 1 crisp.

Ask the following questions:

- 1. How many of the group would like another crisp?
- 2. How do cravings for crisps differ from cravings for cigarettes?
- 3. How might your body react if you stopped eating crisps today?
- 4. How might your body react if you were addicted to nicotine and tried to stop smoking?

Group Discussion

Discuss the withdrawal symptoms that people go through when they try to stop smoking, such as:

Restlessness Eating more than usual Impatience Frustration Anger Difficulty concentrating Depression Loss of energy/fatigue Headaches Insomnia Heart palpitations

Explain that it would be bad to have to go through any of these symptoms, but when you try to give up smoking, you may suffer through a combination of them.

Source www.costkids.org



Activity 3 Decisions Decisions!!! Agree - Disagree

Aim: To encourage young people to think about their attitudes towards smoking and to assess their knowledge on the health effects of smoking.

Materials: Large room, three signs with Agree, Disagree & Don't Know, placed in different corners of the room.

- Make a list of statements and questions relating to the views young people may have about cigarettes and smoking (see sample list below).
- Get the young people to stand in the middle of the room and as you call out each question tell them to run to the sign they most agree or disagree with.

After each statment ask them what they thought about the statement and why they decided to agree or disagree with it

Suggested Statements:

Young people start smoking because their friends do It is easy to buy cigarettes Nicotine is more addictive than heroin *(true)* It is easy to stop smoking The younger you start smoking the harder it is to stop (true) Young people are not affected by the health warning on cigarette packs More teenage girls smoke than teenage boys It looks cool to smoke Smoking can be more harmful to female lungs than male lungs (true) Low tar cigarettes are as bad as full strength ones If young people knew all the facts relating to cigarettes they would not start smoking Source Kids Against Tobacco Smoke

Activity 4 They Put What in a Cigarette????

Aim: This is an awareness activity to highlight to young people what is in a cigarette and the toxics they inhale when they smoke.

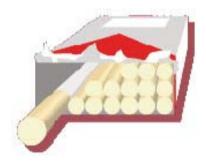
Materials: Flip chart paper, old magazine cuttings & markers.



There's a lot more than tobacco in cigarettes and secondhand smoke. There are plenty of chemicals that can also be found in everyday household products.

For this activity, you will create a poster or display on the flip chart paper using the magazine images, or pictures, that tells others about these ingredients and exposes the truth. Almost every product has a list of ingredients somewhere on the label. So isn't it strange that there isn't a list of ingredients on a pack of cigarettes? If there were, it would be a really, really long list as there are over **4000** chemicals in a single puff of cigarette smoke, and 69 of them are known carcinogens.

Use the list below to explain to young people some of the chemicals that are in a cigarette and second hand smoke. You can keep the poster in the youth centre to act as a reminder of the toxins in cigarettes.



Arsenic: used in rat poison and pesticides

Acetic Acid: found in vinegar, hair dye, and photo developing fluid

Acetone: a main ingredient in paint thinner and finger nail polish remover

Ammonia: a typical household cleaning fluid **Benzene:** found in gasoline

Butane: chemical found in lighter fluid, pesticides and paints



Cadmium: found in batteries and artists paints **Carbon Monoxide:** a poisonous gas found in car exhausts, as well as from other sources **DDT:** a chemical formerly used as an insecticide

Formaldehyde: used to embalm dead bodies

Hydrazine: used in rocket fuels

Hydrogen Cyanide: used as a poison in gas chambers and chemical weapons

Lead: a toxic metal that used to be found in some paints

Naphthalene: used in mothballs and some paints Nitrobenzene: used as a solvent in petroleum refining

Phenol: used in disinfectants and plastics **Polonium-210:** a highly radioactive element **Stearic acid:** found in candles *Source www.ashscotland.org*



Activity 5 Breathing Exercise

Aim: To demonstrate how smoking will decrease lung capacity.

Materials: Drinking straws

- Give each young person a drinking straw, and tell them to place it in their mouths.
- Tell them to hold their noses and breathe only through the straw in their mouth.
- Now get them to run in the same spot for 30 seconds whilst only breathing through the straw (anyone with Asthma should not take part in this exercise).

After the 30 seconds ask them the following questions:

- 1. How difficult is it to breathe?
- 2. Do they feel they are getting enough air into their lungs?

