

ANNUAL REPORT

2014 - 2015



IS THE **DEATH PENALTY**
THE SOLUTION TO
ENDING CRIME?

nicro 
FOR A SAFE SOUTH AFRICA

Contents

MESSAGE FROM THE CHAIR 1

MESSAGE FROM THE CEO 3

SERVICES 5

- Overview of Services 5
- Lobbying and Advocacy 8

REGIONAL REPORTS 12

- Western Region: Western Cape/
Free State/Northern Cape 12
- Northern Region: Gauteng/
Limpopo/Mpumalanga 24
- Eastern Region: KwaZulu-Natal/
Eastern Cape 38

FINANCIAL REPORT 45

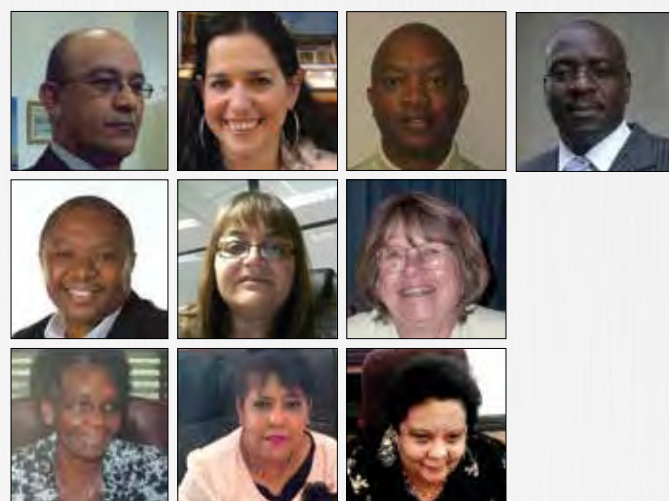
**FINANCIAL STATEMENTS FOR THE
YEAR ENDED 31 MARCH 2015** 45

- Directors Responsibilities
and Approval 48
- Report of the Independent
Auditors 49
- Balance Sheet 50
- Income Statement 51
- Statement of Changes
in Equity 51
- Detailed Income Statement 52

DONOR ACKNOWLEDGEMENT 54

NICRO BOARD OF DIRECTORS

Directors	Designation
The Honourable Judge Nathan Erasmus	Chairperson
Ms Ellada Yerolemou	Vice Chairperson
Mr Hendrik Goliath	Treasurer
Ms Lois Elizabeth Hardy	Director
Ms Lee Coetzer	Director
Ms Rachel Mokoena	Director
Mr Max Moyo	Director
Mr Lungile Jama	Director
Ms Soraya Solomon	Executive Director
Ms Celia Dawson	Deputy Executive Director



ANNUAL REPORT

2014 / 2015

The Honourable Judge Nathan Erasmus



The entire South African non-profit sector continues to find itself in crisis as the world teeters on the brink of global economic collapse and South Africa struggles with its own crippling financial challenges. The resultant scenario is bleak for most NGOs. In the short to medium term, many are likely to shut down their operations altogether while others will be required to downscale dramatically to survive. Not only has NICRO weathered these turbulent financial storms; despite ending the financial year with a deficit and its own financial challenges, the organisation has, nevertheless, forged ahead and successfully implemented its ground-breaking, long-term sustainability plan. In order to create a positive, sustainable future, it is of fundamental importance that NICRO is able to operate successfully in the present. This continues to be one of the most taxing of all the challenges with which the organisation is faced. In addition to ensuring that the organisation is sufficiently well funded to continue its current operations, the organisation is also tasked with finding additional resources, both financial and human, to expand on its new income generation initiatives and its innovative sustainability master plan. For this, NICRO will rely heavily on its stakeholders, benefactors, including the government grant makers and corporate sector, as well as individual donors and staff.

NICRO'S stance on the Death Penalty and Retributive Justice

*Any man's death diminishes me, because I am
involved in mankind.
~John Donne*

The unacceptably high incidence of violent crime in South Africa has recently resulted in vociferous demands for the reinstatement of the death penalty in our country. More worrying, however, is that opinion polls suggest significant support for its reinstatement as some people regard this penalty as a magic wand that will resolve the serious problems of crime and violence. NICRO does not deny that crime is rife in South Africa and acknowledges that South Africans are constantly exposed to crime and violence, not only as victims and witnesses but also through extensive and detailed daily media reports.

- There are cogent arguments against the death penalty:
- There is, according to extensive research and the careful analysis of statistics, no conclusive evidence to prove that the death penalty reduces violent crime and is more of a deterrent than life imprisonment. In the US, for example, states

without the death penalty have a lower murder rate than neighbouring states with the death penalty.

- The death penalty is morally, philosophically and theologically questionable. It is a cruel and barbaric punishment that depraves all who are involved with its application. If the state is allowed to kill its own citizens, it is then undermining one of its own core functions. The death penalty is an intolerable denial of basic civil rights and is inconsistent with the fundamental values of our democratic system.

The most powerful argument in favour of the ultimate penalty is that of retribution. When unspeakable crimes are committed, society demands retribution and this can only be satisfied, according to proponents of the death penalty, with the ultimate punishment. In direct contrast, NICRO has for many years vigorously promoted reconciliation and healing, and has dedicated its research and services to addressing the root causes of crime and restoring the balance affected by crime. It is widely accepted, and NICRO agrees that there should be consequences for criminal wrongdoing, and that most convicted persons should have a sanction imposed on them. The nature of this sanction – imposed by society through the courts – is, however, a complex issue that needs careful consideration.

NICRO is firm in its belief that punishment, even under life imprisonment, should not be viewed as a form of revenge. Instead, the re-socialisation of offenders towards becoming law abiding citizens should be the primary goal. The prison institution also has the duty in the case of all prisoners to strive towards their re-socialisation and to preserve their ability to cope with life.

NICRO is firm in its belief that prison is not the best option for many convicted offenders, and in some cases, sending an offender who has committed a non-violent, less serious crime to prison simply makes the problem of crime worse. Certain offenders who do not fall into these categories detailed above can be sentenced to appropriate psycho-educational, therapeutic and rehabilitative programmes and services that have been specifically designed to address their behaviour and special needs. These sentences can be carried out in the community.

Roll of Honour

NICRO continues to celebrate its many successes, thanks to a number of extraordinary people, funding partners and stakeholders who share the organisation's vision of a safe, healthy, crime-free South Africa. We are deeply grateful to the following, and acknowledge the key role that they have played in ensuring NICRO's ability to fulfil its mandate:

- NICRO's Board of Directors for your steadfast commitment, insight, guidance and wisdom,
- Chief Executive Officer Soraya Solomon, for your commitment to this organisation, your vision and creativity, and the passion with which you lead the organisation,
- The management team, staff and volunteers of NICRO, for your on-going allegiance to our quest for excellence as well as your drive, inspiration and commitment, often in the face of adversity, to implementing services of a high quality that make a positive and lasting impact on the lives of those we serve, and
- All our funders, large and small, in cash and in kind. We are especially grateful to our 'lifeline' funders, the South African government, most notably the Departments of Social Development, the National Lottery Distribution Trust Fund, corporate South Africa, trusts, foundations and other grant making agencies, local and international, as well as our individual donors and many partners.

Thank you, one and all, for sharing our belief that NICRO has real, lasting and innovative solutions to crime and a pivotal role to fulfil in changing the face of crime and creating a safe, prosperous South Africa.



NICRO Chairperson
Judge Nathan Erasmus

Ms Soraya Soloman



Making Headway towards Achieving Long-term Sustainability

The South African non-profit sector plays a highly significant role helping government fulfil its constitutional mandate - improving the quality of life of all citizens and freeing the potential of each individual. A healthy, active civil society is crucial to safeguard democracy, and address inequities, poverty alleviation and the many social ills plaguing our country. However, the sector struggles to survive as a result of an almost insurmountable funding crisis. Traditional fundraising strategies are no longer effective and government provides only limited funding. The vast majority of non-profits are retrenching staff and curtailing services dramatically due to drastic funding cuts.

NICRO recently embarked on a strategic plan, entitled "Vision 2020", which ultimately aims to make the organisation more self-sufficient and less dependent on grant and donor funding. Essentially the goal is to achieve a reversal of the total revenue split, where grants and donations comprise less than half of NICRO's overall budget requirements by 2020.

As part of this strategic plan, NICRO formed a for profit company known as NICRO Enterprise (Pty) Ltd, which has as its primary mandate achieving a majority revenue generation from its various business divisions. This revenue, in turn, will be utilised to sustain the work of NICRO, the not for profit company. A strategic decision was taken that while the two structures will work in partnership, they will function independently as separate entities. NICRO, the not for profit company, will focus on serving humanity while NICRO Enterprise will be profit driven and concentrate exclusively on generating revenue to fund the work of the not for profit company. However, the main challenge facing NICRO in its concerted efforts to implement these sustainability strategies has been securing the necessary finance to build the NICRO Enterprise business units.

Unfortunately NICRO concluded this financial year with a deficit. We are nevertheless pleased to report that we are making steady headway with the implementation of our sustainability strategy despite the funding challenges we continue to encounter. In the year ahead we will focus very pointedly on securing the support of both government and the corporate sector to fund the organisation, ensuring that we sustain NICRO in the short-term while we work towards becoming sustainable by 2020.

An Overview of NICRO Services

NICRO's range of innovative programmes continues to produce success in changing offending behaviour. As we look back on the past year, I am pleased to report that NICRO successfully achieved its service delivery targets and rendered services to more beneficiaries than planned for. We also remained committed to service excellence, delivering diversion, offender reintegration and non-custodial sentencing services of high quality. Diversion services accounted for 85% of NICRO's work during the year under review. Adult diversion, first introduced to South Africa by NICRO in 2008, continues to form the backbone of the organisation's work. Two years ago in 2012/13 diversion services for adults accounted for 56% of all NICRO's interventions. This increased to 61% last year and adult diversion is currently the most wide spread and utilised of our services at 71%. NICRO remains the primary provider of adult diversion services in South Africa.

While we are extremely pleased with the achievements of our diversion services, in the year which lies ahead NICRO will focus more specifically on and look at increasing its offender reintegration interventions.

Death Penalty: Not Even the Beginnings of a Solution

Prior to the abolition of the death penalty in 1995, because it was in direct conflict with the new South African constitution, South Africa had one of the highest execution rates globally. Now, twenty years later some South Africans seem to think that this ruling might have been wrong. NICRO, as one of the key organisations working with offenders, has an obligation to comment on the call to reinstate the death penalty and would like the opportunity to underscore its stance on crime and punishment.

Capital punishment is the ultimate denial of civil rights and is inconsistent with the fundamental values of our democratic system. In the words of Amnesty International, "The death penalty legitimises an irreversible act of violence by the state and will inevitably claim innocent victims. As long as human justice remains fallible, the risk of executing the innocent can never be eliminated."

The death penalty violates the right to life, which happens to be the most basic of all human rights. It also violates the right not to be subjected to torture and other cruel, inhumane or degrading treatment or punishment. Furthermore, the death penalty

undermines human dignity, which is inherent to every human being.

Finally, the death penalty lacks the deterrent effect which is commonly referred to by its advocates. As recently stated by the General Assembly of the United Nations, "There is no conclusive evidence of the deterrent value of the death penalty." (UNGA Resolution 65/206). We cannot teach that killing is wrong by killing. To take a life when a life has been lost is revenge; it is not justice.

Acknowledgments and Appreciation

This annual report highlights several of NICRO's many fine accomplishments this past year. None of these achievements would have been possible without many dedicated, talented individuals, numerous stakeholders and our funders who, together, have reinforced NICRO's efforts to realise our vision of a safe, crime-free South Africa. To this end I would like to pay tribute to and salute the following:

- NICRO's Chairman, Judge Nathan Erasmus, and the Board of Directors for their unwavering support, wisdom and guidance,
- The management team, for their determination and commitment to this organisation, and the passion with which they continue to ensure that NICRO endures,
- NICRO's staff and volunteers for their on-going commitment to NICRO's quest for excellence and their dedication to changing the face of crime and improving the lives of all those caught up in the spiral of crime,
- In this spirit of gratitude and appreciation, I would also like to draw attention to and laud the valued and most welcome contributions of our government, particularly the Department of Social Development, the National Lottery Distribution Trust Fund, corporate South Africa, foreign missions and grant makers as well as our individual donors without whose support NICRO could not have changed the lives of a multitude of South Africans these past twelve months.



Ms Soraya Soloman
EXECUTIVE DIRECTOR

Overview of Services 2014 to 2015

NICRO proudly reflects on a year characterised by notable achievements with targets exceeded and a high quality of services rendered. NICRO acknowledges that access to justice for our beneficiaries would not have been possible without the leadership of our area managers and the commitment, limitless energy and passion of our staff.

