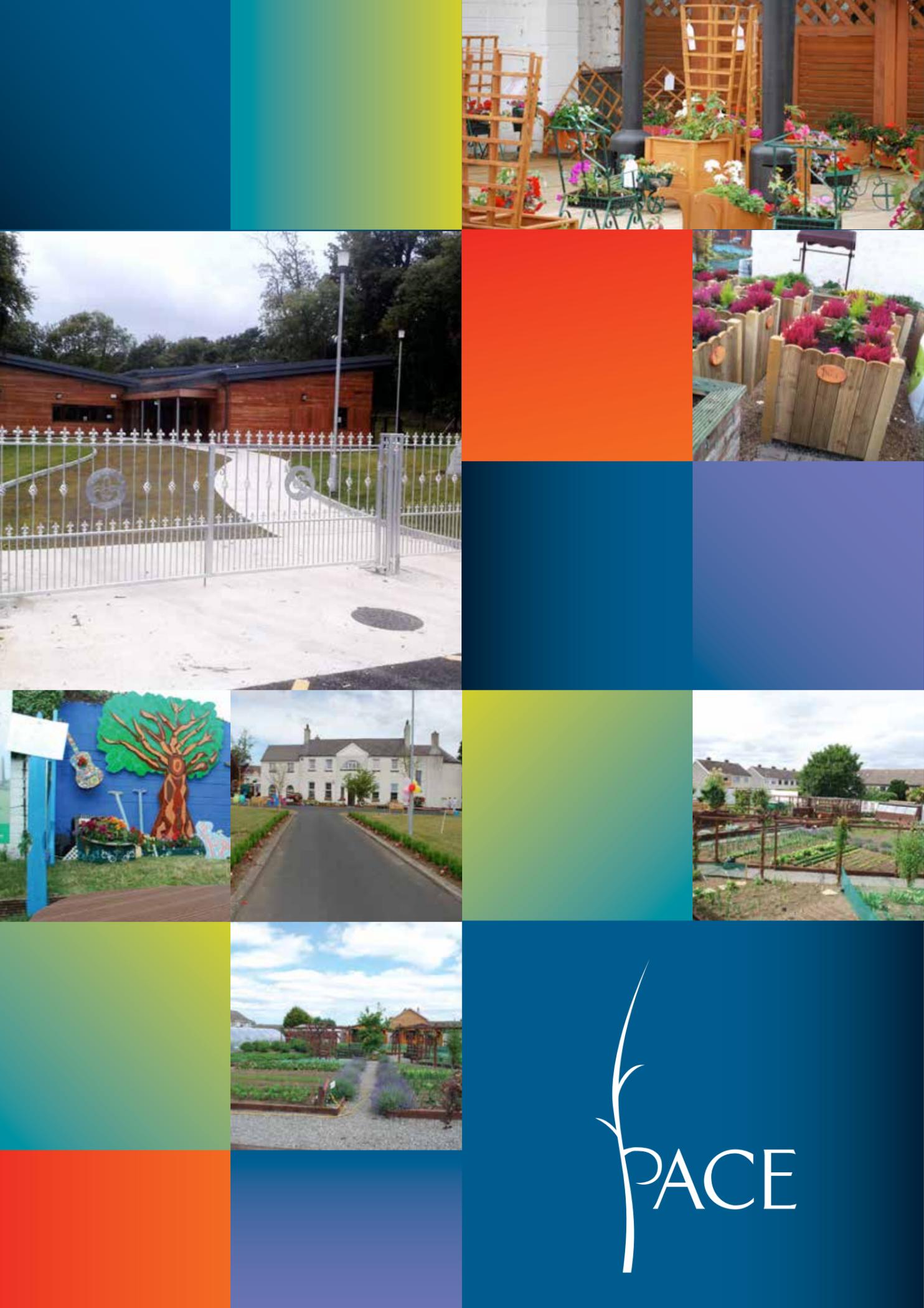




Annual Report *2015*

Safer communities through working inclusively to reduce reoffending



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Mission Statement

PACE has a vision:

- That every individual leaving prison will have a plan to meet their training, employment and housing needs.
- Of working in partnership with the other agencies to help secure a safer Ireland.

PACE believes that:

- The provision of appropriate training, education and employment services.
- The provision of high quality resettlement services, can contribute significantly to the safe inclusion of an offender into the community.

PACE will aim to:

- Invest in high quality resettlement services for offenders that promote confidence in the community.
- Promote the safe social inclusion of offenders, by increasing an individual's chances of employment, by securing and sustaining appropriate accommodation.
- Ensure that our services are accessible and suitable for both men and women.
- Ensure that any service we offer provides value for money.
- Contribute to reducing any unnecessary anxieties about offenders.
- Promote and develop plans where there is a need for new resettlement services.

PACE undertakes to:

- Seek a commitment from each individual to develop a plan aimed at improving their employability, self-esteem and ability to cope within the community.
- Consult with communities in the development and discharge of our services.
- Be open and honest in our dealings with individuals using our service, with other agencies and with the public.
- Take account of available research to ensure that PACE services are relevant, and acknowledge 'best practice' in relation to working with offenders.

