

“One in Four are
fantastic people
who really make
a difference to
people like me”





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**“Nothing is too much for
the staff at One in Four.
I say to anybody who is
looking for help there is
no better place to come”**

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Principles of Good Governance

We, The Board of One in Four commit to:

Principle 1. Leading our organisation

We do this by:

- 1.1 Agreeing our vision, purpose and values and making sure that they remain relevant;
- 1.2 Developing, resourcing, monitoring and evaluating a plan to make sure that our organisation achieves its stated purpose;
- 1.3 Managing, supporting and holding

Principle 2 Exercising control over our organisation.

We do this by:

- 2.1 Identifying and complying with all relevant legal and regulatory requirements;
- 2.2 Making sure there are appropriate internal financial and management controls;
- 2.3 Identifying major risks for our organisation and deciding ways of managing the risks.

Principle 3 Being transparent and accountable.

We do this by:

- 3.1 Identifying those who have a legitimate interest in the work of our organisation (stakeholders) and making sure there is regular and effective communication with them about our organisation;
- 3.2 Responding to stakeholders' questions or views about the work of our organisation and how we run it;
- 3.3 Encouraging and enabling the engagement of those who benefit from our organisation in the planning and decision-making of the organisation.

Principle 4 Working effectively

We do this by:

- 4.1 Making sure that our governing body, individual board members, committees, staff and volunteers understand their: role, legal duties, and delegated responsibility for decision-making;
- 4.2 Making sure that as a board we exercise our collective responsibility through board meetings that are efficient and effective;
- 4.3 Making sure that there is suitable board recruitment, development and retirement processes in place.

Principle 5 Behaving with integrity.

We do this by:

- 5.1 Being honest, fair and independent;
- 5.2 Understanding, declaring and managing conflicts of interest and conflicts of loyalties;
- 5.3 Protecting and promoting our organisation's reputation.

We confirm that our organisation is committed to the standards outlined in these principles. We commit to reviewing our organisational practice against the recommended actions for each principle every year.

Handwritten signature of Jane Fillingim in blue ink.

Chairperson of Board
Date 14/10/15

Handwritten signature of Samal Rahman in blue ink.

Secretary of the Board
Date 14/10/15

Chair's Introduction

I have great pleasure in introducing the 2015 Annual Report for One in Four. The Annual Report shows how we are working towards our vision, set out in the Strategic Plan, of 'a society where children are safe from sexual violence'. In so doing One in Four provides a wide range of essential services to enable adult victims of childhood sexual abuse to survive and to live their lives free of the trauma and hurt.



These vitally important services include individual and group psychotherapy programmes for victims of sexual violence and abuse, advocacy services for people who need to be supported through the criminal justice system, family support services, restorative justice with families and within the criminal justice system, and group and individual offender treatment programmes. These services aim to tackle the full cycle of abuse.

In 2015 advocacy services were provided to 663 clients, individual and group psychotherapy services were provided to 115 clients and 40 families were supported. 38 sex offenders attended the Phoenix Programme together with 19 of their wives or partners. As the Annual Report shows there is continued and extremely high demand for these services and meeting this demand means having adequate funding. We have put in place a funding strategy and this is now paying off and is being implemented with innovative approaches to fundraising.

One in Four is an organisation with a national and international reputation and expertise on child sexual abuse, child prevention and in providing evidence based practice to support victims. Staff at One in Four are regularly called upon to speak at national and international conferences, to provide advice and insights for policy makers and to train front line practitioners and professionals working on child protection and in therapeutic support for victims of abuse. One in Four is regularly called up to provide training for voluntary and statutory bodies as well as psychotherapy bodies in Ireland.

The Board of One in Four has always given extremely high priority to governance and transparency and continues to do so in order to demonstrate accountability, integrity and good practice in governance. In 2015 One in Four formally adopted the Governance Code and completed registration with the Charity Regulator as part of our continued commitment to maintaining high standards in governance.

As Chair of the Board I would like to thank my fellow Board members for all their excellent work during 2015 and for their dedicated voluntary commitment to the organisation. As always I want to thank the Executive Director, the management team and the staff of One in Four for their utmost commitment and professionalism they give to One in Four. As the Annual Report shows their work is indispensable and vitally important, and will continue to be so in the future.

Dr Jane Pillinger
Chairperson, Board of One in Four

Executive Director's Introduction

2015 was a good year for survivors of sexual abuse. There seems to have been a sea change in our understanding of the extent of sexual abuse in this country and of the need to be proactive both in terms of prevention and in responding to the needs of those who have been sexually harmed. It is as if the years of work by One in Four and other organisations working with sexual violence have finally been mainstreamed through significant changes to legislation and statutory procedures.

2015 saw the new Directive on Victims' Rights being implemented across the European Union. This confers on victims of crime important rights including access to information, support through legal processes, the right to a reason from the Director of Public Prosecutions should she decide not to prosecute a case and also recognises the need for training for professionals working within the criminal justice system, including Gardaí and judges. Regrettably the legislation transposing the Directive into Irish law has yet to be enacted but already criminal justice agencies are implementing changes. We particularly welcome the opening of Victim Liaison Offices in every Garda division.

