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# Irish Youth Work Scene

*IN THIS ISSUE*

OMBUDSMAN FOR CHILDREN

EUROPEAN YEAR OF EDUCATION THROUGH SPORT

ANTI-RACISM GUIDELINES FOR YOUTH WORKERS

**JOURNAL FOR YOUTH WORKERS**

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# Another opportunity to make our case!

by Diarmuid Kearney

The Presidency of the European Union is upon us creating the opportunity for us to demonstrate the centrality of young people in Irish society. It's an opportunity to show just how seriously we listen to their views and opinions, to showcase our commitment to developing a comprehensive youth service through legislation and committing the necessary resources to make this a reality. It's an opportunity to show the range of services and opportunities we provide for young people as they navigate through what is for most a difficult adolescence requiring support in areas such as health, education, housing and employment.

So why aren't we making a song and dance about our achievements? Could it be that we have very little evidence of our ability to turn the lexicon of our aspirations into concrete actions. If we think about it our legislators and media do see young people as central to Irish society, but as a central problem, labeling young people as offenders, teenage drinkers, educationally disadvantaged etc. etc. rather than as the vibrant, energetic and enthusiastic resource that they truly are.

We have become tired waiting for the resources for the implementation of the Youth Work Act and the National Youth Work Development Plan. Our youth work practice has lost resources in real terms over recent years, our education and health services are in disarray, and increasing numbers of young people are at risk of becoming homeless as a result of changes to benefits. Perhaps it's just as well that we don't shout too loudly about our achievements?

And if the EU Presidency doesn't give cause for optimism we always have the forthcoming local and European elections. Oops! Perhaps not! We are all too familiar with how young people are increasingly feeling disaffiliated from the political process. This is not a problem that can be address by politicians exploiting photo opportunities where they can be seen alongside young people, by the introduction of 'trendy' images, party songs, or, heaven forbid, electronic voting. The disaffiliation is a reflection of how young people increasingly feel excluded from society, and from politics as a tangible aspect of society. The National Youth Federation is pressing for the reduction of the voting age to 16. Perhaps this will breathe new life into the tired, colloquial and cynical political system we have at present?

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It is open to all readers to exchange information or to put forward your points of view. Send in news, comments, letters or articles to the editor. Views expressed in this magazine are the contributor's own and do not reflect those of the National Youth Federation or the Irish YouthWork Centre.

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# An Ombudsman for Children

By Ruth Griffin

## **Background**

Back in February 2002 the then Minister for Children Mary Hanafin stated that

*"The establishment of the Ombudsman for Children is in recognition of the need for an independent person to act as a powerful advocate for children and promote the welfare and rights of the child."*

Minister Hanafin further added that

*"Attitudes and perceptions to the role and place for children in our society has changed in recent years and this has led to many policy developments in relation to child care services."*

The Government has invested an additional €171m for child welfare and protection services since 1997 and a further €46m was to be invested in 2002.

The first ever Office of Ombudsman was established in 1981 in Norway. By 1996 there were 18 offices worldwide concentrated primarily in Northern and Central Europe. Unlike the traditional role of the Ombudsman of investigating individual complaints, the office of the Ombudsman for Children is involved in promoting the welfare and rights of children and young people.

The campaign to establish an Office of Ombudsman for Children dates back to 1995 by the Children's Rights Alliance. In January 1998, the UN Committee on the Rights of the Child urged Ireland to take action on this issue as part of its Concluding Observations on Ireland's performance in implementing the UN Convention on the Rights of the Child. In 1999, and again in November 2000 with the launch of the National Children's Strategy, the Government made its commitment to create through legislation an inde-

pendent Office of Ombudsman for Children.

The recruitment of the Ombudsman for Children highlighted the determination to put in place effective strategies and services to promote and protect the welfare of children.

**The Ombudsman, who will be independent of Government, will have two main functions:**

- To promote the rights & welfare of children
- To examine and investigate complaints against public bodies and schools and voluntary hospitals.

**In promoting the rights and welfare of children the Ombudsman for Children will**

- Provide advice to the Government
- Encourage the development of policies, practices and procedures to promote children's rights and welfare
- Highlight issues that are of concern to children and monitor and review the operation of legislation
- Set up structures to consult with children, ensuring that the views of children are taken into account when policies and legislation are being considered.

## **The Recruitment Process**

Brian Lenihan, T.D., Minister for Children, announced in December that the Government has nominated Ms Emily Logan to be appointed by the President as the first Irish Ombudsman for Children.

Emily Logan is the Director of Nursing at the

Adelaide & Meath Hospital incorporating the National Children's Hospital, Tallaght. Previously, she held the position of Director of Nursing at Our Lady's Hospital for Sick Children, Crumlin. She was also Directorate Manager at Great Ormond Hospital for Children in London. Ms Logan holds an MBA in Health Service Management and an MSC in Health Psychology.

The Office of the Civil Service and Local Appointments Commission devised and conducted the training on recruitment on behalf of and in support with the National Children's Office and also the Children's Rights Alliance and the ISPC. The recruitment process involved children and young people in the drafting of the person spec, the drawing up of the advertisement and then in the selection process itself. A board of children and young people interviewed each candidate. They then took part in role-plays with young people before having an interview with a board comprising both adults and young people.

On 25 October a consultation day for 70 young people aged 9 – 17, from all over the country and from all social backgrounds, was held to:

- Provide feedback on the qualities of the person to be appointed as Ombudsman for Children for inclusion in the person specification
- Elect 15 children and young people to participate in the interview process for the Ombudsman for Children.

On 6 November, the post of Ombudsman for Children was advertised in the national newspapers. The wording in the advertisement was drafted by the children and young people and gave a very clear message about the qualities they wanted in their Ombudsman. Some of the children involved in the initial consultation attended the launch of the advertisement and spoke to the press.

The 15 children and young people elected by their peers were involved in all aspects of the recruitment process. Staff from OCSLAC did amazing work with the young people and provided extensive training on interviewing techniques at a weekend residential session.

Four young people were involved in the Steering

Committee for the appointment, chaired by DOHC, three were involved in the short-listing group, five conducted a group interview for all candidates, five conducted a role play for all candidates and three were on the final interview panel with three adult interviewers. A detailed marking system was developed, which ensured that the interviews and role play conducted by the young people, formed a significant percentage of the final marks awarded to candidates.

An evaluation of the process is to be recorded.