Organisation Chart

PACE Organisation Chart 2015

PACE is overseen by a voluntary Board of Management



Chairpersons foreword

2015 was a very positive year for PACE with a substantial growth in the numbers of staff on our projects. We continued to work in a proactive and constructive way with our funders, the Probation Service, and this relationship has enriched both PACE and the Probation Service.

The positive attitude of the staff to the issues that they face on a day-to-day basis is always very impressive. Our willingness to work with the most marginalised people has become our defining characteristic as we continue to grow and develop as an organisation.

I want to thank the other Board members for their important contribution to the governance of PACE. It is often an unseen role but it is of vital importance and the responsibility of Board members for the good governance of the organisation can never be underestimated.

I want to thank Vivian Geiran, Director of the Probation Service, for his ongoing support of PACE. I also wish to thank Brian Dack, the Probation Service representative on the PACE Board of Management for his consistent contributions to the many discussions that take place at Board level.

Finally, I wish to thank Lisa Cuthbert, PACE CEO, for her stellar work and commitment to providing a high quality, high standard service focused organisation. She is ably supported in this by the PACE staff.

John Corr
PACE Chairperson

CEOs Welcome

Our experiences do not merely link us to the outside world; they are us and they are the world for us; they make us part of the world

Jacob Bronowski, 1971

Welcome to the PACE Annual Report 2015.

The process of writing this report presents us with an opportunity to reflect on the work of PACE and the changes that we have seen over the past year. The opportunity to reflect on our work is always welcome but not always possible when we get caught up in the busy-ness of the day-to-day work particularly in such a challenging working environment as ours. The past year has been an incredibly busy and productive one. I won't proceed to list all of the various things that we have achieved as an organisation, instead I will highlight some themes of our work and some of the accomplishments of PACE as a whole organisation along with providing an opportunity for some of our participants to present their stories to you. I have always found that our service users can present the valuable work that PACE has undertaken with them far more succinctly than I can and it is their voice that people prefer to hear.

Before we get to that part of the report it is important for me to thank people who make our work possible. I want to particularly thank Vivian Geiran, Director of the Probation Service for the support and funding provided to PACE over the years. While we are constantly asserting that we need more funding, we are grateful for the partnership approach taken by the Probation Service in our ongoing work, growth and development.

I also want to thank the staff and Board members of PACE for their ongoing work and commitment to the organisation. In particular, I want to express my thanks to John Corr, PACE Chairperson, who has so ably steered us through this period of change that has taken place over the past four years, which has been the largest period of change that we have experienced as an organisation.

Sensitive work

The work that we do in PACE does not come without its sensitivities. We must always acknowledge that a lot of the people that we work with have been imprisoned for very serious crimes and very harmful behaviour. We must never lose sight of the harm that has been caused by these crimes and their behaviour. Nor can we lose sight of the people that have been hurt by their actions, who continue to carry that pain many years after the prison sentence of the individual who harmed them has ended.

We also have the responsibility to carry the awareness that many of the people that we work with have also been the victims of harmful behaviour. These are the different voices that we must hold as we strive to work in a responsible and effective manner to assist people to not re-offend, to prevent further harm and to move away from an offending lifestyle so that they can contribute to society in a constructive manner. To do this, PACE works from a strengths-based paradigm that balances the risk that our clients present with the knowledge that addressing the protective factors that prevent reoffending and strengths that the clients present with is the most effective and proven approach to reduce reoffending in a wide range of offence areas.

Dr Lisa Cuthbert
PACE CEO

“Going against the tide”

The past few years have been a time of change and development for PACE as an organisation. While we continue to provide a service through our established training and residential services, we have also expanded as an organisation and have developed three additional, separate specialist services for a high risk/high need cohort of service users.

2015 saw PACE recruit ten new staff into the organisation, which is the largest number of staff that we have ever recruited in one year. Whilst three of these positions were replacements for staff who had moved on; seven of the positions were for new pieces of work. This included the four staff members who were recruited to the new position of Waking Nights Support Worker in Priorswood House. These positions arose as a result of the need to change the rota in Priorswood from a sleeping night rota to a waking night rota. The introduction of a Waking Night rota was made possible by the collaboration and co-operation of the existing staff team in Priorswood House.

In 2015 PACE also began the pilot for the Circles of Support and Accountability programme with the recruitment of the CoSA Co-ordinator. This programme will be discussed in more detail later. We were also fortunate to secure funding for the position of Quality Standards and Policy Co-ordinator. This is a new role that is already showing the benefits of having a dedicated staff member to focus on the quality standards that apply to the residential services. The nature of residential services and the vulnerable nature of the clients means that this is the area where they can be most at risk of self-harm and relapse. The development of the Waking Nights staff and the addition of the Quality Standards and Policy Co-ordinator role to the PACE residential services are steps that we've taken as an organisation to ensure that we are offering a 24 hour supportive staff presence as well as providing a consistent, quality service to our clients.



New Developments

Highlighted below are several new developments which started in 2015

- Providing the evidence for our prevention services and work with life sentence prisoners.
- Circles of Support and Accountability an addition to our Prevention Services.
- Social Enterprise Programme building on our training and horticulture programme.

Providing the evidence

PACE has also moved to research the areas of work that are at the heart of the services we provide in Prevention Services and working with life sentence prisoners

Prevention Services research

In 2015 we secured funding from the Irish Research Council to employ a full-time Researcher, in partnership with UCD, to examine the work that we do in the Prevention Services.