The Children First Act was finally enacted in 2015. This will create a legal obligation on a wide range of professionals to notify Tusla child protection services of all allegations of child sexual abuse, including retrospective allegations. Unfortunately the Act is only being commenced very slowly. If we are not to repeat the mistakes of past generations, it is vital that professionals should not sit on information about children who may be at risk or about those who may pose a risk to them. We also need properly resourced child protection services to ensure that the increase in notifications will be promptly investigated.

The Criminal Justice (Sexual Offences) Bill wended its way through the Oireachtas in 2015. There was a lot of controversy over provisions in the Bill criminalising the purchase of sex. While One in Four fully supports this provision, other aspects of the Bill were perhaps more pertinent

to our clients. Significant changes in the trial of sexual offences, including developments in the use of pre-trial hearings and enhanced judicial scrutiny of the introduction of counselling notes will have a real impact on the experience of our clients who decide to engage with the criminal justice process.

The new National Strategy on Domestic, Sexual and Gender-Based Violence was launched in 2015. We are delighted that the provision of treatment programmes for non-convicted sex offenders is included as an action. This is a core aspect of prevention and we have been doing this work for many years now through the Phoenix Programme. We look forward to collaborating with the HSE and Tusla in this regard.


Despite all the positive developments, much remains to be done. The fallout from the Louise O'Keeffe case reverberated throughout 2015 and we deplore the stance taken by the Department of Education in implementing the decision of the European Court of Human Rights in such a narrow fashion. This has caused immense suffering to survivors sexually abused in schools. Our clients continue to experience difficulties in making notifications to Tusla child protection services although we acknowledge that progress has been made in delivering a more consistent response to retrospective allegations. Those survivors who make the brave decision to make a complaint to the Gardaí continue to be traumatised and humiliated by the criminal trial process.

On the broader societal level, we are still in denial about the high incidence of child sexual abuse in Ireland and prefer to ignore the fact that most children are abused in their own families and communities. Sexual abuse still carries a stigma which prevents survivors disclosing their abuse and facilitates sex offenders to continue to harm children with impunity.

Maeve Lewis
Executive Director

Advocacy Programme

Our Advocacy Information and Support programme provides clear and comprehensive information to women and men who have experienced sexual violence. The majority of our work involves providing accessible information about the criminal and civil justice systems and child protection.



The number of men and women contacting the service who have experienced familial abuse continues to grow. In 2015 we experienced the highest numbers to date. The magnitude of reporting a family member to the authorities and the prospect of a court case can be very overwhelming. Clients are often fearful of further isolation and rejection by their families. Amongst many other fears, anxiety of media exposure often plays a role. Professional support and advocacy is vital if victims are not to be further isolated.

When a client decides to make a complaint to the Gardaí, many challenges remain. Deficient communication and drawn out investigations continued to be the main issues we deal with on behalf of our clients. On the 16th November 2015 the Victims Directive became law throughout the EU, including Ireland. The Directive provides that all victims of crime have minimum rights to supports and protections. It is disappointing that legislation has yet to be implemented, however it was encouraging to see moves made by An Garda Síochána and the office of the Director of Public Prosecutions in developing victim focused information services. Now that victims of crime have statutory rights to better treatment, we are hopeful that the difficulties our clients face when engaging with the criminal justice will diminish. However, we do want to acknowledge the excellent work done by many Gardaí in this area. The sensitivity and compassion they show contributes greatly to an otherwise difficult process.

One of the most important roles the Advocacy team play is in supporting clients and professionals to make child protection notifications to Tusla, the Child and Family Agency. Where possible ensuring an abuser is no longer a risk to children is very important to our clients. However taking the step to report to Tusla can be incredibly daunting. Support and clear information about how disclosures are dealt with by Tusla is crucial in ensuring no further distress is caused to those who decide to come forward.

All our clients are adults who have been abused in the past but retrospective notifications have been recognised as playing an important role in protecting children in our communities. Inconsistencies remain nationwide in how Tusla respond to retrospective notifications but we are seeing progress in this regard and we welcome the introduction of Retrospective Teams in some areas.

Deirdre Kenny
Advocacy Director

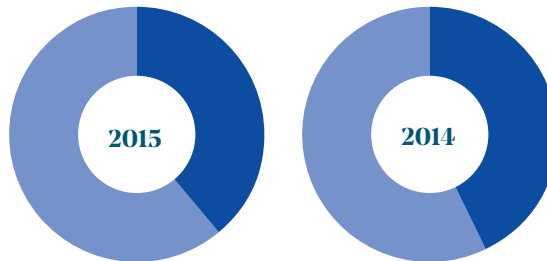




“I am here after 40 years of inner torment. One in Four is so safe, I can bare my soul without judgement”

Advocacy Clients Gender

	2015		2014	
	Count	Percentage	Count	Percentage
● Male	256	39%	291	43%
● Female	407	61%	285	57%



