



DEONACH

Annual Report
2021

Building Positive Futures Together



www.deonach.ie

Company Structure

DEONACH (Tallaght Probation Project) founded in 1995 is incorporated as a Company Limited by Guarantee. DEONACH (TPP) is a registered company (no: 270287) and is also a Registered Irish Charity (no: 20035174 with CHY No. 12185). DEONACH is governed by a board of directors drawn from the agencies DEONACH works alongside, as well as representatives from the local area.

DEONACH is funded by the Department of Justice through the Probation Service and the Irish Youth Justice Service. DEONACH is also supported by the Department of Education through the Dublin & Dun Laoghaire Education Training Board (DDLETB).

DEONACH (TPP) is registered for the charitable purpose of providing supports and services to young people and adults from Tallaght, West Dublin and its environs, who have committed criminal offences and are under community supervision or at high risk of criminal involvement, in order to help them achieve their full potential and support their re-integration into society.

DEONACH provides services ranging from crisis intervention, health promotion, education & training to therapeutic and well-being spaces, community service reparative programmes, and offence-focussed work.

DEONACH is 95% compliant with the CRA Governance Code and is working to fully embed all codes and standards in 2022.



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Hours
M-F: 9 am – 5 pm
S-S: Closed



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DEONACH

Chairperson's Foreword

In 2021, COVID-19 continued to impact our lives, including how we live and interact with each other, how we work and communicate, move around and travel. Every aspect of our lives has been affected. Isolation and fear were the resounding emotions of the nation. Yet, in the darkness, there was a magnitude of resilience, hope and courage, reminding us all that whilst people can survive individually, we thrive collectively.

I am delighted to introduce to you our Annual Report for 2021.

I hope you find this report a useful and informative update on our activities and projects, especially how we navigated COVID-19 to ensure our staff and participants were safe and well. Restrictions introduced to manage the impact of the pandemic affected everyone. Staff at DEONACH responded with energy and creativity to support the participants. Evidence of their creativity and commitment is represented throughout this report. I would like to thank Ms. Olive Monahan our general manager and all the staff at DEONACH and fellow board members for their dedication and commitment to our purpose and values.

I would also like to thank our funders The Probation Service, the CBO Team and DDLETB who gave us ongoing support and assistance throughout 2021: we look forward to our continued partnership with them in the coming year.

Thank you
Gerald Delmar
Chairperson



Contents

Company Structure	2
Chairperson's Foreword	3
Our Vision, Purpose and Values	5
Operations	6
Strategic Review 2021	8
Strategic Goals 2022	9
Referrals and Interventions	10
Journey to Freedom, <i>By Des Dunne</i>	14
Women's Programme	16
The Link Young People's Project	22
PhD Research Project	24
Access Adult Programme	27
Community Service Programme	29
Allotment and Horticulture	31
Employability Skills & Training	32
Operations and Governance	34
Financial Statement	35
Our Team and Board of Directors	36
Our Supporters	37



OUR VISION, PURPOSE AND VALUES

OUR VISION

We support people to aim higher, realise their potential and build a positive future.

OUR VALUES

Hope: We believe all people can change. We believe in the restorative power of hope.

Justice: We believe in a fair and just society where all people have an absolute right to equal justice.

Equality: We believe that all members of society have a right to equal access to opportunities leading to a life of fulfilment.

Dignity & Respect: We respect and value the worth of every individual. We believe in the inherent right of all people to be treated with dignity and respect.

OUR PURPOSE

DEONACH is a high support Justice Project working restoratively with people of all ages and backgrounds who are at risk of (re) offending. We work with participants to address their offending behaviour and its impact on the victim, their community and themselves. Focussing on the person's strengths, we promote desistance and community safety, while supporting participants to transition towards a positive future.



"For the first time in a long time someone listened to me. I felt cared for", (Martin)

OPERATIONS

It is hard to reflect on 2021 without thinking about how Covid-19 acutely changed all of our lives in such a short space of time. 2021 has proven to be one of the most challenging years we have ever faced as an organisation. Despite this, we have managed to remain open, keep all our programmes running – albeit some a little differently than before, and introduced new supports. These included, food parcel delivery, developing our outreach teams, and increased use of technology to maintain contact with our participants and funders.

In early January, we were unable to return to the project on a full-time basis, so remote learning and outreach work commenced.

Within the project, we were keen to maintain contact with all participants and provide support to them where required. By February, we were able to place participants into pods, and programmes recommenced in the project. This change in provision was a direct response to the need of participants to engage in structure and routine. This provided them with alternatives to activities that might otherwise have led to offending behaviour.

With participants returning to the project, safeguarding the health of all concerned was paramount. All Government protocols were adhered too with particular focus on:

- Making the health and safety of participants and staff a key priority with strict adherence to government and public health advice.
- Continuing to be creative and innovative in delivering much needed educational, developmental and therapeutic services to participants.
- Prioritising participants and their families most at risk and in need.
- Working in close collaboration with all strategic partners, particularly funding agencies.



OPERATIONS

- Providing support and care for all staff during this period.

The project remained open for the duration of 2021. It was tough at times for participants and staff due to fear, isolation and illness. For some, transitioning back to project-based programmes proved difficult.

Mental Health has been prominent in the news this year. For our participants who already experience social exclusion, the actions required to manage Covid-19 have served to increase this isolation and exacerbated their mental health difficulties.

DEONACH offered all our participants a space to talk, mindfulness sessions, anxiety and stress reduction workshops, yoga for women, acupuncture and, above, all an understanding ear and patience.

We are surging into 2022 with hope and vigour. Covid is somewhat behind us and, as a team, we are stronger, more focussed and energised for the next chapter.

To the team of DEONACH and to our Board of Directors, I am truly thankful for all you have done for the project. There is no doubt everyone has gone above and beyond the call of duty. To our funders, supporters and collaborators, The Probation Service, Joe Keaney and the CBO team, Ciara O Connor and Young People's Probation Team, Cathal O'Sullivan and Tallaght Probation Team, Simone McConnell and DDLETB, James, Pat and Jesse in WHAD and all who have engaged with us throughout lockdown and COVID thank you so much for your partnerships, commitment and dedication to us as a team and to our participants.

Olive Monahan
General Manager



STRATEGIC REVIEW 2021

In 2021 The Probation Service commissioned a strategic review of DEONACH, its terms of reference are:

- To review the strategic aims and objectives of DEONACH (Tallaght Probation Project) including its alignment with the strategic objectives of the Probation Service.
- To review the current structure of the project including its governance, organisational structure, and the current staffing and resources required to deliver its programmes and services.
- To review how the programmes and services currently being delivered by the project support and add value to the Probation Service in the delivery of the Service's objectives. This should include analysis of the content and structure of the programmes (including the programmes being provided to young persons and adults), their ongoing relevance to the needs of the Probation Service, and reference to international best practice. The review will also examine the relationships between the project and the Probation Service, and whether the work carried out within the project supports the achievement of outcomes.
- To review whether the project provides added value, having regard to the current Probation Service level of funding, and the programmes and services currently delivered by the project. This should include an evaluation of any duplication of services provided by other organisations or agencies. The review will also assess the outputs and outcomes included in the project's funding agreement with the Probation Service. The review will assess the benefits of the programmes and services to participants in the project, the impact of programmes on offending behaviour, and whether they assist in enhanced qualifications and employability.