Explain that when people smoke they lose the ability to hold enough oxygen in their lungs and will have difficulty breathing, especially during exercise.

www.tarwars.org



Smoking & Peer Pressure

Many young people start smoking due to peer pressure - here are some tools for young people to try to resist the pressure. Firstly have them remember two points:

They don't have to do anything they don't want to do.

It's perfectly okay to say no, they don't owe anyone an explanation.

But sometimes saying "no" isn't always easy. Most worry about fitting in and what others will think, so if a simple "No, thanks" won't do the trick, here are some other tactics for turning down the offer of a cigarette:

"I'm allergic to smoke." "The smell of smoke makes me sick and I don't want to smell like that." "My parents will go mad if I come home smelling like smoke." "I know someone who died from smoking and I don't want to do it." "I don't want to start because I'm trying to get my parents to stop."

"No thanks, I've given up."

Source www.pbskids.org

Health Awareness

Smoking is one of the worst things kids or adults can do to their bodies. So why do young people light up? There's more than just one simple answer.

Some kids may start smoking just because they're curious. Others may like the idea of doing something dangerous — something grown ups don't want them to do. Still others might know lots of people who smoke and they might think it's a way to act or look like an adult. Fortunately, fewer people are starting smoking than a few years ago.

Remind young people of the negative affects of smoking -

Bad breath Yellow teeth Smelly clothes More colds and coughs Difficulty keeping up with friends when playing sports Empty wallet

The health benefits start right away when you quit smoking:

- Within 20 minutes your circulation will improve.
- Within 8 hours the carbon monoxide level in your blood will drop and the oxygen level will go up.
- Within a few days your sense of smell and taste will start to improve.
- You'll start to feel fitter and will be able to play sport without getting breathless.
- Within 2 or 3 months you're lung capacity will increase by 30%.
- Within 1 year the chance of heart attack drops by half and within 2 years the risk drops to almost the same as a non-smoker.
- Within 5 years the risk of smoking related cancers will be greatly reduced.
- You'll smell better without smoke hanging around your hair, clothes and breath.
- You'll not have to worry about damaging your health or your pocket!

Source: www.spunout.ie

it is illegal to buy or smoke cigarettes if you are under 18

Resources:	www.ashscotland.org	
ww.otc.ie	www.spunout.ie	
www.tobaccofreekids.org	www.pbskids.org	
www.smokefree.net	www.4girls.gov	
www.kickbuttsday.org	www.unicef.org.uk	
www.oxygen.org.au	www.youth.ie	
www.kidshealth.org	www.tobaccofree.com	
www.tarwars.org	www.anti-smoking.org	
www.costkids.org	www.youthonline.ca	

Youth Cafés.... What's in a Name? by Michael McLoughlin

Introduction

What's in a Name, whether called Youth Cafes or not the need for dedicated spaces for young people needs to be central to any Government policy and we as youth services need to have an agreed understanding around this and be able to communicate it.

Much debate and discussion recently has revolved around the "youth café" concept. It is useful shorthand perhaps as it creates a visual concept of young people interacting and sharing coffee. However, the possibilities for young people to access health services, advice, informal education, training and a variety of other services through such spaces are much greater.

The very title itself could result in spaces falling well short of the variety, diversity and dynamism of what is and what could be provided in contemporary youth spaces in cities, towns and villages across Ireland. Therefore, a definition and name should be clearly indicated and be suitable for any initiatives.

To avoid a series of premises being built and left empty or worse still becoming spaces that are abused it is essential that the real potential of these spaces is considered.

What Should a Youth Café Look Like?

This subject of "*Youth Cafes*" is much broader and much more fundamental than just having a building and a cup of coffee although both of these are needed. There is potential that through this "*dedicated space*" the relationships between young people and society, young people and adults and young people themselves can be facilitated nurtured and developed.

These spaces could be a vehicle for the development of active and critical citizenship. In short they are about the fundamentals of youth work itself. The recreation strategy itself is entitled *"Teenspace*" thus illustrating the value of a flexible and meaningful *"space*" for young people. The context of the report and some of its assumptions are instructive. However, the report includes a huge variety of provision. This particular area is important in looking at young people who do not participate in some of the mainstream services on offer.

Do we already have a Model for Youth Cafes?

Many involved in youth work may well say we have had a model of youth cafes for many years simply called youth clubs, they are a safe place to meet and to involve oneself in certain development work at ones own pace. So we need to maintain the focus in a new and cooler facility on the tried, tested and essentially similar philosophy of the youth club in a more modern setting.

