

Annual Report

2016

ONE IN
FOUR
CHANGING
MY WAY



One in Four
Sexual abuse. From surviving to living.

**ONE IN FOUR
CHANGED
MY WORLD**

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**WE ARE ONE IN
FOUR AND CHILD
PROTECTION IS
AT THE CENTRE
OF WHAT WE DO**



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 black ink.

Chairperson of Board
Date 14/10/15

Handwritten signature of Daniel Cronin in black ink.

Secretary of the Board
Date 14/10/15

CHAIR'S INTRODUCTION

It is with great pleasure that I present the One in Four Annual Report for 2016. The annual report provides an overview of the invaluable and vital work carried out by One in Four, providing services to enable adult victims of childhood sexual abuse to survive, heal and move on with their lives.

These critically 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 their interaction with the criminal justice system, family support services, restorative justice, and group and individual offender treatment programmes.

In 2016, advocacy services were provided to 646 clients, individual and group psychotherapy services were provided to 126 individuals and over 2,550 hours were provided to individuals and families by One in Four's psychotherapists. 46 sex offenders attended the Phoenix Programme, reflecting an increase on the 38 that attended during 2015.

There continues to be a very high demand for these services, requiring adequate funding in place to meet the demands placed on the organisation. We have continued to build on our funding strategy and we believe it will pay off in the years ahead.

One in Four is an organisation that maintains a sterling reputation domestically and internationally and the expertise of our staff continues to be regularly called upon to speak at national and international conferences,

to provide insights to policy makers and to train front line child protection practitioners.

The Board of One in Four has always given extremely high priority to maintaining the highest standards in corporate governance and transparency to our stakeholders. Our commitment to maintaining these high standards is unwavering.

As Chair of the Board, I would like to thank my fellow Board members for their excellent work during 2016 and for their dedicated voluntary commitment to the organisation.

I also want to thank Dr Jane Pillinger, who recently stepped down as Chairperson of the Board. Her leadership of the organisation was of an exceptional standard and helped One in Four navigate several challenging years due to funding constraints, while maintaining the provision of core services. We are delighted that Dr Pillinger has agreed to remain as a board member.

As always, the Board wishes to thank the staff of One in Four, led by the Executive Director and the management team. The unwavering commitment and professionalism exhibited by the staff towards One in Four is visible across each of the services provided and serves as a key component of our future successes.

David Holohan
Chairperson, Board of One in Four

EXECUTIVE DIRECTOR'S INTRODUCTION

At One in Four we understand the devastation that is caused by child sexual abuse and the way in which that experience can blight the lives of survivors to the end of their days. Drawing on this knowledge, our work is totally focused on protecting children from harm. Though all our clients are adults, we work very hard to break the cycle of sexual abuse, so that this generation of children are safe.

We are unique in that we intervene in every aspect of sexual abuse. We provide psychotherapy services to adult survivors and we support their families to deal with the fallout of disclosures of sexual abuse. Our Phoenix Programme provides a therapeutic intervention to those who have sexually harmed children. We engage with the partners and parents of the sex offenders to change the family dynamics that enable sexual abuse. Our Advocacy programme supports survivors to connect with the criminal justice and child protection systems so that sex offenders may be prevented from continuing to abuse. We also engage with policy makers and legislators to ensure that the needs of our clients are reflected in statutory processes and the law.

There is no doubt that there have been very positive changes in how we in Ireland respond to sexual abuse. The EU Directive on Victims' Rights came into force in November 2015. While the Victims of Crime Bill 2015 is still wending its way through the Oireachtas, many of the statutory agencies that our clients engage with, including the Gardai and the Director of Public Prosecutions, have already developed a more victim-focused approach to their work. We particularly commend the Gardai for their intention to roll out specialist Protective Service Units across all Garda divisions.