STRATEGIC Goals for 2022

Following on from the Strategic Review 2021, **DEONACH's Key Strategic Goals for 2022 are:**

Goal 1: Deliver high impact, high quality services

Priority: To develop and enhance the range and reach of services that respond to the needs of our participants and the community.

Goal 2: Ensure the organisation has the capacity, skills and knowledge to deliver high quality service

Priority: Empower our team, develop our culture and strengthen our systems to achieve organisational excellence and maximise our impact.

Goal 3: Develop 2023–2026 Strategic Plan

Priority: Clearly articulate a vision for the organisation that embodies our values, is person centred and reflects emerging needs, new research, and the signs of the times.

Goal 4: Develop a bespoke Information Management System to capture the work and progression of participants in the project

Priority: We will develop a CRM model integrating all aspects of the service and supports it provides. We will utilise data to chart participants engagement in the project, inform programme development, highlight trends, inform policy, decision making and research.

"The Link has been such a safe space for me, they believed in me, they checked on me daily, they called up to me house if I didn't get in. I thought it was strange at first calling to me house, but it made me feel cared for. They cared about me".

Young man - The Link 2021

REFERRALS for 2021

210
Referrals
in 2021

85%
Probation
Referrals

12.5 %
Restorative
Justice Referrals

1.5%
Move
Referrals

1.5%
IASIO
Referrals

50%
Male over 25-
year-olds

19%
Female
Participants

22%
Male Participants
18–25
year-olds

10%
Young People
U'18



INTERVENTIONS & SUPPORTS 2021

8,000 +
Phone
Calls

1040
Food
Parcels Delivered

125
Participants
Received
Mental Health
Support

265
Participants
Engaged in Offence
Focussed Work

30
Referred for Drug
Addiction
Support

26
Women
Supported in Crisis
Interventions

52%
Increase of
Women Reporting
Intimidation

210
Individual
Assessments &
Care Plans

18
Housing
Applications
Completed



OFFENCE FOCUSSED PROGRAMMES

24
Anger
Awareness

15
Anger
Management

20
Victim
Empathy

40
Alcohol
Awareness &
Offending

50
Drug Awareness &
Offending

35
Crime Awareness
&
Offending
Behaviour

6
Male DV
De-escalation
Programme

50
Reparative
Projects

25
WRECKED
Road Safety
Programme



EDUCATION & TRAINING PROGRAMMES

30

**Women's
Self-Care
Programmes**

10

**Young Men
Parental Support
Programmes**

8

**Outdoor
Adventure
Programmes**

15

**Safe Pass
Certifications**

15

**Manual
Handling
Certification**

45

**QQI Education
Certification
Programmes**

10

**Men's Heads up
Mental Health
Programme**

15

**Literacy
Support**

58

**Progressed to
Further Education &
Employment**



Journey to Freedom

by Desmond Dunne

Having left prison in August of 2018 I was determined, [this] was going to be my last custodial sentence. At that point I had served two prison terms in a ten-year period, out of which eight years were spent behind bars. After being released I set about rebuilding my life from the ground up. One of the first and most glaring issues to set right was my reason for being sent to prison which was down to my chronic drug addiction which I have dealt with and continue to do so to this day. Equally important as dealing with the addiction issues was completing my education. I always felt I had more to offer than what I was presenting. There was more to me than just being a drug addict.

I left school with little to no formal education and without completing any state examinations i.e. (Junior or Leaving Cert), although a number of years after exiting the school system I began a career in the hospitality sector and eventually gained a qualification in professional cookery. Just prior to my first custodial sentence and after a number of years struggling with a chronic drug addiction, I felt my time within the catering industry was finished, so I left that world. Although I wanted to return to education, I've always felt that my level of education was insufficient to apply for a place on a degree programme let alone complete one. I set about looking at ways to improve my chance of being offered a place on a degree programme.

What I did next was to seek out support to help me attain this goal I had of returning to education. In fact, the act of attaining help from services directly involved in supporting individuals like myself, recently released from prison who were drug free and facing into homelessness, was practically impossible. The support is virtually non-existent.

However, I did manage to come into contact with an organisation which has, and continues to this day, be an instrumental part in helping me attain my success, this organisation is DEONACH, although, I must admit I did attend there quite reluctantly to begin with. Upon arriving at DEONACH I already knew which avenue I had to take to fulfil this little goal of mine of returning to education, I was in the process of applying to the Trinity Access Programme, as I felt this was the best option available to me at the time. During that period, I was given help with the application for Trinity College, I practised writing essays, researching, referencing, file management, I worked on improving my spelling, grammar and punctuation.

Journey to Freedom

by Desmond Dunne

Having been accepted onto the T.A.P. being honest I had no idea what to expect, I went into it like an open book, although the workload was at times somewhat overwhelming. Getting through the workload.

The support I had from DEONACH and in particular the English teacher, Linda, was without a doubt a factor in me getting my college place and having the confidence to go through with it.

I was able to not only bounce ideas off Linda (DEONACH Literacy Tutor), but I had someone to help allay some of the creeping doubts I had while doing the T.A.P. I finished the T.A.P. attaining a merit grade which is the equivalent of over 500 points in the Leaving Cert. To sum up the Access programme and its introduction to academic life, I would liken it to, entering first year in secondary school, and at the end of the year having to sit your Leaving Certificate. Demanding as it was, I really enjoyed my time on the Access Programme, not only did my academic ability grow and develop, but it also impacted other aspects of my personal life. At present I am studying for a degree in Sociology and Social Policy in Trinity College Dublin and have just completed my first year, I am wholeheartedly enjoying the experience and I am very glad I gave myself this opportunity.

The future is bright.