NICRO's services are rendered from 12 nodes and 42 community / court offices throughout South Africa, with the exception of the North West province. During the year under review, a total of 13 739 individuals benefitted from NICRO's services. Diversion services were rendered to 2 014 children and 9 604 adults in conflict with the law, while 807 adults benefitted from reintegration services and 950 convicted offenders did not go to prison but served non-custodial sentences. Crime prevention services were provided in 18 schools nationwide reaching 2 621 learners, 364 of whom were direct beneficiaries of the Safety Ambassadors Programme.

Adult diversion services, introduced in 2008 and currently the most utilised of all NICRO's services, increased from 56 % in 2012/13 to 61 % in 2013/14 and 71 % in 2014/15. NICRO is the primary provider of adult diversion services in the country. The significant increase in adult diversion referrals is primarily as a result of NICRO's exceptional track record and evidence-based practice in the delivery of youth diversion services as well as its extensive lobbying for the diversion of adults who have committed non-violent, less serious petty crimes. Adult diversion services are proving especially beneficial as offenders continue to work, support their dependents, take responsibility for their action, and are assisted to make amends. They are simultaneously afforded access to significant life skills development and personal empowerment opportunities, and a real chance at turning their lives around and steering clear of further criminal activities.

Youth diversion services decreased from 26 % in 2012/13 to 22 % in 2013/14 and 14 % in 2014/15. This is a lingering effect following the promulgation of the Child Justice Act. Although diversion has been firmly entrenched in the criminal justice process, it appears as if the decreases in the number of children being diverted are mainly due to the fact that fewer children are entering the child justice system. Additionally, where NICRO was once the sole provider of youth diversion services some years ago, diversion programmes are now provided by a wide range of service providers throughout South Africa, including the state as well as other non-profit and for-profit service providers. Youth diversion is also of focal concern for the Department of Social Development and in certain provinces these services are rendered exclusively by the Department.

Offender reintegration, NICRO's core service, is a crucial component of NICRO's crime prevention strategy. This last year NICRO developed manuals for a number of offender reintegration services including victim offender mediation, anger management and family reintegration programmes. The re-development of an economic empowerment programme is currently in progress.

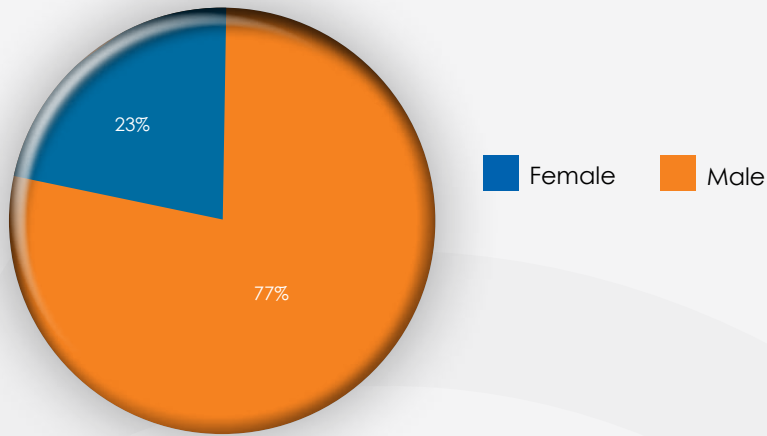
The Safety Ambassadors Programme, our schools-based crime prevention initiative, successfully addressed a wide range of challenges such as bullying, gender-based violence, teenage pregnancies, substance abuse and gangsterism. The programme is grounded in the concept of developing and mentoring "safety ambassadors" - young leaders in high-risk schools who are empowered with the prerequisite skills, knowledge, experience and motivation to serve as positive role models and who interact with and influence circles of youth, dissuading them from participating in anti-social behaviour and the commission of crime. The idea is for these young people to promote pro-social values, healthy lifestyles and positive behaviours, thus creating safer schools initially and, ultimately, safer communities.

NICRO advocates a problem-solving rather than a punitive approach for certain categories of offenders. Simply sending offenders to prison for a period of time does little, if anything, to address what causes offenders to commit crime in the first instance. It is often the case that an offender will leave prison in worse condition than before, as many offenders are forced to join prison gangs in order to survive. If nothing else, offenders will be exposed to more dangerous and experienced criminals while in prison and the likelihood of such offenders changing their behaviour is slim.

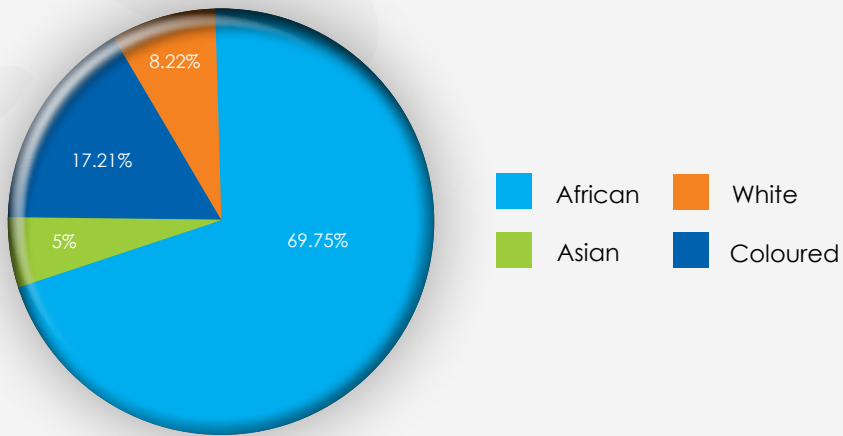
For this reason NICRO believes that prison is not the best option for many convicted offenders, and in some cases, sending an offender who has committed a non-violent, less serious crime to prison simply makes the problem of crime worse. Certain offenders can be sentenced to appropriate psycho-educational, therapeutic and rehabilitative programmes and services that have been specifically designed to address their behaviour and special needs. These sentences can be carried out in the community. In this way, the root causes of the criminal behaviour can be far more effectively addressed and offenders are afforded real opportunities to turn their lives around. NICRO rendered services to 950 offenders who served their sentences outside of prison this past year.

South African law provides for a wide range of non-custodial sentences. Examples of non-custodial sentences provided for under South African law include the use of fines, suspended sentences, postponed sentences, community service, probation and supervisions, as well as attendance of specialised treatment and educational programmes. All of these can be imposed with conditions such as attendance of treatment, education and training programmes, conditions pertaining to reparation and restoration, and specific conditions related to the individual person and case.

Beneficiary Demographics



Gender Distribution



Racial Distribution of NICRO Clients



Lobbying and Advocacy

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly" ~ Martin Luther King, Jr

"It is said that no one truly knows a nation until one has been inside its jails. A nation should not be judged by how it treats its highest citizens, but its lowest ones" ~ Nelson Mandela

NICRO's vision to strengthen and build a democratic society, based on human rights principles through crime prevention and development, is closely aligned to the National Development Plan (NDP) 2030 and certainly inspired by the two quotes above. Chapter 12 of the NDP speaks to the building of safer communities and strengthening the criminal justice system. NICRO's advocacy and lobbying efforts are also geared towards achieving this. During the year under review, April 2014 to March 2015, NICRO's advocacy and lobbying efforts took place across the country, in partnership with both civil society actors and the government.

Our concentrated efforts included the following:

❖ **Parliamentary lobbying and the review of legislation and policy**

Legal Aid Amendment Bill • Criminal Law (and Sexual Offences Matters Amendment Bill) • Judicial Matters Amendment Bill • Department of Correctional Services and Judicial Inspectorate for Correctional Services 2015/16 budgets, strategic plans and annual performance plans • Department of Correctional Services and Judicial Inspectorate for Correctional Services annual reports • Criminal capacity – categories of persons (assessing for criminal capacity) • the Child Justice Act implementation • Western Cape Youth Development Strategy - NICRO provincial input following a review of the strategy • the White Paper on Social Development.

❖ **Campaigns**

NICRO held nine provincial workshops and lobbied extensively for criminal record expungement amendments to legislation to facilitate effective reintegration and increase social capital in disadvantaged communities and to reverse, ultimately, the disturbing trends of re-offending.

❖ **Roundtable dialogues, workshops, seminars and conferences**

Six family series dialogues which NICRO co-hosted with the Western Cape Department of Social Development and the Catholic Parliamentary Liaison office to popularise the White Paper on Families and the anniversary of the international United Nations Year of the Family. Topics included babies and children of mothers incarcerated in correctional facilities as well as youth resiliency and the role of the family • Two seminars with renowned forensic pathologist and author Professor James Garbarino on understanding killers and entering their world as well as understanding the psychology behind the scourge of violence in South Africa • Three gang violence prevention strategy seminars with national gang strategy consultations, a criminology seminar at the University of Cape Town and a meeting of experts focussing on youth in gangs with the Western Cape Government • the National Youth Policy • a Non-violent communication workshop • Two

dialogues on policing: police impunity and the NDP and policing • Offender reintegration norms and standards • Nine NICRO provincial workshops which formed part of the criminal record campaign • a Review of the White Paper on Policing • the White Paper on Safety and Security • an International dialogue on citizen safety • Poverty and inequality.

❖ **Networks and alliances**

The Detention Justice Alliance: Judicial Inspectorate for Correctional Services independence, prison overcrowding and establishing an ecology of violence platform for research, dialogues, learning exchanges and interventions to address the root causes of violence • Working group to explore alternative models for juvenile detention • Working group to prepare an expression of interest for research into children in child and youth care centres • Provincial Child Justice forums • The Child Justice Alliance • The National Network on Reducing Reoffending (NRR), which drafted and workshopped a set of offender reintegration norms and standards • Visitors Committee meetings • Case flow management meetings • Wilderness circle youth advocacy group • LifeXchange and COACH International, exploring life coaching for former offenders • Exploring the establishment of a halfway house network • Creating a non-violent movement in South Africa • Article 5 initiative on the domestication and implementation of the UN Convention against torture in South Africa • The Budget and Expenditure Monitoring Forum (BEMF) and the International Budget Partnership (IBP) • Judicial Inspectorate for Correctional Services: inmate complaints • Provincial Family Services Forums.

❖ **Hearing the voices of inmates and former-inmates**

Enquiries about medical parole, unfair disciplinary processes, assaults, victimisation and intimidation in correctional centres, criminal records as an obstacle to employment and a lack of a network of support for former inmates, domestic violence, mothers with babies in correctional centres: post-placement challenges, alternatives to incarceration, victim offender mediation and parole, among others.

❖ **New Partnerships**

UNISA - criminal capacity assessments research • the Department of Correctional Services - exploring a partnership on restorative justice and victim offender mediation.

❖ **Media**

SABC 3's Special Assignment: Challenges faced by adult male offenders reintegrating into society • Medical parole • Oscar histories case, trial and sentencing • Restorative justice and victim offender mediation • Diversion and a community-based sentencing practice • Vigilante violence • CCTV in prisons • Restorative justice in schools

Lobbying and Advocacy

❖ Research

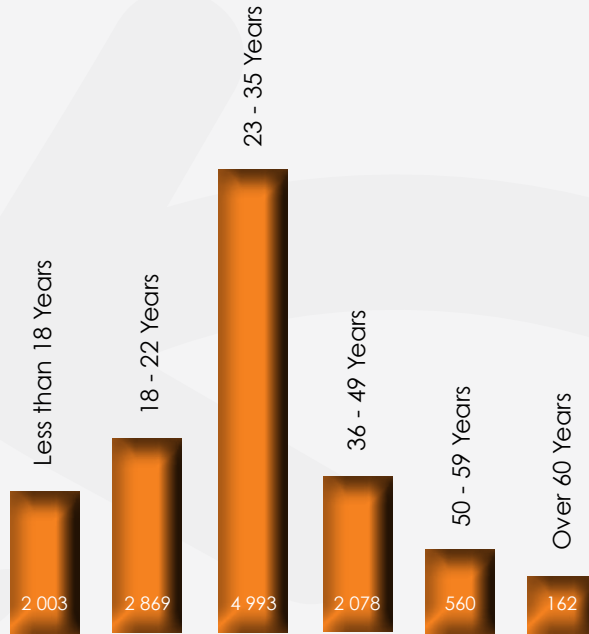
NICRO Offender Reintegration review • The Making of Men on the Cape Flats: Exploring the meaning and gendered experiences of criminalised 'Coloured' masculinities pre- and post-incarceration (University of Cape Town) • Criminal capacity assessments research, in partnership with UNISA • Treatment Action Campaign: TB in prisons • The University of York, United Kingdom: To Critique or to Collaborate? Tackling vigilante violence in political transformation processes • Dalhousie University, Halifax, Nova Scotia: Working with men to prevent and address violence against women: South African perspectives • Judicial Inspectorate for Correctional Services Visitors Committee report.

The specific action plans for Chapter 12 of the NDP that NICRO addressed directly included school learner safety plans, increased community participation in crime prevention and safety initiatives; professionalising the police service and youth safety in urban and rural areas.