Youth Clubs operate under a structured programme – youth cafés should offer young people a space to develop relationships but also offer them opportunities for taking on a greater role and responsibility for the space and discussion on the services that will be provided. There needs to be a partnership between worker and young person.

Similarly **Youth Information Centres** have long been an important element in youth work. There are 30 centres in Ireland and Youth Work Ireland members run 20 of these. They too represent an important "*drop in*" service for young people and a potential gateway to other important youth services. The premises, work and impact that they have should be built on in the context of any new potential facilities being developed.

Conclusions

So, what next! We need to apply the fundamental principles of youth work to these spaces, these being:

- Volunteerism
- Relationships
- Education and Development
- Participation
- Quality
- Process
- Partnership

The Youth Service in running these facilities can offer specific outcomes:

- Less pressure on other less appropriate facilities
- Improvement in the level of offending and anti-social behaviour due to improved facilities
- Healthier lifestyles for young people
- Prevention, reduction and education out comes in relation to drugs (Pillar Two and Three of the NDST*)
- Better educational outcomes through preventing early school leaving
- More aware and informed young people though linkage with programmes and youth information
- Intercultural outcomes through having an integrated meeting place for young people

In a recent submission to the Office of the Minister for Children (OMC) on Youth Cafes, Youth Work Ireland recommended the following:

- 1. Youth Work Organisations Should Lead the Process
- 2. They must be Safe
- 3. The need to be Staffed Properly
- 4. They Need to Have Proper Policies and Procedures
- 5. Must be Attractive
- 6. Must be Flexible
- 7. Must be Accessible
- 8. Should have a Drop-in Ethos
- 9. Must have Suitable Opening Hours

- 10. Must be Youth-led
- 11. Facilities Should Act as a Gateway to Other Provision
- 12. Need to Build on and Enhance Existing and Rural Provision

Coming back to where we started, in order to avoid a series of premises being built and left empty or becoming spaces that are abused, these principles should be core considerations in any strategy or development which aims to progress the "*youth café*" concept.

Michael McLoughlin is Director of Central Services in Youth Work Ireland.

For further information please contact

Youth Work Ireland 20 Lower Dominick Street Dublin 1 Tel: 01-8729933 Email: mmcloughlin@youthworkireland.ie Website: www.youthworkireland.ie

IYWC New Resources

CHILD PROTECTION

Child Protection Awareness Programme: Good Practice for the Youth Work Sector – Trainers Manual by Child Protection Unit (2007)



Training manual which aims to provide child protection trainers with a standardised child protection awareness programme that will help to provide (i) an understanding of the relevance of child protection to the youth work sector; (ii) an awareness of

the broader context for this work; (iii) an exploration of a range of attitudes in relation to this issue; (iv) an awareness of the definitions of child abuse; (v) an awareness of how workers might become aware of / have concerns about abuse; (vi) an understanding of the characteristics which might render an individual suitable or unsuitable for working with children and young people. The programme has been designed for use with a wide variety of workers within the youth work sector including paid workers and volunteers. The PowerPoint presentations used in the programme are contained in a CD Rom, which accompanies the manual.

EQUALITY

Public Attitudes to Disability in Ireland by National Disability Authority (2007)



Report which presents the findings of a comprehensive survey of public attitudes towards people with disabilities in Ireland. The survey was conducted during 2006 and is a follow up of a similar study that was conducted in 2001. The findings of the research cover a diverse range of topics on attitudes relating to disabilities, including knowledge of disability and general attitudes, education, employment, relationships, access to buildings and public facilities, level of comfort living near people with disabilities, State benefits and awareness of disability related organisations. The results show that more positive attitudes to disability are found amongst people with some personal experience of disability, whether they had a disability themselves or knew someone with a disability. There were also differences in response for certain questions depending on the respondent's age, gender and social class. Research pack also contains a literature review on attitudes towards disability.

Mainstreaming Equality Promoting Equality & Accommodating Diversity in Further Education, Training & Labour Market Programmes Conference Proceedings by The Equality Authority (2007)



Publication that brings together the papers presented at a conference held in November 2006 on this theme that was organised by the Equality Authority and The Department of Education and Science and the Department of Enterprise, Trade &

Employment. The papers are published as a resource to providers of further education and training who seek to embed a focus on equality in their organisational polices, practices and procedures. The papers in this publication explore the legal and accreditation frameworks supporting the promotion of equality, the accommodation of diversity and non-discrimination in the further education and training sector. They provide information on the legal framework for non-discrimination. They present practical examples of

strategic approaches by organisations in the sector to promoting and achieving equality for a diversity of learners. They also identify strategies to support and implement effective equality mainstreaming in the plans, programmes and provision of this sector.