Thank you
Des



*"There is more to
me than just
being a drug
addict"*

WOMEN'S PROGRAMME

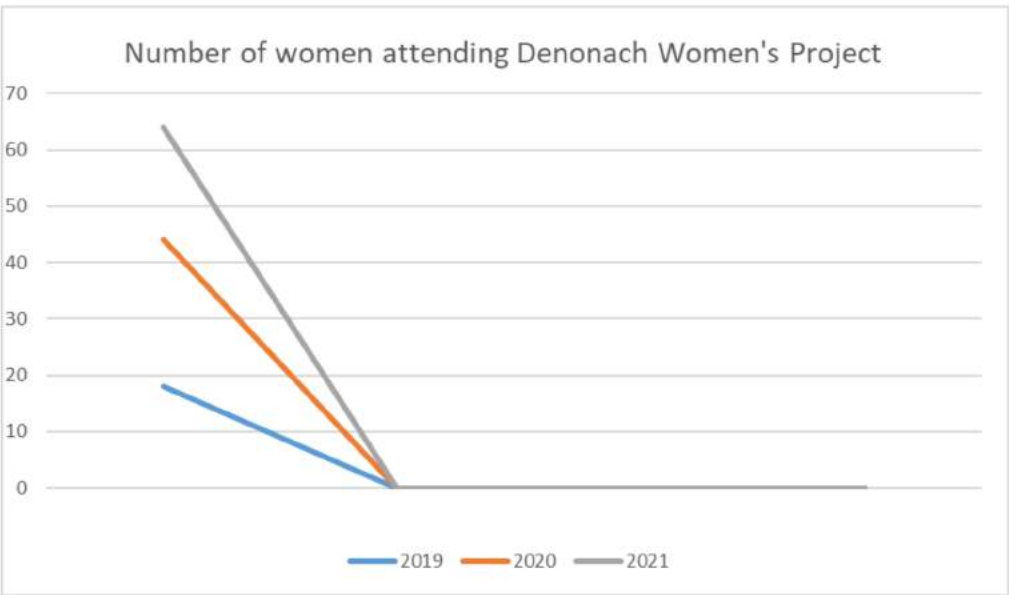
Since we launched our Women and Family Support programme in 2019, we have seen the number of women engaging in the service increase by more than 50%. (Table 1). The overall picture emerging from our work with women is that their presenting needs are more complex and multi-faceted than that of their male counterparts.

DEONACH quickly responded and introduced a gender-specific and trauma-informed model of care. DEONACH is in the beginning of the process to becoming a trauma informed organisation. Our initial priority is to fully train our women's support workers in Trauma Recovery Model and receive specialist Trauma Informed Supervision.



TABLE: 1

ENGAGEMENT in 2019, 2020, 2021



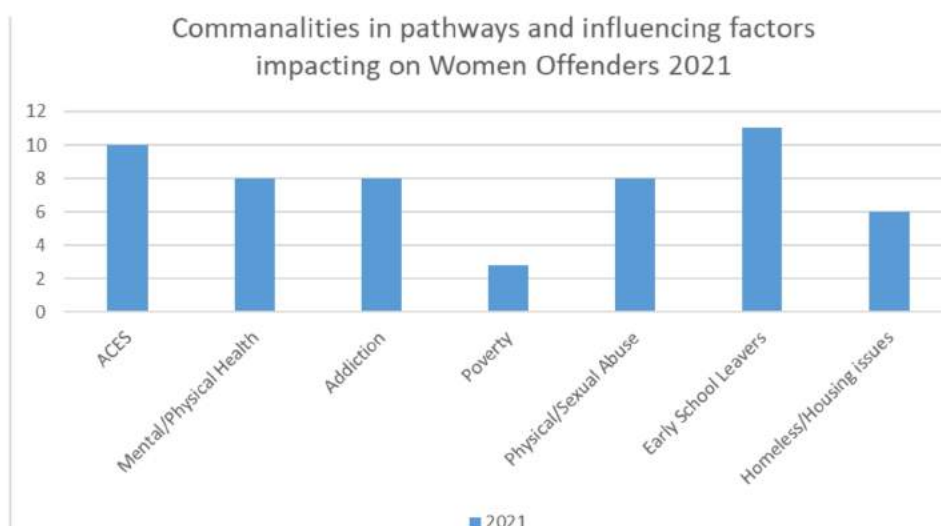
WOMEN'S PROGRAMME

Overview of the Women's Project:

The trends suggests that women who have committed offences are likely to be poor, have limited education and are either unemployed or in low skilled employment. The presenting levels of poverty, addiction, homelessness, mental health, domestic violence, complicated grief, unhealthy relationships, sexual abuse and early childhood trauma are the day-to-day challenges for DEONACH to support. It was also notable that many of the women presenting to DEONACH suffered 'low self-esteem' and had been 'worn down' by difficult, enduring and complex life experiences.

To begin to address these issues, we needed to create spaces and programmes that were non-judgemental but also bedded in relational and trauma informed practice. Relationships are particularly important to women, many of our female participants have identified poor relationships such as, non- supportive families, relatives involved in offending, or unhealthy relationships with intimate partners as significant barriers to exiting the CJS. Significant numbers of our female participants have experienced abuse, either in childhood or in adulthood, through intimate relationships. Many women are mothers of young children and may struggle with parenting because of their own personal circumstances and unmet needs. It is therefore paramount that our approach is client led, therapeutic, holistic, and multi-agency responsive for addressing the diversity and complex needs of women.

DEONACH offers our female participants a 1:1 wrap around support service that is customised for every woman who engages with the programme. Additional outreach support is further offered and, where appropriate, an interagency approach was adopted for some of our female participants with referrals to external/specialised agencies where needed.



WOMEN'S PROGRAMME

Programmes Pillars:

Individual
Assessment &
Tailored Care
Plan

Therapeutic
Space

Personal
Development
programme

Gender
Themed
Group Support

Q&I Education
and Training

Women's Arts
& Holistic
Programme

Outreach
Supports,
Aftercare
Programme &
Supports

Family
Supports

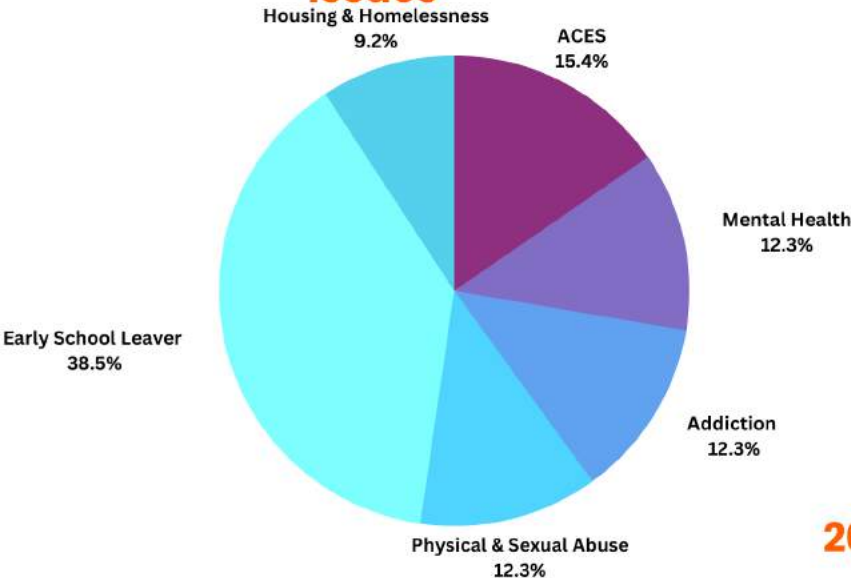
Inter-agency
Case
management

*"I feel so much more confident in myself
since becoming a part of the
Women's programme in DEONACH"
Female Participant 2021*