Context of Sexual Abuse Advocacy Clients

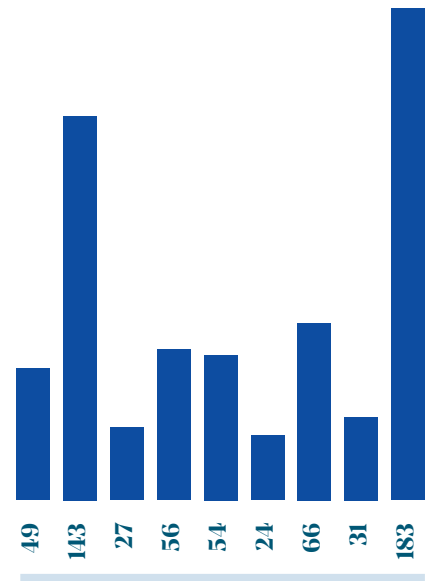
Context	2015		2014	
	Count	Percentage	Count	Percentage
Intra-Familial	201	31%	174	26%
Clerical and religious Order	159	24%	205	30%
Extra-Familial	66	10%	80	12%
Professional	40	6%	48	7%
Not applicable (professional enquiries)	197	29%	165	25%
Total	663	100%	672	100%

Type of Enquiries by Advocacy Clients

Primary Enquiry	2015		2014	
	Count	%	Count	%
Criminal Justice System Including Court accompaniment	222	35%	189	28%
Child Protection	126	20%	181	27%
Civil Law Processes	203	32%	192	29%
Redress Board	6	1%	12	2%
Other (Housing, education, social welfare etc)	76	12%	98	14%
Total	633	100%	672	100%

Primary Outcomes for Advocacy Clients 2015

Outcome	2015
Child Protection Notification to Tusla	49
Child Protection information provided	143
Support in making Garda statement	27
Legal Advice Recommended	56
Criminal Court accompaniment	54
Civil Court accompaniment	24
Referral to counselling services	66
Engagement with religious orders/ dioceses	31
Other referrals (Caranua, housing, social welfare etc)	183



Geographical Location of Advocacy Clients 2015

Location	Total	%
● Dublin	164	25
● Rest of Republic of Ireland	166	25
● UK and Northern Ireland	15	2
● International	7	1
● Unknown	311	47



Psychotherapy Programme

The One in Four psychotherapy programme provides specialised individual and group therapy to men and women who have been sexually abused in childhood and to their families. We understand that sexual abuse does not happen in isolation. The child, their family, their community and the wider society are all impacted, and any effective intervention must take account of this.

The client's first point of contact is an individual assessment meeting with a therapist. This facilitates a broad exploration of the impact of sexual abuse on the person's life and to tentatively establish what the client might need. Child protection is also discussed. Following this meeting the client may be offered a place on the 20 week Initial Stage Therapy programme or may be referred to another specialist service, for example if there are addiction issues.

The 20 week Initial Stage Therapy programme was developed in 2015 from a programme piloted during 2013 in response to the number of clients who dropped out in the early stages of therapy. The client meets a therapist weekly following a structured evidence based programme exploring their family of origin, their current life situation, their coping strategies and their relational style. Child protection concerns are addressed and if necessary a notification is made to the Child and Family Agency. At the end of this programme the client and therapist work together to decide the specific pathway that is required to repair the harm done. This may include longer term individual or group therapy or the client may decide they have achieved what they needed. If the decision is to move into longer term therapy, a therapeutic needs plan is developed jointly which will inform the direction therapy will take.

This structured programme is clearly working for clients, with a very low drop-out rate. It also actively engages the client in identifying the issues they wish to address and in taking responsibility for the changes they wish to make in their lives.

Psychotherapy at One in Four is based on an attachment – based trauma model of working with adult survivors.

The majority of clients who enter long term therapy remain with the service for 2 – 3 years. Fewer than 10% of clients remain in therapy for over 4 years.

Family Support

Over 40% of One in Four clients have been sexually abused by a family member. The disclosure of abuse has an enormous impact on the entire family system: victim, offender and the non-offending family members. Typically family members are torn between loyalty to the offender and concern for the victim. Families are also often terrified of the consequences of a disclosure within the community and fear being ostracised. Some families enter total denial and ostracise the victim while others have a more ambivalent response. Families in this situation need an enormous amount of assistance both to support the victim and to ensure that other children in the family are safe.

One in Four offers a psycho-educative family support programme. Initially families are met individually for a number of sessions to assess their needs and impact on them and to explore their response to the disclosure. Families tell us of the shame and guilt they feel that sexual abuse has occurred on 'their watch'. Families can be very split in relation to the disclosure and each individual's voice needs to be heard. Individuals may then join a group with people from other families who have had similar experiences. In 2015 40 families were assisted in this way.