Sexual crimes are among the most under-reported and have a very high attrition rate. In 2016 we accompanied 25 clients whose cases went to trial. Every client describes this experience as humiliating and re-traumatising. One client describes how she now has flashbacks, not to the sexual abuse, but to her experience of cross-examination in the witness box. While we absolutely understand the need for a fair trial, we do question how a fair system can be so lacking in understanding of the needs of victims of sexual crime. The Sexual Offences Act 2016 may ameliorate some of the difficulties, but we believe that training for members of the judiciary and for legal professionals, which is mandatory in other jurisdictions and is dealt with in the EU Directive, is essential.

Through our work with sex offenders we know that offenders are likely to continue offending until they are caught. We notify all allegations of sexual abuse made by our clients to Tusla – 91 notifications in 2016. Even though the abuse may have happened many years ago, it is possible that the offender is now abusing the next generation of children. We welcome the fact that Tusla are putting in place specialist teams to deal with retrospective allegations. However we still encounter an inconsistent response across the country. We are also very concerned that Tusla deem so many allegations to be “unfounded”. Of the 12 clients who gave a full disclosure to Tusla in 2016, only 1 has been deemed “founded”.

As we move into 2017, we will continue to provide services that reflect our clients' needs. We want to engage positively and proactively with external agencies so that child sexual abuse may become a thing of the past.

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 demand for the service remained high in 2016 with the criminal justice system continuing to be at the centre of our clients' focus and concerns. The advocacy team take time to help address these concerns at each stage of the process. We offer support from the outset when someone is deciding to make a complaint to Gardaí through to court accompaniment, victim impact statements and post court support.

Our clients' desire to achieve justice can be very much at odds with their experience of the system. Making a statement is the first hurdle and is often described as humiliating. Describing the intimate details of a sexual assault to a Garda brings many painful emotions to the surface and can set people back in their recovery. The process rarely gets easier from there on. People describe being shown very little compassion and understanding. We know from our work how important this professional support is to individuals if they are not to be caused further harm.

On 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. In 2016 we saw reassuring changes made by An Garda Síochána and the office of the Director of Public Prosecutions in developing victim focused information services.

One of the most crucial functions Advocacy Officers have is supporting clients and professionals in making child protection notifications to the Child and Family Agency. We know retrospective notifications can play an important role in protecting children in our communities. While we saw changes with the introduction of dedicated retrospective teams, frustratingly we continued to see inconsistencies nationwide in how Tusla respond to notifications. Clients who engage with Tusla report having been met sometimes by disbelieving and unsympathetic social workers.

Our clients know from their experience the risk an abuser can pose. However, taking the step to report to Tusla can be incredibly daunting. Support and clear information about how disclosures are dealt with by the Tusla is crucial to ensure no further distress is caused to those who decide to come forward.

Deirdre Kenny
Advocacy Director

**"MY ADVOCACY OFFICER
ACCOMPANIED ME TO COURT
AND GUIDED ME THROUGH THE
WHOLE PROCESS – I COULD NOT
HAVE DONE IT WITHOUT HER."**

ADVOCACY STATISTICS

TOTAL ADVOCACY CLIENTS

New
Existing

2016

438

208

646

2015

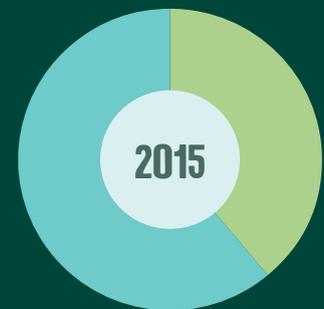
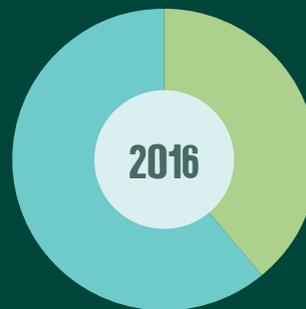
485

178

663

ADVOCACY CLIENTS GENDER

	2016		2015	
MALE	254	39%	256	39%
FEMALE	392	61%	407	61%



CONTEXT OF SEXUAL ABUSE FOR ADVOCACY CLIENTS

CONTEXT	2016	%
Intra-Familial	161	25
Clerical and Religious Order	137	21
Extra-Familial	61	10
Professional	33	5
Stranger	16	2
Unknown	107	17
Not applicable (professional enquiries)	131	20
Total	646	100

TYPE OF ENQUIRIES BY ADVOCACY CLIENTS

PRIMARY ENQUIRY*	2016	%
Criminal Justice System Including Court accompaniment	245	38
Child Protection	220	34
Civil Law Processes	104	16
GSOC	14	2
Other (Housing, education, social welfare etc.)	63	10
Total	646	100

*Many clients have multiple enquiries.

