



Business Development Plan and Future Vision

*1st April 2003 - 31st March 2006
(Updated December 2004)*

This business development plan is due to be reviewed and updated in March 2005. Therefore please contact New Pathways for the most up to date version.



Introduction

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Legal Status: Registered Charity (Number 1029186)

Professional Association: New Pathways is an Organisational Member of The British Association for Counselling and Psychotherapy. New Pathways also employ a member of The British Psychological Society and a member of The Chartered Institute of Personnel and Development.

Patrons:

Glenys Kinnock M.E.P.
Huw Lewis A.M.



Key Services Operational in Merthyr Tydfil and Outreach Posts

New Pathways is a Rape and Sexual Abuse Support Service for men, women and children. New Pathways offers face to face counselling, individual counselling, family counselling, children's therapy (for any trauma or issues), group therapy, a help line (soon to be 24 hours), a wide variety of training and coaching for parents, carers, clients and outside organisations, research and education into the nature and consequence of rape and sexual abuse and a Sexual Assault Referral Centre (SARC) offering a safe environment with specialised support, medical and forensic examination facilities, and interviewing facilities for victims of recent trauma. New Pathways also has many out-reach posts across South Wales, including projects within HM Prison Service. New Pathways is a unique service and the only one of its kind within Wales. New Pathways is a free and confidential service. It remains a fundamental objective that New Pathways is proactive in the development and delivery of its services. The projects within New Pathways (for example the SARC) are researched, planned and delivered in response to an assessment of need. New Pathways aims to continue its research in this manner as it develops its services further and across more local authorities within Wales.

Key Services Proposed for Future Vision

New Pathways proposes to develop new centres in Wales, like the centre in Merthyr Tydfil, to encompass counselling rooms, family rooms, a Sexual Assault Referral Centre (SARC), and a training and educational resource centre. New Pathways propose to lead this project by bring its highly qualified and experienced team and its existing strong links with The Welsh Assembly, The Home Office, The Police Force and The Health Authorities, in order to make this project a success within other areas. New Pathways need to secure service level agreements with local authorities in order to bring its expertise and success to the individuals within the areas for whom at present there is no such provision. Despite providing outreach posts in Cardiff and Newport, New Pathways currently receive no funding from either Cardiff or Newport authorities.



Part 1: Background

- 1.1 New pathways respond to individuals who become isolated and emotionally vulnerable due to experiencing a violation of their human rights. Trauma caused by rape or sexual abuse has many dimensions, and the devastation to the individual is horrific. This particular type of trauma can lead to the individual becoming completely excluded as a result of an inability to function within society. New Pathways addresses the need of these individuals by providing a tailored programme of counselling, therapeutic intervention and support, offering individual response to meet their personal needs. The New Pathways project at Merthyr Tydfil has gone from strength to strength, however the New Pathways out reach posts in other areas has not been able to move forward due to the absence of funding from many of the local authorities. The demand for New Pathways services within the out reach posts has never been greater; therefore New Pathways is proposing this future vision specifically for the areas where such provision is absent.
- 1.2 There is widespread expectation within the community that, if an individual experiences this type of trauma, help and support is available. Sadly this is not the case. The level of support available is slow to access and over-subscribed. New Pathways add value to existing provision by its immediacy and improves the opportunities for survival by reducing the potential for damage to occur, due to the slow response of traditional pathways to provision. This service fills a gap in provision, which is sensitive, responsive and accountable. It offers a professional specialist response in a crisis across the South Wales area. The agency takes this support into the community in the way of out-reach posts, then directly to the individual in need. No other service or agency offers this type of professional support.
- 1.3 The service is structured to maximise accessibility. It provides a crisis intervention service, which responds to traumatic incidents and when appropriate followed by a programme of face-to-face counselling. This immediate response offers individuals the potential to reduce or prevent negative behaviour/attitudes that have developed following rape or sexual abuse. New Pathways offer an outreach counselling service which delivers planned and structured counselling support to individuals within their own community. New pathways also provide a telephone advice and counselling service which enables individuals who are unable to travel, or who are house bound, to access the support from the service. Due to the unfortunate closure of the rape crisis help line in Cardiff, New Pathways has identified a growing need through victim demand for a help line to be in place. Therefore part of the future vision of New Pathways is to encompass a help line that is accessible 24 hours seven days a week which will be staffed by trained personnel.
- 1.4 New Pathways is a **Not For Profit** independent voluntary organisation, which is registered with the Charity Commissioners for England and Wales.
(Registered Charity No 1029186)



1.5 The Aim of New Pathways is:

‘To relieve the mental and physical distress of any person who has suffered sexual abuse or been affected by sexual abuse and to promote education and research into the subject of sexual abuse and its effects on women, men and children whether medical, social and / or psychological’.