### What Now?

Now that the Office is a reality, the Children's Rights Alliance believes that the Ombudsman for Children can and must be a strong, independent champion ally who will defend the rights of children and their interests in all aspects of public life and policy that affect children. As a result the CRA commissioned a research study, *The Office of Ombudsman for Children: International Learning and Priorities for Ireland – promoting and protecting the rights of children, including those in poverty and social exclusion*



A core purpose of the report was to tap in to international experience and draw on the learning about what has worked well for children, particularly those experiencing poverty and social exclusion, and make those insights available as part of the Alliance's contribution to the early work of the new Children's Ombudsman's Office in Ireland.

The new international research on Offices of Ombudsman for Children contains a wide range of recommendations for Ireland's new Office of Ombudsman for Children. Among the areas cited for urgent action are the following:

- Pursue the commitments to eliminate child poverty
- Promote the extension of the Medical Card to children

- Advocate on behalf of children who are homeless, growing up in B&Bs or living on the roadside without suitable facilities
- Act against child abuse and bullying
- Promote children's play and recreation rights
- Review the overall care system for children
- Highlight the mental health needs of children
- Protect the rights of children of non-national parents threatened with deportation
- Advocate for the rights of children with disabilities
- Press for children's right to be heard in all areas of policy development and service provision that affects children's lives

**Chapter 1** of the report describes the feedback from Ombudsmen's Offices about the broad strategies which they have employed to achieve their mission, and which they consider to have been very important for success. This Chapter also describes a range of specific actions taken successfully by Ombudsmen in order to address matters that were especially important in their country.

**Chapter 2** gives an account of matters that the Irish contributors believe should be addressed by the new Ombudsman in the first twelve to eighteen months of office. These are the areas that the contributors believe are urgent, and where the rights and welfare of children, including those experiencing poverty or social exclusion, are particularly pressing. Included in this section also are any views that were given about the wider strategic approach that the Ombudsman should adopt.

**Chapter 3** contains the views of Ombudsmen (and some Irish contributors) about how the office of Ombudsman should operate. This section is mainly concerned with administrative matters, such as staffing, funding, and planning.

*Many thanks to Anne O'Donnell (NCO) for her assistance with this article and also the Children's Rights Alliance.*

### **To request a copy of the Children's Rights Alliance Report titled**

*"The Office of Ombudsman for Children: International Learning and Priorities for Ireland – promoting and protecting the rights of children, including those in poverty and social exclusion"*

#### **Please contact:**

Children's Rights Alliance  
13 Harcourt Street  
Dublin 2  
Tel: 01 405 4823  
Fax: 01 405 4826  
Email: [info@cra.iol.ie](mailto:info@cra.iol.ie)  
[www.childrensrights.ie](http://www.childrensrights.ie)

#### **If you want more information on involving young people in recruitment procedures, please contact:**

Anne O'Donnell  
Head of Communications  
National Children's Office  
Floor 3  
94 St. Stephens Green  
Dublin 2  
Tel: 01 4180582  
Fax: 01 4180819  
Email: [child\\_strategy:@health.irlgov.ie](mailto:child_strategy:@health.irlgov.ie)  
Website: [www.nco.ie](http://www.nco.ie)

**Ruth Griffin is the Quality and Standards Training Officer with the National Youth Federation**

# European Year of Education Through Sport in Ireland Kicks off with a Bang!

by Róisín Coffey

On 29<sup>th</sup> January Europe's new council holder, Ireland, celebrated the European Year of Education through Sport (EYES) 2004. Over 50 young people from the National Youth Federation joined other young people from around the country to participate in the audience at this great event. They were rewarded with a very informative and entertaining experience. The initiative's patron EU Commissioner Viviane Reding and the Irish Ministers John O' Donoghue and Noel Dempsey, were present at the show in the Helix Centre and they stressed the importance of sport in society. Viviane explained:



*“As Europe's new council holder, and with an Irish President of the European Parliament at the same time, the European member state Ireland is the perfect place to host this TV show, which does not only aim to entertain, but also to inform on the European Year of Education through Sport 2004”,*

Other guests included the EYES All Star Team members, Irish cycling star and Tour de France winner Stephen Roche, Portuguese marathon legend Rosa Mota, German football world champion Steffi Jones and Polish world-class walker Robert Korzeniowski. To round the evening off we were then treated to some very popular music performances including up coming Irish stars Simon Casey and D-Side and Internationally renowned acts such as Danish chart breaker Natasha Thomas and B3, the composers of the official EYES campaign song.

## Background on European Year of Education through Sport

The European Year of Education through Sport is a European Union initiative that aims to promote sport as an educational tool. Funding is available to organisations that wish to undertake projects that meet the educational and sporting objectives of the Year. Educational and sporting organisations may apply.

## The objectives of the European Year of Education are as follows:

- ◆ To make educational and sporting institutions aware of the need for cooperation, in order to develop education through sport.
- ◆ To take advantage of the values conveyed through sport to develop knowledge and skills, both personal and physical.
- ◆ To promote awareness of the positive contribution that voluntary activities makes to non formal education
- ◆ To promote the educational value of student mobility and exchanges particularly in a multi-cultural environment.
- ◆ To encourage the exchange of good practice concerning the role sport can play in education
- ◆ To create a better balance between intellectual and physical activity in school life.
- ◆ To consider the problems relating to the education of young sportsmen and sportswomen.

For further details on EYES and Irish projects funded under the initiative please contact:

**Léargas**  
**189-193 Parnell Street**  
**Dublin 1**  
**Tel: 01 8731411**  
**Email: [info@leargas.ie](mailto:info@leargas.ie)**  
**Website: [www.leargas.ie](http://www.leargas.ie)**

For more information about EYES in general please go to: **[www.eyes-2004.info](http://www.eyes-2004.info)**

Róisín Coffey is Youth Participation & Programmes Officer with the National Youth Federation.

# Anti-Racism in Youth Work

by Gina Halpin

## Background:

March 21st 2004 marked the International Day Against Racism. This day has been designated by the United Nations as a day for raising awareness and tackling racism across the world.

In Ireland the celebrations were lead by NCCRI (National Consultative Committee on Racism and Interculturalism), the Know Racism Campaign and the Equality Commission of Northern Ireland. The theme for this year focused on full participation of minority ethnic groups in Irish society, recognising that minority ethnic groups play a vital part in Ireland.

