

| We are:  | Goals for 2015-2108: Building on our commitment to excellence in governance...  | KPIs: within the lifetime of this plan we will   |
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| Advocates  | <ul style="list-style-type: none"> <li>SAOL will continue to represent our participants (where they are not empowered to represent themselves) at local and national settings.</li> <li>SAOL will advocate for and with women on issues relating to health (including mental health and addiction), justice, human rights, poverty, housing, social inclusion, domestic violence and education.</li> <li>SAOL will continue to be involved in fora that lead to influencing policy in favour of our participants; policies that will lead to the implementation of 'best practice' methodology and training.</li> </ul> | <ul style="list-style-type: none"> <li>Advocate on the specific needs of current participants by continuing on and taking up places on committees and other fora as they emerge.</li> <li>Advocate on the general needs of women in addiction at both local, national and international levels when possible.</li> <li>Supporting staff to represent the voices of women in addiction at local and national level through presence at meetings, joining committees and attending conferences.</li> <li>Facilitation of staff to be available for policy-based committees.</li> </ul> |
|  | <ul style="list-style-type: none"> <li>SAOL will continue to raise the issue of poverty and inequality among its participants as a critical block to stability and recovery.</li> </ul>   | <ul style="list-style-type: none"> <li>Explore training for staff in a human-rights based approach and have this initiated by Spring 2016.</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>SAOL will actively promote on concerns relating to women with specific attention to: non-addiction related health issues; sexual health; cancer and women; detoxification for mothers; recidivism and support for women after prison; and access to services that are cognisant of the particular needs of mothers.</li> </ul>   | <ul style="list-style-type: none"> <li>Continue meeting and liaising with HSE (including community health services), Probation Service and Voluntary/Community sectors.</li> </ul>   |
|  | A Children's Centre   | <ul style="list-style-type: none"> <li>SAOL will continue to build a safe environment within which children can grow, develop and learn; and to prepare children for pre-school and formal education.</li> </ul>   |
| <ul style="list-style-type: none"> <li>SAOL will develop appropriate parenting programmes to assist families raising children where addiction is a problem being addressed.</li> </ul> |   | <ul style="list-style-type: none"> <li>Implement a 'Parenting Under Pressure' programme starting in early 2016.</li> </ul>   |
| <ul style="list-style-type: none"> <li>SAOL will expand the services of SAOL Beag.</li> </ul>  |   | <ul style="list-style-type: none"> <li>Increase service hours from part-time to three-quarter-time as early in 2016 as possible.</li> </ul>  |
| A Community Asset  | <ul style="list-style-type: none"> <li>SAOL will continue to create and publish resources for professionals working in the addiction area; all will be written for women while also being usable with men and young people.</li> </ul>  | <ul style="list-style-type: none"> <li>Publish at least one document/manual per year to be freely available for download from our website.</li> <li>Work with groups (like CTA) in producing community based research work leading to peer training and strengthening participant voices.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will continue publishing creative documents that enhance the lives and experiences of the participants of SAOL.</li> </ul>  | <ul style="list-style-type: none"> <li>Publish at least one document/manual per year to be freely available for download from our website</li> <li>Print hard copy for participants to own and bring to their families</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>SAOL will continue to be a resource to the local community and wider addiction-related fields as a source of expertise on issues relating to women, addiction and recovery.</li> </ul>   | <ul style="list-style-type: none"> <li>Provide on-going training and conferences on topics relating to women, addiction and recovery.</li> <li>At least one conference to be hosted per year.</li> <li>Maximum of 10 days training to be delivered per year.</li> </ul>  |
| Educators  | <ul style="list-style-type: none"> <li>SAOL will continue to provide creative and socially appropriate education programmes for women; we will work with CDETB and DSP in providing the most socially appropriate courses for women from this area.</li> <li>SAOL will continue to work with the Probation Service in providing psycho-educational responses to women dealing with crime and addiction.</li> </ul>  | <ul style="list-style-type: none"> <li>Record the provision of both accredited and therapeutic group work programmes to an increasing number of women.</li> <li>Maintain programmes in Dochas.</li> <li>Actively support the relationship between our participants and the Probation Service.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will continue to keep community, social, class and feminist approaches to the fore of our educational approach, while promoting equality for women in our work.</li> </ul>  | <ul style="list-style-type: none"> <li>Promote the needs of participants in recovery over and above the needs of labour activation by responding to their cultural and recovery needs.</li> <li>Remain involved with bodies like the Abbey Theatre and produce at least one art/drama project per year.</li> <li>Continue to work with ADP Fourth World and others on the issue of poverty.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will continue to work to keep all governance policies and procedures in line with best practice and to be at the forefront in promoting staff care and development.</li> </ul>  | <ul style="list-style-type: none"> <li>Ensure understanding and implementation of policies named in staff and participant handbooks.</li> </ul>  |