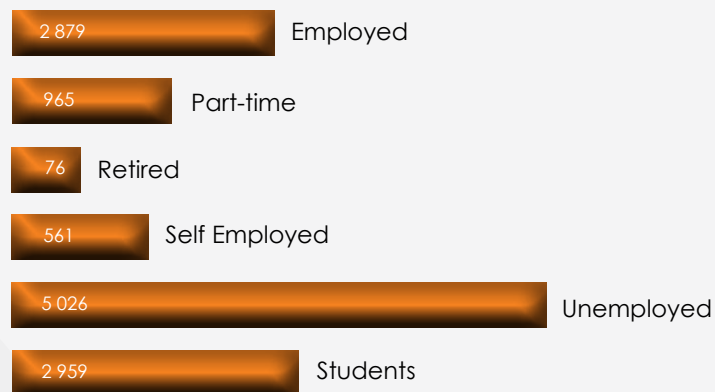
South Africa has one of the highest incarceration rates in the world. For this reason exploring alternatives to incarceration, early childhood trauma, the successful reintegration of former offenders and their reemployment, promoting a restorative justice approach as well as access to justice and prison reform also constitute some of the key priority areas which NICRO continues to focus on.

NICRO shares the National Development Plan's 2030 vision to free the potential of all South Africans through our continued and sustained efforts: *"In 2030 we experience daily how we participate fully in efforts to liberate ourselves from conditions that hinder the flowering of our talents."*

Beneficiary Demographics



Age Distribution of NICRO Clients



Employment Status

Western Cape

The Western Cape reflects on a year of noteworthy achievements in crime prevention, diversion services, offender reintegration, training and development of staff as well as the building of valuable relationships with community role-players. Overall target attainment in terms of the number of beneficiaries reached improved notably from a total of 2 096 in the previous year to 2 914 beneficiaries served during the period under review. This equates to a 39% increase in beneficiaries who benefitted from services rendered by the two offices, in prisons and at the many other local venues throughout the Western Cape province. These services included, amongst others, assessments, therapeutic counselling, specialised group work programmes and family support. Adult diversion, with a total of 2 553 beneficiaries (88% of all services rendered in the province), continues to be the most widely utilised service in the Western Cape.

Highlights and Noteworthy Events

NICRO is grateful for the excellent working relationships that the organisation continues to enjoy with many government departments including the Department of Social Development (also our main funder) and the Departments of Justice and Constitutional Development, Correctional Services and Education as well as the National Prosecuting Authority, Legal Aid and the Lawyers' Associations.

These collaborative relationships helped NICRO strengthen crime prevention services in schools, continue rendering diversion services in the Cape Town Metropole and successfully offer offender reintegration services in numerous correctional centres such as Pollsmoor, Malmesbury, Allandale, Hawequa, Obiqua and Brandvlei as well as in communities in George, Oudtshoorn and Beaufort West.

Our basket of services includes programmes for substance abuse treatment, anger management, community service, economic empowerment and life skills to name but a few. The table below illustrates the number of participants who received services in terms of each of our different service streams.

Services Rendered in the Western Cape

Intervention	Diversion	Non-Custodial Sentencing	Offender Reintegration	Schools	Total
Substance Abuse Treatment Programme	30				30
Anger Management Programme	54	3			57
Intakes and Assessments	2 381	40	389	104	2 914
Community Service Learning	1 228	12	8	1	1 249
Economic Empowerment Programme	10		56	9	75
Aftercare and Follow-up Services	36	25	57	13	131
Individual Counselling	256	26	5	20	307
Life Skills	693	14	272	29	1 008
Perpetrator of Intimate Partner Violence Programme	34				34
Restorative Group Conferences	384	2	408		794
Walk-in / Once-off Service	1		14	16	31
Total	5 107	122	1 209	192	6 630

Driving Under the Influence (DUI) Programme

The funding partnership with SAB Ltd (South African Breweries) resulted in 973 beneficiaries benefitting from participation in the Road Offences Panel Programme (ROPP) after being charged with drunken driving offences. This programme has a positive influence on reducing drunk driving amongst participants and contributes to keeping South Africans safe on the road. Not only has this venture already reduced the workload and lessened the burden on the formal criminal justice system; it has also demonstrated that a more appropriate and nuanced intervention as a response to drunken driving has more chance of meeting with success. It has redefined the definition of success, looking at not only retributive responses such as fines or incarceration, but also at approaches aimed at building knowledge, cultivating insight and reducing re-offending to make our roads and country safer.

Another aspect of the early success of the ROPP is its demonstration of partnership possibilities between public-private concerns and non-profit entities. In this model the government, through its criminal justice apparatus, is not expected to shoulder the burden of crime and the consequences of wrong doing all by itself. Private entities, such as corporate funders / stakeholders in the industry, are afforded the chance of assuming accountability for the unintended consequences of the irresponsible use of alcoholic products, while NICRO demonstrates its expertise and effectiveness in implementing awareness raising, educational and behaviour change programmes. Without the support from corporates, local civil society organisations will continue to struggle to deliver these much needed services.

One of the participants of the Road Offences Panel Programme had this to say (verbatim):

"NICRO taught me how alcohol affects your consciousness: it minimises your concentration, your reflexes and your abilities to make informed decision. Other than that, the programme made me reflect on my life, how much is at stake if something would happen to me. Drinking and driving is becoming the least of my problems. I am dealing with it much better, continuously guarding others on the danger and finding better ways to socialise. I would like to recommend that the NICRO programme be included before anyone gets the driving license, lack of knowledge leads us to take these uninformed decisions."

Another participant simply said *"Lots of South Africans will benefit from lessons from this programme."*

"The programme is a form of very creative justice, in that it gives accused persons an opportunity to reflect positively on their wrongdoing and thus prevent possible similar future acts that could have had more devastating consequences for them and other road users," says David Frost Deputy Director Road Safety Management.

Dr Vincent Maphai, Executive Director of Corporate Affairs and Transformation of funding partner, South African Breweries (SAB Ltd), is full of praise for this intervention and the possibilities for joint ventures: *"Government, communities, business and the NGO community need to pool their resources. There is no social problem which was ever resolved by one sector of society on its own,"* he believes.

This multi-faceted intervention, which highlights the legal implications of driving under the influence and underscores how serious drunk driving charges are, also has the support of the National Prosecuting Authority. The programme's ability to clearly demonstrate how alcohol abuse affects one's life and negatively influences decisions, and the extent to which it offers participants opportunities to avoid future problems with alcohol and conflict with the law, is very encouraging.

"The Road Offences Panel Programme is, in my view, one of the most fantastic initiatives that has been implemented in terms of programmes to assist with road safety issues. It puts the onus on the offender to take responsibility for his/her actions whilst providing the offender with valuable information on his/her transgressions coming directly from the panel members through their experiences and knowledge. Although I understand that not all offenders will be rehabilitated by means of this programme, I am confident that this programme can, in certain instances, be more beneficial to the offender than a fine, criminal record or even incarceration. In fact, I have met people who have been on some of our first programmes who have come up to me and discussed the programme and thanked everyone concerned, from NICRO to the panel members, for the way in which this programme is set out and presented. One can just see how the Road Offences Panel Programme has grown over the last year to realise what a success this programme has been and it might even pave the way for future programmes involving different offences," comments Adrian Long, Principal Inspector Technical Services, Cape Town Traffic Services.

"This office often receives representations where it is clear that the offender must be given a second chance, but at the same time the seriousness of the offence must be brought to the attention of the offender. In such circumstances this office requires, as part of the output, rehabilitation and subsequent prevention. This programme meets all the requirements and is a huge asset for the criminal justice system," says Adv C Van der Vijver, Senior State Advocate.

Tanya Nöckler Attorneys has this to say about the intervention: *"From my point of view, as an attorney, it has been very gratifying to be able to assist clients in educating themselves. I believe that the knowledge gained from the programme has far more lasting and long-term benefits than simply going through a court process and paying a fine".*

Help! I am Free

A valuable partnership was cemented between NICRO, Vardeteatret (a Norwegian Theatre Group) and Fredskorpset, the Norwegian Peace Corps to advance the rehabilitation of offenders through the 'Help! I am free...' programme at Pollsmoor Correctional Services. Pollsmoor is often described as "a place where offenders graduate to Number gangs; a place where hope is seen as a myth and rehabilitation programmes as a mirage in the desert". Within this fort-like structure warehousing the forgotten members of our communities, a group of inmates broke the boundary to go beyond the norm. In the second week of July 2014, inmates from Pollsmoor Correctional Centre performed a ground-breaking play, *The Outsiders*, at the Artscape Theatre in Cape Town. This work was the culmination of six months of intensive theatre training and direction, and demonstrated the use of drama and theatre in rehabilitation and reintegration.

The Outsider was developed under the auspices of the 'Help! I am free...' programme of the Varde Theatre in Norway, where it has been running with great success for the last decade. It started in South Africa in 2013, with a partnership between Varde Theatre in collaboration with NICRO, Pollsmoor and Artscape, and is currently funded by the Norwegian Peace Corps (Fredskorpset).

'Help! I am free...' is a rehabilitation programme using theatre as a tool for empowerment. The goal is to follow the participants during their last year of imprisonment and during their first year of freedom. The aim is to motivate the inmates to become responsible citizens, role models and mentors in their communities, thus avoiding re-offending.

This year, joined by four former inmates, these actors developed and wrote the script based, in part, on their personal testimonies and life histories. *The Outsiders* addresses the theme of incarceration as a continuous

experiment, with uncertain and random outcomes and obscure expectations. The play gives us a rare glimpse into prison life, normally hidden and invisible from society's eyes, and allows us to develop some insight and empathy into the impact and consequences of incarceration and the fears and challenges experienced by the inmates.

The inmates are offered top-notch theatre training and artistic direction from the Norwegian facilitators. They also benefit enormously from exposure to local talent. This play challenges the audience about their own perceptions of criminal offenders, inspiring them to leave with an open mind about the concept of theatre as a rehabilitation tool.

From the Single Cells in Pollsmoor to the Artscape Theatre

"It started as a pilot programme called 'Help I am Free ...' of basic drama with Varde Theatre from Norway in collaboration with NICRO. We went to the Artscape and performed our play 'The Outsiders'. After that I got the call to go and audition for the movie "Noem my Skollie". I got the part of gang boss Freddie Gums and did rather well. Hopefully I will get another part soon. Watch the space. Why not? I too dream in colour now. I still have a lot to offer, so bring it on!" ~David Manuel, former offender, upcoming actor



David Manuel, former offender, upcoming actor

No Winning in Prison

This original poem, by David Manuel, was written in Pollmoor Medium B1 and inspired by his experiences in prison.

Is it a chant a song or a cry?

Damn it is a shocking sound of a key turning in the lock.

It might be the same meal I have been having forever. It might be them tasked with this chaotic search.

They'll have you flutter like a panicked chicken, a snake on a water logged pitch. Yes this sorry place will do that to you.

So don't roll your eyes to any insight, battens are broken on limbs then medical attention. It really doesn't matter how they finish the job.

This world is where you went between coming home; this world is where you stayed between coming home. Take a glimpse through the looking glass you might spot the lights that filled the valley's floor.

Look how far from home you have put yourself. This time look closer than close. See how far from love you have put yourself. This time will the nightmare ever stop you? Ask yourself is it just me or is it fate that feeds on my pain.

My tears never reach my eyes they are frozen on my heart, unable to cleanse my soul. I am as cold as these floors. And like my heart they are caught between these walls.

There is no difference in the graffiti and the blood that haunt these walls. They are the voices of misery and despair. They tell the tales of past hopes and dreams. They are the chronicles of past and present. They shout and accuse through time and space.

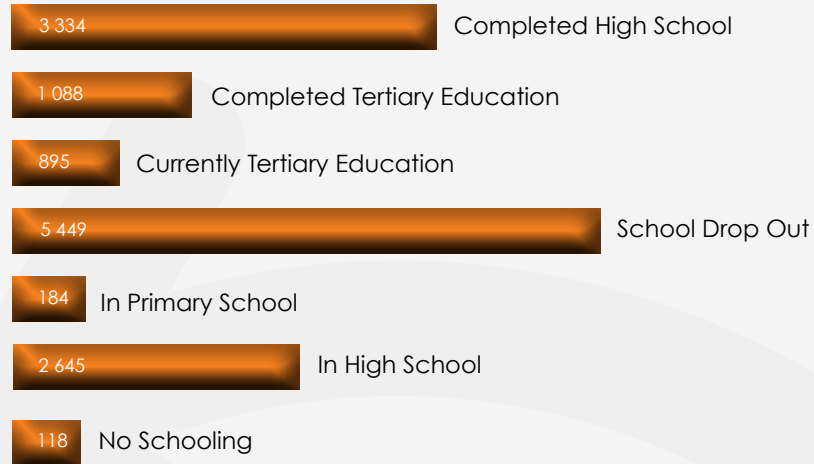
That I am not a lost cause, I will surely survive, for my coldest war has just begun, with me as my greatest adversary.

