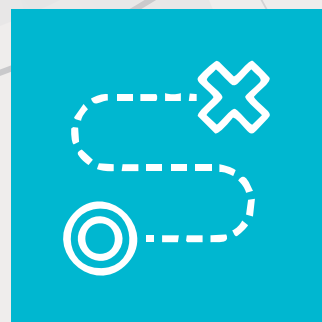
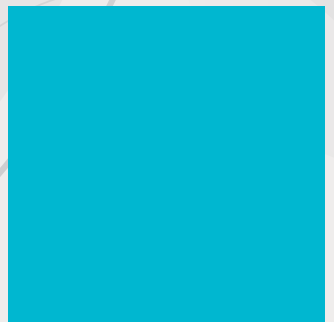
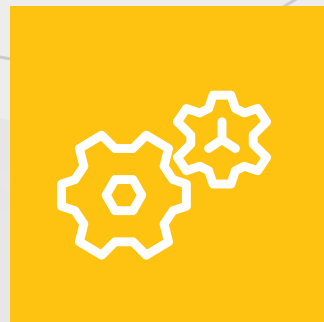
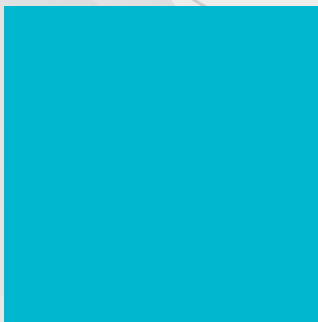


Annual Report 2023

Restorative
Justice
Services



Restorative Justice Services
Annual Report 2023
Published December 2024

Company Number: 359505

Charity Registered Number: 20046651

Registered Office: 23 Marshalsea Court, Dublin 8 – D08C6XP

Auditors: Devaney and Durkin, 1 Ontario Terrace, Portobello Bridge,
Rathmines, Dublin 6- D06 H2W9

Bankers: Permanent TSB Tallaght

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About Restorative Justice Services

Restorative Justice Services is a small nonprofit organisation based in Dublin City. We are funded by the Probation Service to deliver restorative justice interventions, in Dublin, Kildare, Meath and Wicklow, to individuals affected by crime, either as victims, harm-doers, community, family members and friends.

We work collaboratively with statutory and non-statutory organisations, such as the Probation Service, an Garda Síochána,

community groups and victim support organisations to achieve our goals.

Our interventions focus on meeting the needs of victims of crime whilst challenging the behaviour of those who offend. It seeks to repair, insofar as possible, the harm caused by the offending behaviour, by providing dialogue options for the harm-doer and the victim and/or the community, in a safe and non-threatening way.



Our Vision

Our vision is for access to restorative responses to crime in the maximum number of cases in Ireland with a view to, in so far as possible, repairing the harm caused by crime, encouraging rehabilitation and reducing re-offending.



Our Mission

Our mission is to provide restorative options that best meet the needs of people affected by a crime, including victims, offenders, their families and communities.

Glossary

Restorative Justice: Restorative justice is an approach to justice, which in its various forms, involves the victim, the harm-doer (offender), their social networks, justice agencies and the community.

Restorative Justice programmes: Restorative justice programmes are based on the principle that criminal behaviour not only violates the law, but also harms victims and the community. Therefore, any efforts to address the consequences of criminal behaviour should, where possible, involve the harm-doer as well as those negatively impacted by the behaviour and/or the victim/survivor(s), while also providing help and support required by those impacted by the behaviour and the harm-doer.

Restorative process: A restorative process is any process in which the victim/survivor and the harm-doer (offender) and, where appropriate, any other individuals or community members affected by a crime, participate together actively in the resolution of matters arising from the crime, generally with the support of a facilitator.

Restorative Justice intervention: Various forms of Restorative Justice processes facilitated by RJS.

Participant: This is a collective term, used to refer to an individual taking part in Restorative Justice interventions facilitated by RJS.

Harm-Doer: Individual who has caused the harm resulting from the offence committed.

Victim/Survivor: Individual who has been directly harmed because of the offence committed.

Victim Surrogate: Victim/survivor partaking in Restorative Justice programmes but is not the direct victim/survivor of the harm-doer involved in the programme.

Victim Representative: Individual or organisation representing the voice of the direct victim/survivor as part of the Restorative Justice programme.

Community Volunteer: RJS volunteer who is trained to represent the community as part of a Restorative Justice programme.

An Garda Síochána: The Irish police force that enforces laws, gathers evidence, and investigates crimes on behalf of the State.

Case Worker: RJS employee who is responsible to facilitate Restorative Justice interventions.

Governance and RJS Directors Information

The organisation is a charitable company limited by guarantee, incorporated under the Companies Act 2014 on 23rd July 2002 and is registered with the Charity Regulator.

The company does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding one Euro (€1).

The company was established under a constitution which established the objects and powers of the charitable company and is governed under its Constitution and managed by a Board of directors.

Directors and secretary

The names of the persons who at any time during the financial year were directors of the company are as follows:

Eileen Brady
Maria Flynn
Brian Sheridan (Appointed on 23 April 2023)
Colm Kelly (Appointed on 26 June 2023)
Emma Gunn (Appointed on 30 November 2023)
Marian Burns (Appointed on 30 November 2023)
Darren Broomfield (Resigned on 28 June 2023)
Supt. Joseph Gannon (Resigned on 26 June 2023)
Rachel Lillis (Appointed on 16 May 2022 and resigned on 26 June 2023)
Susan Kavanagh (Appointed on 25 January 2022 and resigned on 30 November 2023)
Mary Shine Thompson

The company secretaries who served during the year were as follows:

Rachel Lillis (Appointed on 26 May 2022 and resigned on 16 January 2023)
Emma Gunn (Appointed on 16 January 2023 and resigned on 30 November 2023)
Ben Howe (Appointed on 30 November 2023)

The directors and the secretaries, who served during the year, had no financial or beneficial interests in the company.

During the year there were 10 meetings and board attendance was as follows:

Brian Sheridan	10/10
Colm Kelly	7/10
Eileen Brady	10/10
Emma Gunn	6/10
Mary Shine Thompson	10/10
Maria Flynn	7/10
Susan Kavanagh	4/10

The HR Sub committee meet 3 times during 2023.

Chairperson

On behalf of Maria and myself, I would like to thank all those who served on the Board of Directors during 2023. We have greatly appreciated the support and guidance you provided to the Board and the staff during the year. I would also like to express our thanks to Emeline and all staff members for their hard work, dedication, commitment to RJS. We are also deeply grateful for your dedication and support during 2023.

2023 was a year of change for RJS... Indeed, we saw change in our personnel, as Emeline Le Prince, replaced our long- serving Service Manager, Peter Keeley, in January 2023. We also experience turnover in our staff, as existing members took up new employment opportunities, while new faces joined us. Change also occurred at board level as four directors resigned, and four new directors joined.

Thank to the continued support and collaborative work with our funder, the Probation Service and our partners: An Garda Síochána, the Judiciary, and other agencies, I am delighted to report that after two years of marked decrease in our activities due to Covid-19, we saw our office coming to life again as more participants engaged with our service in 2023.

We look forward to the future where a stronger Restorative Justice Services will continue to increase the number of offenders included in our programmes

and where we increase the breadth of our service. I am confident that with the continued support of our stakeholders, and especially our dedicated staff and Board members, we will increase the profile of Restorative Justice in our criminal justice system and demonstrate the value RJS brings to our community.

Chairperson

Brian Sheridan

Service Manager

As the incoming Manager, I would like to thank my predecessor, Peter Keeley, for all his work at the helm of RJS. I would like to thank the board of directors for their support and the trust they placed in me during the transition.

As noted in the opening words of our Chair, 2023 has been a year of changes, rebuilding, and regrowth. The team and I have embraced these challenges with the commitment, hard work, and confidence of all involved. I am delighted to share that we finished 2023 strong and ready to open a new chapter for RJS.