Eileen Finnegan
Clinical Director

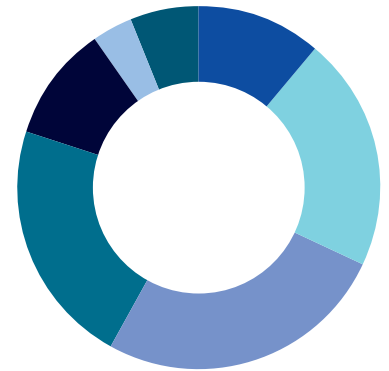
Psychotherapy Statistics

Total Number and Gender Individual and Group Psychotherapy

	2015		2014		2015		2014	
	Male		Female		Total			
Individual	47	41	59	62	106	102		
Group	3	5	1	9	4	14		
Assessment meeting did not engage	1	9	4	14	5	23		
Total	51	55	64	85	115	139		

Age Range of Individual and Group Psychotherapy Clients

Age Range	Number	%
● 18-29	13	11
● 30-39	24	21
● 40-49	30	26
● 50-59	25	22
● 60-69	12	11
● 70+	4	3
● Unknown	7	6
Total	115	100



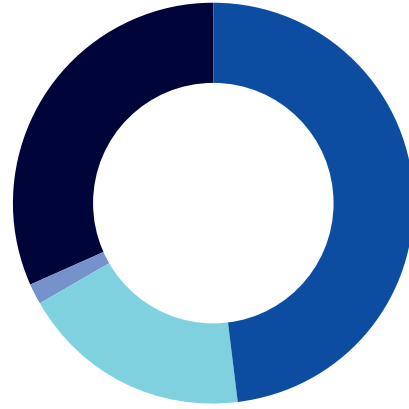
“I didn’t think there was anyone who could help me or listen to my pain until I came to One in Four”

Context of Sexual Abuse Individual and Group Psychotherapy Clients

	2015		2014	
Context	Number		%	
Extra-familial	54	45	47	38
Intra-familial	45	49	39	43
Both	11	10	10	8
Undisclosed	5	12	4	11
Total	115	116	100	100

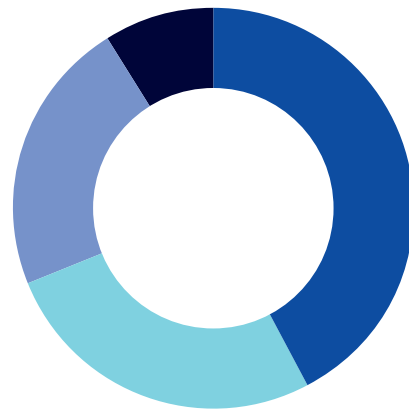
Extra-Familial Abuse: Breakdown Individual and Group Psychotherapy Clients

Type	Number	%
● Clerical and Religious Order	26	22
● Friends and Neighbours	10	9
● Professional	1	1
● Stranger	17	15
Total	54	47



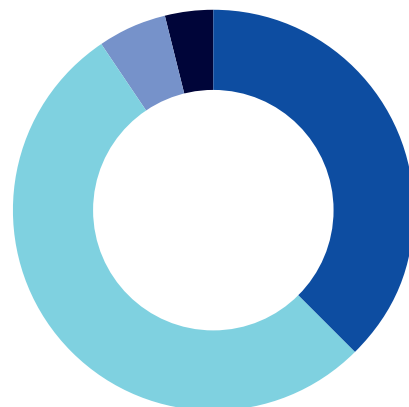
Intra-Familial Abuse: Breakdown Individual and Group Psychotherapy Clients

Relationship	Number	%
● Extended family	19	17
● Father / Stepfather/Grandfather	12	10
● Brother	10	9
● Mother, Sister	4	3
Total	45	39



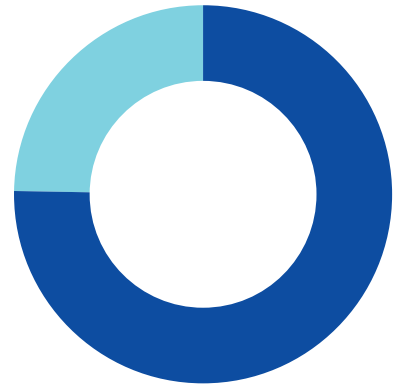
Length of Time in Individual Psychotherapy

Length of Time	Number	%
● < 1 year	40	38
● 1-3 Years	56	53
● 4-5 Years	6	6
● 6Years +	4	3
Total	106	100



Geographical Profile of Individual and Group Psychotherapy Clients 2015

Region	Number	%
● Greater Dublin	82	75
● Rest of Ireland	28	25
Total	110	100



Family Support Programme

Number of families attending the Family Support Programme:

40



Geographical Profile of Families

Region	Number	%
● Greater Dublin	16	40
● Rest of Ireland	24	60

Total Psychotherapy Hours:

2,563

The Phoenix Programme: Sex Offender Intervention

The Phoenix Programme is seen at One in Four as a core child protection strategy. We work with the sex offenders, their families and the statutory services to help offenders confront the harm that they have caused and to support them in living lives that are free from sexually harmful behaviour. It is one of the very few programmes available for non-convicted offenders in Ireland.

Last year we worked with 38 individuals. 3 individuals received a custodial sentence, 7 individuals are awaiting a decision by the Director of Public Prosecutions, and 2 individuals received suspended sentences. 1 is also engaged with SORAM.

Sex offenders are referred to the programme by Tusla, the Gardaí, the Courts and by their families. The offender attends a series of individual meetings with a psychotherapist to assess their suitability for the programme during which a range of gathering tools are used to formulate a case plan. The programme has devised a Structured Clinical Gathering Tool which is used in conjunction with the actuarial instruments which are the outcomes measures used on the programme.

The actuarial instruments are the STATIC 99r, STABLE and ACUTE 2007, SOAP (108), the MATRIX 2000 and the Armadillo 2013. There are also specific gathering tools to deal with Child Sexual Abuse material (C.S.A.M).