Realising Integration: Creating the Conditions for the Economic, Social, Political and Cultural Inclusion of Migrant Workers and their Families in Ireland by Migrant Rights Centre Ireland (2006)



The integration of migrant workers and their families is a challenge that Irish society is only slowly waking up to. The presence of migrant workers and their families is one of the most obvious signs that Ireland has joined the forces of modern day

globalisation, which changes the way society is organised; who does what, how it is done and our relationship with the rest of the world. Ireland is at a crossroads and we are in the fortunate situation of being able to draw from a wealth of experience not only from other countries but also from work here in promoting social and economic inclusion. This report is presented as a contribution to the debate and process of developing an integrated strategy for Ireland. It is not intended to be viewed as the definitive work in this area, but does offer a useful model, analysis and recommendations.

Stand Up Sit Down: A collection of Short Stories about Friendship and Conflict from Children in Navan, Co. Meath by Kid's Own Publishing



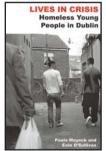
Book which is the work of a group of children from the Traveller Community and their families. The idea for the book originated with Navan Travellers

Workshops (NTW) while looking for an innovative approach to address conflict and mediation

for both adults and children. It was felt that the children of the community could hold the key to an adult's heart. Through their eyes and experiences the area of "friendship" in all its forms was explored. The project was an attempt to address the issue of conflict; the effect conflict has on children, and their struggle to find resolution. The message from this book is that children can find resolutions to their conflict and that it is important for adults to listen and hear their words. The book is part of a series entitled *Unheard Voices* and is intended to make Traveller culture visible in schools.

Homelessness

Lives in Crisis: Homeless Young People in Dublin by Paula Mayock & Eoin O'Sullivan (2007)



Book which reports on the findings of a study of 40 homeless young people in Dublin city. It documents their journeys into homelessness and traces their life experiences and events subsequent to them becoming homeless. Among other issues,

the book deals with the experience of being homeless; the challenge of surviving on the street; relationships and friendships; drug use and criminal activity; experiences of bullying, violence and victimisation; health and health related behaviour; help-seeking and coping strategies; and service use and service utilisation. Written in a highly accessible style the book tells the real life stories of homeless young people. In their own words these young people give us a better understanding of the experience of homelessness based on their living on the street or in hostels.

PEACE BUILDING

Good Practice in Community Based Peace Building by Helen Maher & Yuvi Basanth (2006)

The legacy of the conflict in Northern Ireland

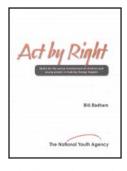
challenges those attempting to develop peaceful, democratic society, north and south of the border. The political process has produced the Belfast Agreement, which defines the strategies and policies required to achieve and maintain peace. This report explores what constitutes good practice in such initiatives and analyses the nature and significance of the activities that have been undertaken by community leaders, community activists, and voluntary participants. Its primary sources are peace-building practitioners many of whom participate in the research process. The findings of the report are primarily based on research into the practices of 21 case studies of com-

munity based peace building initiatives. The studies undertaken for this report also focused on many of the core target groups that are identified by the programme including victims, ex-prisoners and their families, young people and women.



Youth Work

Act by Right: Skills for the Active Involvement of Children and Young People in Making Change Happen by Bill Badham



Accredited workbook and award for children and young people who want to be or who are actively involved in effecting change. Regardless of the environment they are working in, Act by Right, can support learning, help develop knowledge and

skills and enable young people achieve change and reach their goals. It consists of five stages or areas of work which lead toward effecting change. The units provide a guide to enable young people to think about all aspects of effecting change as a process. The units are (i) Getting to know each other and representing others; (ii) Getting to know the community; (iii) Getting ready for action; (iv) Campaigning for change; (v) Finding out what's changed.