The research focuses on how the three services that we operate assist with desistance and prevent further harm amongst our client group.

The key objectives of the research are to:

- To explore the processes of desistance and reintegration for people convicted of harmful sexual behaviour, with a particular focus on the challenges they experience after their release from prison.
- To examine whether a coordinated community-based response assists with these processes.
- To evaluate the impact of the Safer Lives Treatment Programme and the Foothold Floating Support service.
- To explore the added value of the new Circles of Support & Accountability (CoSA) programme.
- To make recommendations for policy and practice and contribute to knowledge about desistance, reintegration and restoration.

The research is necessary to understand better the change process, barriers to reintegration and the impact of treatment services such as the Safer Lives Programme and other support services such as CoSA and the Foothold Floating Support Service for this group of offenders. The evaluation of these services will generate useful insights for academics, policymakers and practitioners at home and abroad.

Life sentence prisoners research

A large part of our work in PACE focuses on providing support for life sentence and other long-term sentence prisoners on a phased pre-release basis. To this end life sentence prisoners attend the PACE Training Services on a day-release basis to participate in training and education programmes as part of their pre-release programme. They also stay in our residential project on a phased overnight basis again as part of their preparation for release. The work that takes place in PACE is about assisting the life sentence prisoners in learning how to live successfully in the community after serving an indeterminate sentence in prison. Life sentence prisoners face many obstacles on the road to full release and PACE is strategically placed in terms of assisting them in overcoming those obstacles.

As a result of this work, over the past three years, PACE has conducted an in-depth narrative research study into the lived experiences of life sentence prisoners. PACE focused on the experience of life sentence prisoners because we have a unique part to play in the reintegration of long-term sentenced and life sentence prisoners back into the community.

Being sentenced to life in prison is a very particular experience and presents substantial challenges for the participants especially when they have no idea how long they will be in prison for. A life sentence by its very nature is indeterminate and release into the community is not guaranteed. Being locked inside a cell that is locked inside a wing that is locked inside a secure building changes how you view the world (Crewe, 2009). In the research, the participants' stories showed that their immediate experience of imprisonment is of their world shrinking into a very focused and specific location; their liberty is lost and their ability to make decisions that impact on their world is minimal (Appleton, 2010).

The stories told by the participants present their attempts to make sense of their lives to date and to talk about what they have learned and how they have learned during their imprisonment. They show the complexity of adult learning, the roller coaster journey that learning can involve and the challenges of retaining and sustaining learning in difficult environments. Their stories gain in significance as they were told at a key point of transformation as they prepare for release into the community. They represent their active reflection on their lives and their hopes for the future. The participants' stories also represent the narrative choices that they made as these were the stories that they chose to tell and they wanted to have heard.

A research study such as this makes a unique and important contribution to the fields of adult education and criminology in terms of theory and practice. It does this by applying a learning lens to the experience of life sentence prisoners and co-creating a dialogue of

learning and transformation. The research highlights the importance of learning in the process of transformation in an unexpected and challenging context. From a theoretical perspective, the research applies a theory of adult education to the prison context and examines the challenges of putting the learning into practice for life sentence prisoners as they make their way through the prison system and the transition to community life.

The research also outlined their experience of imprisonment and how they saw themselves prior to their imprisonment, during their imprisonment and for those who were fully released at the time of the interview, how they see themselves post-release.

Circles of Support and Accountability (CoSA)

A major achievement in 2015 was our success in winning the tender for the establishment of a two year pilot Circles of Support and Accountability (CoSA) programme which is funded by the Probation Service. In January, 2015, we welcomed Ingrid Colvin as the CoSA Co-ordinator and began the process of establishing the Circles of Support and Accountability programme in Ireland.

Circles of Support and Accountability were originally set up in Canada in 1994 in response to a very simple request for help for a man who was being released from prison back into the community with no supports, no supervision and a high likelihood of re-offending sexually. Since then Circles of Support and Accountability programmes have been established in the UK, the US and throughout Europe. It is an evidence-based approach that has been proven to be effective at reducing the level of re-offending amongst individuals who are categorised as being at high risk of re-offending sexually.

A year of firsts for Circles of Support and Accountability

The purpose of Circles of Support and Accountability is to work with people who have convictions for harmful sexual behaviour, who are under the supervision of the Probation Service, to prevent further victims. The programme trains a group (or Circle) of volunteers to work with the Core Member (a person with a conviction/s for harmful sexual behaviour) alongside the professionals who are working with them to reduce the risk of further offences. Circles are structured with an Inner Circle that consists of 4-6 trained volunteers and the Core Member and an Outer Circle that consists of the Probation Officer, the Liaison Garda and other professionals working with the Core Member.