Is it a chant, a son ..., or a cry?

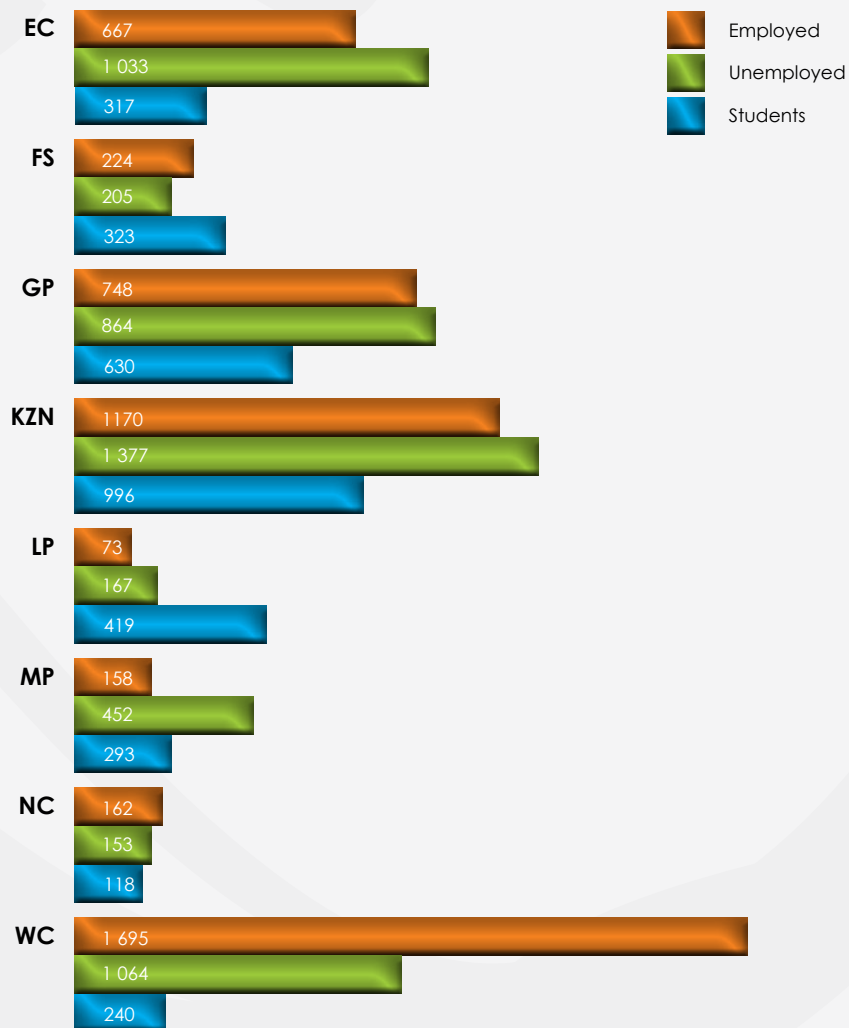
Damn it's a shocking, sharp, jolting sound of a key turning in the lock "Clack, Clack, Clack"

STATISTICS

Beneficiary Demographics



Educational Status



Provincial Employment Status

Free State and Northern Cape

Highlights of the Year under Review

- For the first time since 2009, the Kimberley office was fully staffed with all four posts filled. Through vigorous networking efforts, the office continued to maintain excellent working relationships with partners and stakeholders and secured new partners for community service placements. The Kimberley Fire Station, in particular has proven to be a solid partner, for clients needing to complete their community service orders.
- After dealing with a number of high profile cases, NICRO hosted a one-day seminar to discuss children's rights and the manner in which the media handles stories relating to children in collaboration with the Institute for Reconciliation and Social Justice and the Free State University. Activists speaking at the seminar called for a child-friendly media that is more sensitive when reporting issues to do with children, social justice and child rights.
- Our work in schools continues, which continues to go from strength to strength, has been bolstered through the establishment of new partnerships with the SAPS and Department of Education to address youth crime and safety.
- Both the Kimberley and Bloemfontein offices participated in the Department of Social Development's discussion on the White Paper for Social Work.

Clients Testify to the Life Changing Impact of NICRO's Services

"I always feel that NICRO is a second chance, after committing a crime. It helped me not to get a criminal record to my name, and because I don't want that, I don't commit crimes."



SAPS officials and stakeholders during a community outreach initiative

"I personally feel that NICRO should not only be for offenders, it should be for all people interested because it would prevent a lot of people from committing crimes. It really has a lot to offer."

"I feel motivated because after attending NICRO I am able to stop myself from being a repeat offender and I am also able to make sure I stay on the right track."

"The first time I went to NICRO I was under the impression that I am going to be treated like a criminal and an irresponsible person who lack integrity and morals. Only to find that I was wrong! Mr Taolo, the social worker at the Kimberley office, treated me with respect! Only then I start to be more comfortable."

"I did sessions with Mr Tony Vogt at the Kimberley office. I really learnt about other people's life experience and I had the opportunity to share mine. Each and every day I was looking forward for these sessions and to do my homework - we were taught a lot about life and how to deal with challenging situations."



Hodisa High School's Safety Ambassadors with the T-Squares they secured in celebration of Mandela Day

NICRO Bloemfontein Celebrates Mandela Day

The Safety Ambassadors at Hodisa Technical High School in Bloemfontein took it upon themselves to alleviate the plight of learners whose parents could not afford to buy stationery for their children as their contribution to the 67 Minutes for Mandela campaign. Thanks to their efforts and the generosity of Barloworld, learners at Hodisa High School now have 30 new mathematical drawing instruments - T-Squares!

At the handover ceremony, the headmaster expressed his gratitude to the Safety Ambassadors as well as Kelebogile Boleu from NICRO and Constable Motwane from Adopt-A-Cop who support and guide the Safety Ambassadors initiative at the school. He praised the youth leaders for their selfless and undying determination to work for the greater good of others.



NICRO pays tribute to Flamingo Casino for this wonderful donation to the Kimberley office

Activists Call for Child-Friendly Media at NICRO Hosted Event

There is need for a child-friendly media that is more sensitive when reporting issues to do with children, social justice and child rights activists have said.

They said journalists, who are more conscious of and sensitive to the needs and welfare of children, could use their newspapers, radio, television and other media to highlight the issues affecting children and to try to change, for the better, the way society views its young ones.

The activists were speaking at a one-day seminar jointly hosted in July 2014 by the University of the Free State (UFS) and NICRO. They discussed children's rights and the manner in which the media handles stories relating to children.

"Powerful as it is, can the media challenge the way society views children?" Marita van Kraayenburg, the NICRO manager for the Free State and Northern Cape region, asked rhetorically. *"Because in some instances the values of society do not take the rights of children into cognizance,"* she added.

Van Kraayenburg expressed concern that some media outlets, especially tabloids and social media, do not display sensitivity to children's rights, adding that the interests of a child are supposed to supersede those of other sections of society.

"We need to exercise exceptional care when reporting on children. The media should desist from sensational reportage on children, which evokes emotion, and be more educational and empowering," she said.

UFS journalism lecturer, Willemien Marais, said while the media has a duty to defend and advance the interests of children, ensuring the safety of children was a task requiring the concerted effort of all in society and could

not be left to journalists alone. Marais added that journalists do not have free reign to publish whatever they wished but were guided in carrying out their duties by certain rules and standards, including the editorial policy of the organisation they work for. Marais also pointed out that the focus was far too much on the traditional media of newspapers, radio and television, while not much attention was being paid to social media where monitoring content is not easy and ethical standards are not always up to scratch.

The main laws regulating the new media in South Africa are the Film and Publication Act of 1999 and the Broadcasting Act 1999. There is also a range of codes developed by self-regulatory bodies such as the Advertising Standards Authority and the Broadcasting Complaints Commission. But these laws and regulations have not been regularly reviewed to keep pace with the ever-changing nature of social media.

UFS law lecturer, Quintin Cilliers, said the biggest challenges facing young people who are active users of social media is cyber bullying and 'sexsting', the act of sending sexually explicit messages, primarily between mobile phones. *"There are no regulations restricting children from using the social media but the companies owning these sites regulate themselves,"* said Cilliers.

Substance Abuse Workshop with Far-Reaching Effects

A group of 49 teenagers from Hodisa and Moemedi High Schools attended a substance abuse workshop in Bloemfontein as part of their training as safety ambassadors. The first guest speaker, Mellinda Otto, a social worker from Aurora, began the session with an ice-breaker. She discussed the different types of drugs, the addiction process and motivated the learners to choose a life without drugs by stating, *"God created man so that He may rule over all the earth, not that plants may rule over man."*

Mr Alex Massimong, who represented a psychiatric facility, continued to explain the different stages of drug addiction and focussed on the psychological aspect of the process. *"Addiction is a brain disease,"* he said. He commented that people using drugs usually behave in a socially unacceptable manner, get into trouble and disturb society. He also explained the indicators of drug use and behaviour changes one can expect from someone abusing drugs. *"At first drug use is voluntary, but after continued use, a switch is flipped and it becomes impulsive,"* he added.

He strongly urged the learners not to abuse substances and explained that continued substance abuse affects brain function, destroys relationships and results in users losing control of their lives and giving up on their goals and life ambitions.

The participants found the workshop very valuable, with many of them coming to the realisation that they could be struggling with addiction challenges. One of the most exciting aspects of this workshop was the commitment on the part of the Safety Ambassadors to share what they had learned with their schools and peers.

One of our greatest accomplishments at NICRO is changing the direction of one young life at a time. In the words of a NICRO service provider involved in the Safety Ambassadors Programme, *"I am only a 'kid' myself at NICRO, but as my supervisors show me direction, I see the same leadership in myself as I take on the responsibility to continue to shape the lives of, encourage and support the Safety Ambassadors."*

My Time at the Zoo, a Letter From a Bloemfontein Client

"The first day I arrived at Bloemfontein Zoo, I was very nervous because I was not too keen to clean toilets and feed lions, but I also realised that it have to be done.

I was assigned to the bird enclosure and proceeded to clean their cages and give them water. After I completed that, I had to go to the snake enclosure which I really enjoyed. The staff member working there had a little monkey on his shoulder named Christian. Christian's mother run out of milk and he had to be taken care off.

I had to clean the windows of the snake enclosure and I watched how the staff member handled the venomous snakes without a hint of fear although he had been bitten various times. He survived these bites because they were dry bites, which means the bite contained no venom. Lucky him! I never knew a snake could deliver a dry bite!

I was also assigned to go and fix the fence inside the wild dog cage which did scare me somewhat. I had to feed the monkeys and the porcupines and the worst was cleaning the pig cages, because it really smelled horrible.

It amazed me how much effort and time went into feeding the animals. The food had to cut and sliced into very tiny pieces which was extremely time consuming. I also never knew that monkeys ate chicken.

All in all, my time at the zoo was educational, adventurous and fun!!"



NICRO Bloemfontein and Kimberley staff

I am Worth Much More!

NICRO frequently receives feedback from its clients. This is an extract from a letter from a 30 year old Kimberley client who attended counselling sessions and successfully completed a Diversion programme after being referred to the organisation for theft:

"I found myself with an uncontrollable behaviour of taking things from the shops (stealing), with the hope that it will make me feel better. It actually did the opposite cause I would hate myself after doing all those crazy things. To cut the story short, at some point I found myself in the Court of Law and I was sentenced for breaking the law by stealing.

But I am happy and excited that in my sentence I was introduced to NICRO for a skills development programme (group sessions) and one-on-one counselling sessions with a NICRO social worker. I can tell you that they have done an amazing job with me. The first thing they opened up my eyes to is that, I am worth a lot in life and I can be a better person in life without feeling sorry for myself. I am a much better person now! I love the person that I have grown to be! I am more positive in life irrespective of the challenges and it gives me hope to know that organisations like NICRO exist to reach out to people like me in life.

Thanks to NICRO for giving me a second chance in life".

A Mother's Prayers Answered - a Journey Towards Change

"The day your son is accused of a crime, is a nightmare that no parent wants to experience, but it happened to me. I felt worried; how could this have happened to my family? Well, it happened and the only thing left to do was to face it and pray for divine intervention.

The court day was horrific. We did not know what to expect or what was going to happen. Seeing my son standing in front of a judge was heart breaking, but somehow I felt peaceful knowing that every action has a consequence. As a mother, I felt my son's fear, but it was time for him to face the consequences of his actions. For a while I blamed myself, thinking I was not there for him; maybe I neglected my parental duties. Later the court mentioned a referral to a place called NICRO. I have never heard of this place before and on our way to NICRO, I could only think of the worst case scenarios. I felt helpless not knowing how to answer my son when he asked what was going to happen to him at NICRO.