As part of a youth work response to tackling racism YARD (Youth Against Racism and Discrimination) was developed by NYCI to help educate young people on the issues of racism and help them to understand the part they can play in creating a more inclusive and intercultural society in Ireland.

YARD seeks to challenge discrimination based on religion, gender, sexual orientation, race, ethnicity and membership of the Travelling Community by exploring the local and global dimensions of this issue. It views the non-formal youth sector as an ideal setting for anti-racist development education and for the social integration of young people from minority groups.

In 2003 YARD published "*Steps Towards Inclusion - Developing Youth Work with Separated Children*" which looked at the youth work needs of asylum seeking separated children. A separated child is defined as "a child or young person under eighteen years of age who is outside their country of origin and separated from both parents".

Following on from this publication YARD is currently producing an activity pack which outlines guidelines and recommendations for youth workers working with racist and discriminatory behaviour

within youth groups. The aims of these guidelines are to foster inclusive youth work and educate young people on the issues involved.

The guidelines are divided into five main categories and are drawn from existing guidelines that have been developed in Ireland and elsewhere. The guidelines are intended as suggestions to support youth leaders in the development of more inclusive youth work practice and not as actual rules.

- 1 General Guidelines**
- 2 Young Travellers**
- 3 Young People with Disabilities**
- 4 Youth Asylum Seekers, Refugees, Separated Children & Immigrants**
- 5 Lesbian, Gay and Bi-sexual Young People**

From these five categories the following practical actions are recommended for ensuring full inclusion and positive participation of all minority groups in youth work.

## General Guidelines

- ~ Young people from minority groups have individual as well as group identities. Avoid treating the minority identity as homogenous.
- ~ Emphasise the common identities and interests of young people, while recognising that young people are individuals.
- ~ Young people hold multiple identities, avoid focusing on just one aspect of their identity that the young person might not consider important.
- ~ Be careful not to stigmatise young people through the use of labels.

- ~ Consult with all young people in the design, implementation and evaluation of activities or programmes in which they are involved.
- ~ When working with a minority group, respect their group identity. Use appropriate methodologies that take account of the differing needs of young people within your group.
- ~ Work in partnership with organisations representing or supporting minority groups.
- ~ Recognise that the experiences and needs of women and men may be different.
- ~ Allocate adequate time and space to positive aspects of the minority identity.
- ~ Make links between the experiences and treatment of minority groups in other countries and similar processes and prejudices in Ireland.
- ~ Try not to be patronising or be afraid to say you don't know.
- ~ Avoid presenting young people from minority groups as exotic or the majority group as 'normal'.
- ~ Recognise the positive contribution that young people from minority groups can make to Irish youth work and society generally.
- ~ Agree some ground rules with the group, such as on the use of appropriate language, respecting diverse opinions and not telling offensive jokes.
- ~ Provide anti-racist and intercultural education for all young people in your programme.
- ~ Challenge stereotypes and counter prejudices towards minority groups among the young people with whom you work.
- ~ Consider designating a member of staff / volunteer to support inclusion of young people in minority groups.

- ~ Engage in outreach work to raise the profile of your organisation among minority groups.

### **Guidelines for Working with Young Travellers**

- ~ Respect Travellers' right to a nomadic lifestyle.
- ~ Present Travellers as a people today, while also placing them in their historical context.
- ~ Do not identify Travellers as a problem.
- ~ Travellers should not be presented as exotic, primitive or uncivilised.
- ~ Develop activities or programmes in partnership with organisations that represent or support Travellers.

### **Guidelines for Working with Young People with Disabilities**

- ~ Don't shout at people who are blind or deaf.
- ~ Talk directly to the person and use language appropriate to their age.
- ~ Ensure the building wheelchair accessible.
- ~ When working with a person in a wheelchair or with mobility impairment, try sitting to be at the same eye level as them.
- ~ Where a person has a learning disability, they may need to have things read out to them or help with filling out forms. Ask first.
- ~ If you don't understand a person with a speech disability, ask them to repeat what they have said.

### **Guidelines for Working with Young Asylum Seekers, Refugees, Separated Children and Immigrants**

- ~ Familiarise yourself with the refugee determin-

ation process.

- ~ Recognise the particular needs of separated children, as they are forced to take on many adult responsibilities and may require additional support or guidance from youth workers.
- ~ Encourage separated children to participate with other young people, rather than providing targeted programmes for them.
- ~ Be mindful that young asylum seekers, refugees, separated children and immigrants may have difficulty with the language or particular accents of the majority group.
- ~ Recognise that young asylum seekers, refugees, separated children and immigrants may have different cultural or religious needs and plan to accommodate these where possible.
- ~ Find out about events happening in the home countries of the young asylum seekers, refugees and separated children. Be sensitive about exploring these with the group.
- ~ Avoid placing pressure on young asylum seekers and refugees to make unpleasant disclosures regarding their background.
- ~ Development education should be done with all the young people to highlight positive things about the young people's countries of origin and to emphasise the common identities of all the young people.
- ~ Recognise that it may take time to develop trust with separated children.

### **Guidelines for Working with Lesbian, Gay and Bisexual Young People**

- ~ Don't pressure the young people to make disclosures they are uncomfortable with.
- ~ Respect young people's right to keep their lesbian, gay or bisexual identity to themselves.

- ~ Create an environment where young people will feel comfortable to come out. Provide information on support services for young people. These should be available to all the young people on an ongoing basis.
- ~ Challenge language, stereotypes or attitudes that portrays heterosexuality as normal and homosexuality as exotic or a problem.



### **To get further information on the forthcoming YARD Activity Pack, please contact:**

Niamh McCrea  
**YARD**  
3 Montague Street  
Dublin 2  
Tel: 01 4784122  
Email [yard@nyci.ie](mailto:yard@nyci.ie)

### **For further information on anti-racism please contact:**

**Know Racism**  
Bishop's Square  
Redmond's Hill  
Dublin 2  
Tel: 01 4790272  
Email: [info@antiracism.gov.ie](mailto:info@antiracism.gov.ie)  
Website: [www.knowracism.ie](http://www.knowracism.ie)

**NCCRI**  
20 Harcourt Street  
Dublin 2  
Tel: 01 4785777  
Email: [nccri@eircom.net](mailto:nccri@eircom.net)  
Website: [www.nccri.com](http://www.nccri.com)

**Gina Halpin is Information & Resource Officer with the Irish YouthWork Centre**

# News Round Up

## INTERNATIONAL DAY AGAINST RACISM COMPETITION FOR YOUNG PEOPLE

To celebrate March 21st - International Day against Racism 2004, Youth Action against Racism and Discrimination (YARD), in association with the National Consultative Committee on Racism and Interculturalism, is organising a competition inviting young people to design an Intercultural Action Plan for their club or organisation.