As a pilot programme, it was always going to be important that PACE put in place the necessary policies, procedures and systems to guide the development and

CoSA 2015



January	Coordinator starts Links with Greater Manchester CoSA Meeting of CoSA Coordinator with National SORAM Office
February	Public advertisement for Volunteers Expression of interests in Volunteering
March	Volunteer Information Session
April	Volunteer applications Volunteer Interviews Volunteer Initial Training Volunteer Post Training Interviews
May	Volunteer Post Selection Training & Induction Over 55's Volunteer Information event Probation Officer briefing on CoSA Core Member referrals
June	Liaison Garda briefing on CoSA Circle venue assessed and secured Volunteers match to Core Member Circle starts Outer Circle Introduction to Volunteers
July	Core member introduced to their Circle Briefing of a local SORAM team
August	Six week Circle review
December	Circle closure Circle social activities begin Volunteer appreciation

CoSA Core Member

"I found my circle helped in a lot of ways. They have helped me deal with bullying. My volunteers listen to me and give me advice on stuff that is important to me. Because I have a number of different volunteers you get different opinions on things. My circle gives me a chance to do things I enjoy. like going out. It's not all doom and gloom. We have a laugh and we enjoy each other's company".
 cosa@paceorganisation.ie

implementation of CoSA. The first three months of 2015 saw a huge amount of work being undertaken by CoSA to develop the policies and procedures that would support the successful implementation of the pilot programme. These have been developed in collaboration with the Probation Service, An Garda Síochána and Túsla through the National Sex Offender and Risk Management (SORAM) Office.

Volunteers

Volunteers are the back bone of CoSA. Without them Circles would not happen. There is a saying that goes volunteers "are not paid because they are worthless, but because they are priceless". This could not be truer for CoSA volunteers. Volunteers offer something unique to Core Members, their time. For many of the Core Members we work with, volunteers are the only other people they see in their week who are not being paid to see them. Throughout the international research on CoSA, the evidence shows that the willingness of people to volunteer to spend their time freely with the Core Members is the key strength of CoSA and has a substantial impact on the reduction of offending.

During 2015, three rounds of volunteer recruitment took place. Round one started in March, round two in August and round three in October. Each recruitment process takes approximately three months from advertisement to collection of references. We were pleasantly surprised at the large number of people who were interested in learning about CoSA and who were willing to volunteer their time to participate in CoSA.

Volunteer recruitment, selection and training is managed jointly by the CoSA Coordinator and the PACE CEO. Each round of recruitment includes information sessions, applications, shortlisting, interviews, training, suitability assessment and matching volunteers with Core Members.

A question we are frequently asked is why people want to volunteer with CoSA. CoSA Volunteers are a diverse group of people, however they all come with a basic desire to prevent further victims, make communities safer and an understanding that in order to do these things we need to offer support to people with convictions for harmful sexual behaviour whilst holding them to account for their current behaviour.

Core Members

CoSA Core Members are people who have been convicted of a sexual offence(s). In order to participate in CoSA, they have to take responsibility for their offence and the behaviour that resulted in the offence, they have to acknowledge the harm that they have caused and demonstrate a genuine commitment to turning their life around by voluntarily entering into a Circle that focuses on providing support whilst holding the Core Member to account for how they are living

now. They all agree to communicate openly and honestly with their professional network and with the volunteers in order to identify offence triggers and to avoid lapses and re-offences.

Core Member referrals are made by Supervising Probation officers with the support of the Liaison Gardai and local SORAM teams. During 2015 we received eight referrals. Of these eight referrals three were assessed (the fourth was in prison and the assessment took place in January 2016) and recommended as suitable Core Members. Two of these were placed in Circles during 2015, one was on hold waiting for suitable Volunteers (a Circle was subsequently set up in early 2016) and the fourth assessment took place in 2016 (with a Circle being set up in 2016). Two referrals were assessed as ineligible due to not having long enough probation supervision and two referrals decided that they did not wish to progress their referral.

The work of CoSA continues into 2016 and we look forward to completing the pilot programme and to making recommendations for the mainstreaming of the programme on a national basis.

Social Enterprise Programme

In the middle of a very busy year for PACE Training Services, we initiated the development of the first PACE Social Enterprise Programme.

The industrial type metalwork and woodwork workshops at PACE allow for a very high standard quality product to be produced. Over the years, PACE has developed a number of high quality items (e.g. garden furniture and planters) which PACE currently supplies to various individuals and groups at cost price.

In recent years, PACE has developed a number of key relationships which have given us the opportunity to focus more and more on our products and their quality. Through alliances with Northside Partnership, Dublin City Council, Hand on Heart Social Enterprise, Mercy College and neighbouring community groups we have been building a range of products such as planter boxes, benches and gates. These products have been used within different communities and community based services to bring colour to different areas.

The main goal initially for developing these relationships, was to focus more on restorative practices that support desistance and to promote PACE in the community. An additional benefit of this restorative work has been how it has highlighted PACE's potential to create a Social Enterprise programme.

This was particularly evident last year. In 2015, PACE trainees designed and built 30 large planter boxes for Dublin City Council. These planter boxes are now installed in many locations around North County Dublin. They are a source of great pride for the trainees and

we have received a lot of positive feedback from the communities that they are placed in.

Also in 2015, the trainees in PACE got involved in a restoration project with Mercy College, Coolock. A team of workers spent 3 weeks at the school, clearing and digging the garden. They built raised beds and a shed for the students who have special needs to work in.

These types of projects have had a very positive impact on the motivation and sense of pride that the trainees have. All the trainees that participated expressed the overwhelming sense of belonging and having purpose that they felt as a result of their participation. The projects gave them an opportunity to be involved in something meaningful and that their work was contributing to something that others really appreciated and valued. For many of our trainees, this is the first time that they can see themselves as having something positive to contribute to society and this is an important learning for them as they look to a non-offending lifestyle.