"ONE IN FOUR IS GIVING ME A LIFE I NEVER HAD"

OUTCOMES FOR ADVOCACY CLIENTS

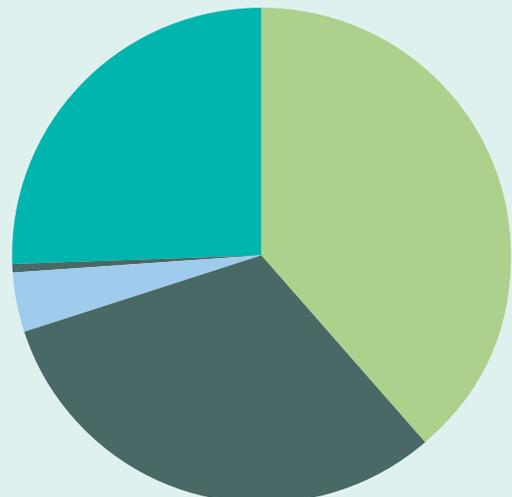
OUTCOME	2016
Child Protection Notification to Tusla	91
Child Protection information provided	81
Support in making Garda statement	30
Legal advice recommended	26
Criminal Court accompaniment	25
Civil Court accompaniment	4
Referral to counselling services	25
Support in engaging with GSOC	14
Other referrals (Caranua, housing, social welfare etc)	39

OUTCOMES OF CHILD PROTECTION NOTIFICATIONS TO TUSLA

CHILD PROTECTION NOTIFICATIONS TOTAL	91
Third party notifications: no investigation possible	79
Client made full disclosure to social worker	12
DECISIONS:	
Ongoing investigation	3
Founded	1
Unfounded	5
Allegation not investigated, case closed	3

GEOGRAPHICAL LOCATION OF ADVOCACY CLIENTS

LOCATION	TOTAL	%
Dublin	251	39
Rest of Republic of Ireland	202	31
UK and Northern Ireland	25	4
International	4	1
Unknown	164	25



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 was developed 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 notifications are 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. One of the significant themes emerging over the past year is the realisation for clients that they need the understanding and support of family members. This has seen an increase in the number of families being offered support.

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 Psychotherapy 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 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 2016 53 family members were assisted in this way.

Eileen Finnegan
Clinical Director

PSYCHOTHERAPY STATISTICS

ASSESSMENT MEETINGS

94

94 individuals attended initial assessment meetings in 2016. Of these, some were referred to specialist services.

43

43 people we met at assessment had attempted suicide at some point of their life.

54

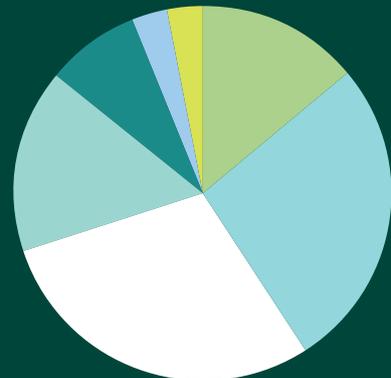
On December 31st 2016 there were 54 people on the waiting list for psychotherapy.