**To obtain registration forms and further guidelines for young people and youth leaders, please contact**

**Niamh McCrea**  
**YARD**  
**3 Montague Street**  
**Dublin 2**  
**Tel: 01 478 4122**  
**Email: yard@nyci.ie**  
**Website: www.youth.ie**

## ISPCC CHILDREN'S CONSULTATION UNIT

The Irish Society for the Prevention of Cruelty to Children (ISPCC) is Ireland's leading children's charity specialising in the prevention of cruelty to children.

The role of the ISPCC Children's Consultation Unit is advance the first objective of the National Children's Strategy "Listening to Children". Over the last eight years the ISPCC has developed a recognised level of knowledge and expertise in the area of children's consultation, running children's forums, conducting research on children's views on services and developing internal consultation structures.

ISPCC are now looking to recruit Volunteers who can commit to a minimum of 4 hours per week, to aid the Consultation Unit in facilitating focus groups in schools and seminars across Ireland. Full training will be provided in March

**If you can see yourself in the role of an ISPCC volunteer for children or if you would like more information, please contact**

**Elaine Harris**  
**Tel. 087 4160941**  
**Email: elaineispcc@campus.ie**

**or contact ISPCC directly at**

**20 Molesworth Street**  
**Dublin 2**  
**Tel: 01 6794944**  
**Fax: 01 6791746**  
**Email: ispcc@ispcc.ie**  
**Website: www.ispcc.ie**

## LEARGAS YOUTH WORK SERVICE TRAINING CALENDAR

The Youth Work Service (YWS) of Léargas is responsible for the delivery of programmes and services to the non-formal education sector in Ireland. The YWS plays an important role in promoting transnational activities for young people and those who work with them. The Youth Work Service administers the E.U. YOUTH Action Programme 2000-2006, and promotes the Euro-Mediterranean Youth Action Programme.

YWS also administers Causeway British - Irish Exchange Youth Programme and the Ireland - France Exchange Programme on behalf of the Department of Education and Science.

***The Training Calendar 2004 / 2005 is now available online at: [www.leargas.ie/youth/training](http://www.leargas.ie/youth/training)***

**For more information contact Youth Work Service**

**Léargas - The Exchange Bureau**  
**189-193 Parnell Street,**  
**Dublin 1**  
**Tel: 01 873 1411**  
**Email: youth@leargas.ie**

## MINISTER LAUNCHES YEAR TWO OF DRUGS AWARENESS CAMPAIGN

The Drugs Awareness Campaign is an important component of the Government's National Drugs Strategy 2001-2008 - which aims to significantly reduce the harm caused to individuals and society by the misuse of drugs, through a concerted focus on supply reduction, prevention, treatment and research. A key part of the strategy is the provision of more information and the creation of a greater awareness of the dangers of drug misuse.

A month long burst of television advertising which began in January was the first initiative of year two of the *"Drugs: There Are Answers"* campaign. Other initiatives planned for the first few months of the year include the distribution of two booklets for both parents and children:

### HOW DO I TALK TO SOMEONE ABOUT DRUGS: A PARENT'S GUIDE TO DRUGS

A further initiative for 2004 is *the "Drugs: There Are Answers"* Roadshow which will be travelling to major population centres over the coming months. A pilot for the Roadshow was successfully carried out in Clonmel in November, 2003. The Roadshow will bring the key messages out to local areas providing people with the opportunity to meet with experts and to discuss all aspects of drugs misuse.

In launching year two of the campaign Minister Martin, highlighted new research that had shown that raising the level of awareness in relation to drugs misuse could play a significant role in dealing with the problem. He said that while the current research had shown that more information is getting through to parents a great deal more still needs to be done. The research, which was carried out as part of a three-year Drugs Awareness Campaign being implemented by the HPU, noted that while almost 75% of parents talked to their children about drugs that only two in five parents felt that they were well enough informed about the subject.

*The booklets and further information on the campaign can be obtained by contacting the campaign information line:  
1850 719819  
or the website: [www.drugsinfo.ie](http://www.drugsinfo.ie)*

## COMMUNITY DEVELOPMENT PROGRAMME SUPPORT AGENCIES TENDERS

The Department of Community, Rural and Gaeltacht Affairs wishes to commission a maximum of six agencies to deliver training and support to projects funded under the Community Development Programme. There are currently 162 projects receiving funding through the Programme, which are located in six regions: Dublin South, Dublin North and Meath, South East, South-West, West and Midlands and Northern Region. A support agency is required for each region. No more than one Support Agency is required for each region. Tenders will be accepted from organisations that wish to provide support for more than one region. Successful applicants will be awarded a three-year contract and the support agencies will be responsible for:

- The delivery of training and support to assigned projects.
- Promoting good practice and setting standards for the work of projects.
- Working with projects in drawing up their workplans
- Providing ongoing advice, training and support to existing projects in a range of key areas, including community development approaches and principles and best practice in relation to: - board procedures, employment practice, company law and accounting practice.
- Monitoring the performance of projects and providing the Department with feedback on the progress of projects as required.
- Facilitating regional networking between projects
- Supporting the capacity of projects to contribute to the policy making process

### Support Agencies will be expected to:

- Meet regularly with projects, this should include scheduled meetings with the Board of Management at least every two months.
- Be flexible and responsive to the particular needs of projects.
- Support them to draw up a programme of work based on those needs;
- Attend quarterly meetings with the Department;
- Be committed to the principles, values and process of community development and support them to carry out their work in a way, which

reflects this commitment.