Early in 2015, Hand on Heart Social Enterprise asked PACE to manufacture Honour Boxes for their Vending enterprise. Hand on Heart creates training and job opportunities for young people with disabilities through their Vendability programme.

PACE has been running a Horticulture programme since 2008 and in 2015, for the first time, we decided to apply to enter a garden into Bloom. Our entry to the Postcard garden section of Bloom was accepted. The trainees developed a garden that highlighted the combination of areas that are covered in PACE Training Services. In addition to the planting, the garden focussed on a Tree of Knowledge, made in the woodwork section and presented mosaic pieces and wrought iron planters, all of which were made by the trainees. The Bloom experience also provided an opportunity for the trainees to meet with the general public and to explain the meaning of the garden and to show their work to others. It was a very important opportunity for the organisation to take our work into a different area and to promote the restorative aspects of our work.

In addition to the Bloom entry, PACE Horticulture Training project won "Best new comers award" in the Dublin City Neighbourhood Garden Competition. Being involved in this network has allowed PACE Training Services to create a wider awareness of our Training Services among the neighbourhood residents associations throughout North County Dublin. The work that took place in 2015 in the local community was a very important relationship building and sustaining process that benefits the whole organisation.

Given the success of the various products that we produced throughout the year and the positive feedback

from Dublin City Council and the wider community, it was decided to formally pilot a PACE Social Enterprise Programme. The aims of this programme are to prevent further offending by:

- Creating employment opportunities for PACE trainees.
- Helping trainees who have self-employment aspirations.
- Providing high quality metal and wood products through our website and selected retailers.
- Involving local community groups, businesses and corporations who are willing to support ex-offenders back into employment whilst benefiting from the positives of Corporate Social Responsibility (CSR).
- Operating as a transparent and self-sustaining not for profit organisation with quality and marketing as two of its core business principles.

The Social Enterprise programme has gotten off to a very positive start and the full pilot is being rolled out in 2016.

Services Update



Prevention Services



PACE's Prevention Service have been growing and developing over the last four years and we now offer a range of Prevention Services which include:

Safer Lives Treatment Programme

The Safer Lives Treatment Programme was established in April 2012. The programme is aimed at people with convictions for harmful sexual behaviour who are at moderate to high risk of reoffending. We currently offer three group work programmes with a maximum of eight participants per group on a rolling basis. The groups have a combined capacity for 24 men at any one time. In addition a limited number of men or women can be seen on a one to one basis at any time. The focus of the individual work is primarily on supporting a number of Foothold clients who do not have the cognitive capacity to participate in group work but need support in the management of their behaviour. Safer Lives offers a co-facilitated model of group therapy where each group is co-facilitated by a PACE staff member and a specially trained Probation Officer Co-facilitator.

During 2015, there was a high level of commitment by the participants and where attendance issues arise these are responded to and addressed in a timely manner. The rate of attrition from the Programme remains low and is a reflection of the assessment process which is designed to bolster motivation while identifying potential obstacles to participation in advance of the man starting



in group. Where necessary, and subject to resources, Safer Lives staff have met with potential participants on a time limited one to one basis to ensure they are group ready before starting in group.

Over the last 12 months there has been significant changes to the staff team, both within PACE and Probation. Overall this placed a focus on change management for the Programme with a need for individualised induction and training plans for new staff. In addition work has continued on the development of a facilitator's manual to maintain programme integrity in delivery across 3 groups of facilitators. During 2015, we facilitated 145 group sessions in spite of the gaps in staffing. This was a major achievement and ensured that we offered a consistent and effective group process. Safer Lives also undertook three ARMADILLO assessments for non-Safer Lives clients at the request of the Probation Service. These assessments provide a risk assessment for people with intellectual disabilities who are unable to be risk assessed using the standard risk assessment tools.

Safer Lives also facilitated specialist training in working with people with convictions for harmful sexual behaviour for the Probation Service and for the CoSA volunteers. In addition, the Safer Lives Co-ordinator and PACE CEO presented a workshop at the NOTA (National Organisation for the Treatment of Abusers) conference that was held in Dublin in September. The focus of

the presentation was on our integrated response to the criminogenic needs of people with convictions for harmful sexual behaviour in the community. In addition to presenting at the conference, Safer Lives is an active participant on the NOTA Ireland Executive and is heavily involved in the development of training within the sector.

Another development for Safer Lives during 2015 was the work that we undertook with St John of God services to develop a model of treatment for people with convictions for harmful sexual behaviour who also have an intellectual disability. This cohort form a large number of the clients that we work within the Foothold Floating Support Service. Their cognitive abilities are such that it isn't possible for them to participate in the main Safer Lives groups. A very positive start has been made on developing the relationship. However, given the current resources it wasn't possible to complete the programme in 2015.

We also complete Screening reports, referrals are fully assessed to support their Probation Officers to identify the relevant focus of work and written reports were provided.

We receive a small number of referrals each year for low risk offenders and these are not included in figures and they are not progressed beyond an explanatory email to the referring Probation Officer

Foothold Floating Support Service

The Foothold Floating Support Service worked with a total of eighteen clients in 2015. The capacity of the service is eight to ten participants at any one time. The low capacity level is designed to reflect the complexity of the individuals that we work with and the high level of need that they present with. During 2015, the demand for the service increased substantially and we ended the year with an active case load of twelve clients.