TOTAL NUMBER AND GENDER INDIVIDUAL AND GROUP PSYCHOTHERAPY

	2016	2015	2016	2015	2016	2015
	MALE		FEMALE		TOTAL	
Individual	46	47	80	59	126	106
Group	7	3	10	1	17	4
Total	53	50	90	60	143	110

AGE RANGE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS

AGE RANGE	NUMBER	%
● 18-29	20	14
● 30-39	38	27
● 40-49	41	29
● 50-59	24	16
● 60-69	12	8
● 70+	4	3
● Unknown	4	3
Total	143	100



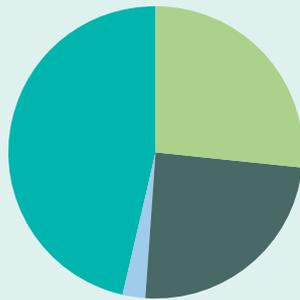
CONTEXT OF SEXUAL ABUSE INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



CONTEXT	2016	2015	2016	2015
	NUMBER		%	
● Extra-familial	59	51	41	46
● Intra-familial	66	43	47	9
● More than 1 abuser	13	11	9	10
● Undisclosed	5	5	3	5
Total	143	110	100	100

EXTRA-FAMILIAL ABUSE:

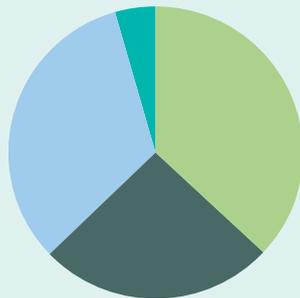
BREAKDOWN INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



TYPE	NUMBER	% (of 143 total)
● Clerical and Religious Order	16	11
● Friends and Neighbours	15	10
● Professional	1	1
● Stranger	27	19
Total	59	41

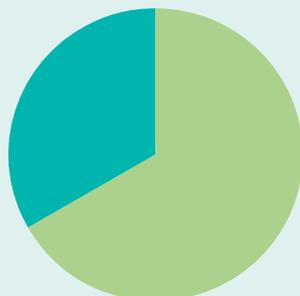
INTRA-FAMILIAL ABUSE:

BREAKDOWN INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



RELATIONSHIP	NUMBER	%
● Extended family	25	17
● Father / Stepfather / Grandfather	17	12
● Brother	21	15
● Mother, Sister	3	2
Total	66	46

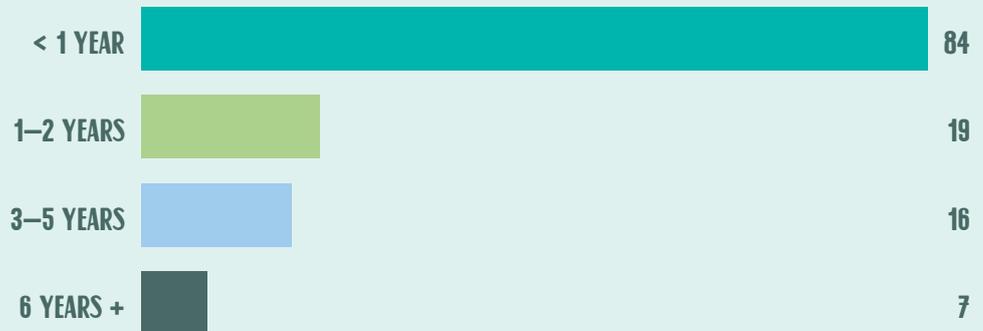
MULTIPLE ABUSERS



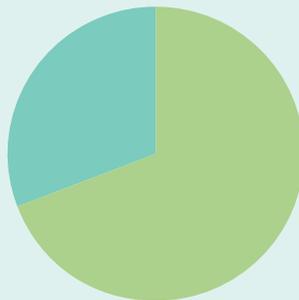
NUMBER OF ABUSERS	NUMBER	%
● 2	9	6
● 3+	4	3
Total	13	9

"I ATTENDED SEVERAL THERAPISTS BEFORE – THEY JUST DID NOT SEEM TO GET IT. ONE IN FOUR OFFER A SERVICE THAT JUST DOESN'T EXIST ANYWHERE ELSE"

LENGTH OF TIME IN INDIVIDUAL PSYCHOTHERAPY



GEOGRAPHICAL PROFILE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



REGION	NUMBER	%
Greater Dublin	99	69
Rest of Ireland	44	31
Total	143	100

FAMILY SUPPORT PROGRAMME

53

53 family members attended the Family Support Programme in 2016

2,563

Total Psychotherapy Hours:

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 46 individuals. 9 individuals received a custodial sentence, 20 individuals were awaiting a decision by the Director of Public Prosecutions, and 5 individuals received suspended sentences. 2 have returned after serving sentences. 10 have no charges against them due to victims not bringing cases against them.