- Must be a legal entity and have an appropriate management structure to support the organisation with one designated person to have overall responsibility for the CDP work.
- Support the evaluation of the work of the Programme;
- Have high standards of internal management;
- Ensure that staff engaged to do the CDP work have expertise in organisational and management procedures and a track record in providing support for community development and in the areas of work they will be expected to engage within the CDP.
- Fulfil the terms of their contract with the Department of Community, Rural and Gaeltacht Affairs

**The closing date and time for receipt of proposals is 2 April 2004.**

**Proposals should be forwarded to:**

**Susan Scally  
Voluntary and Community Services Section  
Department of Community, Rural and  
Gaeltacht Affairs  
PO Box 9248  
Dublin 2  
Email: [sscally@pobail.ie](mailto:sscally@pobail.ie)**

### **THE BLACKDOG.NET**

The Black Dog is Ireland's interactive self-help site for men coping with mental distress. It is a place to visit, take one's time, exchange views and advice, get angry, relax or get information which might be useful. Although this site is primarily for men, and Irish men in particular, the site should prove useful to women as well as men.

#### **Blackdog.net sets out to:**

- Display alternative problem solving techniques to suicide
- Be a forum for discussing and encouraging positive changes in mental healthcare, education and housing in Ireland today
- Show links to sites that explore mental or emotional health issues with imagination

and compassion

- Be a resource for helpful articles and books
- Develop an on-line supportive neighbourhood.

**Website address: [www.theblackdog.net](http://www.theblackdog.net)**

### **THE E-LEARNING CENTRE**

The e-Learning Centre's Information Resource Centre is the world's largest free information resource about e-learning and contains links to thousands of selected and reviewed e-learning articles, white papers, research reports; examples of e-learning solutions; vendors of e-learning content, technology and services; as well as e-learning conferences, seminars, workshops and other e-learning events. The main focus is on adult e-learning, i.e. e-learning in the workplace, in Higher Education and in continuing professional development.

#### **The Guide to e-Learning**

This Guide provides an introduction to e-learning: what it is and what it looks like. It comprises short, one-page summaries of e-learning topics, with links to key external resources (articles, examples, etc). The guide is intended for anybody who is interested in building e-learning solutions in businesses or education and is updated on a regular basis and the dates show when each page was last updated.

**Website address: [www.e-learningcentre.co.uk](http://www.e-learningcentre.co.uk)**

### **RESOURCING THE COMMUNITY AND VOLUNTARY SECTOR**

'*Pathways for Change*' is a position paper launched by the Taskforce on Resourcing the Community and Voluntary Sector in Northern Ireland. It suggests a new way of securing long term funding for the sector using a social investment model. The proposed model would fund organisations for outcomes. The document also discusses how best to fund community development activity and suggests a specific programme of support.

***The report is available at:  
[www.taskforcecvcsni.gov.uk](http://www.taskforcecvcsni.gov.uk)***

# Policy & Funding

## NEW EQUALITY BILL PUBLISHED

The Minister for Justice, Equality and Law Reform, Mr. Michael McDowell T.D., has announced the publication of the Equality Bill, 2004. The Bill brings into effect new equality provisions in line with EU Directives on equality and will amend the Employment Equality Act 1998 and the Equal Status Act 2000, which already provide significant and broad-ranging protection against discrimination in the workplace and in relation to access to and provision of services.

The Bill implements EU Council Directive 2000/43/EC concerning the principle of equal treatment between persons irrespective of racial or ethnic origin, Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and Directive 2002/73/EC of the European Parliament and of the Council on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion and working conditions.

The Directives require all EU Member States to prohibit direct discrimination, indirect discrimination, harassment and victimisation on grounds of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, in relation to employment, self-employment and occupational and vocational training. In addition, the Race Directive prohibits such actions in relation to access to and the provision of goods and services. The Minister noted that many of the provisions of these Directives are already in place as a result of Ireland's equality legislation. The main effect of the amendments he said would be to broaden the scope of the Acts.

Protection from discrimination under the Employment Equality Act is being extended in a number of regards, in particular, protection from discrimination on the age ground will now apply to persons over 65 years and, for the first time, self-employed people will be brought within the general scope of the Act. A number of other exclusions will

be amended or removed and the duty on employers to adapt the workplace to facilitate employees with disabilities will be enhanced. The definition of indirect discrimination in both the Employment Equality Act and the Equal Status Act is also being amended.

### Further details:

**Dept. of Justice, Equality and Law Reform**  
**72-76, St. Stephens Green**  
**Dublin 2**  
**Tel: 01 6028202**  
**Email: [info@justice.ie](mailto:info@justice.ie)**  
**Website: [www.justice.ie](http://www.justice.ie)**

## DORMANT ACCOUNTS FUND

The Dormant Accounts Fund Disbursements Board has announced the details of its first disbursement plan, which sets out the Board's priorities for funding up to June 2005. The Board is an independent body established under the Dormant Accounts Act 2001 to oversee disbursements from the Dormant Accounts Fund. It is envisaged that the annual spend from the Fund will be of the order of €30 million per year. This money will be spent on programmes and projects, which assist the most disadvantaged in society.

The Board's Disbursement Plan provides for the distribution of funds to assist programmes or projects targeting 3 broad categories of persons:

### Those affected by economic and social disadvantage:

At least 40% of total annual funding is earmarked for supporting programmes or projects that can demonstrate an early and sustained impact in terms of improved quality of life and reduced isolation. In the first 12 months of the Plan the total value of this 40% will be spent on programmes or projects within RAPID, CLÁR and Drugs Task Force areas. Every year after that, these areas will receive not less than half of the 40% annual allocation, with the

balance available to all areas.

**Those affected by educational disadvantage:**

At least 25% of the total annual funding will assist projects that help people to overcome barriers experienced through social or economic disadvantage and that prevent students from getting the most out of education. Not less than half of the 25% allocated annually will go towards programmes or projects within RAPID and Drugs Task Force areas.

**Persons with a disability:**

At least 25% of the total annual funding will be spent on ensuring that persons with a disability are given the opportunity to play a more active role in society and become more independent. In allocating these funds, the Board will ensure that they are prioritised towards those who require more intensive levels of support in the areas of health and personal social services.

The Board has engaged Area Development Management Ltd. (ADM), to administer the initial round of funding on its behalf. Application forms, including guidelines for applicants and the details of the initial appraisal process are available from ADM.

**The Dormant Accounts Disbursement Plan, which includes more detailed information regarding the scheme, is available on [www.pobail.ie](http://www.pobail.ie) Contact Details:**

**Sean Garvey, Head of Secretariat to  
Dormant Accounts Board OR  
John O'Dea, Secretariat to Dormant  
Accounts Board  
6-7 Hanover Street  
Dublin 2  
Tel: LoCall: 1890 457058**

**COMMUNITY FOUNDATION FOR  
IRELAND GRANTS SCHEME**

The Community Foundation for Ireland grants scheme is a funding line, which is available to all communities in the Republic of Ireland. Applications that will strengthen community involvement at local levels through the work of voluntary and community organisations will be favoured as will funding of a critical or start-up nature.