The Agenda for Children's Services: A Policy Handbook by

The Office of the Minister for Children (2007)



Policy document which builds on existing national children's policies and places them in a framework to assist policy makers, service managers and front line staff in meeting the needs of children and their families. The purpose of this document is to

set out the strategic direction and key goals of public policy in relation to children's health and social services in Ireland. Its aim is to assist policy makers, mangers and front-line practitioners to engage in reflective practice and effective delivery, to be informed by best Irish and International evidence, and to identify their own role within the national policy framework.

> Young People & Crime: Research, Policy & Practice by Kevin Lalor

Conference report from the first national conference on "Young People & Crime" hosted by the Centre for Social & Educational Research and DIT. The three core conference themes were (i) criminological perspectives on the Children Act 2001 (ii) youth & risk (iii) restorative justice. As well as providing a forum through which discussion and potential collaboration could be built across the three sectors, it was also envisaged that the conference would provide an opportunity for those engaged in criminological research in Ireland to present to their peers and build academic collaboration within the discipline.

All of these titles are available ON LOAN - not for sale to IYWC members. For further information and to request any of these resources please contact: Gina Halpin / Bregee Kiernan Irish YouthWork Centre 20 Lower Dominick Street Dublin 1 Tel: 01-8729933 Fax: 01-8724183 Email: ghalpin@youthworkireland.ie / bkiernan@youthworkireland.ie Website: www.iywc.com

Round Up

Young DJ Academy Presents Hip Hop from The Modern Soul Academy

2008 sees the beginning of a unique project for The Young DJ Academy who are pleased to announce that the Modern Soul Academy will be in Ireland working with them for a limited time. The Modern Soul Academy bring their unique brand of musicality to Irish shores, having previously worked here on a number of projects in the past few years. These pieces of work were so popular with the young people who participated in them that the Young DJ Academy have decided to link together to offer similar workshops to other interested groups.

The Modern Soul Academy (MSA) is an education based program dedicated to enhancing the lifestyle of young adults through music. This program was created for the Hip-Hop generation, youth between 15-25 years of age. MSA specializes in the development and promotion of education using the popular culture of Hip-Hop as a tool to encourage and engage with young people. MSA programmes have been in existence for (4) years, bringing together youth from various backgrounds, socially and culturally. The work also tends to focus on personal development in certain areas of interest to youth. Music and culture (lifestyle) is universal and it has a profound influence over the youth of today. It shows students that learning can be enjoyable and gratifying. MSA's goal is to educate, encourage, and motivate students through the enjoyment of learning about different aspects of Hop Hip culture.

More information is available from: <u>www.soulacademy.com</u>

For the next five months soul academy are interested in working with groups in a developmental way, facilitating young people in whatever they aspire to. It may just be that some young people would like to try their hand at experimenting with Hip Hop or maybe developing further what they have already been doing, either way the soul academy is a valuable resource to tap into. Workshops are facilitated by Tim Weedon who is the founder of modern soul academy and has worked extensively with youth projects in the past.

These workshops can be tailored to suit individuals or groups that express interest in learning about creating

their own music, developing knowledge about the history of this music and understanding what it is meant for. The workshops are very positive and are a great developmental tool.

If this is an interest to the young people/ projects you work with please contact: Young DJAcademy at 087-9898930 or www.youngdjacademy.com www.myspace.com/markfinn

DKIT ANNOUNCES THE DEVELOPMENT OF A FULL TIME COMMUNITY YOUTH WORK DEGREE

The course will be delivered as part of the full time programmes on the Dundalk campus. It will be offered through the CAO (course code DK763) as a three year level 7 Degree with the option of a one year add honours degree in Youth Work. However, students who have successfully completed the first two years of this programme and who wish to leave after two years, may be awarded a Level 6 Higher Certificate in Arts.

Subjects include:

Year 1 - Introduction to Youth Work 1 & 2, Group
Work 1 & 2, Sports Studies 1 & 2, Workplace Communication, Study Research and Writing skills, Community Development 1 & 2, Business Software
Applications 1 & 2 & Placement Preparation.
Year 2 - Full Time Work Placement (14 Weeks), Youth Work Interventions, Project Management, Finance, Sports Studies 3&4, Developmental Psychology & Youth Work Practice
Year 3 - Full time youth work placement (14 weeks), Ethical practice in Youth Work Exercise for special groups Sociology and social change Research Meth-

ods Development Studies Adventure Sports /Dance Year 4 - or Top up Year for BA (hons) in Youth Work Youth Work Relationships Research project 1 Ethnic Studies History and Development of Youth Work Policy and Practice Law and Policy of Youth work Adult and Community Education