Sex offenders are referred to the programme by Tusla, the Gardai, 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. Tusla child protection services and the Gardai 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 2016, comprising 28% 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 2016 offenders travelled from all over the country to attend the Phoenix Programme, with 78% 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 or parent 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 and 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 2016 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.

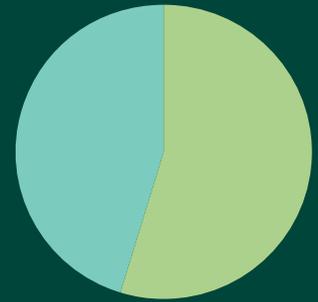
We are very grateful to HFC Ireland for supporting the family programme in 2016.

Eileen Finnegan
Clinical Director

THE PHOENIX PROGRAMME STATISTICS

PHOENIX PROGRAMME: ACTIVE CLIENTS 2016 AND 2015

STATUS	2016	2015
Individual and Group Therapy	46	38

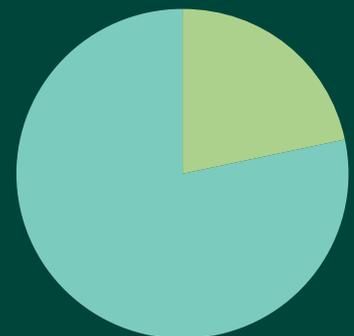


AGE RANGE OF PHOENIX CLIENTS 2016 AND 2015

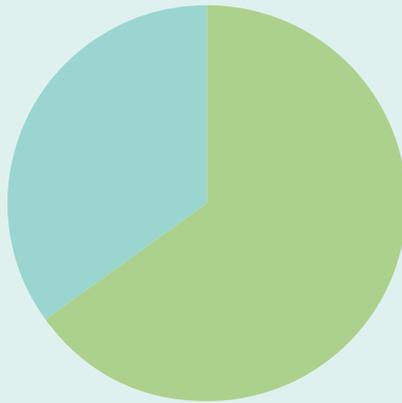
AGE RANGE	NUMBER		%	
	2016	2015	2016	2015
18-29	13	9	28	24
30-39	8	6	17	16
40-49	10	7	22	18
50-59	9	12	20	32
60+	6	4	13	10
Total	46	38	100%	100%

GEOGRAPHICAL PROFILE OF PHOENIX CLIENTS

REGION	NUMBER	%
Greater Dublin	10	22
Rest of Ireland	36	78



CONTEXT OF SEXUAL OFFENDING: PHOENIX PROGRAMME



RELATIONSHIP TO VICTIM AS PER FIRST DISCLOSURE*	NUMBER	%
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EXTRA-FAMILIAL ABUSE	30	65
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Known child	12	26
Internet	16	35
Unknown child	2	4

INTRA-FAMILIAL ABUSE	16	35
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Sister	3	7
Daughter	4	9
Niece/nephew/cousin	9	19

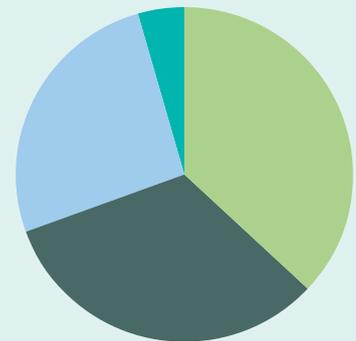
Total		100
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*Some men sexually abused more than one child

NUMBER OF VICTIMS

NUMBER OF VICTIMS PER OFFENDER	NUMBER OF OFFENDERS
● Internet Only	17
● 1	15
● 2	12
● 3 or more	2
Total	46

*As disclosed by December 31st 2016



FAMILY SUPPORT PROGRAMME

30

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

"IT WAS A SAFE PLACE WHERE I COULD SPEAK HONESTLY"

RESTORATIVE PRACTICES

All One in Four clients have been victims of serious sexual crimes, yet fewer than 15% ever make a complaint to the Gardai. 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.