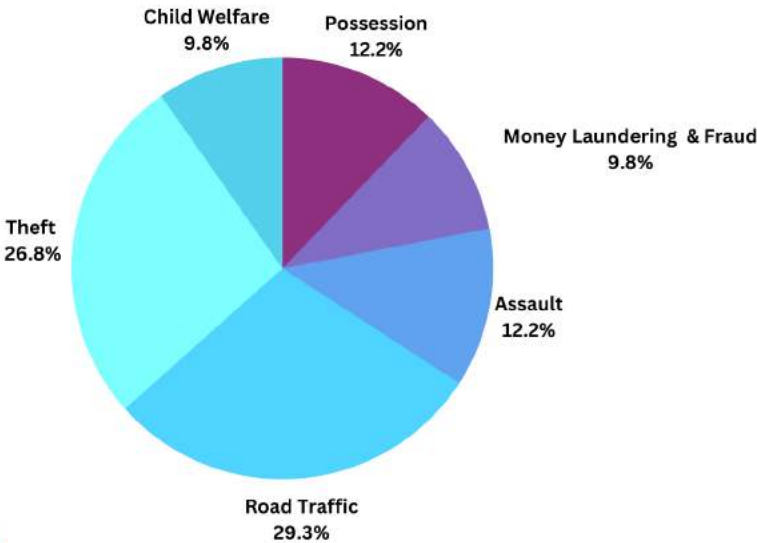


WOMEN'S PROGRAMME

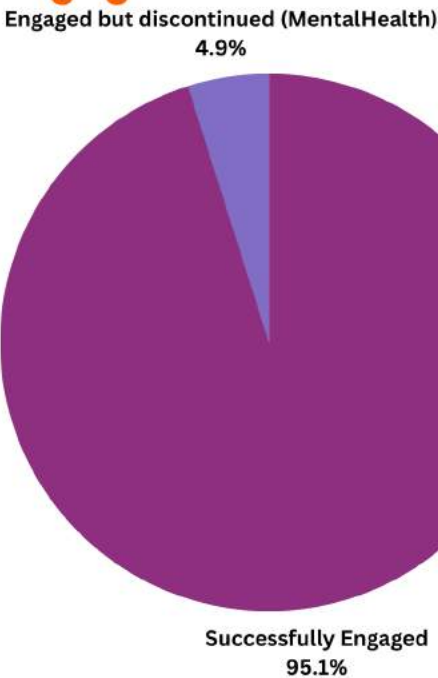
2021 Female Presenting Needs & Issues



2021 Female Offending Trends



2021 Female Engagement



WOMEN'S STORIES

Women's Stories.

Story 1:

I came to DEONACH for support for myself. As a mother to 4 children, I never imagined any of them getting into trouble with the law, but my son was convicted of a serious crime and as a result I was living in fear for my life. When other people heard what my son was convicted of, I became the focus of their hatred and revenge. I was approached in the street, called names, and strangers knocked on my door and verbally abused and threatened me. This had a very negative impact on my family and caused many issues between myself and 3 daughters. My youngest daughter refused to attend school, social workers got involved and I was at my wits end with no one to turn to. I came to DEONACH, and my key worker sat and listened to my story, which in itself was helpful just to have someone who could listen without judging me for what my son had done. My key worker linked me in with a counsellor in St. Dominic's to address my addiction to alcohol and encouraged me to do some of the classes available in DEONACH. I worked for a few weeks in literacy and basic computer skills. My key worker supported me to find family supports through Teen Counselling and she and my daughter's social worker both supported our family through interagency meetings and ongoing supports. Since being in DEONACH, both me and my daughter are now in full time employment and my key worker continues to check in with me via phone support at least once a week. I feel so much more confident in myself since becoming a part of the women's project in DEONACH.

Female Participant: Anon

Story 2

I came to DEONACH's Women's Programme to complete 'Community Service' hours in lieu of a prison sentence. This was my first and only time to have broken the law. I arrived for my first meeting feeling stressed, anxious, shamed and overwhelmed. I think I cried through the entire meeting and my support worker gave me a space to let it all out. As a shy person who does not like large social groups, my key worker arranged for me to complete my hours in a 'Community Art Reparative Programme', and I got to create beautiful ceramics that would be used to raise money for charitable organisations in the Tallaght area. My support worker not only supported me to complete these hours, but she also worked with me on a 1:1 basis and helped me explore issues in my life that I had not addressed. As a result, I decided that I would benefit from counselling, and she made a referral to a local counselling service for me. I was able to discuss my offending behaviour for the first time, come to terms with the guilt and remorse that I felt and accept that while I had made a big life mistake, I was not defined by this once off offence. She helped me put it behind me and move forward in my life with a little more self-worth and confidence.

Female Participant: Community Service Anon



THE LINK YOUNG PEOPLE

Overview

2021 was a year like no other for young people. During this time, The Link Project continually demonstrated its capacity to be responsive to the demands of Covid restrictions and resilient when faced with evolving challenges. Upon reopening the Project, we continued to apply strategies and approaches used during remote provision, including the use of digital technology to enhance learner outcomes and experiences.

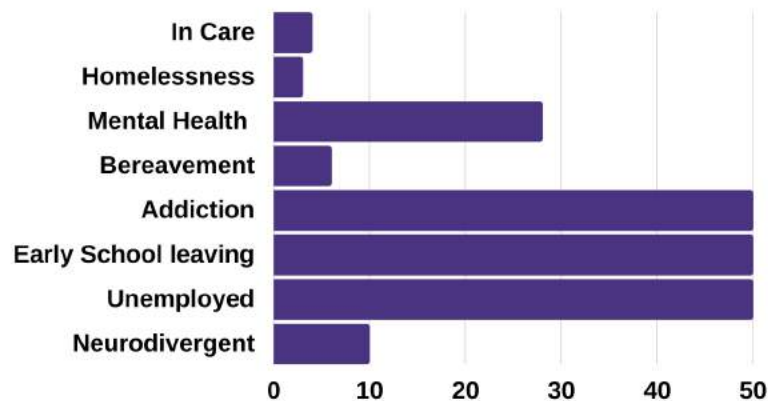
Our young people are some of the most vulnerable members of society. This demanded that we dig deep for responses to the presenting challenges. Outreach programmes, home visits and small group sizes allowed all young people to attend their programmes and classes, to work towards QQI certification, receive well-being and mental health support, and continue to link in with other necessary supports provided by their Probation Officers, Barnardo's, Social work and Yoda Addiction Supports.

Outdoor adventure Started in 2020 and supported by WHAD, we continued to build on this programme in 2021 with a strong focus on wellbeing and health, mindfulness and team bonding. For many of our young men who struggled with their mental health and a deep sense of isolation, the outdoor adventure and being out in nature proved extremely beneficial during this time. The post-restrictions period presented its own set of challenges with sickness, social distancing, mask wearing, absenteeism, testing and vaccines. This did not prevent participants from taking to the outdoors. Sea swimming, kayaking and pier jumping became welcomed weekly favourites - especially during the summer months.