1.6 To meet this aim New Pathways currently provides the following services within the Merthyr Tydfil area:

- Crisis intervention service
- Sexual Assault Referral Centre (SARC)
- One to one counselling
- Child & Young Persons Therapeutic service
- Information and advice
- Training and Education
- Independent research from primary and secondary sources.
- Family Friendly Therapeutic Centre of Excellence

New Pathways currently provides a limited service, in the form of outreach posts, with the other areas such as Cardiff, Swansea and Newport. New Pathways aim to bring the full range of services (as listed above) to other areas in Wales, reduce the high waiting lists for counselling and support within the existing outreach posts and provide SARC suites where they are needed most. New Pathways proposes to lead this project along with partnerships with the Police and Health Authorities, once sufficient funding from the local authorities has been secured.

1.7 New Pathways was established in Merthyr Tydfil as a crisis help line in 1993 and provided this service to Merthyr Tydfil and surrounding valleys. This was achieved by a small group of volunteers who operated the telephone help-lines on a Sunday and Wednesday evening from 7-9pm. The initial stage of development recognised a need to provide more in depth face-to-face counselling as a project. This was established by 1997 supported by a Local Council Grant. This grant helped to support the volunteer counsellors and the existing services offered by New Pathways.



- 1.8 New Pathways was able to develop this service further from 1999, with the support of a three year grant from the National Lottery Charities Board, Poverty and Disadvantaged Programme which covered the costs of a full time manager and part time administrative support backed up with volunteer counsellors. At this stage, the service was restricted to offering counselling support from the specially adapted offices in Merthyr Tydfil. Demand for the service increased and in 2001 New Pathways submitted a three year continuation and development proposal to the National Lottery Community Fund for continuation funding to strengthen and expand the service. They were successful in securing this award which was for the maximum amount allowed by the Community Fund (£299,606). These three year proposals started from June 2002 and include the development of outreach services in The Vale of Glamorgan, Cardiff and Aberdare and a crisis intervention service linked to Police investigation procedures. The service now responds to referrals from across the South Wales Region and is responding to requests for support from Mid Wales and the West of England.
- 1.9 New Pathways have investigated the possibility of further Lottery and other grant funding, however the Local Authorities have to take responsibility in the way of service level agreements to secure future stability and the continuing success and progress of the service. .
- 1.10 In April 2002 the project also developed a service for children and young people with the support of Children in Need, who awarded New Pathways a three-year grant to employ a full time child therapist. This provision marks a significant development in the service that can now respond to men, women and children who are victims of abuse.
- 1.11 During this ten-year development process New Pathways has been highly successful in securing the confidence and financial support of the former Welsh Office, and major voluntary sector funding bodies. It has achieved this through a reflective and responsive approach to meeting the needs of clients. The service has established a firm foundation and has significantly developed professional competence.