The challenges that we work with in Foothold are many. They are compounded by the high need and sometimes high profile nature of the clients. As a floating support service, Foothold is not an accommodation service provider but the lack of housing supply saw us being increasingly challenged in sourcing suitable accommodation for our client group. The lack of a stable accommodation pathway for Foothold clients is a serious concern as the people that we work with do not have the best coping skills or the necessary resilience to sustain multiple moves and to manage the stress involved in being housed for uncertain lengths of time. PACE are working very closely with the Probation Service, the Gardaí and DCC on the provision of accommodation for Foothold clients.

Circles of Support and Accountability

Our most recent addition to our Prevention Services in CoSA which is discussed in detail on page 10.



Returned to custody



Personal issues/ circumstances changed.



Did not engage

That being said 28 clients positively progressed in 2015 with over 70% of our clients leaving the service with certification.

While a number of clients finished with the service early for a variety of reasons they still received support and 11 received certification.

We were deeply saddened at the untimely passing of two of our clients.

We also processed a further 59 referrals that did not progress into the project. The reasons for this are varied and include positive urinalysis, clients decided not to come to PACE, return to custody and sadly a number of people passed away.

Training Services

PACE Training Services is a Training Centre for ex-offenders, ex-prisoners and prisoners and is funded by the Probation Service and CDET. PACE's main goal is to help prevent further offending by assisting the trainees to progress to further education and/or employment through the provision of a range of training and education programmes complemented by a highly supportive keyworking programme. Research into desistance has proven that the meaningful occupation of time is an important protective factor in the reduction of re-offending. PACE Training Services works to ensure that all of our trainees are engaged in meaningful activities and develop the potential to sustain the positive use of their time when they move on from our services.

PACE Training Services main subjects for QQI certification are metalwork, woodwork, horticulture, art & design, computer studies including ECDL, Desktop Publishing and Internet skills. We also offer certification in communication skills, career preparation and we provide literacy support.

85 people participated in our Training Services during 2015 and 170 Certificates were awarded through training in 2015, a significant increase on the 128 certificates achieved in 2014.

Our client's presents with complex needs of the clients, as can be seen below.

Complex Needs of Clients



Max's story

Max is 20 years old, left school at 15 years, is under the supervision of the Probation Service. He had been diagnosed with personality disorder and is addicted to benzos.

Max was referred to PACE Training Services by the community probation services and was also under the supervision of the psychiatric services. At the time of his referral, he was on a range of prescribed medication including anti-psychotic medication, anti-depressants, sleepers and methadone. Initially when he started on the project he found it difficult to manage his medication but with the support of his keyworker he gradually learned to do so. When he first started in PACE he was issued with an Individual Learning Plan that consisted of classes such as woodwork, art, computers and metalwork.

Max also presented with a low concentration level which effected his ability to focus on tasks; poor communication skills and an inability to manage his emotions e.g. when he felt under pressure or stressed he had a tendency to walk off the project.

During his time in PACE, Max experienced serious episodes of depression including a suicide attempt. The suicide was prevented due to the intervention of

his mother. Following the attempt, he was referred by his GP to the mental health services. However, due to our concern about his ongoing mental health issues and the sporadic nature of his attendance at the HSE mental health services, we suggested that he seek external counselling. He agreed to this intervention and a referral was made and he has consistently attended those counselling appointments.

After a couple of months on the project and with intense key working support the client started to adapt and respond positively with the structure and routine of the training project. His communication skills improved dramatically and he began to manage his emotions better. He really enjoyed Woodwork and he achieved QQI Level 3 in this subject. His moods became lighter and his outlook on life started to improve. Max felt that he could start planning for his future and was taking the necessary steps to achieving his goals which included getting a job.

During the last stage of his contract in PACE Max engaged in a work experience placement. This was very successful. After a period of time, through the support and training that he was offered by PACE, Max was able to take up a permanent position when he was offered a permanent job through this employer.



Residential Services

2015 got off to a difficult start with two sudden deaths in Priorswood House, one by accidental overdose and one by suicide. Both of these men were shared clients between our residential and training services so their deaths were deeply felt in both projects. It is important to recognise the impact that such losses have on the staff and other clients, they were shocking in their suddenness and took time to come to terms with. All the staff and clients were provided with additional support. As an organisation that works with people with addiction and mental health issues we are fortunate to not have these deaths as a more frequent occurrence given the reality that there are more drug related deaths in Ireland than there are road traffic deaths in any

one year. We are also challenged by the gaps in the community mental health services which remain short staffed making it difficult to access appropriate support services for people in a crisis. Our thoughts remain with the families of both of these men and they are not forgotten.