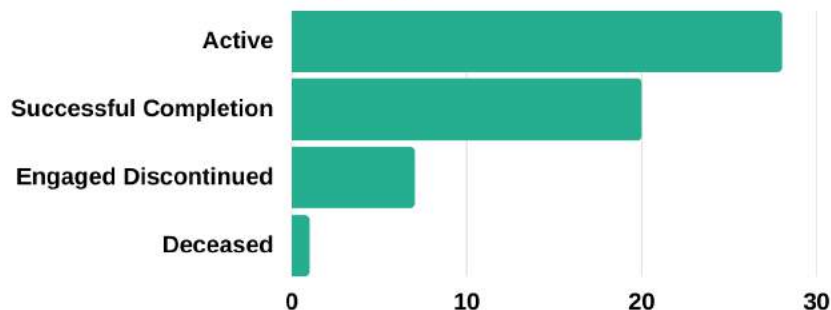
The Link Team embedded our QQI Education and Training Programme in an Employability Skills Framework. The programme consists of QQI certification, issue based developmental programmes, key working/mentoring, therapeutic supports, offence focussed work, and youth work engagement. The programme works with young people to support and encourage re-engagement in education and training. Young people can now receive full awards in QQI L3 & L4. Our Education Support Worker has also progressed relationships with Bolton Street College and Pearse College, facilitating two of our young men to be accepted onto their prestigious pre-apprenticeship course. 2022 will continue to see the team progress relationships with external trainers, colleges and national industry accreditation providers, creating greater pathways and opportunities for our young people to gain further education and employment. Tailor-made and specialised programmes were also devised for a number of young people with specific needs as ways to promote engagement with the project. These programmes included therapeutic supports, housing and medical card applications, 1:1 classes in woodwork and art as an induction back to education, and court preparation work.

THE LINK YOUNG PEOPLE

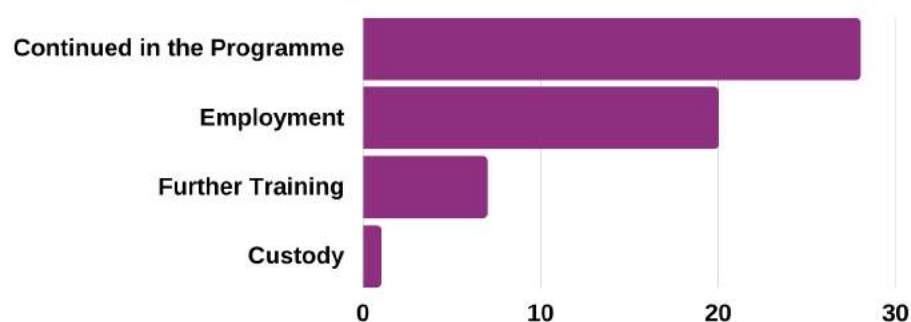
Young People's Presenting Needs



The Link: Engagement



The Link: Progressions



THE LINK YOUNG PEOPLE

PhD Research Project Update:

Commencing in September 2021, Alison Coyne joined DEONACH to conduct her PhD research project as part of the UCD Sutherland School of Law PhD programme.

Funded by The Irish Research Council and The Probation Service under the Employment-Based Programme, Alison is supervised and supported by DEONACH until the publication of her research in August 2024. Titled, **'Are the needs of young adult offenders, who transition from Irish youth justice services to custodial and non-custodial settings, being met in Ireland?'**, the research will establish what the 18–24-year-old cohort of offenders need in order to facilitate a transition to either a custodial or non-custodial setting. Alison's research is supervised by Professor Ian O'Donnell (UCD) and Ms. Olive Monahan (DEONACH).

In 2021, Alison established a Working Group for her research to provide mentorship, engagement, practical learning, conversation, and collaboration. The Working Group is made up of various experts from DEONACH, The Probation Service, and Young Person's Probation. The Group has met bi-monthly to discuss and advise on the semi-structured interview process and the preliminary findings from the qualitative data. The semi-structured interviews are underway within DEONACH and Wheatfield Prison, with 40 interviews now complete. Alison has also undertaken a doctrinal and thematic analysis of the existing legislation and statutes along with the relevant academic literature, culminating in a detailed literature review chapter to be included in the final research thesis.

Alison presented her research project at the All-Ireland PhD Conference and at The British Society of Criminology Conference in The University of Surrey. Pursuant to preliminary findings of speech, language, and communication needs among this cohort, Alison presented a paper on Effective Communication within the Irish Criminal Justice System at The Howard League of Penal Reform Conference in Oxford University and at The European Society of Criminology Conference in The University of Malaga. Alison presented a poster submission of her research at The North South Criminology Conference in The University of Limerick and was awarded Best Poster at the Conference.

THE LINK YOUNG PEOPLE

PhD Research Project Update:

Alison attended the Young Person Probation Day in Portlaoise, where she presented the research project and some preliminary findings. An overview of the research project has also been published in the latest edition of The Irish Probation Journal.

The next phase of the research will see the completion of the remaining semi-structured interviews within DEONACH, The Dóchas Centre, and Oberstown Children's Detention Campus [1]. The qualitative data will then be subjected to an interpretive phenomenological analysis using NVivo software.

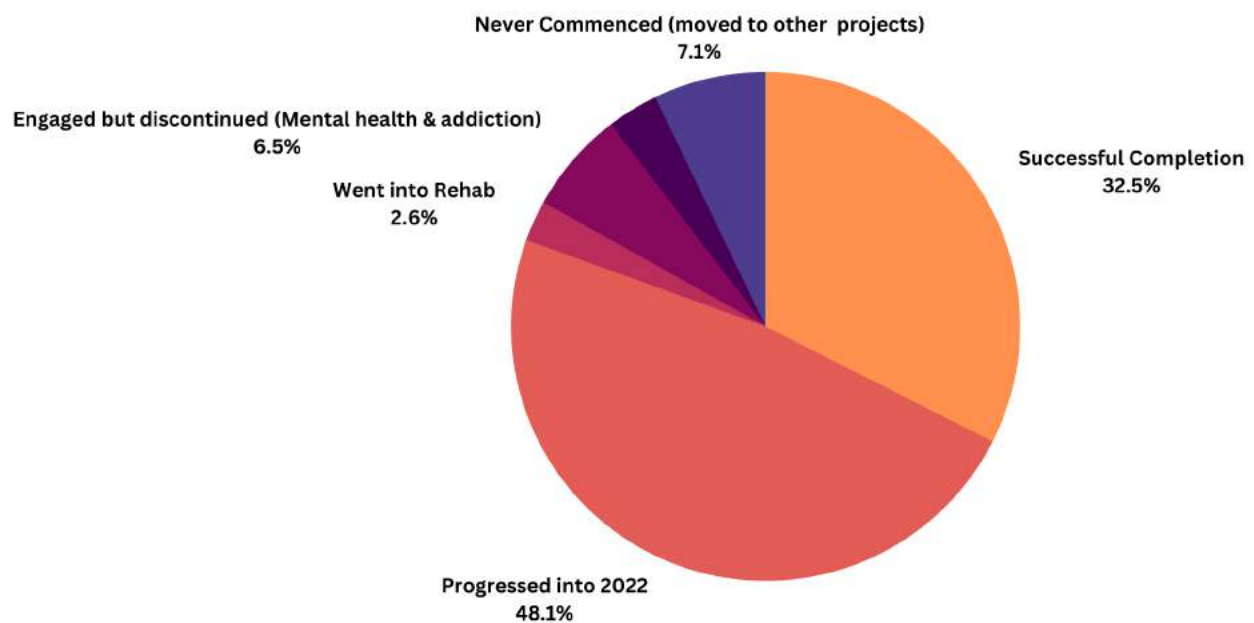
[1] It should be noted that ethical approval to conduct interviews within Oberstown Children's Detention Campus has not yet been obtained.