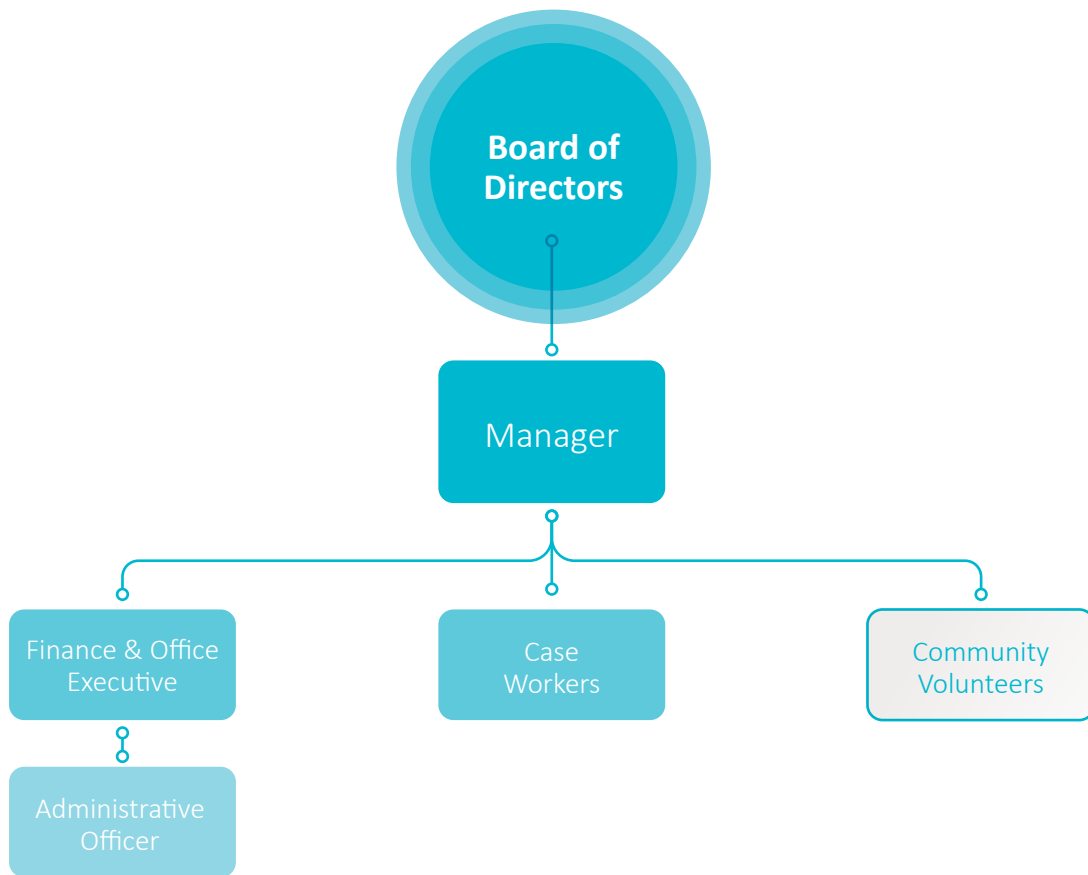
Our achievements would not have been possible without the support of Restorative Justice Services Chairperson, Brian Sheridan, the board of directors, staff, volunteers, and partners.

I thank every person who has supported the organisation and believe that by working together, we can offer different life course to those who have been impacted by crime.

As RJS opened a new chapter in 2023, we thought it would be helpful to re-introduce the organisation, its people, and the services, while providing an overview of our activities and presenting its 2023 impact.

Service Manager
Emeline Le Prince

Our People



Staff

RJS is a small team of seven employees with a lot of energy and commitment to both, the mission of the organisation and Restorative Justice in general. As mentioned in the forewords and overview, in 2023, we welcomed four new staff, Emeline Le Prince, Ben Howe, Finn Stoneman and Kate Birrell.

By way of introducing themselves, they have all shared a little bit about themselves and Restorative Justice.

Emeline Le Prince
Service Manager

Three-word introduction: Curious- Courageous- Resilient

Why RJ: It is a powerful approach to justice which increases victims' satisfaction, increases harm-doers' victim empathy and accountability, while facilitating healing for both.

2023 Highlights: Being introduced to the RJ community in Ireland and RJ Conference in Pamplona.

Hopes for 2024: Increase in number of referrals.



Ben Howe
Finance
and Office
Executive

Three-word introduction: Political nerd – Dog lover

Why RJ: Opportunity to bring my nonprofit experience to a new organisation- Multi-faceted role.

2023 Highlights: Starting in RJS (joined in November 2023).

Hopes for 2024: Clean audit and successful implementation of RJS new database.



Kate Birrell
Case Worker

Three-word introduction: Scottish dog lover

Why RJ: I believe in the potential of Restorative Justice as an effective approach to addressing the needs of all parties involved.

2023 Highlights: Seeing my first cases successfully go through in Tallaght District Court on Tallaght RJ Day- Reading about the positive impact of our interventions.

Hopes for 2024: More victims and harm-doers are offered and made aware of Restorative Justice and its potential.



Finn Stoneman
Case Worker

Three-word introduction: Galway – Nature – Interested

Why RJ: Seeing the movie “ The Meeting” in 2018, has inspired me to explore RJ and work in the field.

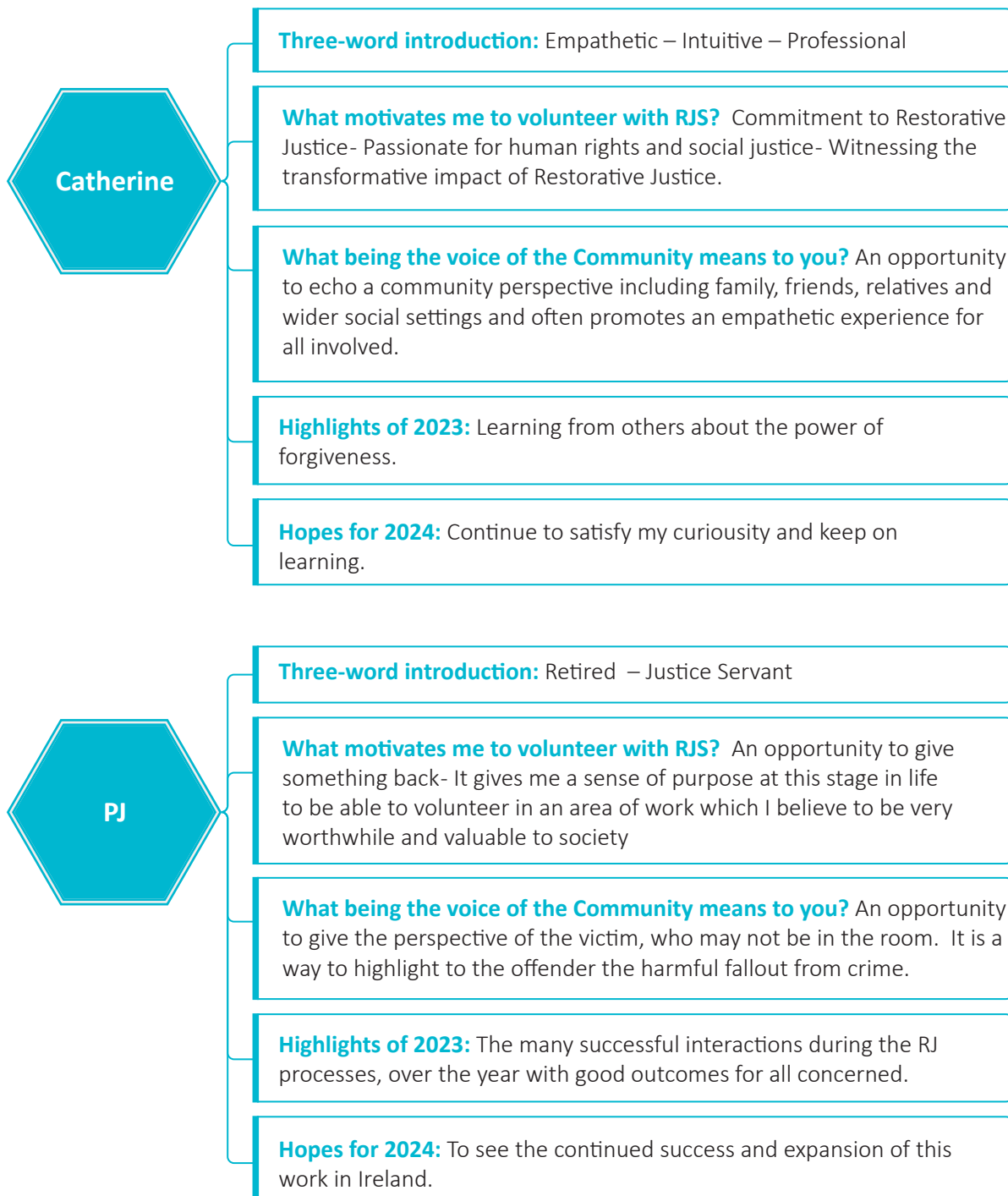
2023 Highlights: Receiving positive feedback from the participants and attending Tallaght Court RJ Day.

Hopes for 2024: Increase number of referrals and widen the source of our referrals- Contribute to the growth and development of our RJ practice.