Further Details:

Please contact Louise Fitzpatrick, the Youth Work Course Manager on 087 9101733 or by email on louise.fitzpatrick@dkit.ie

Notice Board

Applied Suicide Intervention Skills Training (ASIST)

Date: Tuesday 13th & Wednesday 14th May 08 **Venue:** Donegal

Course Content:

ASIST is a two-day workshop designed for members of all care-giving groups. It will enhance a person's skills to intervene until either the immediate risk of suicide is reduce, or additional life assistant resources can be found. ASIST is designed to help all caregivers become more ready, willing and able to help persons at risk. Suicide can be prevented through the actions of prepared caregivers. Just as "CPR" skills make physical first aid possible, training in suicide intervention develops the skills used in suicide first aid. ASIST is a two-day intensive, interactive and practice-dominated course designed to help caregivers recognise risk and learn how to intervene to prevent the immediate risk of suicide.

Participant Profile

This course is suitable for all caregivers, including mental health professional, youth workers, counsellors, teachers and community workers and volunteers.

Let's Leave it Till Later - Delay Training

Date: Tuesday 8th & Wednesday 9th April 08 **Venue:** Dublin

Course Content:

Two-day training course, which will explore the issue of delaying sexual activity of young people. The course will be very skills based and focus on the interaction between workers and young people in relation to sexual health.

Course Aims:

- To look at the causes and effects of early sex and current research findings
- To understand the role played by the media and peer pressure on young people and early sex
- To explore a range of ways of working with

young people to help them make positive and health decisions for themselves

- To gain skills to hand on to young people in how to say 'no' and resist pressure
- To focus on alternatives to having sex for example in exploring intimacy and sensuality in non-sexual ways
- To consider the role of friendships, supportive adults and professionals in supporting delay
- To try out a new approach to building young people's self-esteem
- To share methodologies and insights drawn from your own experience
- To consider, clarity and recognise the values we bring to this work

For further information on these courses please contact:

National Youth Health Programme 3 Montague Street Dublin 2 Tel: 01-4784122 Email: elaine@nyci.ie

Effective Press Releases

Date: Thursday 3rd April, 2008 Time: 10.00am - 1.00pm Trainer: Simon Devilly

Participant Profile:

This course is suitable for anyone working in the community and voluntary sector who currently, or will in the future, be writing a press release as part of their role.

Course Content:

This course aims to help participants to write and identify the framework of an effective press release. They will learn how to maximise opportunity for use when dealing with the media as well as learning to target different audiences. The course also offers language and writing tips. By the end of this course, participants will be able to:

- Recognise the importance of media relations
- Communicate a message about their organisation and target different audiences
- Write and issue a press release
- Organise themselves to deal effectively with the media

Conflict Resolution

Date: Wednesday 9th April, 2008 Time: 10.00am – 4.00pm Trainer: Jean Cullinane

Participant Profile:

This course is for those with responsibility for managing staff; managers, supervisors, team leaders in small/medium community and voluntary organisations.

Course Content:

As a manager of a voluntary organisation the challenge is to create a working climate in which the Board, employees and volunteers can make the most effective contribution to achieving the organisation's objectives. Conflict can originate internally or it can be brought to the doorstep by clients. The challenge is to manage it effectively. Conflict can be described as a natural disagreement, which results when individuals or groups differ in attitudes, beliefs, values or needs. It can also originate from past rivalries and personality clashes. Certain forms of conflict can be negative and destructive while other forms can be healthy when effectively managed. This course is designed to help participants to develop an awareness of their personal approach to handling conflict. It also aims to give a deeper understanding of the types of conflict, which can arise, in the workplace. Giving alternative approaches available for managing such conflict. The focus throughout the workshop is on developing practical skills that can apply in the workplace.

Outcomes:

By the end of the course participants will be able to:

- Recognise the sources of conflict in their work place
- Identify their preferred approach to managing conflict
- Practice resolving conflict in a group and oneto-one setting
- Develop an action plan for effective conflict management at work

Finance for Non-Finance People

Date: Wednesday 16th April, 2008 Time: 10.00am – 4.00pm Trainer: Fiona Fagan

Course Content:

Do you sometimes find yourself lost between the facts and figures? This course will identify internal financial management tools that will enable participants to forecast and monitor income and expenditure needs. It will also demystify the jargon behind financial statements, balance sheets and income and expenditure statements. It will look at different samples of accounting records and financial controls. Practical exercises will include working together to develop financial procedures.