| Participant/Peer Informed  | <ul style="list-style-type: none"> <li>SAOL will continue to have participant involvement at all levels of the project.</li> </ul>  | <ul style="list-style-type: none"> <li>Re-activate participant membership of the Board of Management.</li> <li>Hold active meetings with all after-care and CE participants regarding the topics/activities for education programmes.</li> <li>Increase involvement of parents in the development of the Children's Centre through a series of formal meetings beginning early 2016.</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>SAOL will develop peer specific training programmes and give practical experience to participants in the delivery of education programmes to their peers.</li> </ul>   | <ul style="list-style-type: none"> <li>Activate a new peer-training programme (over and above programmes already developed).</li> <li>Explore development of a peer training programme for women who have been through the Probation Service and have addiction issues and want support re recidivism and recovery.</li> <li>Produce a report on the above.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will continue to promote the voice of women in addiction services with those women and create as many opportunities for their voices to be heard as possible.</li> </ul>  | <ul style="list-style-type: none"> <li>Participants to attend conferences and meetings. Request invitations to events to which they are not initially invited. Record and report all these experiences.</li> <li>Training and support provided for women to speak at conferences.</li> </ul>   |
| Trauma Informed Carers   | <ul style="list-style-type: none"> <li>SAOL will become a Trauma Informed Care centre. Trauma will become a topic regularly discussed by SAOL (staff and participants) and will be 'normalised' within the Project.</li> </ul>  | <ul style="list-style-type: none"> <li>Train all staff in 'Trauma Informed Care'.</li> <li>Implement the 'Seeking Safety' (Najavits, 2002) programme.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will make trauma assessment one of the major elements of its assessment process.</li> </ul>   | <ul style="list-style-type: none"> <li>Screen all assessments for PTSD.</li> <li>Host a conference on the topic of 'Trauma in Addiction'.</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>SAOL will endeavour to 'trauma-proof' addiction services and policies and make comment where it finds 're-traumatising' practices in evidence.</li> </ul>  | <ul style="list-style-type: none"> <li>Trauma-proofing our services, implementing guidelines from 'seeking safety'.</li> <li>Comment on the new national drugs strategy with regard to both its gender-proofing and re-traumatising elements.</li> <li>Promote, through our website, a trauma-proofing checklist for all services to examine their own practices.</li> </ul>   |

| Year | Summary of Activity   | Outcomes   |
|------|---|--|
| 1995 | First women-specific, feminist, drug rehabilitation project in Ireland.<br>We became actively involved in the establishment of the Inter-Agency Drug Project – forerunner to the North Inner City Local Drugs Task Force.                   | First intake Oct 1995 – 16 women; over 20 years more than 350 women have taken part in our long term women-specific programmes.<br>20 years later still the only women-specific project with in-house childcare facilities in Ireland. Inter-agency work and policy influencing became stated objectives within the programme. |
| 1996 | Set up Basic Education Group and Cardboard Box Writing group.<br>Official opening International Women's Day 8th March.<br>Crèche established in June.<br>First residential with women & children, Seville Lodge, Kilkenny.                  | Produced first publication - Resolute Women Recite – which generated even more interest in the programme<br>Established on-going pattern of residential programmes as part of rehabilitation programme.<br>SAOL takes part in Muralista documentary (see Vimeo for more)   |
| 1997 | Successful in obtaining New Opportunities for Women (NOW) EU funding.   | Transnational partnerships.<br>Exchange of training/rehabilitation tools and techniques.<br>Staff exchanges; participant exchanges.<br>Stats: 90% of participants who completed first SAOL programme increased their literacy levels – 49% up one level, 31% up two levels and 10% up three levels                             |
| 1998 | Programme continues with participants venturing out on to TV and Radio – Live at 3 and Pat Kenny.<br>NOW Project sees SAOL linking with Bologna and Amsterdam.  | Participant voices were heard on the national media.<br>Assisted development of case work and inter-agency approaches.   |
| 1999 | Original NOW Project is mainstreamed by HSE.<br>First meeting of Progression Routes Network –with 45 agencies represented.  | Progression routes resulted in employment opportunities for 2 participants (employed as peer workers).<br>First public discussion by SAOL on the issue of poly-drug use.<br>79% of SAOL participants experiencing problematic poly-drug use.   |