Community Volunteers

Community volunteers are a core component of RJS and the restorative justice programmes we facilitate. The role of our community volunteers is not only to represent the Community that has been harmed, but also to represent the community that cares for, and supports both the harm-doers and victim/survivors to move forward.

We are fortunate to have skilled and committed long-serving volunteers. Two of them have chosen to share a little about them and their experience with RJS.



Partners

Our work would not be possible without the support of our partners. In RJS, we use the word “partner” to represent all agencies, groups or organisations, that support, our work.



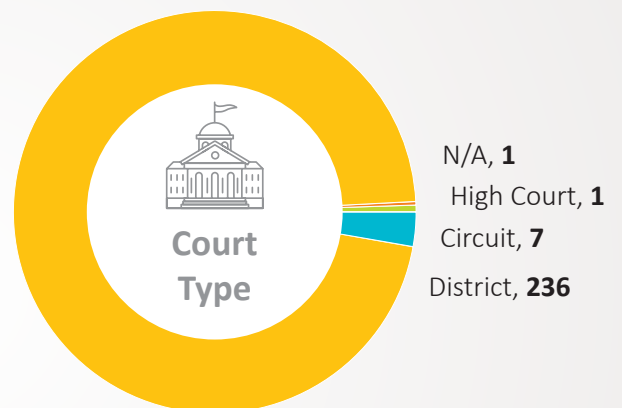
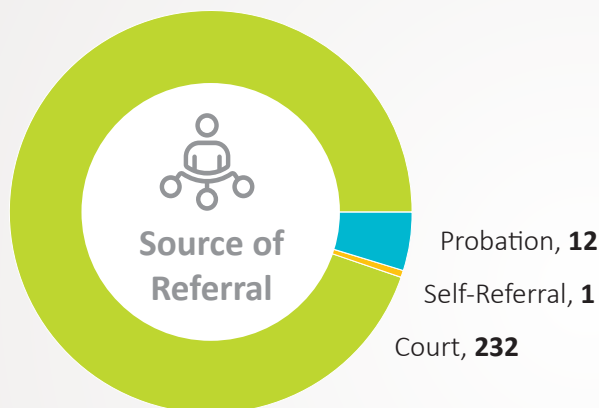
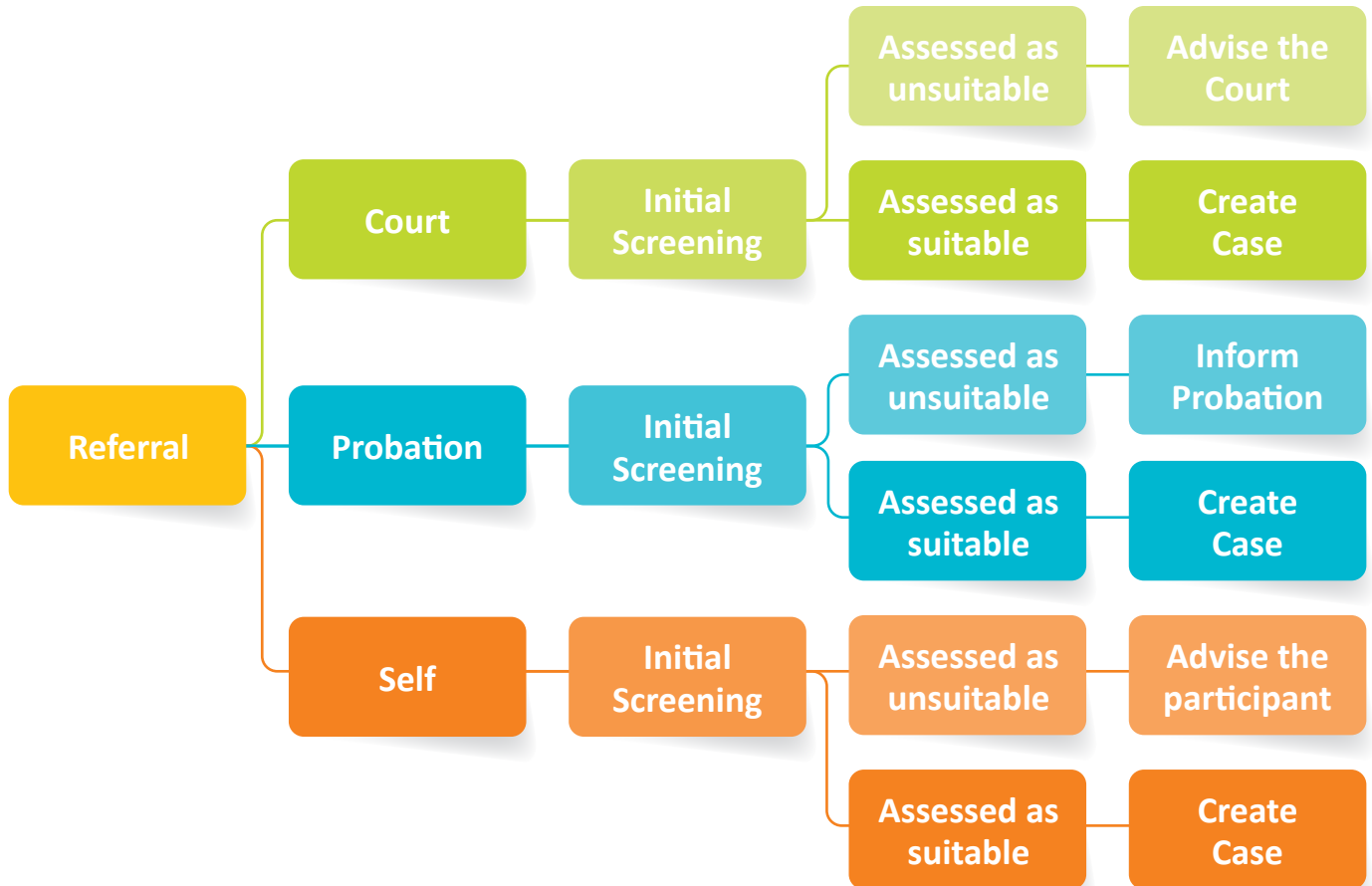
“I have been a representative of An Garda Síochána, on Restorative Justice conferences for the last three years. I have found that RJ facilitates both the victim and the perpetrator to gain a fuller insight into what happened. They can come to an agreement on how to repair the harm. My work with RJS has proved meaningful and fulfilling for me”

(Angela)

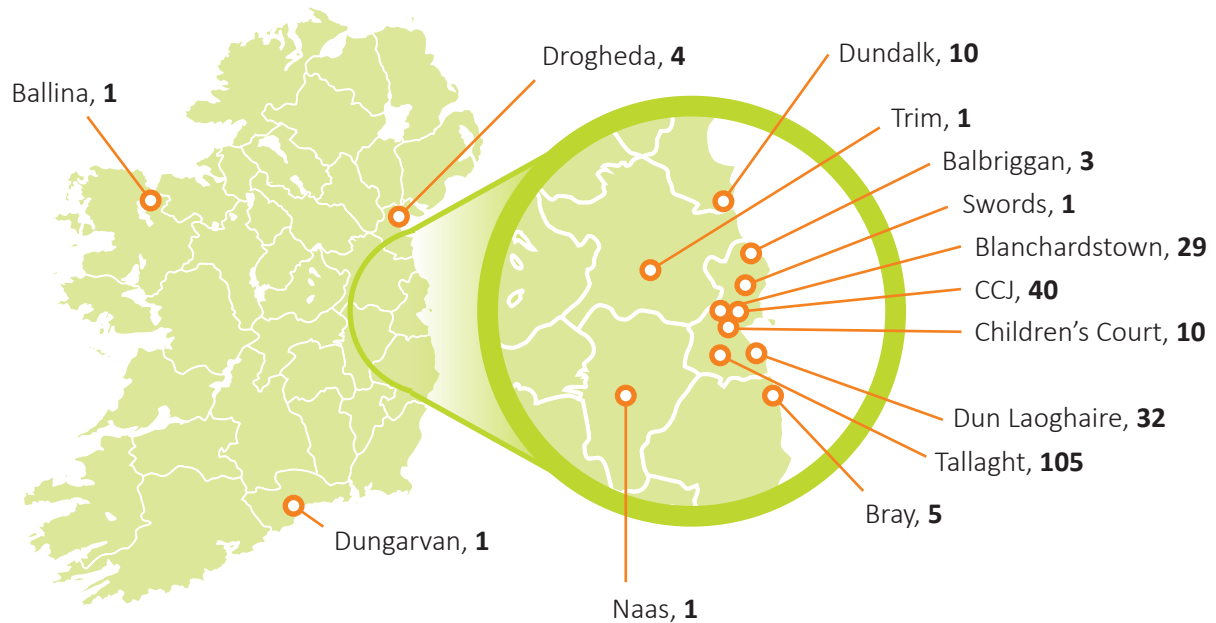
Our Services

Pathways

In 2023, RJS had three pathways for referral, i.e., Court, Probation and Self. As per described below, each referral is screened to establish, if based on the information at hand, the referral can be progressed to the next stage.