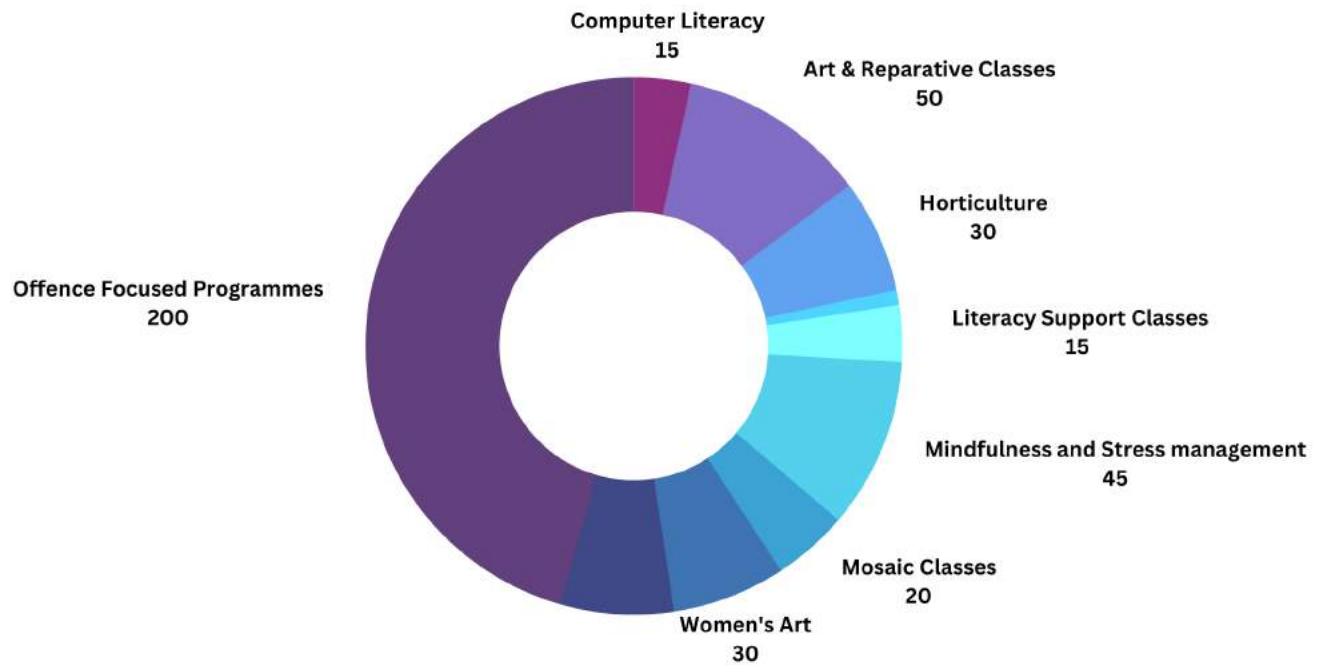
ACCESS PROGRAMME ADULT

2021 Engagement



ACCESS PROGRAMME ADULT

2021 Programme Delivery



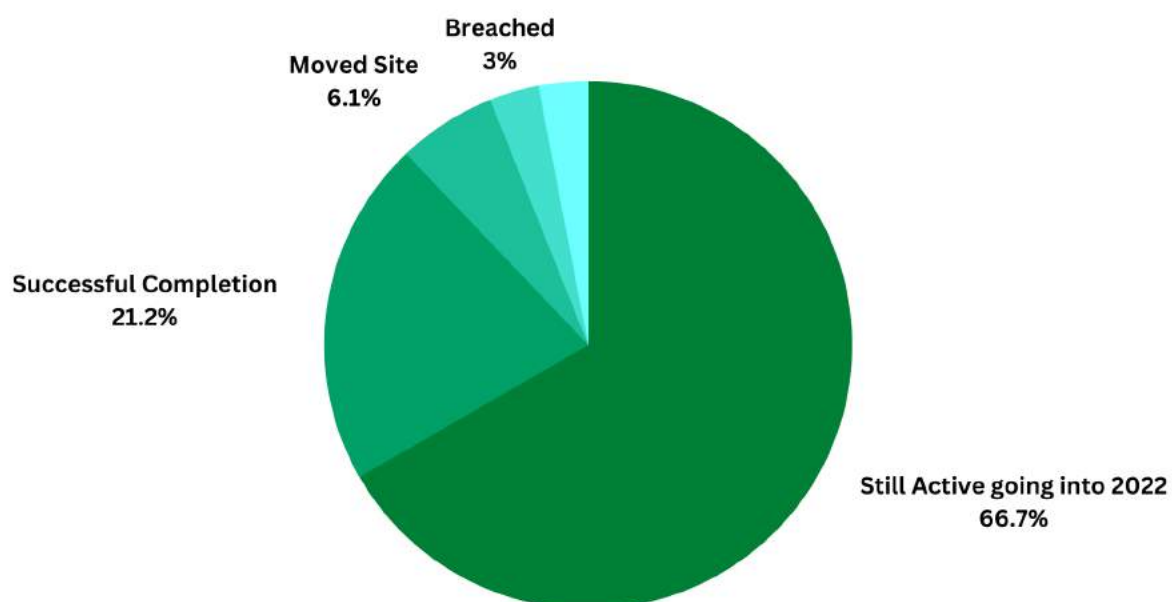
COMMUNITY SERVICE PROGRAMME

Community Service Reparative Programme:

One of the main goals of the Probation Service is to 'make good' the harm caused by crime. Reparative Projects are an opportunity for our participants to engage in community based non-custodial programmes, giving the participants an opportunity to make good the harm they have caused, and are to the benefit of a recipient organisation or charity in their community. Reparative probation, founded on the principles of restorative justice, holds that when those who have committed an offense are required to make direct amends to the community and to their victims for their harmful acts, they are less likely to re-offend.