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 2016, 5 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.

In 2016 we reviewed our restorative practices programme. Through interviews with clients who had participated in a restorative process and staff members who had facilitated them, we found that most participants benefited from their engagement.

"IT WAS AN OPPORTUNITY TO MEET [THE ABUSER] FACE TO FACE"

"IT HELPED ME TO TAKE THE POWER BACK"

"WE GOT TO THE ROOT OF THE PROBLEM"

"WE WORKED OUT A WAY TO MOVE FORWARD AS A FAMILY"

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 in, 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 2016.

POLICY AND INFLUENCING

Most people do not wish to speak publicly about their experience of sexual abuse. We believe that speaking on behalf of our clients 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 discourse.

In 2016 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 they will continue to abuse until they are caught. A parent who abuses their children may now be abusing their 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 2016 we noticed that retrospective allegations are now being taken more seriously, and we welcome the establishment of dedicated retrospective allegation teams across the country. However, we still experience variations in the responses of child protection teams from different areas.

We welcomed the enactment of the Children's First Act 2015 which introduced mandatory reporting by professionals of child sexual abuse to Ireland, but

we are very concerned that many sections have yet to be commenced.

We met with Fred McBride, CEO of Tusla, in 2016 to discuss our concerns.

CRIMINAL JUSTICE SYSTEM

Gardaí

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.

While many clients speak highly of their involvement with the Gardaí, others have very negative experiences. In many instances this is because junior Gardaí with little training or experience in sexual crimes are the investigating officer. We welcome the announcement that specialist Protective Services Units are to be rolled out in every Garda Division which may address some of the problems our clients encounter.

We met with Assistant Commissioner John Twomey in 2016 to discuss these concerns. We also engage regularly with senior Gardaí in the National Protective Services Bureau in Harcourt Square.

Criminal Courts

An increasing number of clients' cases are proceeding to trial. In 2016 we accompanied 25 clients whose cases went to court. Unfortunately, every client describes the criminal trial as humiliating and re-traumatising. The Criminal Justice (Sexual Offences) Bill 2015 moved slowly through the Oireachtas in 2016 and was finally enacted in early 2017. The Bill contains 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 may improve the experience of our clients.

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. We were 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.

INTERNATIONAL CRIMINAL COURT

In July 2016 our Executive Director, Maeve Lewis, was called to give evidence as an expert witness in sexual violence at the International Criminal Court at The Hague. The trial is ongoing.

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 professionals and organisations so that our experience can inform their engagement with survivors.

CONFERENCES

During 2016 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 Conference in the USA, a Family Therapy Conference in Greece and a Restorative Practices Conference in Dundalk.

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, the HSE National Social Inclusion Office, the Commission for the Support of Victims of Crime and Tusla for their continuing support in funding the work we do. The HSE Mental Health Services funded a renovation of our offices that allowed us to create an extra counselling room.

Thank you too to The American Ireland Funds, the Cork Street Foundation, the ESB Energy For Generations Funds, Hedge Funds Care Ireland, the JP McManus Benevolent Fund and the St Patrick's Cathedral Fund. They have all funded innovative and underfunded projects that have had a huge impact on our clients, their families and the community as a whole.

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. We are especially grateful to an anonymous donor who made a very large donation of €141,378 in 2016.

GOVERNANCE

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 2016 One in Four employed a total of 16 full-time and part-time staff, equivalent to 13 full-time positions.