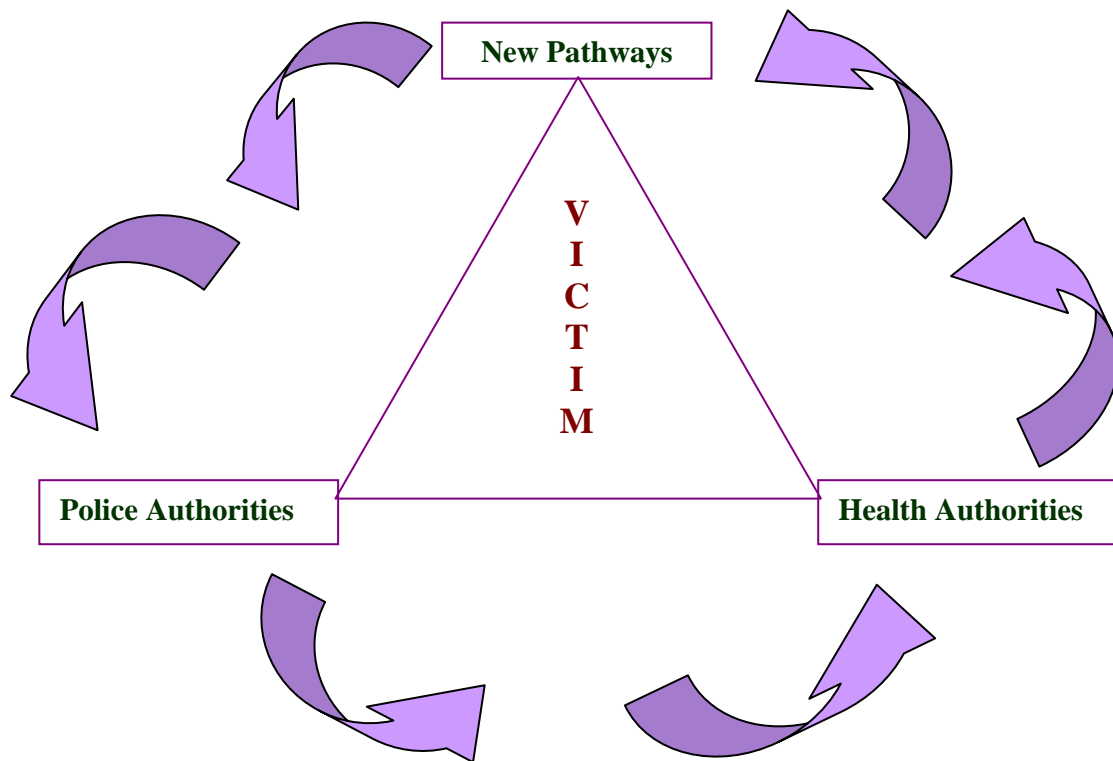


Part 2: Beneficiaries

- 2.1 New Pathways consider clients as ‘victims’ of rape or sexual abuse. New Pathways will seek to support the individual to exercise greater control over their lives equipping them with their own positive coping mechanisms so that they are able to become ‘survivors’. Becoming a survivor strengthens the clients’ positive beliefs about themselves, removing the damaging guilt factor that tags on through rape and sexual abuse.
- 2.2.1 Many clients may have mental health problems, or may develop mental health problems as a result of being a victim of rape or sexual abuse. New Pathways will offer support to deal with the effects of trauma, and help to equip the individual with a better understanding of the issues surrounding mental health difficulties.
- 2.2.2 Over the past six years New Pathways has noted a dramatic increase in the amount of men that are accessing the service, this is still increasing today and New Pathways envisages meeting this need by developing a new project which will develop tailored packages specifically for male clients who have experienced any trauma, i.e. physical, emotional or sexual. This new project will be developed as a result of New Pathways research and experience that has demonstrated there is a severe lack of professional service that support men. With the opening of the new SARC the police will be interviewing victims of many different traumas and not just victims of rape and sexual abuse. Therefore, in response to this, New Pathways needs to develop a project with specially trained personnel that can offer support to a wider group of service users and offer continuing support and tailored therapy if requested by the victim.
- 2.3.1 In supporting individuals of rape and sexual abuse, New Pathways also alleviates the need for secondary agency involvement. Research has demonstrated that once an individual is able to deal effectively with significant trauma through a process of therapeutic intervention, then their need for self-harming activities can be dramatically reduced or completely eradicated. Self-harming behaviours often place demand upon the health service, drug rehabilitation services, the Police force and so on. Therefore these secondary agencies, such as the health service, are evidently indirect beneficiaries of the services that New Pathways has to offer.
- 2.3.2 New Pathways also acts as a support to various public services in providing an opportunity for specialised intervention, for example, GP’s are able to refer patients on to New Pathways for additional support and therapeutic intervention.



2.4 Within Merthyr Tydfil, The Sexual Assault Referral Centre (SARC) offers victims a safe space whereby they can be interviewed by the police, examined by a medical professional and have specialised support from a New Pathways support worker who has been specifically trained to work with individuals suffering from recent trauma. This approach reduces the likelihood that the individual will suffer from secondary trauma, i.e. being further traumatised by the reporting and examination process as well as dealing with the shock of the assault. The SARC also serves to cut down on the amount of time that the police will have to spend with the victim, and also provide a safe space outside of the police domain for the individual to be supported by professional support workers and then have continuing support from New Pathways counsellors at the victims' request. The New Pathways SARC in Merthyr Tydfil is the first and only one of its kind in Wales. The need for the development of SARC's within other areas in Wales is clear. New Pathways has strong links with the Police Authority and The Health Authority and it is hoped that we can utilise these strong links in order to combine a united approach that will best serve the victim. This united approach has proved to be successful in the Merthyr Tydfil area and New Pathways hopes to capture this partnership in other areas across Wales. Existing provision within many health and Police authorities only serve to provide the necessary forensic examinations and police interviewing. It is the therapeutic interventions offered by New Pathways that can really make a difference to the healing process in the client. New Pathways are proud in capturing the necessary therapeutic element which encompasses the clinical necessity in dealing with a holistic approach for our service uses when dealing with such high levels of trauma.



- 2.6 Benefits to our service users are many, our children's project being one. New Pathways does not only offer support to children who have suffered raped or sexual abuse, but also offers support and counselling to children who are suffering from any kind of trauma or difficult issues. It might be that a child is being bullied or trying to deal with the death of a parent. Whatever the reason for the child's upset, New Pathways will offer that child as much support as possible. New Pathways future vision is to have two specialised therapists in this area, one children's therapist (working with children aged 3 to 13) and one young persons therapist (working with young people aged 13 – 18). With this development in mind New Pathways has designed two separate counselling rooms within the new building, Willow House, that are specialised for these two age groups. New Pathways currently employ just one children's therapist and is aiming to get this additional support soon in order to reduce the waiting lists for children and young people in need of support.
- 2.7.1 New Pathways also work within HM Prison Cardiff offering a project to individuals who have suffered from rape and/or sexual abuse. Research has demonstrated that such trauma could lead an individual into self-harming activities, such as drug and alcohol abuse, which in turn can lead to criminal and anti social behaviour. Since the New Pathways project begun at HM Prison Cardiff the prison officials have reported a decrease in anti social behaviour, a decrease in anger and a decrease in the suicide rate. With the development of a New Pathways project within the Cardiff area the provision to individuals released from prison can be increased with the aim of the reduction in the number of individuals re-offending and/or employing negative coping mechanisms such as self harming, drug/alcohol abuse, crime etc.
- 2.7.2 New Pathways also has a project within HM Prison Usk, where New Pathways specially trained counsellors support the staff at the prison, who work with sex offenders on a day-to-day basis. New Pathways has researched trauma levels experienced by personnel who work within services such as the prison and emergency services. It is recognised that these staff may suffer from secondary trauma after working with traumatised individuals or working in traumatic situations. This secondary trauma in staff may often manifest in physical and emotional sickness resulting in absenteeism from work. New Pathways is able to offer an independent and external confidential counselling service to these individuals who many not wish to discuss their feelings with somebody inside their organisation due to a fear of being judged. It is recognised that secondary trauma inhibits an individuals future abilities to cope with further trauma. A safe and confidential therapeutic service would help to alleviate these issues and provide future coping mechanisms.