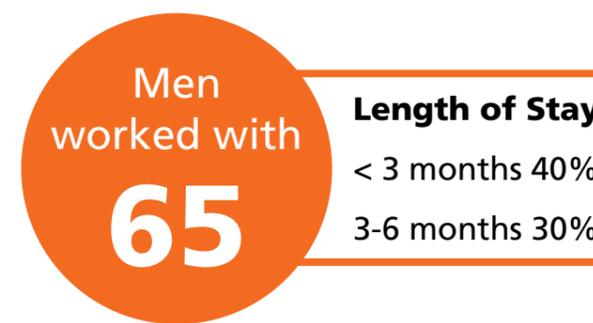
Priorswood House underwent a substantial change with the introduction of a new rota at the end of the year. For the first time in the history of the organisation, we introduced a waking night rota. This meant splitting the shifts within the project from sleeping overnights that incorporated day shifts into separate day/evening shifts and waking night shifts. By keeping the Waking Nights

separate from the day staff, we were able to have the day/evening staff focus primarily on their keyworking role and assign other tasks to the waking night staff for the quiet periods within the project when the men are asleep. The Waking Night staff are also fully qualified Support Workers which was an important focus for PACE as it means that we can now offer support on a 24 hour basis. This enables us to be present for anyone having a crisis during the night and they can access support at all times. The willingness of the existing staff to embrace the rota change was much appreciated.

One of the main challenges faced by residential services in 2015 was the sourcing of suitable accommodation to move our clients into. The reduction in supply of housing, the reluctance of some landlords to take rent allowance and the need for our clients to compete with students and young professionals in the housing market had a serious effect on our ability to progress people. This is a situation that will not improve in the near future but it does require a lot of creative thinking by staff. It can also be a challenge for the clients to accept the reality of the housing situation and the lack of housing options for them. The Waking Night staff have designated some of their time to working with the clients on finding housing and this has been a constructive piece of work.

Open Day

The first PACE Open Day was held in 2010 and they have become an annual event with the emphasis increasingly becoming about the family members of



PACE service users. The Open Day initially began as an opportunity to invite local residents in to the grounds of Priorswood House, to demonstrate the work that has been done in the PACE Training Services and to give people the opportunity to purchase items made by the services users. Over the years, the Open Day has become family-focused as the service users expressed a desire to invite their family members in to the projects and to show them their work. As a result, the Open Day now includes various activities for the children of the services users including face-painting, different races, art work, games for children and prizes and goodie bags being offered for all of the children. We also invite the local services that each project works with to the Open Day and this contributes to the positive atmosphere and it is always helpful to see services users in a different environment

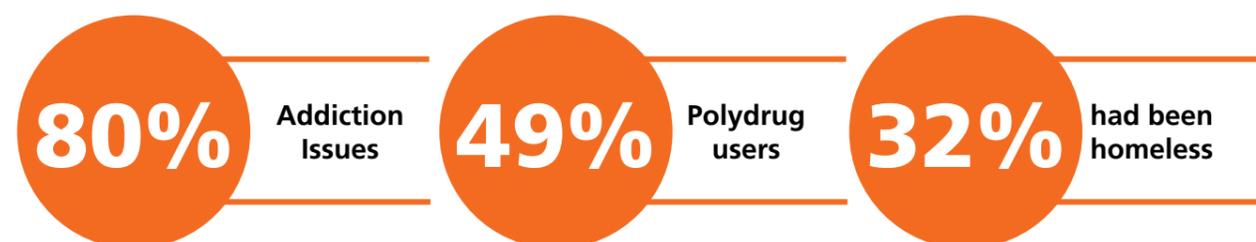
Todd's story

"I was moved around care homes from the age of 9-15. I ran away from a care home at the age of 15 to England and was in and out of prison due to my drug use. After doing a long prison sentence in England I came home to Ireland. I continued with the same lifestyle drugs and in and out of prison.

I was in prison on a two year sentence. My probation officer told me about PACE and I said yeah for the assessment. Someone came to assess me and a week before my release I was told I had a bed in PACE. When I got out I didn't go to PACE and after 6 weeks my probation officer said I was going back to court. Part of my supervision conditions was that I was to stay in PACE. I only came because it was part of my conditions. When I got here though I thought it was sound. I had a nice room and hot meals.

My key worker helped me with filling out forms and went to the council with me so I could get on the housing list. She also helped me with signing on the dole because I never claimed dole until I came here, I was always either in prison or moving around. I think it is very stable for me here and I also get a lot of support from all the staff.

Since coming here I have had ups and downs but at the moment I am drug free and on a methadone detox. I have committed no crimes. I think everything came together for me here. The hardest part of being here was giving up my old life. I think I changed my attitude and wanted the support that was offered to me here. In the future I would hope to be drug free including methadone. Maybe start my own business and try and get decent accommodation. I want to remain crime free."



Difficult issues in 2015

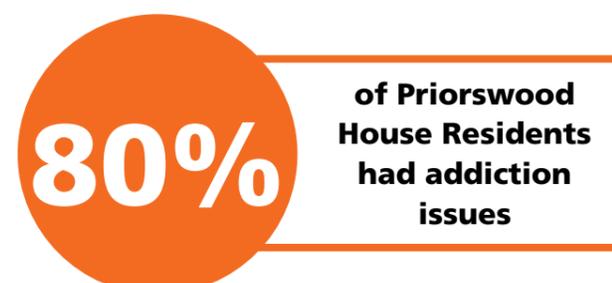
The world that PACE occupies can be a challenging one as we endeavour to work in a holistic way with people who have complex and multiple needs. Whilst the mission of PACE is about providing support to people leaving prison and assisting them to reintegrate safely into the community, our clients very rarely come to us with one simple problem to be addressed. Instead we find ourselves working with a complex range of issues including addiction problems, unresolved mental health issues, social isolation, offending behaviour, literacy/numeracy issues, and homelessness.