Court Location



Restorative Justice Interventions

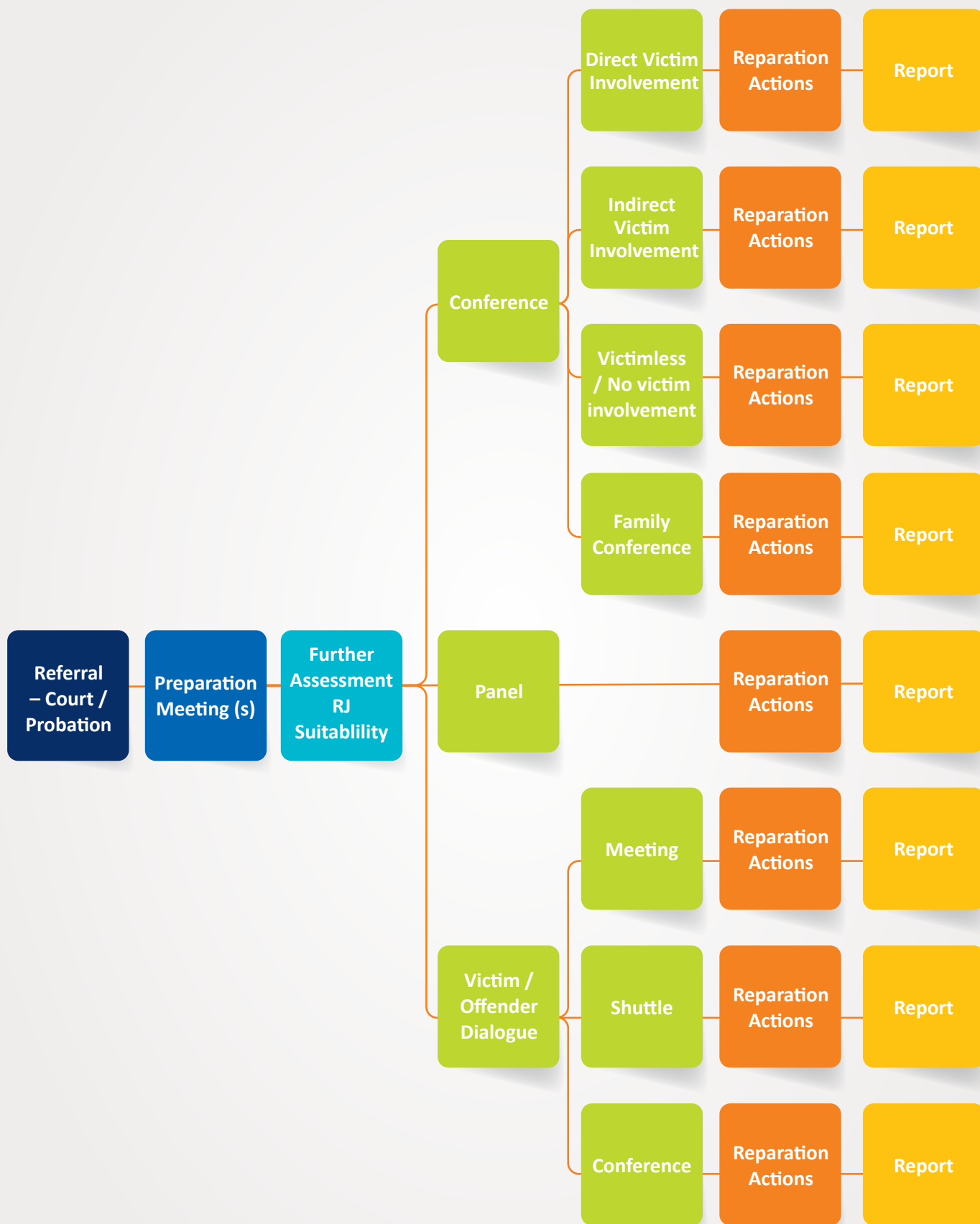
If the referral is suitable, it becomes a case which is allocated to one of the RJS Case Workers. The allocated Case Worker will meet with the participants and explore what happened, the harm caused and the impact of same. Where there is a Direct Victim in the case, the Case Worker will contact AGS to get the victims/survivors' details. If AGS was able to get consent from the victim/survivors to share their details with RJS, the Case Worker will attempt to contact the victim/survivor and explore RJ with them.

The assessment of suitability for RJ is ongoing throughout our Interventions. There are several reasons as to why a case may be deemed unsuitable, including but not limited to, the harm-doer's choice not to partake,

the harm-doer not taking accountability for their actions, the imbalance of power between the harm-doer and the victim/survivor making the process unsafe for the victim/survivor.

The diagram below depicts, the suite of RJ interventions, RJS offers. The decision as to which RJ intervention is best for the case, depends on several factors, including but not limited to, type of offence, victim engagement, and harm caused by the offence.

As per the core principles of Restorative Justice, all RJ interventions facilitated by RJS are voluntary, confidential and promote inclusion of all stakeholders.



Awareness Raising Circles

In addition to our RJ interventions, RJS runs awareness raising circles. The purpose of these circles is to deepen the awareness of the impact of the offending behaviour. These circles are run by RJ trained members of AGS and/or victim/community organisations.



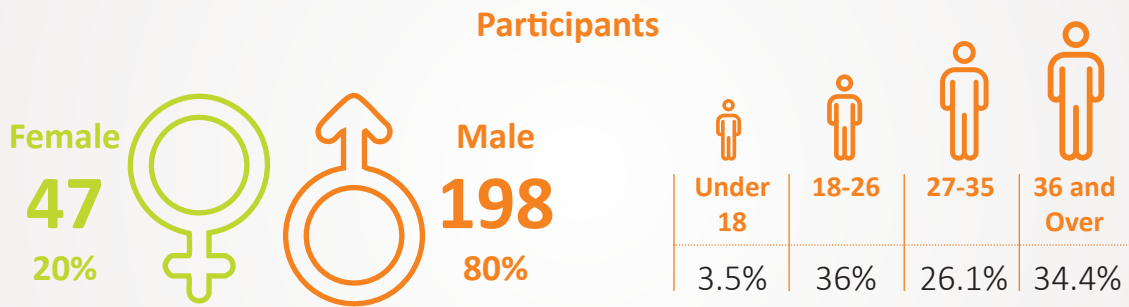
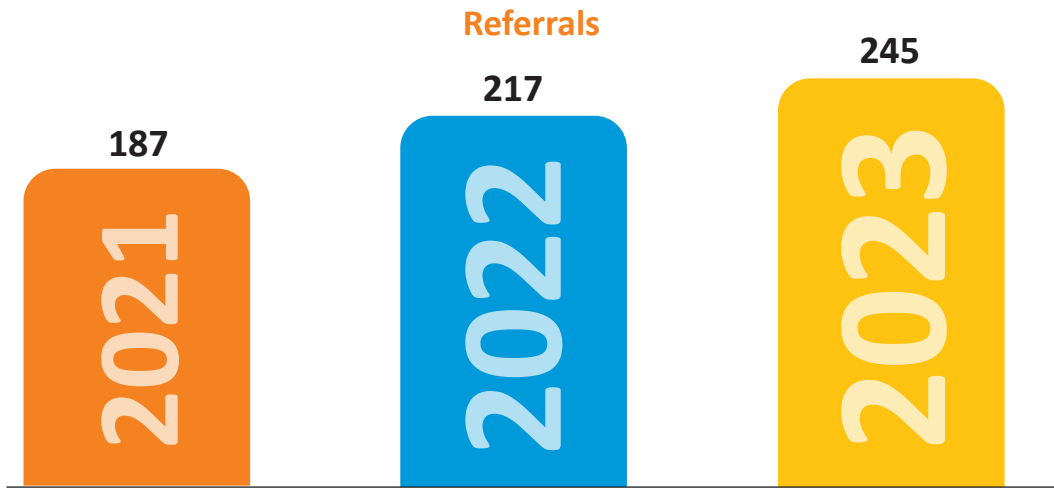
“From attending the Headway presentation, I realised how dangerous that head butt could have been”

(Participant 2023)