- 2.8 After assessing the major beneficiaries of the services that New Pathways provides it is evident that there is also a wider group of people within society that also benefit from the service. For example an entire family will benefit when one member of that family ceases to self-harm and engage in criminal and/or anti social behaviours. Society will then also benefit when this individual can find employment and begin to make more positive contributions to society. Although not all individuals who have suffered rape and/or sexual abuse will adopt negative behaviours, our research has shown that such self-harming behaviours are common amongst victims of rape and/or sexual abuse.



2.9 Case Study

Background.

For the purpose of this case study, I shall call my client Steve. Steve was an inmate at HMP Cardiff where New Pathways has a counselling project. Steve had been in Social Services care since the age of 4, had been sexually, physically and emotionally abused in at least two care homes that he was placed in. He saw himself as institutionalised and resented all forms of authority, having spent almost his entire adult life in prison. He was referred to me by a doctor at the prison who said he was suicidal and violent. Steve had long-term dependence on tranquillisers and anti-depressants and said he often used illicit drugs.

Presenting Scenario.

Steve presented as very depressed, anxious, poor eye contact. He was self-harming very badly and had attempted suicide on at least three occasions in the previous six months. When approached by prison staff he was often violent and aggressive, although presented at counselling sessions initially as very withdrawn and uncommunicative. Steve was very wary of anyone who said they were going to try to help him.

Progression.

The initial six counselling sessions were very difficult for Steve. We worked on the issue of trust, in a very person-centred approach, showing no judgement on his past or present. Very slowly Steve began evidencing change in his perceptions. Physically he changed quite quickly, being more assertive and confident, more sustained eye contact, initiating conversation etc. He began to take more care of his appearance and worked hard to address the self-harming.

We renegotiated our counselling contract and began some more in depth, psychodynamic therapy, looking closely at his early memories and experiences. Steve felt confident enough at this stage to work with his memories of the sexual abuse that he had experienced whilst in care. This was a very traumatic time for Steve and much support was required from New Pathways.

Steve went on to have twenty-six sessions in HMP Cardiff, at which time he felt able and confident enough to end our sessions and continue his self-development as we had discussed.

Outcome.

For Steve, his feedback showed that he felt he had benefited enormously from the counselling New Pathways was able to offer. He said that he would never forget the abuse he had suffered, but that he felt it would no longer rule his life. He said that he felt like a 'normal person' for the first time in his adult life.

Steve had written some very traumatic and disturbing poems about his early experiences and near the end of his counselling, he said he had noticed a change in his poetry, which became full of hope and even happiness. He passed some of these on to me, hoping that they may help other victims of abuse to realise they can move on to better lives.



Feedback from prison staff showed that Steve was much calmer at this stage, had taken and held down a job in the prison for the first time and was generally more amenable to everyone. “A new man” was said to me many times.

Steve’s dependence on drugs, both prescribed and others, were dramatically reduced, and his intention when I last saw him was to stop them altogether.

Update.

Steve left prison several weeks after finishing counselling, (some two years ago) and recently rang New Pathways to tell me that he is holding down a full time job for the first time in his life, has been to therapy with his partner to help their relationship and is very happy. He has not been back to prison for two years and is hoping to keep it that way! He thanked me and New Pathways for allowing him to access the counselling and said that he wished it could be available for everyone.