The case plan is used to understand the motivation and pathways that led to the individual offending and to inform treatment. One in Four does not undertake risk assessments.

The treatment programme is delivered over 18 months in a group setting. Three modules focus on early life history, offence specific details and relapse prevention.

The Tusla child protection services and the Gardaí are informed when an offender engages with the Phoenix Programme. The offender must have met

with a social worker before entering the programme. One in Four staff take part in multi-agency meetings on a regular basis, with a view to managing the offenders in the community.

Following treatment the offender attends an intervention maintenance group which supports and reinforces relapse prevention.

An increasing number of young offenders aged 18 – 29 attended the programme in 2015, comprising 31% of total participants. Research suggests that, without intervention, this age group has the highest recidivism rate. From a child protection perspective, it is vital to intervene with this group. In 2015 offenders travelled from all over the country to attend the Phoenix Programme, with 71% of individuals coming from outside Dublin. This highlights the need for this type of community intervention programme throughout the country.

Family Support

A key aspect of the Phoenix Programme has always been the involvement of non-offending family members. Family members, usually the wife/partner of the offender, are invited to attend a psycho-educative support group which allows them to learn about characteristics of individuals who offend, offending behaviour, the pathways that led to the offending behaviour. Group members are facilitated to explore the family dynamics which allowed the abuse to occur and to understand the role they played in maintaining this dynamic.

Understanding the pathways that led to the offending behaviour is paramount in prevention and is at the heart of protecting children from sexual harm.

During 2015 we also met the parents of the young men attending the programme and the dilemma they face in wanting to support the victims and to protect children but also in trying to come to terms with the lifelong consequence for the young offenders.

We are very grateful to HFC Ireland and the Katherine Howard Foundation for supporting the family programme in 2015.

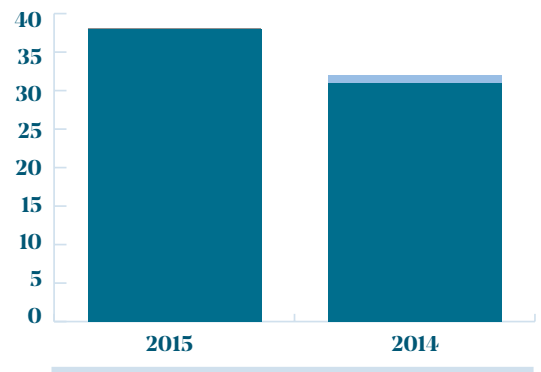
Eileen Finnegan
Clinical Director

The Phoenix Programme Statistics

“My secrets have to be told to someone, somewhere where it’s safe”

Phoenix Programme: Active Clients 2015 and 2014

	2015	2014
Status	Number	
● Individual and Group Therapy	38	31
● Premature ending	0	1
Total	38	32

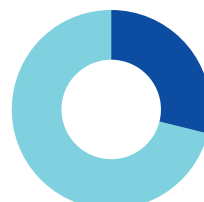


Age Range of Phoenix Clients 2015 and 2014

Age range	2015	2014	2015	2014
	Number		%	
18-29	9	11	24	34
30-39	6	5	16	16
40-49	7	5	18	16
50-59	12	9	32	28
60+	4	2	10	6
Total	38	32	100%	100%

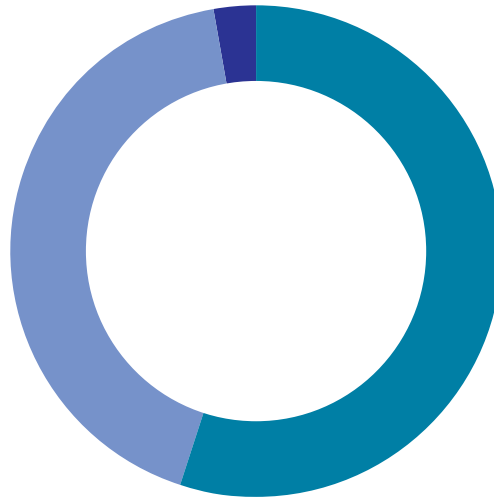
Geographical Profile of Phoenix Clients 2015

Region	Number	%
● Greater Dublin	11	29
● Rest of Ireland	27	71



Context of Sexual Offending: Phoenix Programme

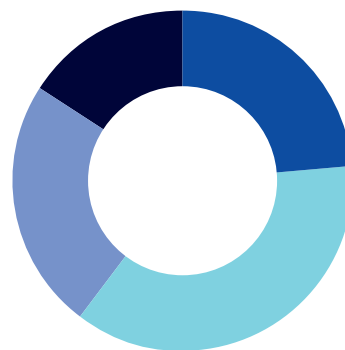
Relationship to Victim as per First Disclosure*	Number	%
Extra-Familial Abuse	21	55
Known child	1	3
Internet	9	24
Unknown child	11	29
Intra-Familial Abuse	16	43
Sister	3	8
Daughter	1	3
Son	1	3
Niece/nephew/cousin	11	29
Both Intra and Extra-Familial	1	2
Total	38	100



*Some men sexually abused more than one child

Number of Victims

Number of Victims per Offender	Number of Offenders
● Internet Only	9
● 1	14
● 2	9
● 3 or more	6
Total	38



19

wives/partners or mothers/father of the offenders attended the Positive Living Support Programme

Restorative Practices

All One in Four clients have been victims of serious sexual crimes, yet fewer than 15% ever make a complaint to the Gardaí. Of those who do engage with the criminal justice system, very few cases proceed to trial. And clients who have been complainant witnesses in a criminal trial describe the experience as humiliating and re-traumatising.