We finally got to the place. The staff was very friendly and made my son feel welcome. Immediately we felt less scared and knew that everything might turn out fine, once the social worker explained the whole process to us.

My son was eager to attend his programme at NICRO. It was not even necessary for me to remind him to attend his programmes because he became aware of how important it is to start taking control of his life. He mentioned how bad he felt for being in conflict with the law. After each programme attendance, my son spoke openly about the programme, how helpful it is and how it is helping him to do introspection.

As a mother I felt relieved, my son was given a second chance. With my own two eyes, I saw how my son's behaviour changed! The whole NICRO programme was transformational. My son gradually improved his behaviour, slowly developing a change of heart and a change of mind with each programme attendance. He is a different person. Sometimes I can't believe that my son have changed so much. He chooses his friends very carefully lately, he has become obedient, he listens more and makes better decisions. The most significant outcome from the whole experience is that my son used this whole negative experience, to create positive change in his life. He is much more attentive towards his school work. He even makes discipline the centre of his world and teaches his brother the value of discipline when he disrespects me.

At the end of the day, he is still a child and I don't want him to be perfect, but seeing your child grow up so much as a result of a life-changing experience, is wonderful to witness as a parent.

This road was hard, but thanks to the wonderful intervention from NICRO and the prayers of a mother, my son have grown and developed so much. Thank you NICRO! My son was changed in so many ways. We are both very grateful for the experience at NICRO. My prayers have been answered!

Gauteng

Highlights of the Year under Review

- The past year was marked by great achievements even in the face of numerous changes as we set about our task of fulfilling our mission and objectives. We are pleased to report that NICRO was awarded the contract to conduct training for the Department of Social Development and that 40 social work practitioners have already attended a training course on bullying.
- The Programme for Perpetrators of Intimate Partner Violence has been extended and services are now rendered in Pretoria, Tembisa, Soweto, Vereeniging, Vaal, Germiston and Johannesburg
- Outreach programmes in schools are going from strength to strength and we have reached over 5 000 individual beneficiaries through these initiatives while growing numbers of children are being referred to NICRO for intervention.
- NICRO is the preferred service provider in Gauteng for both youth and adult diversion.
- We now work closely with the Johannesburg Correctional Centre both in the male and female sections
- The prosecutor at the Ekangala Court recounted several exchanges with NICRO clients who have testified to the impact that the organisation's interventions have had on the lives of people in conflict with the law. The prosecutor specifically mentioned the successes NICRO has had with the Adolescent Drug Abuse Prevention and Treatment (ADAPT) Programme, expressing his eagerness to refer more offenders with drug abuse challenges to NICRO.
- Cameroon is in the beginning phases of implementing diversion services in the country and NICRO Gauteng has been invited to assist with the training of relevant stakeholders and assist with the establishment of these services.
- In March 2015 NICRO social workers conducted a presentation on the organisation's services for 20 magistrates and prosecutors at Protea Magistrate's Court. Immediately after this presentation, we noticed an increase in referrals for Victim Offender Mediation (VOM) services. The magistrate from the Domestic Violence Court congratulated NICRO for its work with domestic violence cases, specifically noting that our Victim Offender Mediation services have assisted the court greatly.

Community Outreach

- NICRO Gauteng is continuously engaged in advancing the rights of persons in conflict with the law as well as the victims of violence through a range of initiatives conducted in communities throughout Gauteng. These community outreach initiatives are also geared towards stakeholders such as the police services and the Departments of Correctional Services, Education and Justice.
- Our work with the Department of Justice this year focussed on restorative justice, bullying and cyber-crimes in the schools.
- NICRO Gauteng was, once again, also actively involved in the 16 Days of Activism campaign.



Social worker Patricia Mbululu and Safety Ambassadors from Dawnview High School engage in a life skills discussion

Diversion Services

- The Youth Diversion Service witnessed an increase in intake, especially towards the latter half of the year.
- The Adult Diversion Service continues to strengthen each year and the number of clients serviced this past year again saw a healthy increase to the extent that we struggle to keep up with the growing demand for these services.
- The Programme for Perpetrators of Intimate Partner Violence is faring well and we continue to focus on both the perpetrator and the victim of intimate partner violence.
- We are privileged to enjoy a good working relationship with the Department of Social Development and are pleased to report that we received a 6% increase in the subsidy for social workers and that additional posts are being funded in Pretoria, Vaal and Krugersdorp. As a result we were able to appoint an additional supervisor.
- The Safety Ambassador Programme was successfully implemented at four schools and three Journey programmes were conducted.
- Several schools in Pretoria, Soweto, Johannesburg, Germiston and Vereeniging are using NICRO as the preferred service provider for children with behaviour problems.
- Gauteng is also involved in the NGO Forum, a platform for lobbying for better subsidies from Government which resulted in an increase in subsidies for social workers and social auxiliary workers.
- Gauteng targets various Provincial Government Portfolio groups to lobby for and advance the rights of both victims and offenders.
- Gauteng staff members have been actively involved in promoting our services to communities through the support of local radio stations in Soshanguve, Soweto, Germiston, Vaal, Krugersdorp, Randburg and Garankuwa and publishing articles in local as well as national newspapers.
- The services of NICRO were featured in television programmes aired on SABC 1, 2 and 3.

Non-Custodial Sentencing (NCS)

- Gauteng probation officers, magistrates and prosecutors have received training on NICRO's Non-Custodial Sentencing Programme. The organisation has established very good working relationship with the courts and a marked increase in referrals from the Meyerton Court, which is eager to make greater use of alternative sentencing options for suitable offenders, has resulted.

Offend Reintegration

- The Ithuba service, which focusses on the rehabilitation and reintegration of offenders, is offered at the Johannesburg, Pretoria and Boksburg Prison Correctional Centres for both male and female prisoners.



Germiston youths prepare for The Journey adventure camp

NICRO Changing and Saving Lives

A newly married man, Jack*, was arrested for drug possession. He was unemployed, using heavily and his life was spiralling out of control. Things were so bad that he reached a point where he was even considering suicide. After being referred to NICRO, he felt that he had reached the bottom of the barrel. With great reluctance, he and his wife presented themselves at NICRO for the first Adult Life Skills Programme session, eager to get the programme over and done with and get on with their lives.

Soon Jack had a change of mind about NICRO, the programme and his fellow group members, began participating eagerly and successfully completed the intervention. Five months later Jack is still sober, has found employment and is a leader at his church. His relationship with his wife has improved and he tells us that he is happy for the very first time in many years. He is full of praise for NICRO and our staff for not only changing but also saving his life. "I can highly recommend NICRO and its diversion programmes to anyone in conflict with the law," he says.



Having a good breakfast before another active day during The Journey camp

Community Work

Community awareness initiatives geared towards encouraging pro-social activities such as cultural programmes and sport as alternatives to crime and anti-social behaviour, in addition to motivating young people to complete their education, were conducted in selected schools in Mamelodi, Ga-Rankuwa and Soshanguve. Another crucial topic, the dangers of substance abuse and the devastating impact of drugs and alcohol on the individual, families and society, was also incorporated into these awareness initiatives.

Our schools-based interventions are generally on the increase and gaining in both demand and popularity. NICRO Pretoria, in conjunction with schools and the Department of Education, has initiated early intervention programmes for teens where problem behaviour has been identified. The schools involved have nothing but good reports about these interventions.

Starting Afresh with a Wonderful Map for the Future

A troubled young girl was referred to NICRO by the Diepkloof Department of Social Development for participation in the Youth Empowerment Scheme (YES). The child, who presented with behavioural problems, was truanting and gambling regularly. After successfully completing the diversion programme she wrote to NICRO about how much she had benefitted from the intervention. NICRO helped her to "realise that my life is meaningful and important." Because of NICRO and YES she was able "to find myself". "Now I am looking forward to starting my life afresh with a wonderful map for the future," she wrote.

Limpopo

The Year at a Glance

As we reflect on another fulfilling but nevertheless challenging year that has drawn to an end, it becomes very evident that serving the community does not happen in isolation and that many other activities are also involved. In order to ensure that we are able to render quality services that have value, we must, of necessity, also engage in networking, fundraising, research and quality assurance activities.

NICRO Limpopo worked with a wide range of stakeholders within the criminal justice system and education arena to create awareness and prevent crime in the Capricorn District. One of the highlights of this work was a crime awareness campaign NICRO and the safety ambassadors from Mafolofolo High School conducted. Mr Swart, who is involved in school safety initiatives, represented the Department of Education while traditional leaders from the Dikgale tribal office, local pastors and SAPS representatives also attended the event. The provincial SAPS brass band did a sterling job of entertaining those in attendance.

A total of 70 safety ambassadors from OR Mabotja and Mafolofolo High Schools have progressed to the point that they are implementing crime prevention projects within their communities. We are particularly grateful to the high school principals and their support of this youth crime prevention initiative which is making a significant contribution to school safety and creating safe communities. An information sharing workshop on crime prevention reached 984 learners, 45 educators and 40 parents all residing within the Capricorn District.

NICRO Limpopo played an important role in facilitating consultation around proposed changes to the process of expunging criminal records. Prosecutors, probation officers and Department of Correctional Services officials were consulted and their views noted which, in turn, contributed towards presentations conducted at a national level. We also continue to focus on other ways to improve the plight of former offenders, such as advocacy and lobbying initiatives geared towards promoting a more positive attitude towards those who find themselves in conflict with the law. We also work hard at promoting a more restorative, developmental approach to dealing with offenders rather than the more popular punitive methods.

We have focussed specific attention on maintaining good working relationships with probation officers from the Lebowakgomo, Mankweng, Polokwane and Seshego courts, which resulted in 149 new clients, young offenders in the district, being afforded the opportunity of being channelled away from the formal criminal justice system and participating in diversion programmes rather than go to court.

Diversion programmes conducted in the past year included YES (Youth Empowerment Skills), Community Service Learning, Family Group Conferencing, the Journey Programme and ADAPT, which is geared towards assisting young offenders with substance abuse challenges, as well as individual counselling sessions. The parents of young offenders also benefit from individual counselling services as well as participation in Family Group Conferencing or the Parenting Programme, which assists them with issues such as norms and values, positive discipline and effective communication in the family.



Fun and games during a NICRO outdoor camp conducted together with Childline in Limpopo



NICRO Polokwane social worker, Alice Maphuthum, on air at Moletji Community Radio Station



SAPS officials attending gender-based violence training facilitated by NICRO

The Journey Programme continue to be one of the most intense and effective interventions in our province. Although we were not able to facilitate as many Journey groups as we had planned, 24 young offenders were given the opportunity to participating in the therapeutic, outdoor adventure programme which took place at Schoemansdal Environmental Educational Centre. We are very grateful to the skilful facilitators at the centre who are also willing to go the extra mile to assist our clients.

The NICRO-Childline partnership resulted in a successful camp aimed at educating children and parents about the impact of inappropriate sexual behaviours on individuals involved, their families and the community. We were very grateful at having a chance to work with Childline on this important initiative. It clearly illustrates that it is possible for different organisations to work together towards a common goal. NICRO is particularly appreciative of the work done by the chairperson of the Provincial Justice Forum and all forum members representing different departments and organisations involved in the criminal justice system. They generously give of their time and expertise to monitor the implementation of Child Justice Act, while providing support and information which ensures that young offenders receive the proper treatment by SAPS and all other stakeholders dealing with their cases.

NICRO Services – A Brief Overview

Stakeholders are increasingly recognising the benefits of diversion and prosecutors referred 52 new adult offenders to NICRO for participation in a diversion option this past year. Non-custodial sentencing has been introduced to all the courts within the Capricorn District. Unfortunately, despite concerted efforts to promote this service as an alternative sentencing option to serving a sentence behind bars, referrals remain low. The Sekgosese magistrate court is the only one to consistently apply alternative sentencing as an option and refer clients to NICRO on a regular basis. During the period under review NICRO Limpopo rendered non-custodial sentencing services to 48 new cases. Thanks to our very good working relationship with Community Corrections officials, parolees now access our services even after their release. NICRO registered and worked with 25 inmates from Polokwane's correctional centre.

Training, Community Education and Awareness

NICRO, in partnership with NACOSA, conducted training for SAPS officials on gender-based violence. The project, orchestrated by our national office, will continue into the new financial year. In Limpopo we trained 85 SAPS officials from Waterberg, Capricorn and Mopani Districts. We appreciate the efforts of our head office training officer, Juane Waites, provincial SAPS HR personnel and officials from the three Districts who played a role in organising the training.

Community education and awareness initiatives remain an important feature of our work to ensure that members of the community are well informed about the importance of crime prevention and the valuable role that the community has to play in preventing crime and assisting with social reintegration initiatives. During the year under review we also emphasised the devastating impact of substance abuse on individuals, family and community and NICRO's role in crime prevention and ensuring that restorative justice is practiced.