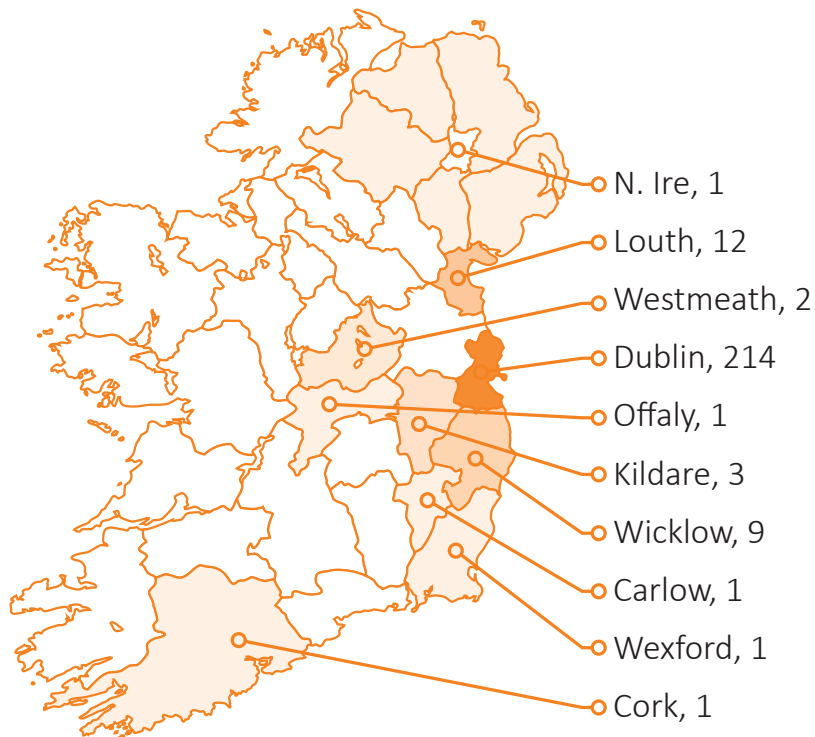
“I have spent much time thinking about the collision since and I am truly remorseful that my snap decision led to the victim being hurt. I understand that there was potential for the consequences to have been worse – (Speaking about the Road Safety circle) It does a great job to highlight the extreme dangers to people who watch it so they become safer driver including myself”

(Participant 2023)

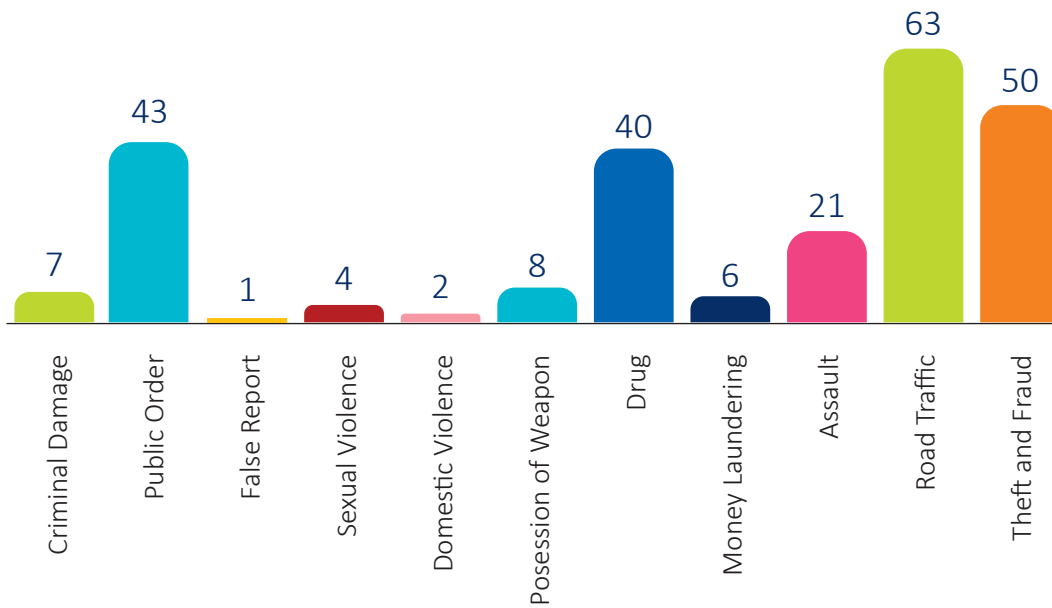
Activities



County of Residence 2023



Type of Offence



Restorative Justice Programmes

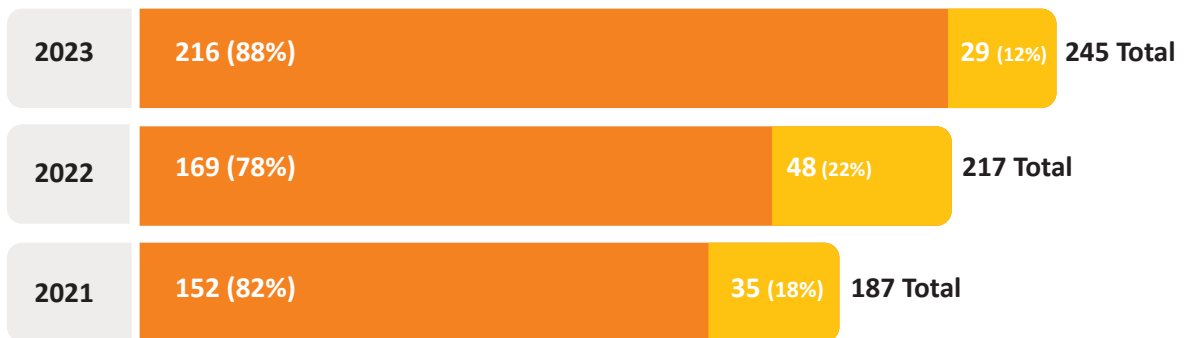
RJS runs two main Restorative Justice programmes: the Offender Reparation Programme (ORP) and the Road Safety Programme (RSP). The allocation of cases to either programme, not only depends on the type of offence, but also depends on the severity and the nature of the harm caused. Therefore, while only Road Traffic offences can be allocated to the Road Safety Programme, serious Road Traffic offences will be allocated to the Offender Reparation Programme.







**Offender
Reparation**



**Road
Safety**



	RJ Interventions	ORP	RSP
	Preparation Meeting (s)	✓	✓
	Conference/RJ Meeting/Panel	✓	X
	Reparation Actions	✓	✓
	Reflective Piece	✓	✓

Being given the chance to show how sorry you are and encouragement to move forward without criticised [...] This programme has and does that”

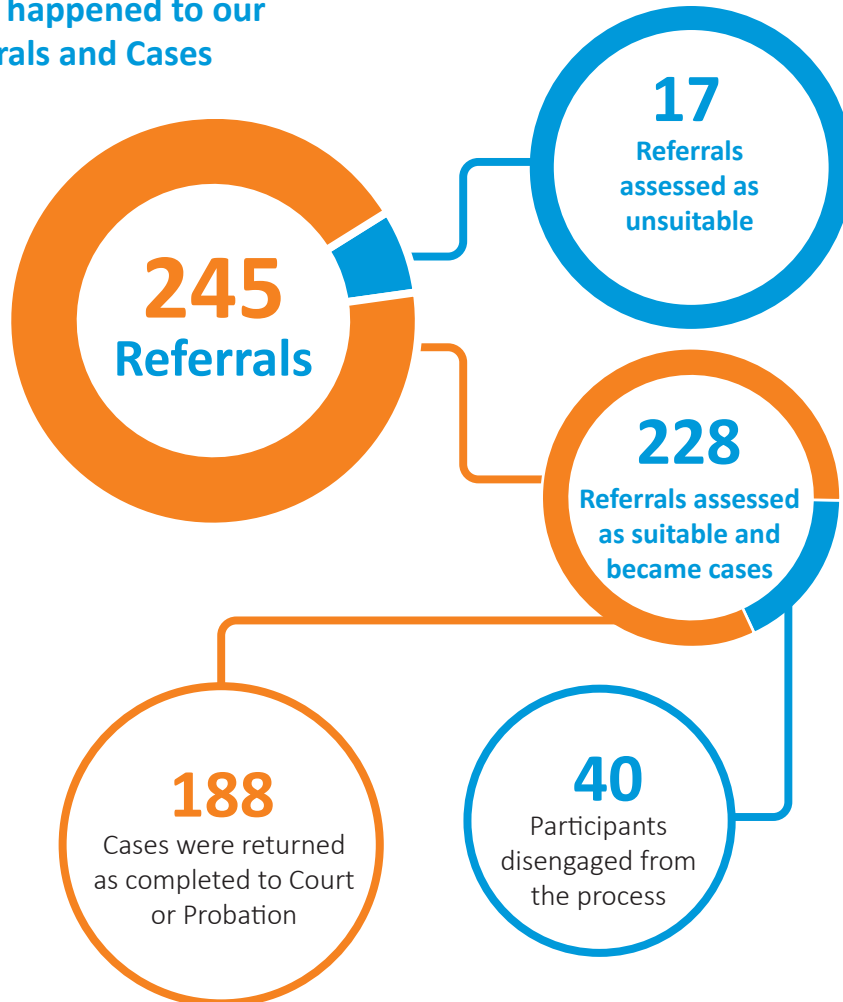
(Participant – 2023)



Garda Derek Byrne, demonstrating the impact of alcohol on reflexes.