“Everyone was talking about me as if I was brainless and just really reinforcing my negative beliefs about myself”

“I could not go up there and give my evidence again. I just could not do that. It was horrific, the most awful thing... I’m still having trouble getting it out of my head.”

“I just think it is a horrible barbaric system...I could have walked out of the Four Courts and jumped in the Liffey and they would not have felt one ounce of guilt”

Restorative practices on the other hand place the experience of the person who has been harmed firmly at the centre of the process and allows them to explain the impact that the sexual abuse has had on their lives. It allows the perpetrator, if appropriate, to accept responsibility for harm caused. It can also allow other people who have been impacted by the abuse, such as family members, to begin to understand the survivor’s distress but also to reflect on the ways in which the abuse has affected them and what they may need to do to keep other children safe within the family.

In 2015, 6 families were facilitated in a restorative process. In 1 case, the sex offender was involved in the process; the other cases involved the family members of the survivor.

We are very grateful to The Ireland Funds for supporting us in our restorative work.

A Restorative Organisation

In February 2014 the management team at One in Four undertook IIRP training in Restorative Leadership. Over the course of 2014 staff training sessions and seminars were facilitated with a view to establishing a restorative organisational ethos in One in Four. The management team and staff developed a restorative code of conduct. The aim is to imbue our dealings with each other and with our clients with principles of dignity and respect, and to take responsibility for our behaviour in the workplace. Restorative processes such as “circles” are now used regularly to address issues that arise and interpersonal conflict. In so far as possible, restorative processes are used instead of formal disciplinary procedures. We continued to review and strengthen our restorative approach to organisational issues throughout 2015.

Policy and Influencing

While a growing number of survivors chose to speak publicly about their experience of child sexual abuse, many others are afraid to be identified as abuse survivors. In our society there is still a stigma attached to sexual abuse and this is translated into the shame and guilt many survivors experience, and the completely valid fears they have that they will be ostracised by their families and communities if they speak out.

At One in Four we believe that speaking for the people who use our services is vitally important. The statutory systems our clients must sometimes engage with, especially child protection and criminal justice processes, are often wholly inadequate to meet their needs. We see it as an important aspect of our work to engage with policy makers at all levels to ensure that our clients experiences are reflected in public policy, legislation and procedures.

Public awareness of sexual abuse has grown remarkably in the past decade but there is still no general acknowledgement of its widespread nature and of the fact that children are mainly abused in their own families and communities. We engage regularly with the media for comment and discussion to keep the issue to the foreground of public debate.

In 2015 we focused on the following issues:

Child Protection

All our clients are adults who have been sexually abused as children. While the abuse may have taken place many years ago, we know from our work with sex offenders that offenders will continue to abuse until they are caught. The man who abused his children may now be abusing his grandchildren; the teacher who abused pupils may now be targeting a new generation of school children. We therefore notify Tusla child protection services of all allegations we receive.

Until recently the response of child protection teams across the country to retrospective allegations was often patchy and inconsistent. Many allegations were never investigated. In 2015 we noticed that retrospective allegations are now being taken more seriously, and we welcome the fact that many regions now have a dedicated retrospective team. We met with senior Tusla managers during 2015 to address some of our clients' concerns and we continue to monitor the situation.

We warmly welcome the enactment of the Children's First Act 2015 which will introduce mandatory reporting by professionals of child sexual abuse to Ireland, but we are concerned that it is only being commenced very slowly over a long time frame.

Criminal Justice System

Fewer than 15% of our clients make a complaint to the Gardaí. Many do not wish to see a family member prosecuted, others are terrified of the process involved. For those who make a complaint, the experience can be extremely negative. While most clients speak highly of their involvement with the Gardaí, every client describes the criminal trial as humiliating and re-traumatising.

We are delighted that the EU Directive on Victim's Rights came into force in November 2015 but are disappointed that the legislation transposing it into Irish law has yet to be enacted. The Directive addresses areas such as the right to information, the right to support during criminal processes and the need for all professionals in the criminal justice system, from the Gardaí to the Judiciary, to receive specialist training.

We particularly welcome the Garda initiative to create Victim Liaison Offices in each Garda division to ensure that all victims of crime are kept informed of the progress of their cases. We also welcome the new right of victims of crime to be informed of the reason why the Director of Public Prosecution decides not to proceed to trial in a case.

The Criminal Justice (Sexual Offences) Bill 2015 proved to be very controversial as it made its way through the Oireachtas. Most attention was focused on the provisions which would criminalise the purchase of sex as opposed to the selling of sex. While we fully support the work of the Turn Off The Red Light Campaign in that regard, the Bill also contained important provisions regarding the trial of sexual offences. In particular, the greater use of pre-trial hearings and greater judicial scrutiny of the discovery of counselling notes would certainly improve the experience of our clients who engage in criminal processes. It is disappointing that the Bill was not enacted before the Oireachtas was dissolved in early 2016 and we urge the Minister for Justice to speedily re-introduce the Bill.