Radio presentations are conducted on a bi-weekly basis at four community radio stations and we the support of Moleletje, Botlokwa, Turf and Univen community radio stations.

Other Highlights

- NICRO participated in the 67 Minutes for Mandela Day at Dudishanang Bagolo Centre in the Ga-Mamabolo village where senior persons were assisted to plant strawberries and onions and paint the centre. The event was also attended by community leaders and officials from the Department of Social Development.
- NICRO staff celebrated Youth Day by wearing school uniforms and participating in a number of events geared at young people. Our focus was on telling young people about the dangers of becoming involved in criminal activities and encouraging them to steer clear of crime.
- NICRO was invited to conduct a presentation on the role and benefits of mediation and arbitration the National Association of Democratic Lawyers, which presented us with an opportunity to market NICRO and its services to this association.
- NICRO shared the stage with the executive major of Polokwane, Counsellor Thembi Nkadimeng, at an event in Mankweng which focussed on crime prevention.

The year did not go by without a number of challenges. We took remedial action by closing the Thohoyandou office as it was no longer financially viable to run seeing as client referrals were low.

With Grateful Thanks

NICRO's triumphs in Limpopo are due to many and we extend our gratitude to:

- All our stakeholders who support us and contribute to our work, especially the Department of Social Development officials at provincial and district level
- Our invaluable funders for their critical financial contributions, and our staff who work tirelessly and under trying circumstances to serve our clients, their families and communities.

We look forward to the year ahead with you all at our side.

Mpumalanga

“What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead” ~ Nelson Mandela



Our NICRO Mpumalanga team comprises a group of passionate professionals driven by our commitment to making a difference in the lives of the clients we serve and making a valuable contribution towards creating safer communities and healthy families. During the year under review we fortunately had no resignations. A stable workforce had a positive impact on service delivery, affording management the opportunity of concentrating on our strategic plans and improving processes. This ensured a primary focus on productivity, service excellence and achieving targets as well as the training, development and professional growth of our staff.

Highlights of the Year under Review

- NICRO Mpumalanga has forged and maintained good working relationships with various government departments and NPOs through regular meetings and case discussions aimed at promoting service excellence. An NPO partner we work very closely with is SANCA Lowveld, which provides essential services to a large number of our clients. During the year under review, 49 NICRO clients were also referred to SANCA for substance abuse interventions.
- We are fortunate to enjoy extremely positive working relationships with the Department of Social Development, both at a local and provincial level. Value is added to this relationship not only through services rendered to clients but also as a result of combined community outreach and crime awareness campaigns.
- Besides maintaining positive working relationships with existing partners, NICRO succeeded in establishing new partnerships with organisations such as Pro-Life Pet Rescue, which rescues, rehabilitates and finds new homes for dogs and cats that are starving and have been abandoned or abused. Pro-Life Pet has become a placement agency for NICRO's Community Service Learning Programme. As part of the training of our own staff, the NICRO Mpumalanga social work team had the privilege of spending time with the dogs and cats at Pro-Life Pet Rescue, Rehabilitation and Adoption Agency and had some fun taking the dogs for walks. Youth are now involved in this programme as part of the therapeutic process aimed at teaching them respect for others and the environment, and giving back to the community in a positive way.
- Monthly training and supervision sessions created a number of professional development opportunities for staff in addition to contributing towards the required CPD (Continuous Professional Development) points.
- NICRO Mpumalanga successfully conducted a stakeholder's group discussion with representatives from, among others, the National Prosecuting Authority (NPA), SANCA, the Departments of Correctional Services, Justice and Social Development in June 2014 to consider and propose changes to the process of criminal record expungement. The stakeholders applauded NICRO for its efforts to address the many stumbling blocks former offenders encounter in their efforts to have their criminal records expunged.



Criminal justice stakeholders at a workshop on criminal record expungement

- In the past year, the Department of Social Development has conducted unscheduled monitoring and evaluation exercises at the NICRO offices in Mpumalanga. We also received a number of visits from the Quality Assurance Panel, appointed by the Minister of Social Development, which is responsible for monitoring the quality of services provided to youth. The feedback was positive and the Department remains impressed with NICRO's competence and quality of services. The Nelspruit office, which was lauded for its organisational skills, was described as being "highly organised" and having "comprehensive delivery processes such as the intake / client management system".
- A significant increase in adult diversion intake took place during the reporting period, with courts increasingly offering first time, low risk adult offenders the opportunity of being diverted away from the formal criminal justice system into suitable NICRO programmes.
- As part of our marketing strategy and in an effort to improve awareness of our services, NICRO Nelspruit has undertaken to conduct at least one door-to-door campaign per quarter.
- Feedback from our clients remains largely positive. Client feedback not only assists us in measuring programme success but also offers valuable information for sharing with funders. Positive reviews go a long way in maintaining funder support as well as the organisation's reputation and standing as the leading service provider in crime prevention.
- Intake for the Ithuba Service (offering offender reintegration interventions and support) remains high and 169 former offenders attended the Tough Enough programme in the Nelspruit and Barberton Correctional Centres this past year. Regular aftercare services are offered to our clients with whom we meet at Community Corrections reporting stations.
- In the past year we participated in more than fifteen major community outreach initiatives and, in collaboration with our stakeholders, reached some 8 350 community members without taking mass media initiatives into account.
- The Safety Ambassadors Programme has been successfully implemented at Metropolitan College (White River) and Bantfabetfu Secondary School in Elukwatini with 124 learners enrolled as Safety Ambassadors. These youth crime prevention initiatives have been made possible thanks to Santam and FNB. Thank you for your valuable contribution towards reducing crime in schools!

- NICRO Mpumalanga continues to expand its service delivery to schools in keeping with the growing need to address the behavioural challenges young people experience. NICRO Nelspruit currently has an arrangement with two schools which refer learners to us who are at risk of being expelled. Positive feedback from the educators involved indicates that NICRO's interventions are having a positive impact and that young beneficiaries of our services experience a significant improvement in both attitude and behaviour.
- The Mpumalanga Training and Clinical Unit opened its doors to its first clients this year. The Training Unit conducted five "Hitting the Target: Getting the Best out of Teenagers" workshops as well as psychosocial assessment and domestic violence training to Greater Rape Intervention Project staff members working with abused women and children.



Participants show off their certificates presented to them by the NICRO Training Unit

Overcoming Drug Addiction thanks to NICRO's Help

Muzi*, a 26 year old, was referred to NICRO Nelspruit for diversion services following a drug possession charge. Despite seeking help from an outpatient treatment centre, he continued using illicit substances over a period of three or four years.

Muzi's parents only became aware that his drug addiction had spiralled out of control when he returned home after managing to complete a degree in accounting. He did not attend his graduation ceremony and never bothered to collect his degree certificate or academics records, instead opting to work as a security guard with a meagre wage simply to sustain his drug habit. At this time Muzi describes his life as consisting of "drugs and alcohol, partying and living life to the fullest" at this level.



Mpumalanga staff community service learning outreach initiative at a pet rescue centre

Muzi even went as far as breaking into houses at times when he had no money to buy drugs. After tiring of his criminal activities, the community mobilised, resorted to 'mob justice' (vigilantism) and brutally attacked Muzi. He spent several months in hospital following the attack.

Sometime after his hospitalisation, Muzi was again arrested for drug possession and was finally referred to NICRO. His tearful parents pleaded with NICRO to assist their son to overcome his drug addiction. As the first born in a family of three siblings, his parents had hoped that Muzi would set a positive example and be the first in generations to graduate and become a professional.

Initially Muzi was aggressive and showed no motivation to change. By now he would abuse any substance, as long as it got him "high".

As the success of treatment is based largely on one's internal motivation to change, referring Muzi to a substance abuse treatment programme would have been futile at the time. The NICRO social worker elected to focus on individual motivational interviewing with Muzi instead. The turning point for Muzi came during a session on goal-setting when he realised just how bleak his future would be if he did not change his ways. "This has been an eye opener for me. I hold an Accounting qualification and yet I have reduced myself to a common thief and druggie", he commented.

Admission to an in-patient rehabilitation facility was then arranged and Muzi voluntarily spent over three months in a rehabilitation centre. He successfully overcame his drug addiction with support from the centre staff and his family members.

Muzi is completing the last phase of aftercare services and is enrolled in an internship programme with one of South Africa's leading banks. Upon completion of his internship, he is guaranteed a permanent post at this prestigious banking institution. Muzi has also volunteered to serve as a mentor to NICRO youths with drug addiction problems. As a former drug addict he offers young people with drug challenges empathetic,

insightful support and advice on how to overcome drug addiction given that he has first-hand experience of the effects of drugs and their detrimental impact on one's life.

"When I was using, I only lived for today. Now I can fulfil my future goals and make my family proud", says Muzi, who attributes his new life to NICRO.

Youths Full of Praise for NICRO's Diversion Services

NICRO Nelspruit experienced a steady increase in youth diversion cases this past year. These services make a real and lasting impact on the lives of our young beneficiaries resulting in positive changes in all spheres of their lives ranging from social and emotional to academic functioning. Some comments from participants following their completion of a diversion programmes follow:

"Now I know how to control my anger. I know that I don't have to make decisions if I am angry."

"I cannot stop thanking you for giving me direction (guidance) and also helping me to know how to communicate with other people. I also thank you for helping me reconcile with my mother."

"I hope you will continue on helping others and give the knowledge that you have given us. I salute your job that you are doing, keep it up."

Nqobile Makes Good and Turns Over a New Leaf

A 19 year old single mother, Nqobile*, was referred to NICRO by a prosecutor from the Eerstehoek magistrate's court for the possession of dagga. The police found dagga belonging to her brother at her home. She was allegedly arrested as she was the only person present at the time of the police raid. Nqobile dropped out of school after she realised she was pregnant but later returned to school and successfully completed Grade 12. She was unemployed at the time of her arrest and relied on a child support grant. After a thorough assessment, she was referred to NICRO's adult life skills programme. This is what she had to say about her NICRO experience:

"Dear NICRO Team

My name is Nqobile Nkosi a girl of 19 years old. I have written this letter to thank the NICRO staff members who are working at Eerstehoek for doing a great job in restructuring my life.*

I want to thank Caroline, Mike and Gcina for turning my life around; for making me view life in a different way. I used to undermine myself, seeing myself as a failure because I come from a poor family.

I used to blame others for my mistakes thinking that they are the ones that ruined my life. But now I know that I was wrong. There is a saying that goes like, 'At the end of a tunnel there is light', which have impacted in my life a lot. I have realised that no matter how dark it may seem, at the end light will surface. I am a complete different person now because NICRO have helped me realise my inner strength and made me believe again in my dreams for the future which I have always had.

I used to blame my child thinking that she is the reason why I was failing in life, but after talking about how I feel and what I want in life during the interventions, I have been able to eventually accept her as a gift from God. I think it will be a great idea if NICRO opens a community centre where they will be giving free motivational talks to anyone who is interested because a lot of people in my community, especially the youth, lack such knowledge which I have gained through NICRO. It would be a great idea if these motivational talks



Young Journey participants enjoying an adventure therapy outdoor camp activity

reach everyone, not only the offenders because it is not only offenders who need such guidance or a second chance in life but anyone.

Through NICRO, I now have a different approach to life. I am now able to control my anger, manage my stress and understand the importance of communication. I am no longer afraid to face my problems or deal with my fears.

I am very grateful for this opportunity that I was given and I view myself very fortunate to have been granted this opportunity to be at NICRO.

Keep up the good and continue helping other people like you helped me and continue to be patient and kind as you showed me. We have met under difficult circumstances but you never judged or criticised me. I do not regret the times I have been to NICRO.

Yours faithfully

Nqobile Nkosi

** Not their real names*

Eastern Cape

Reflecting on the challenges, successes and achievements of the past year it is evident that the Eastern Cape staff displayed great strength of character and a real commitment to service excellence. We would like to pay tribute to our staff and thank them for their efforts in managing demanding workloads while maintaining quality services, displaying a willingness to assist with additional projects and their assistance with reducing expenses. We would also like to extend our sincere gratitude to all our loyal partners including the Departments of Social Development and Justice, the National Prosecuting Authority, Legal Aid South Africa, GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), Nelson Mandela Metro University and Business Against Crime, to mention but a few, for strengthening our ability to provide developmental crime prevention and therapeutic services to more than 2 000 clients in the Eastern Cape.

Visible inroads were made in creating awareness and educating communities as well as stakeholders on issues relating to the prevention of domestic violence, substance abuse, gender-based violence, gangsterism and youth violence. The annual NICRO youth debate, which takes place in East London, was lauded by various key stakeholders as a venture which successfully mobilises youth to reflect on issues such as crime and substance abuse that impact on their lives and communities. The Provincial Child Justice Forum expressed its support for the NICRO - Department of Social Development partnership which is geared towards expanding youth diversion services into four rural areas in the Eastern Cape, thus affording more children the opportunity of benefit from NICRO's Diversion options.