Outcomes and Outputs

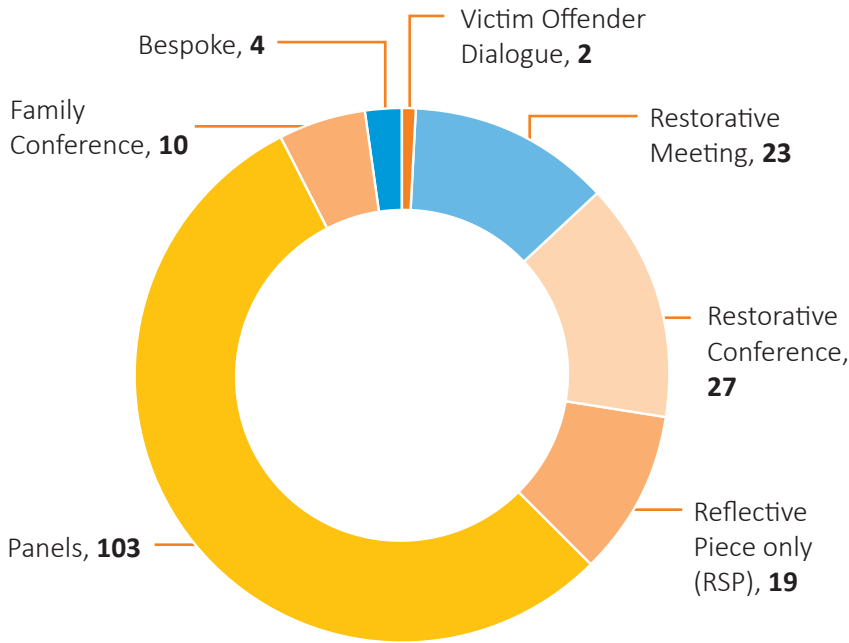
What happened to our Referrals and Cases



“From engaging in the Restorative Programme one thing that stuck out in my mind is that it is essentially a calm space to talk about the offence and how I’ve been getting on and it has been a real good learning experience. I felt comfortable during the whole process, and I’d like to thank Finn and Karen from the Restorative Programme for having me and making it a calm environment.”

(Participant - 2023)

188 RJ interventions facilitated

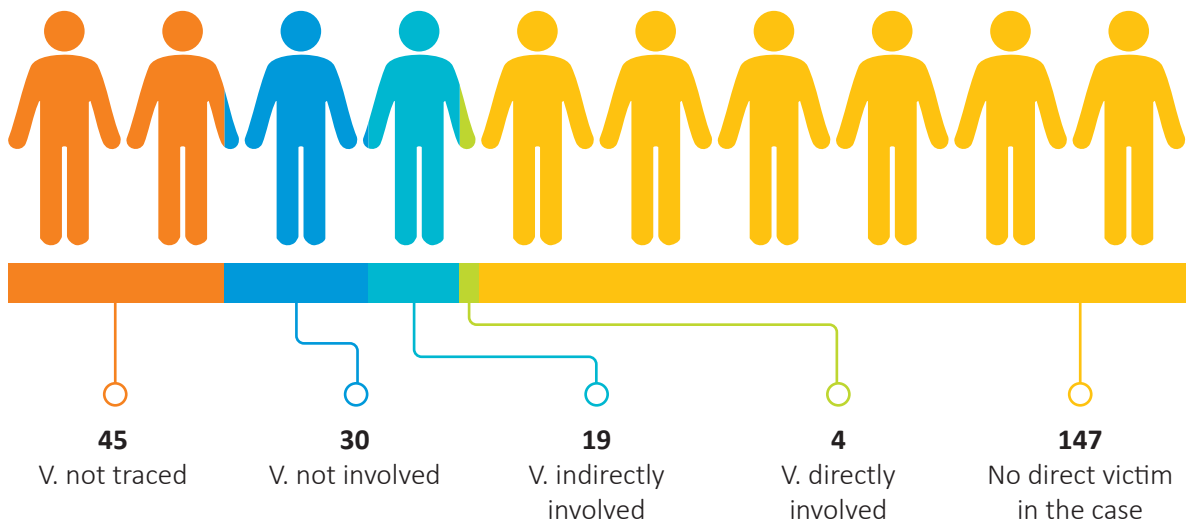


“To be able to talk about my problems. The understanding I got from speaking to my Case Worker, the insights from the Grada and the facilitator in the panel meeting. I felt like they understand what I have and continue to go through. As well as my family the support and understanding I have got from them. It means a lot.”
(Participant - 2023)

Victim Engagement

Restorative Justice is not only about the harm-doer taking responsibility for their actions, but is also about affording the victim a chance to have a voice in the justice process and to be able to share their experience. In 2023, 40% (98) of the referrals we received had a direct victim. We were able to contact 54% (53) of these either by phone, letter or in person. Out of the 53 direct victims contacted, 43% (23) chose to engage in a Restorative Justice intervention facilitated by RJS.

One of the main obstacles to Victim Engagement is the absence of information sharing protocols between RJ organisations and An Garda Síochána, who currently has the responsibility for the victim details. Along with other RJ organisations, RJS has been involved in conversations to raise the issue at a national level.

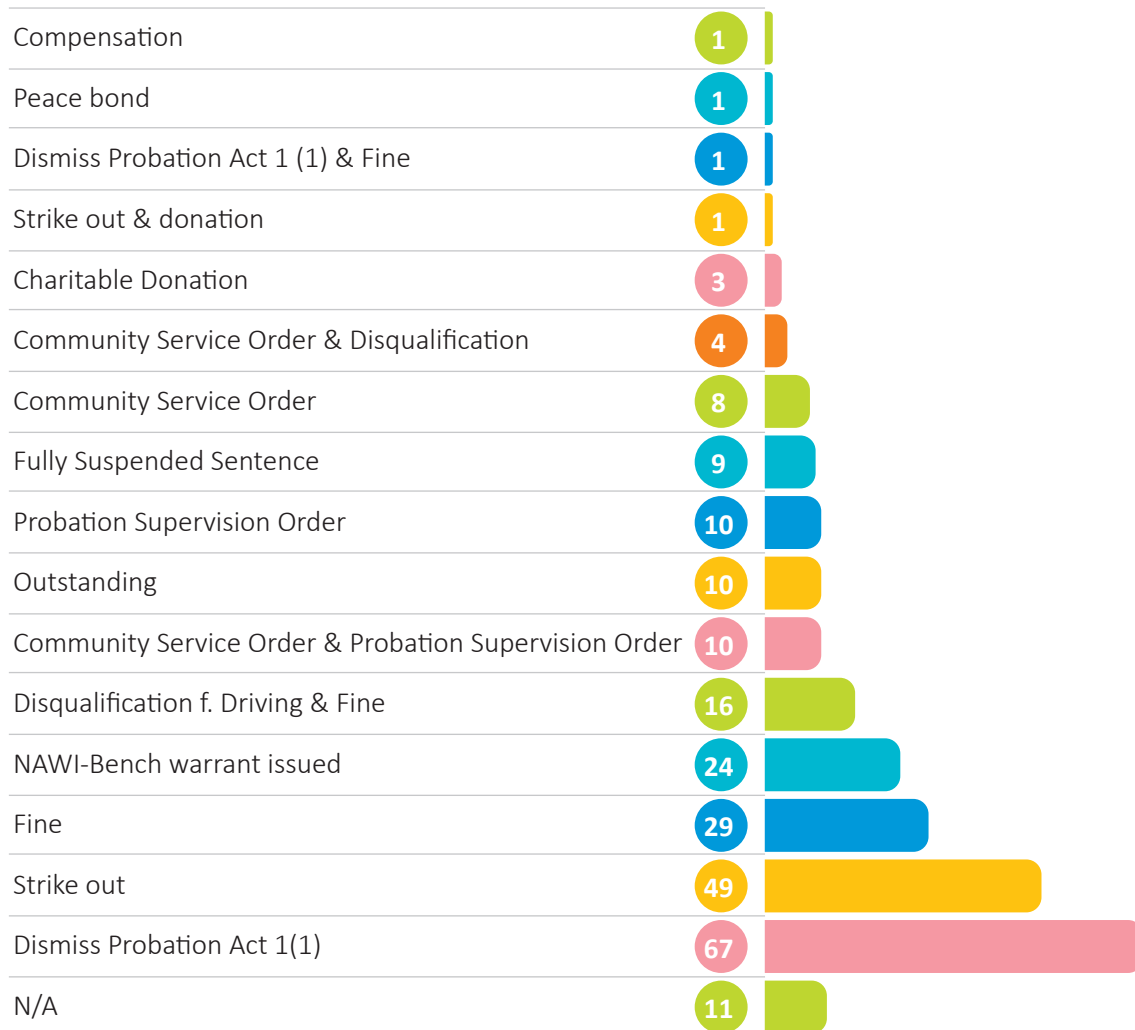


Referrals Outcomes

Outcomes can be looked at in several ways. While one can look at the outcome of the cases in Court (See Infographics below), one should also consider soft outcomes captured in our participants' feedback.