With the first quarter of 2021 in lockdown, many of our community service participants had zoom and phone contact with our site supervisor during this period. Given that lockdown was proving to be isolating and stressful period for many of our participant's, initially, the work concentrated on minding your mental health, anxiety, stress and anger management techniques using evidence-based Mindfulness as a foundation practice in easing distress. These sessions proved to be pivotal for many of our CS participants over this period of lockdown and the pandemic.

COMMUNITY SERVICE ENGAGEMENT 2021

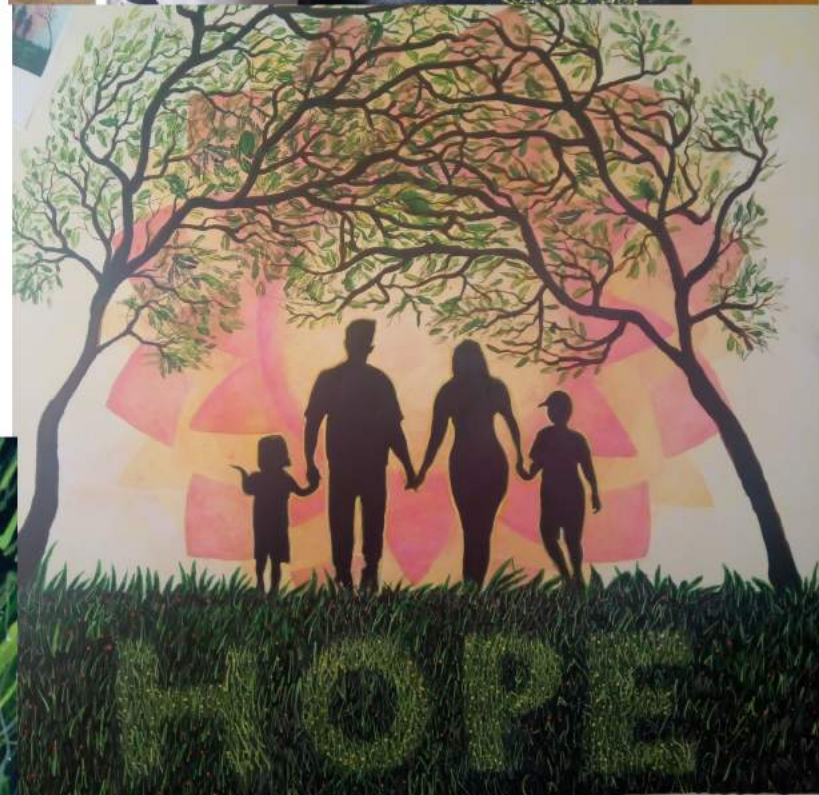


COMMUNITY SERVICE

Community Arts Engagement

As part of our Community Service Reparative Programme, DEONACH is very proud to continue to partner with Dublin Ambulance Service on the Davitt Rd. In recognition of the invaluable work, they provide for the people of Ireland, we embarked on a THANK YOU Project. This work continued from 2020 into 2021 with 3 key components of the project.

- Designing a chill out room for the Ambulance staff, a place where they can come to after a stressful day for calm. This work includes large wall paintings, light box installations and up-cycling of furniture.
- Garden Room -In our woodwork studio, we have built beautiful benches, flower & herb boxes and bird boxes. Presented in 2020, these provided the men and women a much-needed space to de-compress especially as lockdown continued in 2021. It is our hope once restrictions are lifted to commence work in creating a kitchen garden that can be used year-round by the staff.
- Our final piece is the design of a beautiful memorial Mural created in our Mosaic Studio and presented to Dublin Ambulance Service in December 2021



ALLOTMENT & HORTICULTURE

The focus of the allotment this year has been restoration, and reintegration. "Restoration", because government-mandated lockdowns and restrictions to use the allotment itself resulted in it becoming overgrown with weeds and in a state of disrepair. "Reintegration", because of the necessary process involved in getting participants using the space again. I am happy to report that the allotment is now a beautiful, usable space again, and in some ways better than its pre pandemic incarnation. In addition, the space is now utilised by the Target programme, the community service programme and most recently, the 18 – 25-year-old programme (Therapeutic Horticulture). A new aspect to the allotment is producing fresh organic veg to be sold at the DEONACH café. This introduction of a market garden model is in addition to the educational and therapeutic elements and adds a certain practical application that benefits the participants learning and experience.

The allotment association has provided a covered seating area with stunning views of the nearby hills and the expanse of Dublin city. This is directly behind our plot and is providing an excellent space for discourse. There have been discussions about planning, education, healthy eating etc. However, it is most encouraging that the environment seems to allow people to open up about subjects that are more challenging, thus, providing a space for key-working of a very high quality.

We have expanded the pond area, with a view to opening people up to real life experiences of biodiversity and the benefits of a balanced ecosystem. We are exploring the process of growing gourmet mushrooms such as oyster and shitake. This is an exciting addition to our adopted market garden principles. With this in mind, we are also introducing interesting vegetables that are not usually available for purchase such as zombie pumpkins, purple French beans, globe artichokes and purslane alongside the usual fayre. We continue to use organic methods of growing and focus on open pollinated varieties so we can collect and nurture our own site-specific seedbank. Some self-seeding crops such as our red Russian kale are now on their third generation.

Our plan going forward is to integrate existing DEONACH activities into the allotment space. This will include an outdoor art space, a meditation area and opportunities for incorporating woodcraft.



*"Being in the
allotment with
Ben is just
great, it is
good for my
head its
peaceful"
CS Participant*

EMPLOYABILITY SKILLS

Employability Skills Target

The team completed a full review of the operational programme in Target. There was also a wider consultation with the project staff and management. The main outcome of the review was the need to develop an Employability skills programme which would build on existing strengths and provide participants with training modules where they could work within a team structure. The main objective of the programme is that participants will be better equipped to move on to employment or further education. Participants are now able to achieve:

- A full Education award (Employability Skills QQI level 3)
- National accredited Training Certification relevant to employment opportunities.
- An in-house workplace- training programme where the core work skills can be developed and practiced.
- Develop a range of quality goods and services, which will directly benefit the local community.

The programme offers:

- QQI Level 3 awards, Career Preparation, Horticulture, I.T, Maths, Art and Design, Health and Fitness.
- QQI Level 4 Customer Service award.
- Training Awards include Barista course, Health and Safety in a commercial kitchen, hospitality skills, Manual Handling, Safe pass and Trade Taster courses.
- In-house, work-experience in 3 settings: 1. Commercial kitchen 2. Café/Bakery 3. Market Garden.
- The opportunity to develop entrepreneurial skills and develop a retail space in the project.



DEONACH

EMPLOYABILITY SKILLS PROGRAMME

Would you like to –

- take part in a career skills development programme?
- receive national accredited training and qualifications?
- achieve an Employability Skills full award level 3?
- raise money for local charities & learn enterprise skills?