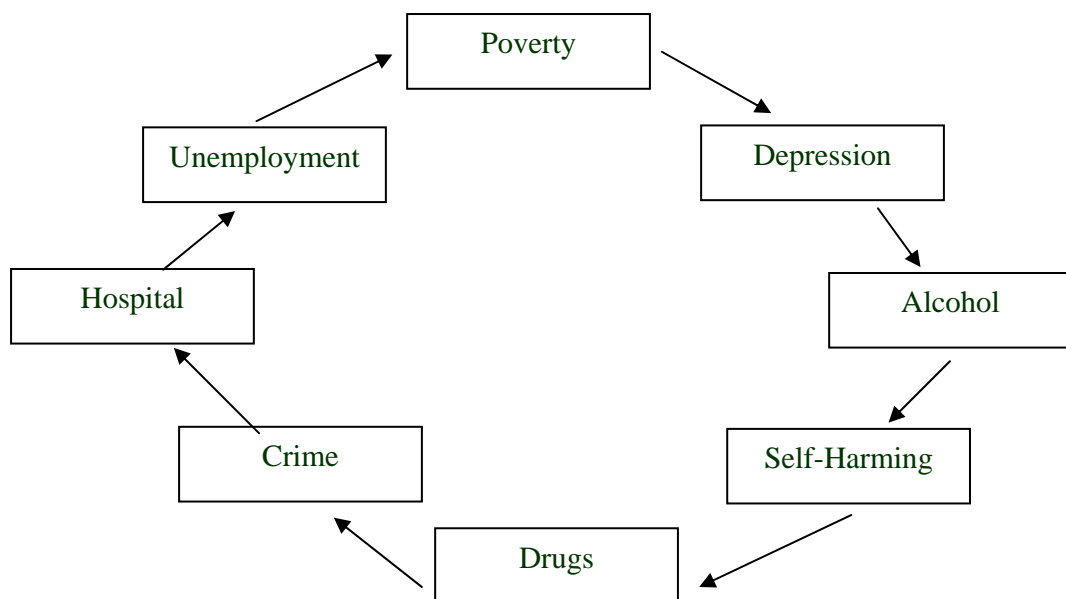


2.10 New Pathways Helping To Break The Cycle

Taking just one client as an example we can see the effects that this one client might have on a whole host of public services and upon society as a whole. When there is no intervention like the support offered by New Pathways, the problems for the individual can become increasingly more difficult to manage and also become increasingly more difficult to manage for public services such as hospitals, police, mental health etc. Below we can see how a clients negative crutches might burden some of our public and social facilities.

Negative Crutches	Facilities Used
Drugs	Hospitals, Police, Doctors
Alcohol	Hospitals, Police, Doctors
Self Harming	Hospitals, Police, Doctors
Depression	Hospitals, Tranquillisers, GPs, Mental Health
Drop out of Education	Schools, Authorities, Teachers, Health Visitors
Behaviour Problems	Schools, Authorities, Police, Hospitals
Crime	Police, Probation, Courts, Authorities, Hospitals

These actions then have a negative knock on effect to others i.e. families, parents and siblings. This in turn produces many more problems leading to depression, doctors, hospitals, crime, and unemployment leading to poverty. This circle goes on and on until it is broken. From our 10 years of experience here at New Pathways we have seen that through intervention with specialised counsellors and staff we can help the client to break this cycle and lead a more positive, worthwhile and respectful lifestyle. Even just one individual caught in this cycle has considerable financial impact upon public sector organisations, such as those mentioned above.



Part 3: The Need for the Service

- 3.1 Currently, victims of sexual abuse are disadvantaged as they experience a slow pathway to support services in health authority psychology and psychiatric provision. New Pathways aims to provide an immediate response to a full range of referring agencies, however due to lack of funding New Pathways currently has extensive waiting lists, again highlighting the demand for the service. Early therapeutic intervention by New Pathways will hopefully reduce the risk of victims moving to self-harm and self-blame following the trauma.
- 3.2 To our knowledge, there are no other similar, specialised or appropriate agencies that meet the needs of this particular service user within Wales. However through our own research we have learned about several such agencies throughout England. One such project is based in Manchester whereby the specialised and appropriate interventions have been of significant benefit to those individuals using the service. Furthermore, the project in Manchester has significantly alleviated the need for secondary agencies and public services to be involved. Throughout Wales there are only a handful of private counsellors who work in the field of rape and sexual abuse, however their fees may preclude the vast majority of clients from using their services and they may not get the ongoing training, education, supervision and support that counsellors at New Pathways constantly receive. In addition these counsellors do not have the range of services and interventions that we are able to offer at New Pathways. New Pathways complements and works closely with other services that refer clients (including both statutory and voluntary agencies) and we have a wide range of therapeutic interventions that we are able to offer by specialised and professional counsellors, therapists and psychologists.

3.3 The Growing Demand

The table below shows how many enquires regarding support for rape and sexual abuse have been received by New Pathways since 1999.

Year	Number of calls received by New Pathways
1999	839
2000	3178
2001	6204
2002	10,139
2003	10,534



Listed below is the number of counselling appointments that have been facilitated by New Pathways from April 2003 to March 2004 (11 months). Please note that these statistics have grown since previous years and are at present continuing to grow further. Please also note that as these figures change everyday they are consequently an approximation.

341 Clients currently on our books.

154 Clients received counselling.

187 Clients awaiting appointments.

80 Children and young people.

153 Clients in prison.

60 Crisis intervention in prison.

These figures were produced in March 2004 and are due to be updated in March 2005.