| 2000 | Emergence of cocaine use in north inner city community.<br>Established Women's Studies Programme in conjunction with UCD.<br>Produced 'Women in Action' book.   | Although going unreported in official statistics, poly-drug use with cocaine is already commonplace. Associated mental health issues emerging.<br>SAOL participants attending mainstream university course.  |
| 2001 | Accessed Daphne EU funding to explore addiction as a means of surviving domestic violence.<br>Produced a report on the 'Processes and Practices of the SAOL Project' in an attempt to build up the body of literature in the Irish context. | Improved access to women's refuges for women with drug problems. Previously they had traditionally been reluctant to house women with addiction problems. Nonetheless, even with improvements, women with addiction issues do not get access to beds easily.   |
| 2002 | Opened first SAOL Summer School for children.<br>Successfully applied for project funding from Probation Service.   | Summer school for children continues to this day.<br>Probation service continues to support our work with women and we are a welcome service in the Dochas women's prison.   |
| 2003 | Production of "Journeying Back – Voices of Women on Methadone" by Patricia Kelleher, et al.<br>Held Gala Concert for fundraising in Liberty Hall – starring Damien Dempsey and others.  | SAOL recorded a CD which included the famous 'Stronger woman Now'.<br>Gala concert was a one-off fundraiser; private fundraising for drugs projects remains very difficult, even for the only women's project.   |
| 2004 | Contributed to Citywide report on emergence of Cocaine use as a problem in the community.   | This started the work that was to lead to the publication of Reduce the Use.   |
| 2005 | Piloted the care plan system.   | Care Planning is now a by-word for the usual structure for key-working intervention. However, it partly began in SAOL.   |
| 2006 | Brought ASSIST Suicide Prevention Training to Ireland.  | Another by-word for 'everyday' training for which SAOL can claim a major role.   |
| 2007 | Cocaine Conference in Croke Park resulting in publication of Reduce the Use, Cocaine Worksheets and the Cocaine CD (see website for more details).  | The conference, attended by more than 180 people, provided practical advice and support for those working with cocaine issues for the first time. The conference launched Reduce the Use and associated resources which have since been downloaded more than 16,000 times from our website.                                    |
| 2008 | Introduction of cocaine worker allowing for the development of cocaine specific interventions.<br>Aftercare groups begin tentatively; fully established in 2010.  | This led to SAOL offering training in Reduce the Use, a manual now used in all corners of Ireland with more than 1000 people having attended SAOL training.  |
| 2009 | SAOL secures funding for renovation of our back garden allowing for more outdoor play for the Children's Project.<br>SAOL joins protest marches against the cuts.   | The simple change in environment with all-weather grass has allowed the children to have access to outdoor play all year around; a developmentally stimulating change.<br>SAOL is part of her community and will always march with them.   |
| 2010 | SAOL presents at Council of Europe conference on stimulants.<br>Aontas Award for education delivery.  | We were proud to represent Ireland at the conference and speak about how SAOL was approaching our work with women in recovery from stimulants.<br>The award from Aontas encouraged us to continue working towards creative excellence as educators.  |
| 2011 | Joan Byrne leaves as Director to go to CityWide.<br>Gary Broderick appointed Director.<br>Launched Reduce the Use 2.<br>Prequel to 'It's Talk Time' as RDRD women come to visit.  | A huge change for SAOL as its first director moves on.<br>As cocaine was sharing the field with lots of other drugs, poly-drug use was the norm, so Reduce the Use 2 was published. It too has been an enormous success with more than 1000 copies downloaded each year since publication.                                     |
| 2012 | Relationship with Abbey begins.   | Art, music and drama have been important to SAOL, and our great working relationship with the Abbey has resulted in many women attending theatre who would never have risked it before.  |
| 2013 | Peer-related activities: launches of Talk Time, 'I'll have what she's having' and Poetry book. Significant launch of Solas sa SAOL, the first manual on the issue of Domestic Violence with women in addiction.                             | Peer-led research, poetry and discussion made our 18th year one firmly cementing peer to peer work in SAOL. See website for more of their work.<br>Solas sa SAOL used throughout Ireland as a key resource for impacting Domestic Violence of all kinds.   |
| 2014 | RecoverMe is launched from Dublin Castle.<br>Training with social work students in UCD. Launch of 'Tus maith, leath na hoibre'  | RecoverMe is launched as a follow-up to Reduce the Use, with a focus on emotions. Has already matched it in the down-loads. Childcare and addiction recognised with massive download of report since publication.<br>Innovation in training social workers sees SAOL women get involved.                                       |
| 2015 | Publication of IC2; Reduce the Use individual worksheets;<br>Conference on Relationality; poetry book launched; new research by participants and letter to Minister.  | Impact to be seen...   |