Outcomes:

By the end of the course participants will be able to:

- Understand the records needed to monitor in come and expenditure within their organisation
- Read financial statements with more confidence
- Implement appropriate financial records, procedures and controls within their organisation

Board Roles & Responsibilities

Date: Saturday 19th April 2008 **Venue:** Galway **Trainer:** Tony Murphy

Participant Profile:

Are you a new Board member of a voluntary or community group? Are you unsure of what to expect in this new role or what is expected of you?

Course Content:

This programme will demystify Boards members' roles and responsibilities and give them tools to enhance their contribution and the effectiveness of the Board. The course outlines the purpose of the board as a whole, particularly in relation to governance and management. It will then examine the specific roles of individual committee members and resourceful ways in which work can be divided up between members. It will look at effective ways of managing a meeting to get results. The course will finish with a discussion on practical solutions to deal with typical problems arising within boards.

Outcomes:

By the end of the course participants will be able to:

- Identify their own expectations of and motivation for Board membership
- Describe the purpose of their Board and its responsibilities
- Identify the different roles of Board members
- Identify good practice in operating as a Board

For further information on these courses please contact:

Carmichael Centre for Voluntary Groups North Brunswick Street Dublin 7 Tel: 01-8735282 Email: tssinfo@carmichaelcentre.ie Website: www.carmichaelcentre.ie

Drug Awareness Information Day

Date: Monday 14th April 08 Venue: Urrus, Ballymun, Dublin Trainer: Greg Christodoulu

Course Content:

One-day workshop aimed at providing introductory information about drugs and alcohol. The workshop will look at the following areas:

- Drug information
- Alcohol misuse
- Trends & patterns
- Signs & symptoms
- Involving support agencies and making referrals.

Participant Profile:

This training is targeted towards those who want to begin to learn about drugs and alcohol and their effects.

Crack Cocaine

Date: Friday 18th April 08 Venue: Urrus, Ballymun, Dublin Trainer: Greg Christodoulu

Course Content:

Half-day course which will look at the history of Crack Cocaine, how it works and its effects / properties. It will help identify ways of reducing the associated health risks. The aim of the workshop is to look at the following areas:

- What is Crack
- Physical and psychological effects of the drug
- Exploring appropriate interventions

Participant Profile:

This workshop is ideally suited to workers in the drug field or social care area who want to gain an understanding of crack cocaine and explore appropriate interventions.

For further information please contact:

Urrus Horizons Centre Balcurris Road Ballymun Dublin 11 Tel: 01-8467980 Email: urrus@iol.ie

<u>Smoking - Raising the Issue with</u> <u>Young People</u>

Date: Saturday 10th April 08 **Venue:** Cork

Course Content:

One-day course aimed at facilitating participants in raising the issue of smoking with young people, through:

- Exploration of issues influencing and impacting on the smoking behaviour of young people
- Enhancement of knowledge on tobacco and related topics
- Exploration of methods and resources

For further information please contact:

Valerie Murphy Administrative Officer Health Promotion Department Eye, Ear & Throat Hospital Western Rd, Cork Tel: 021-4921642 Fax: 021-4921655 Email: Valerie.Murphy@mailp.hse.ie

Irish YouthWork Centre



Upcoming Workshop

Responding to the Challenging Behaviour in Young People

Date: Thursday 15th May 2008, Youth Work Ireland Offices, Dublin 1 Facilitator: Hilary Jenkinson Cost: €70

This workshop aims to explore challenging behaviour in young people both in terms of prevention at an organisational level and strategies for responding to challenging behaviour when it occurs. It is aimed at anyone within the youth and community work sector who are working directly with young people who experience difficulties in dealing with challenging behaviour with young people or who wish to improve their skills in this area.

Topics covered during the day include :

- Developing a strenghts-based ethos which validates and celebrates each person
- Acknowledging and incentivising good behaviour
- Building relationships and trust in the group
- Having very clear expectations around behaviour
- Assessing the specific needs of boys
- The battle zone vs. the learning zone
- Listening and acknowledging feelings
- The audience factor
- Following through with consequences

Places on this workshop are limited to 20 so early booking is essential, for further information please contact:

Gina Halpin Tel: 01-872 9933 Fax: 01-87 24183 Email: ghalpin@youthworkireland.ie