3.4 A number of factors can help to explain this increase in referrals to New Pathways and the increase in the number of enquires for support, for example:

- The growth and development of New Pathways.
- The effective marketing and networking of New Pathways.
- The willingness of victims of sexual abuse to seek help is improving.
- The trauma of sexual abuse is more openly discussed in society.
- Statutory agencies are improving procedures and processes dealing with cases of sexual abuse.
- More victims are being referred for help and support to this service from statutory agencies. Referral rates have increased dramatically during the previous **18 months** from Social Services Departments, GP's, Hospitals, Probation Service and the Police. In addition, referrals from voluntary agencies such as Women's Aid, Drug Aid projects and Victim Support projects have also seen an increase.

At the back of this plan is a full list of referring agencies.

The major reasons why agencies are referring into New Pathways is because New Pathways provide a professional service that attains significant results. This only begs the question, without New Pathways where would these individuals turn to and how can New Pathways improve the service in the out reach posts so that they match the high standards and range of services seen in Merthyr Tydfil?

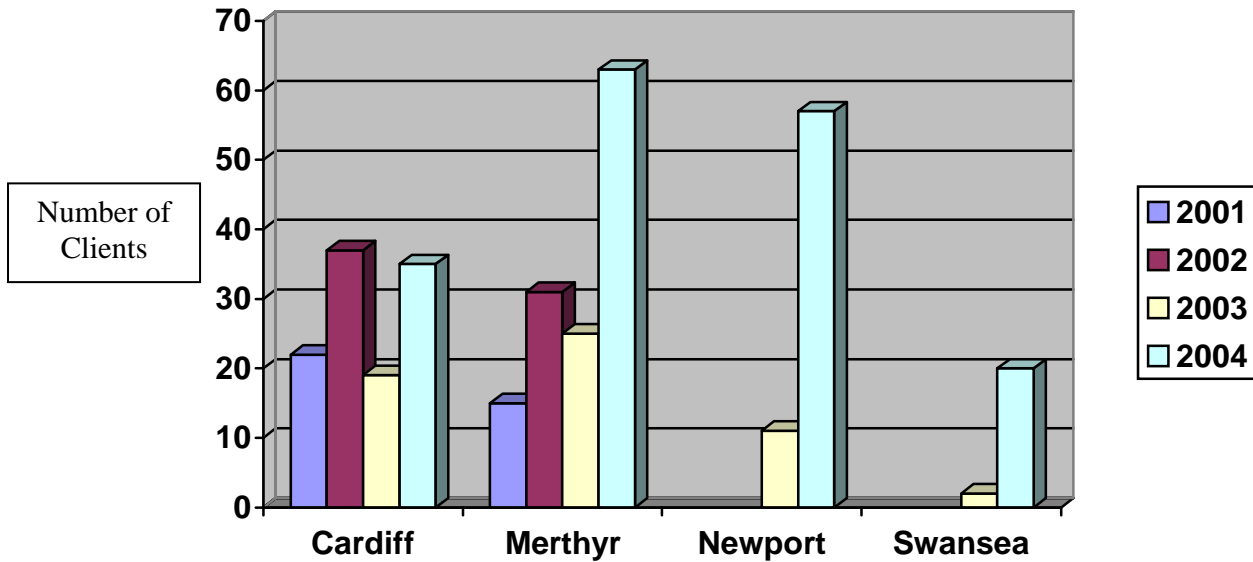


- 3.5 The service has experienced an increase in referrals for those people who have developed mental health issues. Many health related agencies are recognising that addressing symptoms of depression, anxiety, self harm etc., with medication only is not suffice, and there's a need to refer to an agency having the expertise to address deep trauma caused by rape and sexual abuse. The utilisation of psychological interventions such as counselling and cognitive behavioural therapy to treat depression rather than using medication alone has been highlighted in the recently published new NICE guidelines (December 2004). These suggest that services such as those offered by New Pathways are both necessary and effective in the treatment of some of these mental health problems. Until that deep trauma is dealt with, the psychological scars can manifest themselves in negative behaviours and emotions, such as self-harming behaviours, depression and stress related illness. These negative behaviours may not only harm the individual but they can also have obvious negative effects upon society as a whole and maybe a pressure upon other agencies and public services (e.g. health, police, prison etc).
- 3.6 To our knowledge there are no other voluntary agencies in Wales with specialist focus on addressing the mental distress suffered by men, women and children, who have suffered the trauma of rape and/or sexual abuse. Some organisations will only deal with, for example, women who have been raped, to our knowledge no other organisation has the facility to deal with **any** individual regardless of their gender or age under one umbrella. New Pathways will also counsel and support entire families who have been affected by rape and/or sexual abuse, even if there is only one member of that family that has experienced the physical trauma, the entire family can be affected emotionally. New Pathways is the only agency that will support every individual within such circumstances. Therefore New Pathways has developed the ***Family Friendly Therapeutic Centre of Excellence*** that aims to support individuals and families affected by trauma and allows the family to have sustainable healing time in order to move forward together supporting each other. These projects are already running successfully within Merthyr Tydfil. We now need to get this full and extensive range of services in the out reach post and in the areas where there is currently no provision, where it is needed and where the demand is increasing every day.
- 3.7 The growth in referrals can also be attributed to the growing awareness of New Pathways amongst related professionals. This reflects both their confidence in, and the credibility of New Pathways and sometimes their difficulties in responding to these specific needs as effectively, for example, GP's do not always have the time or the resources to be able to offer their patients one to one counselling. However, GP's are **now** able to refer their patients on to qualified counsellors and professional support offered by New Pathways. Again this is working very effectively within the Merthyr Tydfil area, however improvements in the referral process need to improve in other areas. This can only be achieved if New Pathways can secure adequate funding in order to provide this extended service to areas in Wales.