Addiction has been a recurring issue for the vast majority of PACE services users since the organisation was founded. As we know addiction and substance misuse do not exist in isolation from wider society and we are seeing people now struggling in terms of managing their addiction at a time when services in the wider community have been reduced.

One of the challenges of 2015 was the management of relapses in the community for a number of men who had detoxed in prison but hadn't sought additional support in terms of managing their addiction post-release. The primary focus for us upon their acceptance onto our projects is the sourcing of addiction support services to assist them to maintain their drug-free status in the community. This often resulted in lengthy waiting periods before someone could access the service. This wasn't helped by an unrealistic sense by some clients that they did not need that addiction support as they had detoxed in prison.

Our experience of the challenges of working with people with an addiction to heroin in particular is not unique. In spite of the work that we had done to highlight the risk of an accidental overdose, we saw that it didn't prevent these relapses and deaths. It was painfully apparent that the awareness of the risk of overdose is not enough of an incentive to prevent relapse. In fact, research with people in a drug treatment service in Australia showed that 80% of survivors of heroin overdose who had experienced a

previous overdose within the past six months, did not perceive themselves to be at high risk of overdosing. The authors of the research concluded that there was an 'unrealistic optimism' among drug users about their risk. Other research (Weinstein and Lyon, 1999) has shown that an unrealistic level of optimism about personal risk is a barrier to action and that an acceptance of personal vulnerability is an important factor in progress toward adoption of precautions. As an organisation, our challenges in working with addiction and our client group are further highlighted in a European study, (Fisher et al, 2012), that conducted a review of 31 overdose research papers. This research identified two groups of people who are at a particularly high risk of overdose; homeless people and people leaving prison. Therefore, international research highlights the risk of overdose within our client group and categorises them as being at the highest risk of overdosing. This presents us with an ongoing challenge in our day-to-day work, one that we cannot face alone and emphasises the importance of working in partnership with the supervising Probation Officers and external addiction agencies to ensure that we can get the best possible outcome for our shared clients.



PACE Financial Statement

For the year ended 31 December 2015

	RESTRICTED	UNRESTRICTED	2015	2014
	€	€	€	€
Income				
Income from charitable activities				
Probation Service	1,389,461		1,389,461	1,474,461
Irish Prison Service	5,884		5,884	26,695
Educational Trust	7,623		7,623	2,045
Probation Service Re: CoSA project	71,000		71,000	
Sale of Products		11,882	11,882	3,011
Income from donations				
Fundraising Activities and Donations		648	648	1,955
Other fundraising & receipts		2,227	2,227	200
Contributions from PACE Housing Assoc.		2,798	2,798	3,055
Income from other trading activities				
Tenants contributions		78,563	78,563	69,478
Total	1,473,968	96,118	1,570,086	1,580,900
Expenditure on Charitable Activities				
	RESTRICTED	UNRESTRICTED	2015	2014
	€	€	€	€
Wages and salaries	1,063,292	81,789	1,145,081	1,045,005
Social welfare costs	114,136	8,591	122,727	113,291
Staff pension costs	18,739	1,410	20,149	14,844
Staff training & Welfare	22,896	1,732	24,628	23,891
Rates & Management Charge	1,001	75	1,076	2,030
Rent payable	30,209	2,286	32,495	27,163
Insurance	16,911	1,279	18,190	21,439
Light and heat	42,783	3,237	46,020	44,706
Cleaning	5,349	405	5,754	2,429
Repairs and maintenance	23,772	1,799	25,571	36,889
Service charge payable	4,404	333	4,737	4,896
Irish Prison Service	5,327	403	5,730	26,028
Social Development Programme	1,732	132	1,864	4,679
Printing, postage and stationery	11,792	893	12,685	13,243
Advertising & Recruitment	3,666	277	3,943	9,837
Telephone	19,557	1,479	21,036	21,355
Computer Software Maintenance	5,181	392	5,573	6,580
Motor expenses	39,963	3,023	42,986	38,640
Television Fees	1,069	81	1,150	1,698
Legal and professional	3,430	259	3,689	4,910
Consultancy fees	401	30	431	332
Accountancy	15,095	1,141	16,236	16,236
Bank charges	1,416	108	1,524	1,833
Foodstuffs and Canteen	29,777	2,252	32,029	30,229
General expenses	6,997	529	7,526	6,466
Materials & Training	44,213	2,753	46,966	27,704
Affiliation Fees	1,332	100	1,432	1,863
Licenses & Subscriptions	7,177	543	7,720	8,806
Auditor's remuneration	3,718	281	3,999	3,645
Depreciation	6,184	467	6,651	16,058
	1,551,519	118,079	1,669,598	1,576,725

PACE Board of Management 2015

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Secretary

Charlie Delap

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Alexandra Hollingsworth

Patricia Boyd
Kevin McPartlan
Alan Breathnach
Mark Davis
Ray Woll
Robert Doyl
Nicole Black





P.A.C.E. (Prisoners Aid through Community Effort) Limited
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Charities Regulatory Authority Number CRA 20032418
CHY 11647