The Community Foundation will favour projects leading to the social inclusion of people and communities who are excluded by reason of geography, age, disability, family circumstances, poverty, gender or race.

Applications are considered twice yearly and the closing dates in 2004 are: 31 March and 30 September. Applications should be made using The Community Foundation for Ireland Application Form.

**For forms and further details contact:**

**The Community Foundation for Ireland  
32 Lower O'Connell Street  
Dublin 1  
Tel: 01 8747354  
Fax: 01 8747637  
Email: [admin@foundation.ie](mailto:admin@foundation.ie)  
Website: [www.cfi.foundation.ie](http://www.cfi.foundation.ie)**

**FUNDING AVAILABLE UNDER CPA  
BUILDING HEALTHY COMMUNITIES  
PROGRAMME**

Combat Poverty Agency's Building Healthy Communities Programme is offering funding for innovation and capacity building, exploring the links between poverty and health and encouraging community development responses. Funding will be available for:

- Innovation and capacity building
- Exploring the links between poverty and health
- Encouraging community development responses.

**Full details of the scheme and an application form are available from the CPA website: [www.combatpoverty.ie/act\\_funding\\_health.htm](http://www.combatpoverty.ie/act_funding_health.htm). The closing date for receipt of applications is Friday, 19 March 2004.**

**For further information on the funding available and the Building Healthy Communities Programme contact:**

**Liz Sullivan  
Tel: 01 6026628  
Email: [sullivanl@cpa.ie](mailto:sullivanl@cpa.ie)  
Website: [www.combatpoverty.ie](http://www.combatpoverty.ie)**

# Resources

## ACTIVITY LEARNING

### Act Out!

#### **Drama and Role-play Activities for Young People (2003)** *by Vanessa Rogers*

A range of activities are outlined in this booklet providing tools for engaging young people to discuss and think through ideas. The book offers examples of good warm ups, and then helps to take the work to the next stage, examining improvisation, mime and role-play work. Using this book with a group should stimulate ideas and encourage young participants to benefit fully from all aspects of the process.

#### **Evaluations and Endings: Activities for Reviewing Work with Young People (2003)** *by Vanessa Rogers*

In order to successfully conclude a project this booklet details several successful closing activities to help young people celebrate their achievement, retain ownership and look to the future. It also outlines different types of analysis, both within groups and from individual participants. This book will help to develop methods of constructive feedback that will energise young people and keep them involved. The results will be happier groups and much more meaningful evaluations.

#### **Icebreakers: Hot Warm Up Activities for Young People (2003)** *by Vanessa Rogers*

For those working with a new group of young people and hoping to get off to a flying start, this booklet is a collection of the best ideas and favourite games to help the youth worker get young people motivated and confident. They are ideal for use by anyone with young people aged between 11 and 16. All techniques outlined are easy to understand and replicate. The 26 games will have the group feeling at ease and interacting more effectively.

#### **Teambuilding: Activities for Young People (2003)**

*by Vanessa Rogers*

Good teamwork is a vital ingredient of any successful, working group. A youth project is much more likely to succeed if everyone feels involved and motivated. Easy to use and split into handy sections, this booklet is packed with teambuilding ideas for young people, from developing leadership skills to fostering the ability to follow instruction and work cooperatively together. It contains 28 brilliant ideas to get groups working as one. These include games designed to stimulate cooperation, activities that build trust, group task and outdoor ideas.

#### **The Good Games Book: Group Activities for Young People (2003)** *by Vanessa Rogers*

Good games are a great way to encourage young people to break the ice and get to know each other. Through games, role-play and teamwork young people can develop their social skills, interact more effectively, and have fun! Whether playing in large or small groups, a carefully planned game activity can break down a range of potential barriers creating a neutral territory in which all young people can meet as equals. Divided into three sections, this easy-to-follow collection includes games that require no equipment and can be played anywhere, as well as more involving exercises that will need more preparation.

## CHILD EXPLOITATION

#### **Rights, Camera, Action! A Youth Work Pack on the Commercial Sexual Exploitation of Children (1999)**

*by Helen Veitch & Peter White*

Pack examining the sensitive subject of the commercial sexual exploitation of children. Intended for use with young people aged 14-18, this innovative and imaginative education pack brings together fun

but disciplined work about the large-scale betrayal of children's rights around the globe. Youth workers can use the pack to help young people develop an awareness of and take action against this major global social problem, and to explore techniques and issues around video production. The pack includes a video & booklet which provides background on the issue and suggestions for activities young people can undertake.

#### DISABILITY

##### **Access West (2003)** *by Comhairle & Western Health Board*

Gaining access to information that is up-to-date, accurate, relevant and above all empowering, has been the main aim behind this publication. Whether seeking information about a disability, therapy, ones' entitlements, future prospects, services, law or anything else in connection with disability, something in this guide should help to find it. This Directory provides a guide to services, supports and a rights based perspective for people with disabilities within the catchment area of the WH Board.

#### DRUG MISUSE

##### **A Collection of Papers on Drug Issues in Ireland (2001)** *by Various for the Drug Misuse Research Division*

Collection of papers on drug misuse that was developed as part of the work undertaken by the Drug Misuse Research Division in the context of its work as Focal Point to the European Monitoring Centre for Drugs & Drug Addiction. Papers cover issues such as the main institutional mechanisms involved in the implementation of the Irish Government strategy in relation to illegal drugs; the current situation in Ireland in relation to drug-related infectious diseases; and it presents findings from an exploratory study of cocaine users.

##### **Overview of Drug Issues in Ireland 2000:** **A Resource Document (2001)** *by Various for the Drug Misuse Research Division*

Resource document that provides a general

overview of the situation in Ireland regarding different aspect of the drugs phenomenon. Much of the information presented is not readily available in the Irish context, thus this volume which gathers a wide range of information together, should be of use to individuals and groups interested in the drugs area in Ireland. Various topics are covered such as Government strategies, body of legislation available, results from studies, descriptions of reduction programme and data gathered from law enforcement agencies.