We are most grateful for the continued financial support of our funders, making it possible for us to work tirelessly in building safer communities in the Eastern Cape. The achievements showcased in this report are thanks to funders such as the Department of Social Development, Nelson Mandela Metro Grant-in Aid, Santam, FNB and ABSA.

Highlights and Successes

The Safety Ambassador Programme was implemented at five high schools: Thembelihle, Arcadia, Nomphumelelo, Ulwazi High and John Bissicker High Schools. The programme proved very successful with Safety Ambassadors participating in life skills sessions and experiential workshops. Safety Ambassadors from East London enjoyed various outdoor adventure activities combined with leadership sessions during the Journey programme. Learners were guided through self-awareness and esteem building activities to help them recognise their individual talents and abilities. This formed the basis for these young people to discover methods and tools for effective leadership and find ways of using their individual gifts to lead with confidence. The chairperson of the Safety Ambassador Programme at Thembelihle High School appeared as a guest speaker at GIZ's stakeholder dialogue session at the Nelson Mandela Metro University. He conducted a presentation on the role of young people in the fight against crime and shared how the Safety Ambassadors initiative had assisted his school to manage crime and violence more effectively.

During weekly slots on the local East London radio station staff members addressed topics such as positive parenting, the consequences of having a criminal record, restorative justice, the developmental stages of children, women in crime and women in prison, socialisation, babies behind bars, the Sexual Offences Act, the



A young learner in action at NICRO's annual youth debate in East London

Children's Act and the Child Justice Act. Weekly educational sessions on substance abuse, gangsterism, crime prevention, gender-based violence and conflict resolution were also facilitated for youth at a local school for children with special learning needs.

NICRO conducted SETA accredited gender-based violence and HIV training for 160 police officers from across the province. A two-day work session on victim offender dialogues in the context of a restorative justice framework was also facilitated for 30 officials from the Department of Correctional Services. The work session empowered participants to implement victim offender dialogues in line with restorative justice principles with a particular focus on maintaining victims' rights. Probation officers and assistant probation officers from the Butterworth and Humansdorp Districts also received training on diversion services, the Child Justice Act and restorative justice.

The charging of user fees, which necessitated much planning and several meetings to rollout this process, was implemented in January 2015. This initiative has been successfully implemented and now provides a new source of funding, albeit minimal at this stage. Despite stakeholders expressing their reservations, clients have been very willing to pay for services, provided that there is real perceived value.

Community and Stakeholder Capacity Building, and Awareness Campaigns

NICRO had a busy year involving numerous awareness and capacity building activities:

- Lectures on social work report writing to final year social work students at the Nelson Mandela Metropolitan University (April 2014)
- NICRO services were marketed at the Nelson Mandela Metropolitan University's student health fair in Port Elizabeth (June 2014)
- A talk on domestic violence was presented to Bethelsdorp community members in Port Elizabeth (June 2014)

- A presentation on crime and substance abuse was presented at the Enkuselweni Secure Care Centre in Port Elizabeth (June 2014).
- A Community outreach programme on substance abuse was conducted in King Williams Town (August 2014)
- A Parenting programme was facilitated at the Gelvandale Primary School in Port Elizabeth (August 2014)
- Lectures on social exclusion, youth at risk, victimology and restorative justice to third year social work students at the Nelson Mandela Metropolitan University (September and October 2014)
- A presentation on domestic violence was conducted as part of a 16 Days of Activism campaign in Port Elizabeth (November 2014)
- NICRO conducted a presentation on its services and co-facilitated discussions at the Helenvale Youth Enrichment Project hosted by the Nelson Mandela Metro Safety and Liaison committee (December 2014)
- Presented a lecture at Nelson Mandela Metropolitan University on ethics and working with youth (March 2015).



Social worker Mbongeni Baninzi presents a substance abuse awareness campaign at Ulwazi High School in East London

Partnerships

A formal partnership was forged between the headmasters, staff and learners at Thembelihle High School in New Brighton and Arcadia High School in Arcadia during 2014. An offender reintegration stakeholder forum was formalised with local stakeholders meeting on a monthly basis to discuss the needs and scope of offender reintegration services to strengthen collaboration and ensure that former-offenders are adequately supported during the reintegration process. The ongoing partnership with the Social Development Professions Department at the Nelson Mandela Metropolitan University afforded NICRO the opportunity of benefitting from the placement of over 80 social work students who facilitated NICRO's adult life skills programmes for clients.

Challenges

- The Clinical and Training Unit activities declined during 2014/2015 with stakeholders citing high training costs and limited funding as the reasons for not accessing NICRO's training workshops.
- NICRO's Ithuba service in Port Elizabeth comprised mainly the facilitation of restorative justice conferences as the release centre, where we usually conduct our offender reintegration programmes, is still closed for renovation.
- The maintenance of vehicles placed financial strain on the province as a result of the frequent repairs that had to be undertaken and rising fuel costs. The utilisation of the vehicles for the NACOSA training placed a further responsibility on staff to plan ahead to prevent vehicle shortages.



Mbongeni Baninzi, Nombulelo Ntheng, Antony Chakuwamba, Busi Mzandolo and Emmison Muleya (Left to right) show off their 2014 staff awards

Staff Development Activities

The area manager conducted individual consultations with staff members to encourage them to establish a career path and to strategise around staff retention at NICRO. Staff shared valuable insights into their career interests and provided input for the staff retention strategy being developed by the human resource manager.

Staff members also participated in various in-service and CPD accredited training sessions:

- GIZ dialogue sessions on violence against women and children; an analysis of South African crime statistics; the reality of youth violence and preventing children from migrating to the streets.
- New staff members attended Child Justice Act and the restorative justice training in April 2014.
- Two staff members attended the GIZ Winter School at the Nelson Mandela Metropolitan University in July 2014 to study youth violence.



Safety Ambassadors in East London receive their graduation certificates

- Two staff members attended a validation workshop facilitated by the Centre for Justice and Crime Prevention and the Masifunde Learner Development Programme in July 2014 to discuss the findings of the youth resiliency research.
- Social workers and fourth year social works students placed at the organisation attended an internal adult substance abuse training session in August 2014.
- Three staff members attended a GIZ sponsored two-day training programme on alternatives to violence prevention in November 2014.
- A staff member attended formal training on the Drug Master Plan facilitated by the Local Drug Action Committee in Port Elizabeth in November 2014.
- All staff members at the Nelson Mandela Metropolitan node attended a chemical dependency workshop in December 2014.
- East London staff participated in training that focussed on restorative justice and diversity in the work place.

KwaZulu-Natal

NICRO KwaZulu-Natal, which boasts an outstanding track record of success and is highly regarded as a crime prevention and offender reintegration service provider, continues to enjoy excellent working relationships with all its stakeholders.

Concerted efforts were made throughout the year to ensure service excellence and as a result, service delivery has gained momentum. We succeeded in reaching 2 996 new clients to whom we provided diversion, non-custodial sentencing and offender reintegration services. Additionally, crime awareness programmes touched the lives of 3 065 community members.

We are especially appreciative of and grateful to our donors whose generous financial support has ensured that we continue to provide comprehensive crime reduction and offender reintegration services throughout the region.

Media and Marketing Highlights

- Numerous media and marketing initiatives were conducted within the province throughout the year and NICRO also participated in several child justice outreach events in communities and schools.
- Several presentations were conducted at the various courts in the province for the judiciary and other stakeholders within the criminal justice sector in a concerted effort to market the organisation and its services.
- In July 2014, NICRO participated in the Msunduzi Innovation and Development Institute Imbizo at the Mayor's Office in the Pietermaritzburg city hall to highlight the plight of abuse to children.
- NICRO collaborated with SAPS on the occasion of Crime Victims' Rights Week and conducted presentations focussing on the organisation's services at various schools throughout the province.
- In October 2014 NICRO once again participated in a Msunduzi Innovation and Development Institute event, the Children's Summit held at the city hall.

Special Calendar Events

During the year under review, NICRO proudly hosted and participated in several calendar events including 16 Days of Activism Against Gender Violence and Women's Day. In August 2014 NICRO Pietermaritzburg visited the Abrina Esther House, a women's shelter, and conducted a presentation of woman's rights in celebration of Women's Month while NICRO Durban conducted an outreach initiative focussing on gender-based violence at the City View Mall. These events provided an opportunity to interact and share information with the public.

Restorative Justice Week

NICRO Durban, Pietermaritzburg and Empangeni partnered with the Departments of Justice and Social Development during Restorative Justice Week, which was celebrated in November 2014. This event resulted in the presentation of workshops featuring restorative justice topics and several collaborative initiatives with magistrates' courts that offered NICRO opportunities to market its services.

Road Offences Panel Programme

This NICRO Road Offences Panel Programme, an educational group-based intervention designed specifically to improve awareness of the dangers and consequences of driving under the influence, as well as reckless and negligent driving, secured funding from SAB (SA Breweries) for implementation in Durban. The programme, which has proven to be popular with the courts, was implemented for 114 adult offenders arrested and diverted or convicted for driving under the influence or reckless and negligent driving.

Beyond Boundaries Programme

NICRO KwaZulu-Natal was contracted by Department of Education to conduct training for its officials on managing difficult learner behaviour and to provide group-based interventions for learners presenting with challenging behaviour. As a result, NICRO developed the Beyond Boundaries Programme to improve the life prospects and social functioning of troubled adolescents. A total of 100 Department of Education officials in seven districts within the province were trained while 140 learners participated in the Beyond Boundaries Programme.

Parolee Workshops

A successful partnership with COMCOR resulted in the implementation of NICRO life skills workshops for parolees in Pietermaritzburg, Durban and Empangeni.



NICRO celebrates Restorative Justice Week in Pietermaritzburg in November 2014

The Safety Ambassadors Programme

Safety ambassadors are selected young people who have been empowered with the prerequisite skills, knowledge, experience and motivation to serve as positive role models who interact with and positively influence circles of youth, dissuading them from participating in anti-social behaviour and the commission of crime. Fifty eight Safety Ambassadors from three schools participating in this crime prevention programme successfully completed the first year of the two year programme, thanks to funding from Santam.

Crime Awareness Programmes in Schools

As a result of the growing occurrence of bullying and violence in schools, NICRO has increasingly focused its efforts on conducting crime prevention programmes at schools. During the year under review, 4 831 learners benefited from these initiatives.

DUI Client Says 'No' to Drinking and Driving in the Future

After being charged with drunk and reckless driving, the court referred Carl* to NICRO. Fortunately he did not have to serve a prison term as an alternative, non-custodial sentencing option was available to him and he was enrolled for NICRO's Road Offences Panel Programme as well as Community Service Learning. Carl was very impressed when he discovered that the magistrate who sentenced him was one of the speakers on the Road Offences Panel Programme. He expressed the opinion that participation in this intervention deepened his understanding of the consequences of drunk driving and made him more aware of the impact of his actions.

Carl then completed his community service assignment at a mortuary, which really served as an eye-opener and a major deterrent for drinking and driving in the future. Carl explained that had he not been assigned to the mortuary, he might not have taken his sentence seriously enough and could even have reoffended. While working at the mortuary he noticed that the building needed some repairs. He took the initiative and effected some renovations, which made the waiting area more welcoming and comfortable.

Carl was so inspired that he was able to make such a valuable contribution to his community through the community service learning programmes that he has undertaken to continue volunteering and offering his services to worthy community organisations.

Thank You, NICRO, for Helping Me to Turn My Life Around

"My name is Roman Shields. In 2012 I was arrested at a roadblock for drunken driving. I appeared in court and since it was my first offence, they sent me to NICRO. I was found suitable for the Road Offences Panel Programme and community service learning.

The panel provided me with a lot of information, in particular the effects and dangers of drunken driving.

A few days later I met with the social worker, Mrs Swart, about the 75 hours of community service that I needed to complete. She explained the purpose of community service learning. I was placed at a sporting club to work with underprivileged youth in my area. I started a soccer training programme with the youth and I trained them for three days a week. We then started playing competitive matches over the weekends. During the course of my placement I was able to improve the boys' soccer skills greatly.

Eastern Region

The programme increased my feelings of self-worth and esteem. It also developed a sense of responsibility and diligence. I was overjoyed and deeply appreciative when the club offered me a full-time position. This was my first full time position in many years.

I want to thank NICRO and their staff for introducing me to these programmes. The programmes that I attended were life changing."