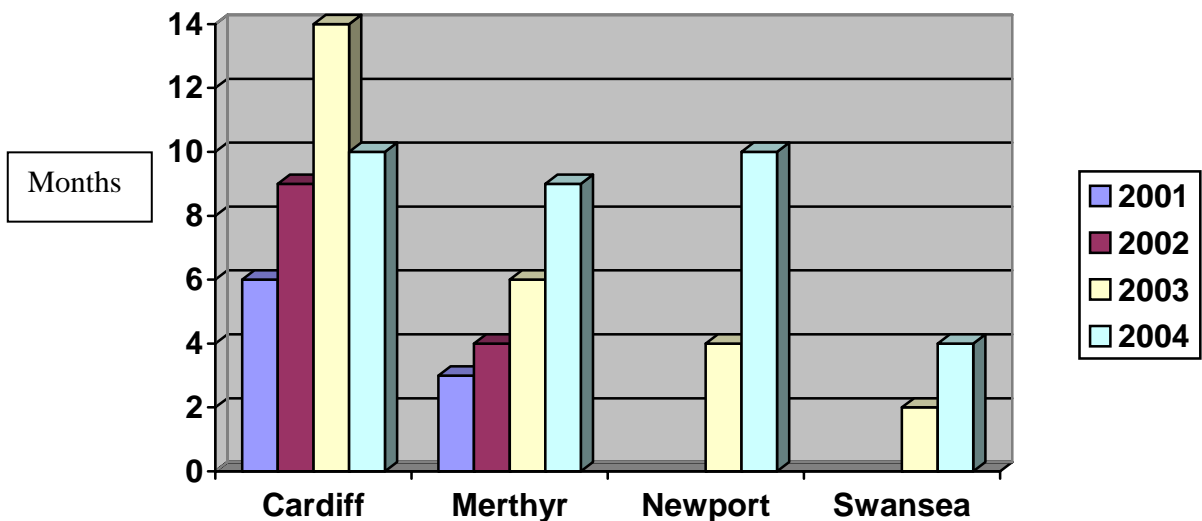


3.8 Adult waiting lists

A graph to show the number of adults on the New Pathways waiting lists.



A graph to show the average time spent on waiting lists.



The table below shows how many individuals who are on New Pathways waiting lists for counselling. The table also indicates the average amount of time individuals would be waiting. Please note that these statistics do not include the number of people currently receiving support (see page 11), rather they reflect the number of individuals who are seeking support but have to wait due to lack of resources through lack of funding.

	2001	2002	2003	2004
Total Number of adults on the waiting list	37	68	57	175
Average time spent on the waiting list in months	4.5	6.5	6.5	7.25

3.9 New Pathways has a waiting list of clients that is subject to fluctuation depending on numbers of volunteers available, and staff availability. New Pathways constantly aims to reduce waiting lists despite difficulties through lack of funding and resources. However a member of staff will contact a client who has been referred to New Pathways within 48 hours. They then may have to wait up to 14 months for a fully structured programme of support to be established. Clients considered to be high risk will access the full service immediately (for example a victim of a recent rape or a suicide risk). Although New Pathways experiences difficulties in the service, i.e. limited suitable volunteers, as well as lack of resources for expansion of paid staff, their expansion has clearly been managed with professional success.

3.10 The increase in the waiting lists is due to a lack of funding. With more funding New Pathways would be able to dramatically reduce these waiting lists and hence reduce pressure that is put on public sector organisations, such as the health service and the police force for example. One problem that New Pathways is experiencing is the fact that Cardiff waiting lists are considerably high and New Pathways receives many referrals from Cardiff despite the fact that Cardiff Health Authority does not offer New Pathways any funding. Sometimes a client from Cardiff might well present themselves in Newport, where waiting lists are shorter and hence in doing so will increase the waiting lists in Newport. If we look at the statistics we can see that in August 2004 the number of client on the waiting list in Newport was 57. This figure has risen and there are now 115 individuals on the waiting list in Newport. Therefore in order to reduce waiting lists, New Pathways must seek to obtain funding from these authorities in order to provide more counsellors and staff in those areas. It is envisaged that, upon review of this business development plan in March 2005 that some agreement for funding would have been made between all the Health Authorities and other statutory bodies and New Pathways.



3.11 Children and Young People

The table below shows how many children and young people are/where on the New Pathways waiting lists. The table does not reflect the number of children and young people currently receiving support at New Pathways, just those who are waiting and for how long they might have to wait.