BOARD OF DIRECTORS

Chairperson
Dr Jane Pillinger

Secretary
Donal Cronin

Treasurer
David Holohan

Board members
Marie Carroll
Brenda Kyle
Tina Maguire
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
Julie Browne
Luke Devlin
Bobbi Grogan
Antoinette McKeogh
Deirdre Ronan

ADMINISTRATION

Clinical Administrator
Lorna Cleary

Accountant and HR
Deirdre Mackay

Receptionist
Ann Marie McGowan

*Administrator /PA to
the Executive Director*
Margaret McKimmons

Intern Psychotherapists
Claire Brophy
Sandra Douglas

Fundraising Intern
Stephanie Russell

ONE IN FOUR IRELAND CLG

STATEMENT OF FINANCIAL ACTIVITY 2016

	2016 €	2015 €
Income sources		
Grants	739,772	642,150
Donations and Fundraising	290,496	153,055
Other Income	37,733	42,603
Total Income	1,068,001	837,808
Resources expended		
Charity Services	930,950	818,051
Professional & Fund raising	45,340	31,834
Governance	5,100	4,800
Total Expenditure	981,390	854,685
Net Movement in Funds	86,611	-16,877
Notes/Analysis		
<i>Grants received</i>	€	€
Health Service Executive	514,580	514,680
Commission for the Support of Victims of Crime	90,000	73,000
HSE National Social Inclusion Office	66,750	10,000
Hedge Funds Care Ireland	21,740	15,870
The Ireland Funds	7,000	5,000
Tusla Family Support Agency	2,900	2,900
J.P. McManus Benevolent Fund	10,000	
Department of Mental Health HSE re Office Refurb.	23,752	
Cork Street Grant	1,800	
St Patrick's Cathedral Community Grants Scheme	1,000	1,500
Community Foundation re Tea Party	250	
ESB Energy for Generation Funds		5,000
GSK Ireland Impact Award		1,000
Katherine Howard Foundation		5,000
Atlantic Philanthropies		3,000
Ormond Quay & Scots Presbyterians		2,000
Civil Service Charities Fund		3,200
	739,772	642,150

ANONYMOUS DONATION

We received a very generous anonymous donation during 2016 of €141,319.

OTHER INCOME

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

EXPENDITURE

Expenditure of charity services includes staff cost of €756,473 (2015 - €698,236)

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

BALANCE SHEET

AS AT 31/12/2016

	2016	2015
	€	€
Fixed Assets		
Tangible assets	2,550	2,975
Current Assets		
Debtors	11,748	12,139
Cash at bank	225,167	131,234
Total current assets	236,915	143,373
Creditors: Amounts falling due within one year	122,139	115,632
Net Current assets	114,776	27,741
Net Assets	117,326	30,716
Capital & Reserves		
Revenue reserves account	117,326	30,716

One in Four's policy on reserves

We hold cash at bank of €225,167, all of which is unrestricted funds. These funds are held in order to meet any unforeseen expenditure that may occur. We aim to hold funds to assist in paying salaries in the early part of the year in the event of a delay in receiving grants.

ACKNOWLEDGEMENTS

One in Four would like to express our deep gratitude to all the people and organisations that supported our work in 2016. 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 2016:

The Commission for the Support of Victims of Crime
 The Energy for Generations Funds/ESB Electric Aid Ireland
 Eimer Gleeson
 Kate Harty
 The Health Service Executive
 HSE National Social Inclusion Office
 Hedge Funds Care Ireland
 The Ireland Funds
 Erica Jewitt
 Brid Lewis
 JP McManus Benevolent Fund
 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

Cregan Accountants
 Broadmeadow Hall
 Applewood Village
 Swords
 Co Dublin

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: 01 662 4070

Web: www.oneinfour.ie

E-mail: fundraising@oneinfour.ie

2 Holles Street
Dublin 2
t 01 662 4070
e info@oneinfour.ie
www.oneinfour.ie

 Find us on Facebook [One in Four Ireland](#)

 Follow us on Twitter [.com/oneinfourirish](https://twitter.com/oneinfourirish)

Registered Charity No. CHY 15289

THERAPY.
ADVOCACY.
PREVENTION.