This programme offers –

In-house work experience and training in 3 settings:
1. commercial kitchen 2. café/bakery 3. market garden.

Training awards include Barista course, Health & Safety in a commercial kitchen, Hospitality Skills award, Manual Handling, Safe Pass, & Trade Tasters.

Level 3 Award includes Career Preparation, Horticulture, Personal Effectiveness, Maths, I.T., Art & Design, Health & Fitness

Participants can

- be self-directed & creative in their learning
- develop projects which can benefit their community
- find pathways to further learning and future careers

For more information contact Keith (087 2475306) or Shane (087 6687594)
or keith@deonach.ie/shane@deonach.ie




An tSeirbhís Phromhaidh
The Probation Service

Deonach (Tallaght Probation Project) registered office: Dublin, Ireland.
Company Registration Number 270287. CHY 12185.
Registered Charity Number 20035174



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Education and Training
Board Ireland
Boird Oideachais agus
Oiliúna Éireann

OPERATIONS & GOVERNANCE



DEONACH is dedicated to achieving the highest standards in corporate governance. With a focus on increasing transparency and reassuring all stakeholders that funds are well managed, the project has undergone a thorough review of its policies, procedures, structures and values. DEONACH is 95% compliant with the Code of Practice for Good Governance.

Accountability is one of our key values, and transparent governance is one of the ways we demonstrate this at DEONACH. We invest time and resources in adopting best practice frameworks. This helps us as an organisation to change and adapt whilst promoting good governance and standards.

Work in 2021 focussed on the continued development of Policies and Procedures of the project, resulting in ten being updated to new legislative standard and six new policies identified for development in 2022. We recruited new Board Directors, implemented clear Roles and Responsibilities for our Board of Directors, updated our Articles and Memorandum, and set out a clear strategy for continued Governance compliance for 2021

Under the guidance of ADARE HR, the project reviewed our HR Staff Handbook which has been distributed and work-shopped with the staff team.

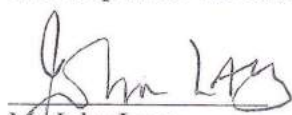
Keeping in mind the importance social media presence, DEONACH launched its new web page in March 2020 www.deonach.ie as well as our Facebook page and Twitter account in 2021.

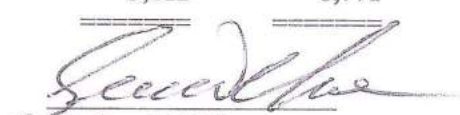
We are committed to the continued safeguarding of the Project and our Funders and will strive to ensure we are compliant at all levels.

FINANCIAL ACCOUNTS 2021

Income and Expenditure Account For the Year Ended 31 December 2021

	Notes	2021 €	2021 €	2020 €
Income				
Department of Justice and Equality			920,000	890,000
Fundraising			6,157	-
Education Subsidy			3,334	-
Capital Grant (Amortisation)			7,050	7,050
			<u>936,551</u>	<u>897,050</u>
Expenditure				
Wages and salaries		487,821		468,967
Paye/Prsi		202,131		194,023
Pension		28,836		32,630
Staff/Participant travel		698		602
Volunteer Expenses		864		402
Insurance		17,823		20,097
Repairs and maintenance		52,172		44,069
Office maintenance		26,225		14,291
Cleaning		2,145		2,199
Class materials		12,878		10,630
Audit fees		4,674		4,671
Professional fees		10,278		27,148
Light and heat		21,024		18,750
Telephone		8,926		9,991
Vehicle Running Costs		2,861		514
Stationery and office supplies		2,938		4,792
Bank charges		55		54
Staff training		5,953		3,429
Events and Activities		13,575		9,018
Health and Safety		585		12,132
Facilitators		6,951		-
Printing/Postage		489		461
Subscription/ Licenses		885		765
Depreciation		4,686		4,686
Water Rates		965		1,124
Canteen		10,776		5,129
Advertising/Recruitment		3,406		1,120
Miscellaneous		519		1,271
			<u>(931,131)</u>	<u>(888,279)</u>
Net Surplus for the Year			<u>5,412</u>	<u>8,771</u>


Mr John Lacy
Director


Mr Gerald Delmar
Director

Our Team and Board of Directors

We could not do this work without the continued support, dedication and commitment from our Staff Team & Board of Directors.

Administration & Housekeeping

Deirdre O Beirne – Receptionist
Dairine Doyle – Financial Administrator
Aaron Farrell – Kitchen Supervisor
Liz Kearns – Kitchen /Cleaner
Barbara Cummins – Kitchen /Cleaner

Assistant Manager

John Laurens

Target Team – Employability Skills Programme

Keith Longworth
Shane Lynch

Access Team – Project Workers

Ciaran DeBrun
Lisa Glassett
Maria O Neill

Tutors

Martin Myler – Art
Maureen McHugh – Computer Literacy
Ben Custerson – Horticulture
Karim Seddiq- Art & Mosaic
Jackie Grey – Art & Design
Martin Costigan – Woodwork
Linda McGrane – Literacy Support

General Manager

Olive Monahan

The Link Young People's Project

Mick O'Brien – Project Worker
Mark Ellison – Education Support Worker
Jackie Grey – Tutor

Women & Family Support Worker

Tracy Barker

BOARD OF DIRECTORS

Gerry Delmar – Chairperson
Tony Morris – Director
John Lacy – Director
Grainne Boucher – Director (SDCP)
Ronan Flanagan – Director (Foroige)
Kevin Dickson – Director (Foroige)
Elaine McGauran – Director

Cathal O Sullivan –

Board Member – Probation Service

Outdoor Adventure Team

WHAD

James O Reilly, Pat Cullen
and Jessica Flinter

OUR SUPPORTERS

We could not do this work without continued support and collaboration with:



- The Probation Service Ireland
- DDLETB
- WHAD – We Have a Dream – Outdoor Adventure Project
- Tivoli Project
- Tower Project
- JE Warren Consulting
- South Dublin County Partnership
- CONNECT 4 Project – Dedicated Detached Street Youth Work
- St Dominic's/Tallaght Rehabilitation Project/CARP/JADD – Community Based Drug Projects
- South Dublin County Council
- HOPE – Suicide Support & Prevention
- From Lads to Dads – Young Fathers Support Group
- YODA – Youth Drug and Alcohol Counselling
- Local Drug Task Force – Addiction Services and Supports
- Saoirse – Women's refuge
- MOVE – Men Overcoming Violent Emotions
- Barnardos – Family Support Project
- Education Welfare – Supporting Young people out of School
- Village Counselling
- Tusla – Chamber House – Social Work Interventions
- JLO – Garda Diversion
- Foroige – Youth Diversion Projects
- Le-Cheile – Young Person and Family Mentoring
- Restorative Justice Ireland







DEONACH

www.deonach.ie | Courthouse Square, Westpark, Tallaght,
Dublin 24 | project@deonach.ie

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