We receive a Court outcome for all the referrals we receive, regardless of their suitability for RJ interventions.

Court Outcomes



“One thing that significantly stood out in my mind from engaging in the Restorative Programme are the concepts of accountability and empathy. The programme has emphasized the importance of taking full responsibility for my actions and understanding the impact they had on others. Through restorative justice processes, I have been encouraged to actively listen to the perspectives of those affected by my actions. This has been a profoundly eye-opening experience. It has allowed me to empathize with their suffering and acknowledge the harm I caused.”

(Participant - 2023)

“I only gotten aware of the repercussions that my actions could’ve caused to other people. Now generally in life I always put that aspect in my perception before acting in public situations. Also, I found the advice to participate in volunteering very fulfilling and a good way of spending my free time”

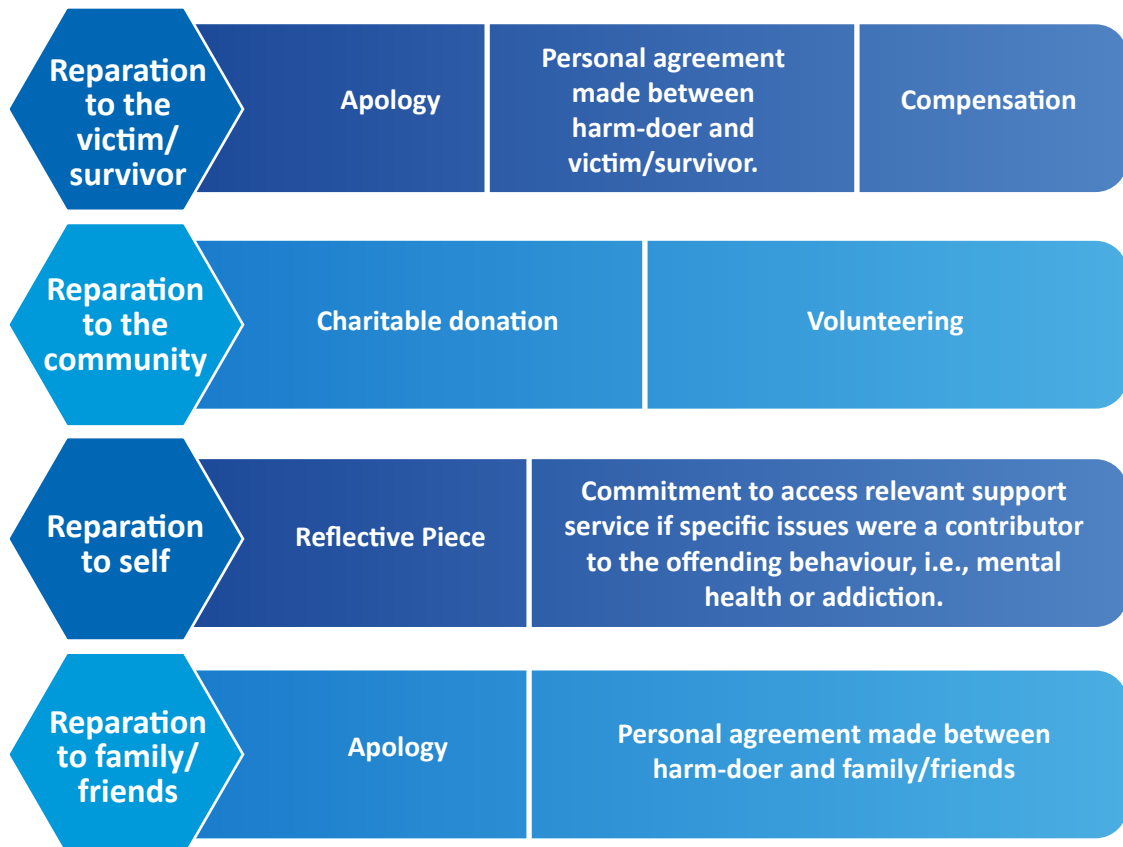
(Participant - 2023)

“The panel helped me realised how much support there is out there for me. I feel more confident and not ashamed to go to these places and tell them I am struggling and need help” (Participant – 2023)

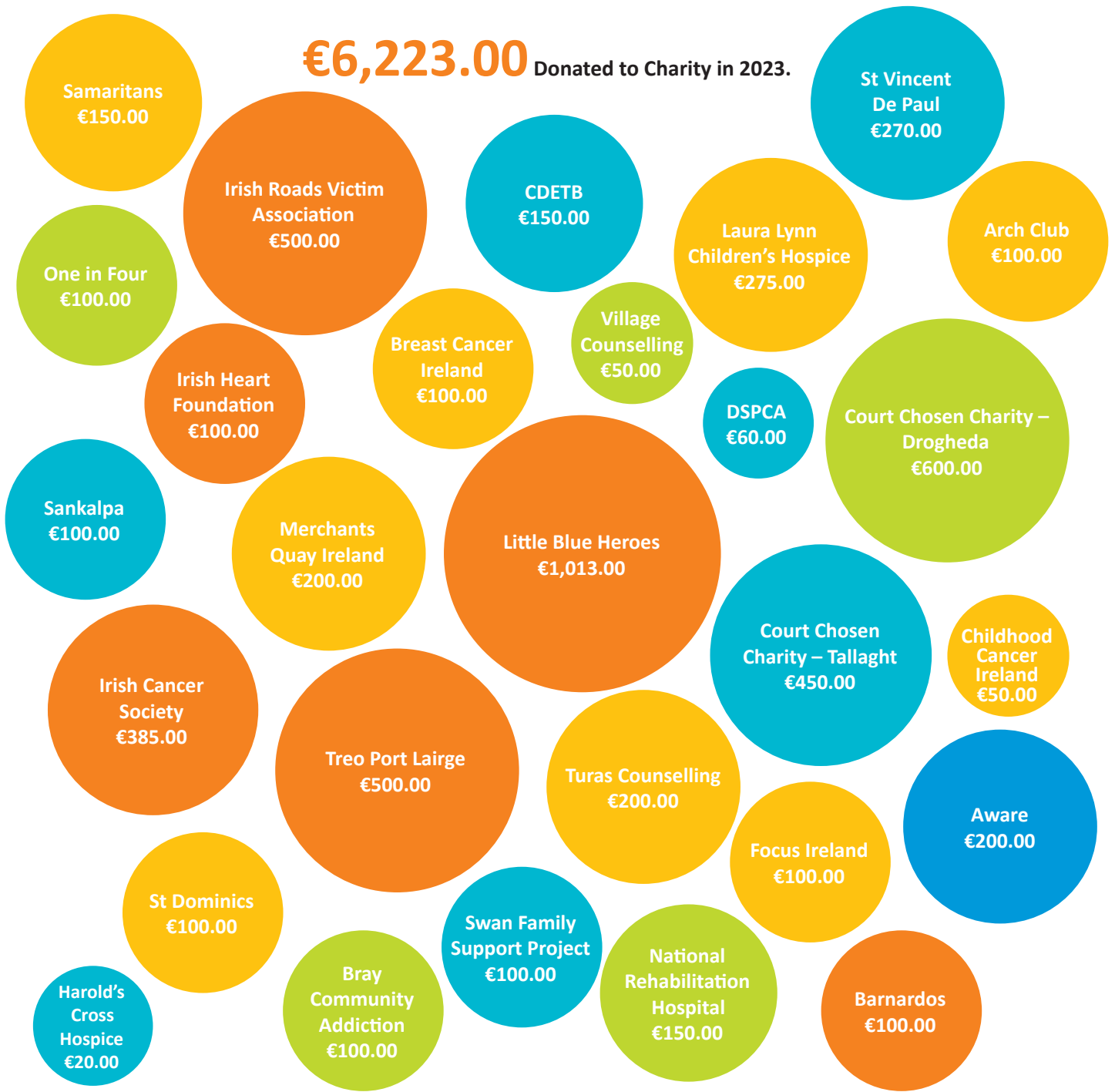
Reparation Actions

Reparation actions are an essential part of our RJ Programmes. Reparation actions are not only about repairing the harm caused by the offence, but it is also about moving forward and looking at the future.