##### **Adolescents and Alcohol/Drug Addiction Services: A New Initiative is Needed (2004)** *by The Wheel*

Report describing the extent and character of the abuse of alcohol, heroin, methadone and other drugs being used by the under 20s in Ireland. It highlights the consequences of methadone drug substitution for addicted adolescents and its counterproductive, de-motivating influence. Recommendations include services needed for parents and their children in the area of prevention, early intervention and problem solving and support facilities. The report also raises concerns about the lack of drug free recovery facilities including detoxification, day programmes, drug free residential and aftercare programmes required by under 20s who become addicted

#### GARDA PERFORMANCE

##### **Garda Public Attitude Survey 2002** *by Garda Research Unit*

Report presenting findings from a survey of public attitudes to the Gardaí carried out early in 2002 and compares the main findings with those from previous surveys. The survey asked mainly about Garda service, policing priorities and fear of crime. The survey was substantially larger than previous surveys allowing for more detailed assessment of Garda performance in each Division under key headings.

#### REFUGEE ISSUES

##### **Out of Exile: Developing Youth Work With Young Refugees (2000)** *by Ros Norton & Brian Cohen*

## YOUTH ATTITUDES

**Youth in a Changing Ireland (2003)**  
*by John Sweeney & Joseph Dunne*

There is nothing easy about growing up in Ireland today. The pressures that impinge on contemporary youth here can be breath-taking in their range, complex in their form and at time devastating in their impact. Yet the reality of Irish adolescent experience had never been anything other than difficulty. This report commissioned by Foroige looks at the factors that have shaped and continue to shape the lived reality of teenagers in Ireland over the past 50 years.

**Youth on the Outside: The Other View**  
**Examines Alienated Youth (2004)**  
*by The Other View*

Report examining alienated youth in Belfast and Dublin. Researchers interviewed a selection of young people over a six-month period with the aim of providing an insight into life as seen through the eyes of these young people. What emerges is a clear sense of disenchantment and alienation felt by many young people living in deprived areas and within marginalized communities. The report concludes that the issues faced by alienated youth need to be addressed from the top down and in a positive structured way.

## TRAINING

**NcompasS Training Programme (2004)**  
*by NcompasS & YCNI*

Course manual designed to provide participants with the training programme for practising youth workers and teachers that will equip and enable them to be more effective in managing and leading developmental education exchanges in a North-South and East-West context. It will include opportunities to exchange thoughts and experiences with other teachers and youth workers and to consider personal attitudes and approaches. Emphasis is on creating a learner-centred training environment, focusing on the needs of participants, the contexts in which they are working with young people and the experiences they have had to date.

## YOUTH CLUBS

**Effectiveness of Youth Clubs**  
**in the Local Community (2003)**  
*by Houses of the Oireachtas*

There are different opinions on the value of youth clubs within the community and this report looks at what is meant by youth work, and offers a number of definitions used by young people, youth workers and the community in general. Case studies were carried out on two youth clubs that were able to provide reports of their activities over the past ten years with a view to providing a clearer picture of what a youth club is and the diversity of programmes on offer. It also looks at the quality of youth work and ways of measuring such processes. Finally the report offers recommendations for improvements in this area.

**All of these titles and others on related topics are available ON LOAN (NOT FOR SALE) to IYWC members. The IYWC is an official sales agent in the Republic of Ireland for CPA, DEFY, Directory of Social Change, NYCI, Nightshift Publications and Russell House Publishing.**

**For further information please contact:**

**Fran Bissett / Gina Halpin**  
**Irish Youth Work Centre**  
**National Youth Federation**  
**20 Lower Dominick Street**  
**Dublin 1**

**Tel: 01 8729933**

**Fax: 01 8734183**

**Email: fbissett@nyf.ie / ghalpin@nyf.ie**

**Website: www.iywc.com**

# Noticeboard

## Living with Dyslexia

**Date:** Saturday, 17<sup>th</sup> April, 2004  
**Time:** 9.00am – 6.00pm  
**Venue:** The Helix, Dublin

The Dyslexia Association of Ireland presents the 5<sup>th</sup> DAI European Conference. Keynote speakers include:

**Don Mullan**, author, Film-maker, journalist on “*Living with Dyslexia*”

**Thomas G. West**, Director, Centre for the Study of Dyslexia & Talent, George Mason University, Virginia, on “*Slow Words, Quick Images – Dyslexia as an advantage in Tomorrow’s (and today’s) workplace*”

**Professor Margaret Snowling**, Dept. of Psychology, University of York, UK on “*Literature Skills and Learning to Read: Literacy Outcomes for Children at High Risk of Reading Difficulties*”

**Prof. Marta Bogdanowicz**, Dept of Psychology, University of Gdansk, Poland, on “*The Rights of the Dyslexic Child*”

**For further information on the Conference and fee details please contact:**

Dyslexia Association of Ireland  
1 Suffolk Street  
Dublin 2  
Tel: 01 6790276  
Email: [info@dyslexia.ie](mailto:info@dyslexia.ie)  
Website: [www.dyslexia.ie](http://www.dyslexia.ie)

## Monitoring and Evaluation

**Date:** 20<sup>th</sup> May, 2004  
**Time:** 10.00am – 4.00pm  
**Venue:** Carmichael House  
**Trainer:** Sheila Cahill

*Target: To measure the effectiveness of the work that*

*a group undertakes or demonstrates a need for their services.*

One-day course designed to help monitor and evaluate work in a systematic way. It will define monitoring and evaluation and explain some of the jargon commonly used in this area. The course will work with a model that shows how different elements of the process link together, as well as looking at specific methods of monitoring and evaluation.

## Attracting Major Donations

**Date:** 21<sup>st</sup> April, 2004  
**Time:** 10.00am – 4.00pm  
**Venue:** Carmichael House, Dublin  
**Trainer:** Alice Garrad

*Target: For people seeking to meet a one off fundraising target, or wishing to apply big gift fundraising principles to their ongoing fundraising work.*

One-day course designed to focus on the critical factors for success in attracting major donations from wealth private individuals and trusts, whether for a one off capital campaign or for ongoing revenue. This practical interactive session demystifies the process and outlines the key steps to take to put an effective programme in place.