Louise O’Keeffe Case

Louise O’Keeffe was sexually abused by a teacher while in primary school. Another child had previously disclosed abuse by the same man but no action was taken. Following the conviction of her abuser, Louise had attempted to sue the Dept. of Education and others for their failure to protect her and had pursued this to the Supreme Court where her case was dismissed. She appealed to the European Court of Human Rights and In January 2014 the Court held that the Irish State had failed in their inherent obligation to protect children and to put in place an effective system of State control against the risk of abuse occurring. This had major implications for hundreds of other survivors, many of whom are One in Four clients, who were awaiting the outcome of the European judgement.

In 2015 we met with Jan O’Sullivan, TD, Minister for Education, to ascertain the Department’s intentions to implement the Court’s decision. We are very disappointed with the outcome of this meeting, where it emerged that the Department intends to take a very narrow interpretation of the ruling and will only include in compensation those survivors of abuse in schools whose circumstances exactly match those of Louise O’Keeffe. This is an on-going issue.

Victims’ Rights Alliance

We have been active members of the Victim’s Rights Alliance, working with other NGOs to ensure that the EU Directive on Victim’s Rights will be implemented in full.

Training

Over the years One in Four has developed a high level of expertise in working with adult survivors of child sexual abuse and we have created a model of psychotherapy and advocacy support that reflects their needs. We now offer tailored training courses to professional and organisations so that our experience can inform their engagement with survivors.

During 2015 we delivered a series of training courses on the impact of child protection legislation on the psychotherapeutic relationship to professionals and organisations, including eight courses to IACP members. We also delivered training on the impact of pornography on sexual relationships. We reached over six hundred professionals during the year.

Conferences

During 2015 we were in demand to speak about our work at national and international conferences. We delivered papers and workshops at the International Institute for Restorative Practices European Conference in Budapest; the European Victim’s Rights Conference in Lisbon, the Tracks Conference, Copenhagen and The Irish Association for Counselling and Psychotherapy Annual Conference, Dublin.

Funding

All of the work done at One In Four is only possible thanks to our donors, funders and supporters.

As always, we are extremely grateful to the HSE and the Commission for the Support of Victims of Crime for their work, their understanding, and continuing to fund the work we do.

Thank you to The Ireland Funds, the Energy For Generations Funds, the Katharine Howard Foundation, Atlantic Philanthropies, Ormond Quay & Scots Presbyterians, St Patricks Cathedral, Hedge Funds Care Ireland, and the Civil Service Charities Fund. The work they all have done towards funding innovative and underfunded projects has had a huge impact on our clients, their families and the community as a whole. We were also delighted to have our work recognised with an IMPACT Award from GSK.

All of us at One In Four are in awe of the amazing people and companies that organise fundraising events for us. Thank you so much to everyone involved in the Ballycommon Tea & More, and to all of our supporters that held their own Tea & More fundraising events. Week after week we were inspired by participants in mini-marathons, challenge events, dragon boat racing, and more. Thank you!

Thanks must also go to our corporate donors and sponsors who so kindly chose to give back to the communities they work in. By sponsoring “One Day at One In Four”, businesses and individuals have been able to honour a significant date while enabling us to work with more survivors of sexual abuse.

Thank you to all of the people who have continued to make ongoing donations to One In Four in 2015. These regular and reliable donations, however large or small, are so very important to us and the work we do.

Finally, I’d like to say a personal thank you to some of the volunteers that helped our fundraising efforts in so many ways. Thank you to The Kershaw Family, Michal Banaszkievicz, Catherine Lonergan, Gary Grace, Erica Jewitt, Yoyo Chow and Roisin Stanley. **Thank you.**

Simon Scriver
Head of Fundraising

One in Four is a Company Limited by Guarantee and a Registered Charity. We became fully compliant with the Voluntary Governance Code for Charities in 2015 and we are also fully compliant with the Statement of Guiding Principles for Fundraising, the Statement of Recommended Practices, Accounting and Reporting by Charities (SORP) and with the Charity Regulatory Authority.

The Board of Directors is responsible for the overall governance of the organisation and for developing and directing the strategic vision.

The Board has three sub-committees: Audit, Development and Governance. The Sub-Committees are made up of Board members but may also co-opt non Board members as appropriate.

The Board meets six times per annum and is furnished with detailed financial and activity reports at each meeting. The Executive Director and a staff representative attend each meeting.

The Executive Director reports to the Board and is delegated responsibility for the day-to-day running of the organisation.

In 2015 One in Four employed at total of 17 full-time and part-time staff, equivalent to 13.2 full-time positions.