Deciding on reparation actions is the result of an inclusive and collaborative process, whereby all stakeholders in the RJ intervention are involved. To stay true to the core values and principles of RJ, the harm-doer is encouraged to consider the nature of the harm caused and those impacted. Though, there are types of reparation actions that may be applicable to most cases, RJS encourages all stakeholders to consider the specifics of each case.



€6,223.00 Donated to Charity in 2023.



“My mentality has changed a lot, I am more patient and mature now. I have a child about to be born, I want to be a role model for them and it gives me a lot of hope for the future.”
 (Participant - 2023)

“Since the offence, I have grown and am now an adult who understands right from wrong. I have been fully focused in college and work to try and move on from this offence and doing better in life. I want to try as much as I can to be a role model for my brother and his friends and anyone else in my life to never to do something like this and make them aware of what they are actually doing.” (Participant - 2023)

Events and Initiatives

It is important for RJS to stay connected, raise awareness about Restorative Justice and to contribute to its advancement. In 2023, RJS has engaged in several activities and initiatives with that goal in mind.



In May 2023, Service Manager, Emeline Le Prince attended the EFRJ Seminar in Pamplona in Spain.

The theme of the Seminar was “Policy Matters in Restorative Justice”.

The EFRJ seminars and conferences offer annual opportunities for RJ professionals to meet and exchange on the subject.



In September 2023, we welcomed, Flavia Arnese, a student in the University of Sassari in Sicily, as part of a three-month internship programme for her Master in Restorative Justice.

Flavia’s internship was supported by two authority figures in Restorative Justice, Patrizia Patrizi, current Chair of the EFRJ and Tim Chapman.

Flavia kindly shares some of her experience in RJS.

“My internship reaffirmed my belief in the transformative power of Restorative Justice—not just for the individuals involved, but for entire communities. It’s not about quick solutions but creating space for understanding, accountability, and healing. This experience has shaped not only my professional path but also how I approach relationships and conflict in my own life.”



The movie “Je verrai toujours vos visages” (“All your faces” in English), is a 2023 French movie about Restorative Justice, which was showed in November 2023 in the Irish Film Institute, during the 2023 French Movie Festival.

The movie depicts the experience of victim/survivors and harm-doers as they go through Restorative Justice interventions.

RJS staff Team, volunteers and Board members, joined by other RJ supporters, were delighted to be able to attend the screening of the movie.

Natalie Kemmy, a student in Comparative Criminology and Criminal Justice, Maynooth University, offers an insightful review of the movie, which is accessible on www.restorativejustice.ie



During 2023 Restorative Justice week, RJS held an interactive event to illustrate the work we do.

Aim of the event was:

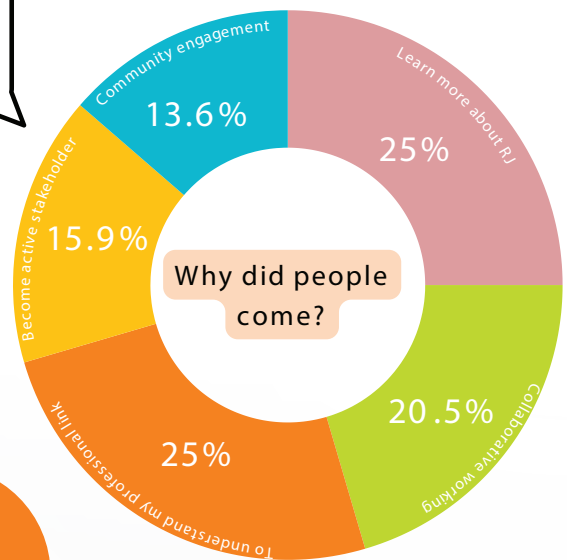
- To explain RJS programmes and interventions to those working with harm-doers and victims/survivors.
- To increase awareness about RJS activities among the community.
- To encourage positive working relationships between RJS and its stakeholders.

The event was facilitated by RJS Case Workers with the support of RJS Administrative team.

Who was there?

Over 50% had never come to contact with RJS before

- Probation Service
- An Garda Síochána
- Deonach Merchants Quay
- AnaLiffy Bridge Project
- Building Community Resilience Project



We had 25 Attendees

RJS is one of five CBOs receiving funding from the Irish Probation Service to deliver Restorative Justice interventions. Until 2023, these CBOs had few opportunities to meet to share their experience and collaborate.

With the support of the Probation Restorative Justice and Victim Unit and Dr Ian Marder, NUI Maynooth, Managers formed the Restorative Justice CBO network.

In December 2023, Dr Ian Marder and his team hosted and facilitated a RJ Network event attended by CBOs Managers and their team.



Finance

Financial review and results

The financial outcome for 2023 is set out in the statement of financial activities and additional notes are provided showing income and expenditure in greater detail.

Income in 2023 was €418,946, the majority of which was, €417,000, came from the Department of Justice through the Probation Services. Total expenditure for the year was €428,655. The deficit for the year amounted to (€9,709) (2022: €16,936).

At the end of the financial year the charity had net assets of €48,385 (2022: €58,094)

Principal risks and uncertainties

The directors have identified the key risks and uncertainties the charity faces related to the risk of a decrease in the level of government funding and the potential increase in compliance requirement in accordance with company, health and safety, taxation, and other legislation.

The charity mitigates these risks as follows:

- The charity continually monitors the level of activity, prepares, and monitors its budget targets.
- The charity continually monitors emerging changes to regulations and legislation on an ongoing basis.

Internal control risks are minimised by the implementation of procedures for the authorisation of all transactions.

Likely future developments

The directors are not expecting to make any significant changes in the nature of the activities soon.

There were no significant events affecting the charity since the financial year end.

Compliance with sector-wide legislation and standards

The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Restorative Justice Services CLG subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

Accounting records

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, and enable at any time the assets, liabilities, financial position, income, and expenditure of the company to be determined with reasonable accuracy, and enable them to ensure that the financial statements and directors report comply with the Companies Act 2014, and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 about the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function.

The accounting records of the company are stored in the offices of Restorative Justice Services, currently located at Marshalsea Court, 22/ 23 Merchants Quay, Dublin 8, D08C6XP.

Relevant audit information

In the case of each of the persons who are directors at the time this report is approved in accordance with section 330 of Companies Act 2014:

- So far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- Each director has taken all the steps that he or she ought to have taken as a director to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

Auditors

In accordance with Sections 380 to 385 of the Companies Act 2014, the auditors, Devaney & Durkin, have indicated their willingness to continue in office.

This report was approved by the board of directors on 15th May 2024 and signed on behalf of the board by:

Brian Sheridan
Director

Emma L Gunn
Director

Statement of Financial Activities

Statement of financial activities for financial year ending 31 December 2023

	Restricted €	Unrestricted €	2023 €	2022 €
Income	417,896	1,050	418,964	396,000
Administrative Expenses	(427,605)	(1,050)	(428,655)	(412,936)
Deficit before taxation	(9,709)	-	(9,709)	(16,936)
Tax on deficit	-	-	-	-
Deficit for the financial year	(9,709)	-	(9,709)	(16,936)

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

RJS Salary Range 2023

	2023 €	2022 €
€60,000- €70,000	1	1

Balance sheet

Balance Sheet as of 31st December 2023

	2023		2022	
	€	€	€	€
Fixed assets				
Tangible assets	<u>30,986</u>		<u>39,755</u>	
		30,986		39,755
Current assets				
Other debtors and prepayments	2,099		403	
Cash at bank and in hand	<u>157,396</u>		<u>141,218</u>	
	159,495		141,621	
Creditors: Amounts falling due within one year	<u>(142,096)</u>		<u>(123,282)</u>	
Net current assets		<u>17,399</u>		<u>18,399</u>
Total assets less current liabilities		<u>48,385</u>		<u>58,094</u>
Net assets		<u>48,385</u>		<u>58,094</u>
Capital and reserves				
Income and expenditure account		<u>48,385</u>		<u>58,094</u>
Member funds		<u>48,385</u>		<u>58,094</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with Section 1A FRS 102 Financial Reporting Standard applicable in the UK and Republic of Ireland'.

These financial statements were approved and authorised for issue by the board of directors on the 15th May 2024 and signed on behalf of the board by:

Brian Sheridan
Director

Emma L Gunn
Director

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