## Practical Steps Towards Effective Social Analysis

**Date:** 25<sup>th</sup> April, 2004  
**Time:** 10.00am – 4.00pm  
**Venue:** Carmichael House, Dublin  
**Trainers:** Séamus O’Gorman

*Target: Ideas for staff, committee members or volunteers who need to be clearer on how they can understand the social context within which their organisation works.*

One-day course designed to look at how an organisation can take steps to ensure that its mission is relevant in relation to the changing society in which it operates. It will examine how to map out the key

factors shaping the present context. This will involve exploring how and in what way, people are shaped by relevant institutions, political, economic and cultural processes. It will also explore how organisations can exploit their position in working for social change

### **Staff Support & Supervision**

**Date:** 30<sup>th</sup> March, 2004  
**Time:** 10.00am – 4.00pm  
**Venue:** Carmichael House, Dublin  
**Trainer:** Anna Rowan

*Target: Anyone with responsibility for managing staff*

One-day practice based workshop to help project leaders and managers understand the importance of support and supervision. It will also provide them with an insight into techniques through which they can improve their ability to support and supervise staff.

#### **For further information please contact**

**Carmichael Centre for Voluntary Groups**  
**Carmichael House**  
**North Brunswick Street**  
**Dublin 7**  
**Tel: 01 8735282**  
**Fax: 01 8735283**  
**Email: tssinfo@carmichaelcentre.ie**

#### **Fee Breakdown for Carmichael House Course as follows:**

<b>Carmichael Centre members &amp; non-staffed groups</b>	<b>E60</b>
<b>Voluntary &amp; community groups employing staff</b>	<b>E85</b>
<b>FAS project participants, statutory sector staff</b>	<b>E100</b>

### **Cherish Training for Trainers**

**Date:** Monday 17<sup>th</sup> & Tuesday 18<sup>th</sup> May, 2004  
**Time:** 10.30am – 3.30pm  
**Venue:** Cherish Offices, Dublin

Two-day course offering professional training for

workers who will be or are already working with one parent families, or who would like to learn more about issues affecting one parent families. Training for Trainers examines the issues that arise when working with one parent families and aids workers to become more comfortable and knowledgeable. The course is centred on the use of the Cherish *Moving On Manual* that forms the basis for the delivery of a training course with parents in one-parent families. The manual is provided free with the course

**Cost:** E130 pp & includes lunch, refreshments & a copy of the Moving on Manual.

#### **For further information please contact**

**Cherish**  
**2 Lower Pembroke Street**  
**Dublin 2**  
**Tel: 01 6629212**  
**Fax: 01 6629096**  
**Email: info@cherish.ie**  
**Website: www.cherish.ie**

### **Practical Management Skills for CIC Development Managers**

**Date:** Wed 21<sup>st</sup> & Thurs 22<sup>nd</sup> April, 2004  
**Time:** 10.00am – 4.30pm  
**Venue:** Bewleys Hotel, Ballsbridge, Dublin  
**Trainer:** AM Bourquin, L. Hart, C. O’Riordan C. Barry & S. Shanahan

Refresher course designed to enable Development Managers to examine the issues and challenges that arise daily in the job and acquire new skills and techniques in order to manage the organisation and the people in it even more effectively in particular volunteers

#### **For further information please contact:**

**Comhairle**  
**Hume House**  
**Ballsbridge**  
**Dublin 4**  
**Tel: 01 6059000**  
**Fax: 01 6059099**  
**Email: comhairle@comhairle.ie**  
**Website: www.comhairle.ie**

**What's it all about?**  
**Young People & Alcohol**

**Date:** Wed 31<sup>st</sup> March & Thurs 1<sup>st</sup> April 2004, (Sligo)  
 Wed 29<sup>th</sup> & Thurs 30<sup>th</sup> April (Letterkenny)  
**Time:** 10.00am – 5.00pm  
**Venue:** Sligo / Letterkenny

Two-day course which aims to present a rationale for addressing the alcohol issue with young people. This course will highlight current research findings and issues of good practice. Participants will be invited to explore creative methodologies.

**Cost:** E100 pp including lunch, refreshment & course materials

**Dynamic Group Work**  
**Developing Effective Facilitation & Group Work Skills**

**Date:** Wed 21<sup>st</sup> & Thurs 22<sup>nd</sup> April, 2004  
**Time:** 10.00am – 5.00pm  
**Venue:** Cork

Two-day course that provides an introduction to group work and group facilitation. It aims to explore the theory and practice of facilitation and group work while allowing participants the time to discuss and experience a range of group work methods. This course targets those working in a group work situation at an introductory level.

**Cost:** E100 pp including lunch, refreshment & course materials

**Challenging Encounters:**  
**Strategies for addressing difficult & problematic behaviour when working with young people**

**Date:** Thursday 20<sup>th</sup> & Friday 21<sup>st</sup> May, 2004  
**Time:** 9.15am – 4.30pm  
**Venue:** Galway

Two-day course for those working with young people in out-of-school settings. It is designed to introduce participants to the theory and skills required to engage young people at points of difficulty and to assist young people to learn from such events for the

future. This programme is a combination of theoretical input, demonstration and practical skills and case study review.

**Cost:** E100 pp including lunch, refreshment & course materials

**Policy & Practice in Drug Work:**  
**Developing a strategy & policy for dealing with the drugs issue in out-of-school settings**

**Date:** Monday 17<sup>th</sup> & Tuesday 18<sup>th</sup> May, 2004  
**Time:** 10.00am – 5.00pm  
**Venue:** Cork

Two-day course offering workers from both statutory & youth work settings an approach for dealing with the Drugs issue from an organisational perspective. The primary focus of this course is to facilitate and support workers towards the development of an organisational strategy and drugs policy for out-of-school settings. This course is based on the Support Pack for Dealing with the Drugs Issue in Out of School Settings.

**Cost:** E100 pp including lunch, refreshment & course materials

**Dealing with the Bully:**  
**An Organisational Approach**

**Date:** Wednesday 5<sup>th</sup> May, 2004  
**Time:** 10.00am – 5.00pm  
**Venue:** Ennis

One-day raining course addressing the issue of bullying. The course will focus on bullying in its widest sense and enable participants to examine an organisational response to the issue of bullying, by focusing on strategies for prevention and intervention in relation to bullying.

**Cost:** E50pp including lunch, refreshment & course materials

**For further information please contact:**

**National Youth Health Programme**  
**3 Montague Street**  
**Dublin 2**  
**Tel: 01 4784122**  
**Fax: 01 4783974**  
**Email: nyhp&nyci.ie**