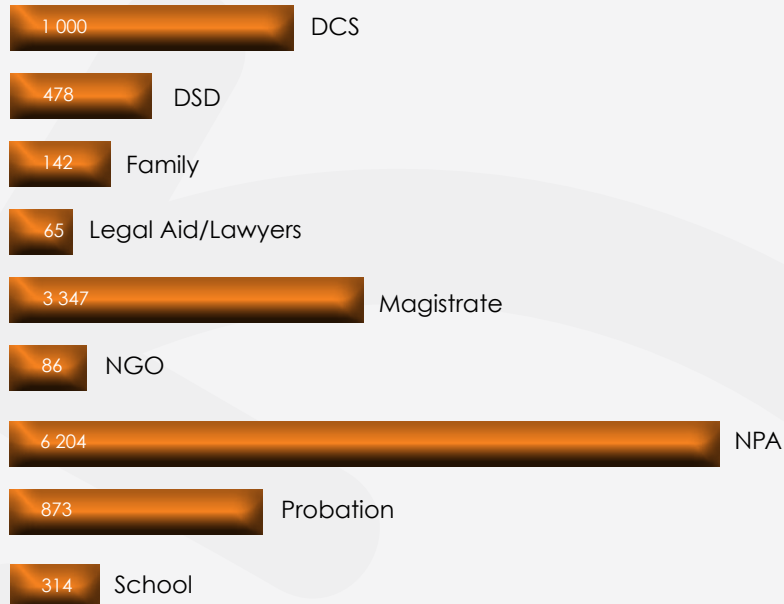


Safety Ambassador graduates celebrate the conclusion of a successful year

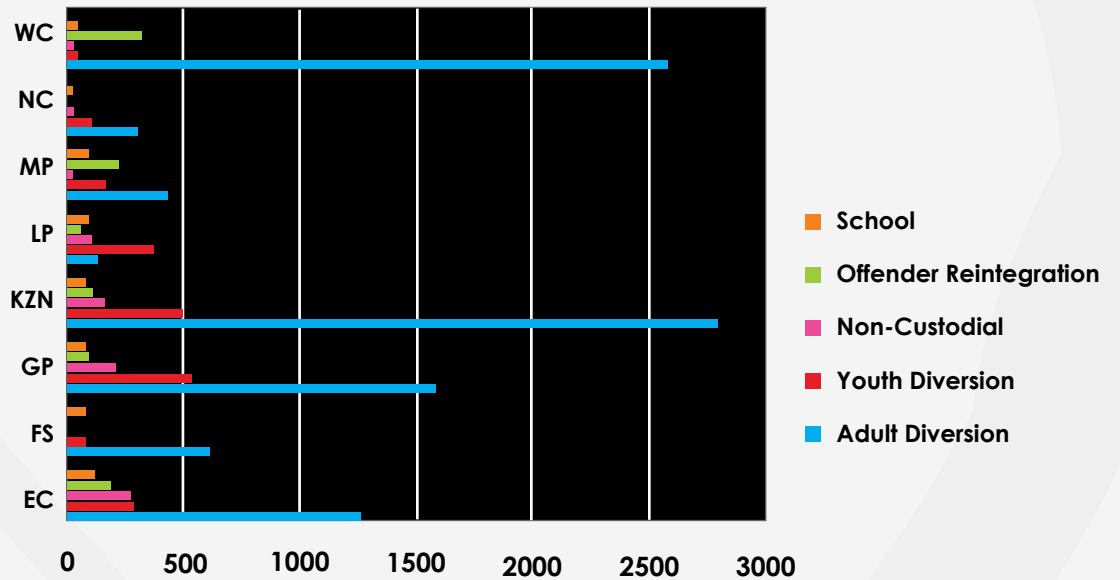


Safety Ambassadors proudly show off their certificates at the graduation ceremony in Empangeni

Criminal Justice Information



Referral Sources and Beneficiaries



Provincial Service Stream Distribution

Financial Statements for the year ended 31 March 2015

Index

	Page
• Directors' Responsibilities and Approval	48
• Report of the Independent Auditors	49
• Balance Sheet	50
• Income statement	51
The following supplementary information does not form part of the annual financial statements and is unaudited:	52
• Detailed Income statement	

Directors' Responsibilities and Approval

The directors are required in terms of the Companies Act 71 of 2008 to maintain adequate accounting records and are responsible for the content and integrity of the annual financial statements and related financial information included in this report. It is their responsibility to ensure that the annual financial statements fairly present the state of affairs of the company as at the end of the financial year and the results of its operations and cash flows for the period then ended, in conformity with International Financial Reporting Standards. The external auditors are engaged to express an independent opinion on the annual financial statements.

The annual financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

The directors acknowledge that they are ultimately responsible for the system of internal financial control established by the company and place considerable importance on maintaining a strong control environment. To enable the directors to meet these responsibilities, the board sets standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the company and all employees are required to maintain the highest ethical standards in ensuring the company's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the company is on identifying, assessing, managing and monitoring all known forms of risk across the company. While operating risk cannot be fully eliminated, the company endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

The directors are of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The directors have reviewed the company's cash flow forecast for the year to 31 March 2016 and, in the light of this review and the current financial position, they are satisfied that the company has or has access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently auditing and reporting on the company's annual financial statements. The annual financial statements have been examined by the company's external auditors and their report is presented on page 49.

The annual financial statements set out on pages 50 and 51, which have been prepared on the going concern basis, were approved by the board on 29 June 2015 and were signed on its behalf by:



The Honourable Justice NC Erasmus



Soraya Soloman (CEO)

Independent Auditors' Report

To the Members of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation)

We have audited the annual financial statements of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation), as set out on pages 50 and 51, which comprise the statement of financial position as at 31 March 2015, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and the notes, comprising a summary of significant accounting policies and other explanatory information.

Directors' Responsibility for the Annual Financial Statements

The company's directors are responsible for the preparation and fair presentation of these annual financial statements in accordance with International Financial Reporting Standards, and requirements of the Companies Act 71 of 2008, and for such internal control as the directors determine is necessary to enable the preparation of annual financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these annual financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the annual financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the annual financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the annual financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the annual financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the annual financial statements.

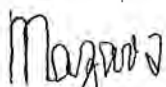
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the annual financial statements present fairly, in all material respects, the financial position of National Institute for Crime Prevention and the Reintegration of Offenders (Non-Profit Organisation) as at 31 March 2015, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards, and the requirements of the Companies Act 71 of 2008.

Other reports required by the Companies Act

As part of our audit of the annual financial statements for the year ended 31 March 2015, we have read the Directors' Report for the purpose of identifying whether there are material inconsistencies between these reports and the audited annual financial statements. The Directors' Report is the responsibility of the director. Based on our reading of the Directors' Report we have not identified material inconsistencies between the reports and the audited annual financial statements. However, we have not audited the Directors' Report and accordingly do not express an opinion thereon.



Mazars
Partner: D. Smith
Registered Auditor
29 June 2015
Cape Town



Financial Statements for the year ended 31 March 2015

BALANCE SHEET

Figures in Rand	2015	2014
Assets		
Non-Current Assets		
Investment property	8,474,000	8,474,000
Property, plant and equipment	6,183,490	5,948,086
Other financial assets	592,922	82,481
	15,250,412	14,504,567
Current Assets		
Trade and other receivables	1,261,801	1,395,462
Cash and cash equivalents	11,145,090	18,679,620
	12,406,891	20,075,082
Total Assets	27,657,303	34,579,649
Equity and Liabilities		
Equity		
Reserves	1,457,634	1,457,634
Retained income	24,513,972	31,110,263
	25,971,606	32,567,897
Liabilities		
Non-Current Liabilities		
Operating lease liability	503,327	730,000
Current Liabilities		
Trade and other payables	1,182,370	1,281,752
Total Liabilities	1,685,697	2,011,752
Total Equity and Liabilities	27,657,303	34,579,649

INCOME STATEMENT

Figures in Rand	2015	2014
Revenue	36,498,242	35,859,156
Operating expenses	(44,114,518)	(43,618,030)
Operating deficit	(7,616,276)	(7,758,874)
Investment revenue	509,671	825,142
Fair value adjustments	510,441	15,249
Finance costs	(127)	(10,751)
Deficit for the year	(6,596,291)	(6,929,234)

STATEMENT OF CHANGES IN EQUITY

Figures in Rand	Revaluation reserve	Retained income	Total equity
Balance at 01 April 2013	1,457,634	38,039,497	39,497,131
Surplus for the year	-	(6,929,234)	(6,929,234)
Total deficit for the year	-	(6,929,234)	(6,929,234)
Balance at 01 April 2014	1,457,634	31,110,263	32,567,897
Deficit for the year	-	(6,596,291)	(6,596,291)
Total deficit for the year	-	(6,596,291)	(6,596,291)
Balance at 31 March 2015	1,457,634	24,513,972	25,971,606

Financial Statements for the year ended 31 March 2015

DETAILED INCOME STATEMENT

Figures in Rand	2015	2014
Income		
Rental income	764,181	718,617
Donation income	9,320,615	12,200,085
Other income	2,231,608	600,525
Dividends received	14,817	12,378
Interest income	494,854	812,764
Gains on disposal of assets	108,605	246,601
Government grants	24,073,234	22,093,328
Fair value adjustments	510,441	15,249
	37,518,355	36,699,547
Expenses (refer to page 27)	(44,144,518)	(43,618,032)
Operating loss	(6,596,160)	(6,918,485)
Finance costs	(127)	(10,751)
Deficit for the year	(6,596,291)	(6,929,236)
Direct Expenses		
Alternative Sentencing	7,157,584	9,442,729
Diversion	24,359,329	22,756,849
Offender Reintegration	4,123,630	3,130,779
Training and Clinical	1,417,982	1,263,190
	37,058,525	36,593,548

DETAILED INCOME STATEMENT (continued)

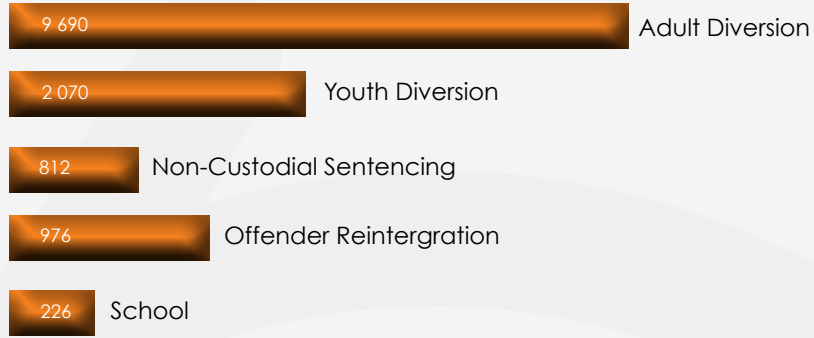
Figures in Rand	2015	2014
Operating Expenses		
Advertising and promotions	165,549	175,673
Auditors remuneration	8,688	143,954
Bank charges	166,885	154,333
Catering costs	61,639	59,537
Communications	172,887	179,689
Computer expenses	192,700	147,189
Consulting and professional fees	490,074	424,942
Depreciation	266,260	433,405
Employee cost	3,092,330	3,019,967
General expenses	50,387	217,040
Insurance	21,173	494,131
Leases rentals	146,468	161,308
Motor vehicle expenses	46,412	62,023
Municipal property rates and taxes	284,593	200,401
Postage and courier cost	9,311	47,505
Printing and stationery	70,196	143,584
Recruitment expenses	5,632	20,807
Repairs and maintenance	19,498	28,725
Security expenses	12,503	15,011
Subscriptions	8,951	19,544
Subsistence and travel local	273,002	312,172
Training expenses staff	4,549	197,020
Utilities	553,117	366,523
Bad debts	933,190	-
	7,055,990	7,024,483
Total Expenses	44,114,518	43,618,031

Our Donors - Thank You

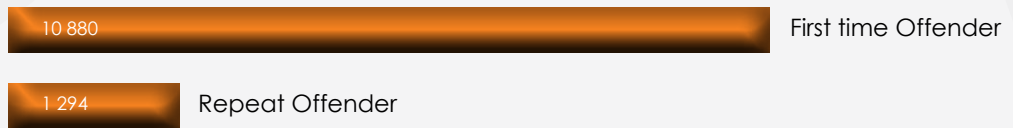
List of donors having made grants and financial contributions to NICRO in the 2014 / 2015 financial year

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HCI Foundation	Yerolemou, L

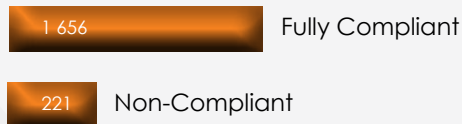
Criminal Justice Information



National Service Stream Distribution



Offending History



Compliance Rate

Vision

To build and strengthen a democratic society, based on human rights principles through crime prevention and development.

Mission

NICRO, as a national non-profit organisation, regards crime as a threat to democracy and individual rights. Through people-centred development and services to victims, offenders and communities, NICRO strengthens a human rights culture and builds a safer South Africa.

To this end NICRO engages in lobbying and advocacy, capacity building, direct service delivery and research. NICRO adheres to the principles of good governance and sound environmental practices.

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