Board of Directors

Chairperson
Dr Jane Pillinger

Secretary
Donal Cronin

Treasurer
David Holohan

Board members
Marie Carroll
Brenda Kyle
Dr Rosaleen McElvaney
Maire Mulcahy
Karl O'Connor

Staff

Executive Director
Maeve Lewis

Advocacy Director
Deirdre Kenny

Clinical Director
Eileen Finnegan

Head of Fundraising
Simon Scriver

Advocacy Officers
Frank Dunleavy
Damien McKenna
Nicola Murphy

Psychotherapists
Edel Bose
Julie Brown
Bobbi Grogan
Antoinette McKeogh
Deirdre Murray
Deirdre Ronan

Administration

Clinical Administrator
Lorna Cleary

Accountant
Deirdre Mackay

Receptionist
Ann Marie McGowan

Administrator /PA to the Executive Director
Margaret McKimmons

“I have begun to look forward and be happy about the future instead of always thinking of those dark days and what was done to me”

Statement of Financial Activity 2015

	Total 2015 €	Total 2014 €
Income Sources		
Grants	642,150	607,680
Donations and Fundraising	153,055	152,435
Other Income	42,603	55,556
Total Income	837,808	815,671
Resources expended		
Charity Services	818,051	774,916
Professional & Fund raising	31,834	20,887
Governance	4,800	4,800
Total Expenditure	854,685	800,603
Net Movement in funds	-16,877	15,068

Notes/Analysis

Grants received	€	€
Health Service Executive	514,680	514,680
Commission for the Support of Victims of Crime	73,000	73,000
HSE National Social Inclusion Office	10,000	
Energy for Generation Funds/ESB Electric Aid Ireland	5,000	10,000
Hedge Funds Care Ireland	15,870	5,000
Ireland Funds	5,000	5,000
TUSLA Family Support Agency	2,900	
GSK Ireland Impact Award	1,000	
Katherine Howard Foundation	5,000	
Atlantic Philanthropies	3,000	
Ormond Quay & Scots Presbyterians	2,000	
St.Patrick's Cathedral	1,500	
Civil Service Charities Fund	3,200	
	642,150	607,680

Other income

Other income is received for the provision of therapy services and training services.

Expenditure

Expenditure of charity services includes staff costs of €698,236 (2014 - €644,781)

The staff costs are for professional psychotherapists and advocacy officers, along with some support administrative staff.

Management salary scales:

Executive Director: €75,000 - €88,000

Advocacy Director: €58,000 - €70,000

Clinical Director: €58,000 - €70,000

Employer pension contributions for all management and staff, were suspended in 2009 and have not yet been reinstated due to financial constraints.

Balance Sheet as at 31/12/2015

	2015 €	2014 €
Fixed Assets		
Tangible assets	2,975	3,786
Current Assets		
Debtors	12,139	18,926
Cash at bank	131,234	60,570
Total current assets	143,373	79,496
Creditors: Amounts falling due within one year	-115,632	-35,690
Net Current assets	27,741	43,806
Net Assets	30,716	47,592
Capital & Reserves		
Revenue reserves account	30,716	47,592

One in Four's policy on reserves

We hold cash at bank of €131,234, all of which is unrestricted funds. These funds are held in order to meet any foreseen expenditure that may occur. We aim to hold funds to assist in paying salaries in January in the event in delay to receiving grants.

Acknowledgements

One in Four would like to express our deep gratitude to all the people and organisations that supported our work in 2015. Some helped financially, others through giving of their time and expertise. We could not continue to deliver our vital services without their help.

Some supporters would like to remain anonymous but we want them to know how much we appreciate them. We would like to publicly thank the following who helped us in 2015:

Atlantic Philanthropies
Civil Service Charities Fund
The Commission for the Support of Victims of Crime
The Energy for Generations Funds/
ESB Electric Aid Ireland
Eimer Gleeson
GSK Ireland Impact Award
Kate Harty
The Health Service Executive
HSE National Social Inclusion Office
Hedge Funds Care Ireland
The Ireland Funds
Erica Jewitt
The Katherine Howard Foundation
Brid Lewis
Ormond Quay and Scots Presbyterians
Red Dog
St. Patrick's Cathedral
Towards Healing
Tusla Family Support Agency
The Thatched Cottage, Ballycommon
The Whiskey Still, Dromineer

We are especially grateful to our Board of Directors who are a constant source of support and expertise.

We really appreciate our solicitor and our auditor for their generosity and advice:

Solicitor

Pearse Mehigan
83/84 Upper Georges St
Dun Laoghaire
Co Dublin

Auditor

O'Brien Curran O'Mahony
Unit D, Ground Floor
Apex Business Centre
Sandyford Industrial Estate
Dublin 18

2 Holles Street
Dublin 2
t or 662 4070
e info@oneinfour.ie
www.oneinfour.ie

f Find us on Facebook One in Four Ireland

t Follow us on Twitter.com/oneinfourirish

Registered Charity No. CHY 15289

Ways To Help Us:

We urgently need your help to make our work possible. There are several ways you can contribute to what we do. You can:

- Become a regular monthly donor
- Make a one-off donation
- Leave a gift to us in your will
- Take part in a fundraising event
- Get your employer involved

If you would like to discuss any of these ideas, then please contact us:

Post: 2 Holles Street, Dublin 2, DO2 FP40

Phone: or 662 4070

Web: www.oneinfour.ie

E-mail: fundraising@oneinfour.ie

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ADVOCACY.
PREVENTION.