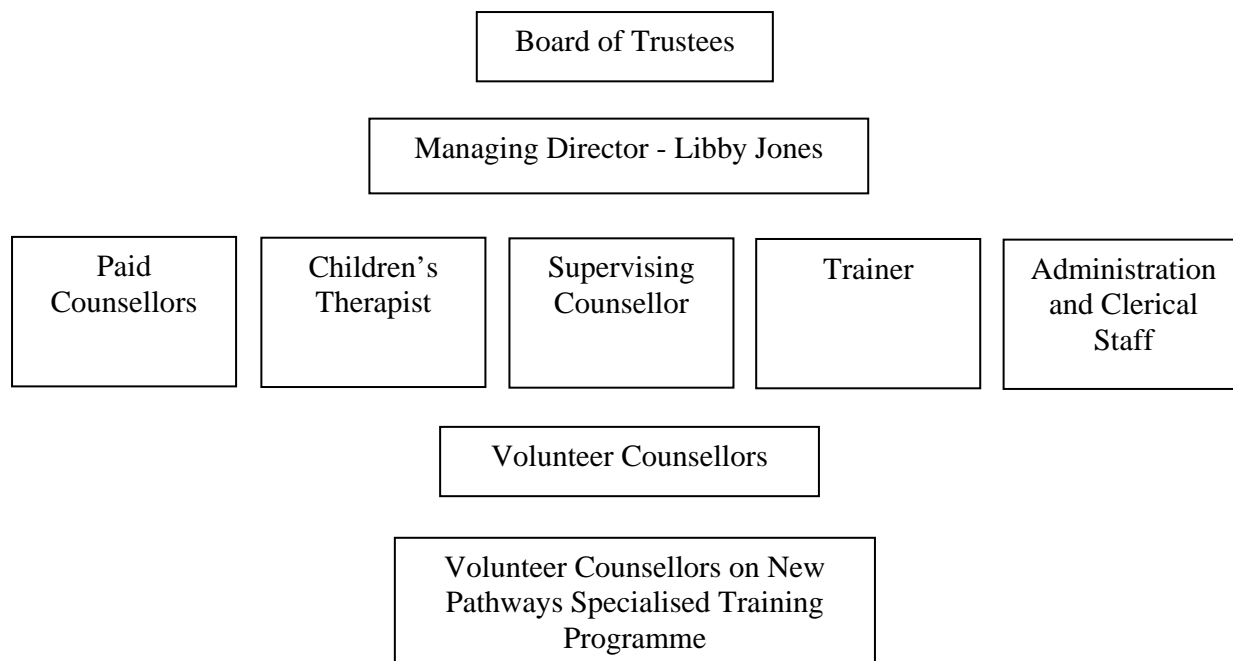
	2001	2002	2003	2004
Total Number of Children on the waiting list	15	77	61	55 To Date
Average time a Child spends on the waiting list in months	1	3	3	3-5

- 3.12 Since the appointment of the Child Therapist in April 1999, the service has seen a substantial increase in demand for support for young people and children. Approximately 25 young people and children receive therapeutic intervention per week. Currently there are around 55 young people and children on the waiting list. This figure must be reduced, as these children need support immediately. If support can be given to children as soon as possible then the likelihood of those children developing negative coping mechanisms such as self-harming and drug abuse is dramatically reduced. Once again with more funding and continuing support New Pathways would be able to reduce these waiting lists and help to make a difference to the lives of these children.
- 3.13 Referrals are received from across the South Wales region with the main concentration being in Merthyr Tydfil and the adjacent local authority areas of Rhondda Cynon Taff, Caerphilly and Gwent. The Child Therapist provides structured support to young people up to the age of 18 and works in close liaison with referring agencies and parents/carers.
- 3.14 New Pathways is currently in the process of developing a ‘buddying’ system for schools and 6th forms. We are aware that similar projects are already operational and demonstrating to be a successful intervention. Due to the success of these programmes New Pathways aims to take the ‘buddying’ scheme into those areas that do not currently have them. This scheme will help to give children the opportunity to seek support for any issue that is troubling them and if necessary signpost them to professional help. This project will involve New Pathways developing and facilitating a training package that can be used to train 6th form students to be a ‘buddy’ and source of support to younger children. New Pathways also aims to offer training and support to those schemes that are already in place, for example this may be training about issues surrounding rape and sexual abuse, listening skills, confidentiality, safety issues, disclosure and recording.



Part 4: Structure and Personnel

4.1 The Organisational Structure



4.2 The Board of Trustees

New Pathways has a board of Trustees who work or have worked at a professional level in fields of Health, Social Care, Counselling, Business and Voluntary Sector Management.

The Board of Committee Members are:

Ruth Davies (Chairperson)	PA to Church Ministry and Business Owner
Cheryl Lyndsay (Secretary)	Retired Senior Social Worker
Dave Escott (Treasurer)	Senior Officer Inland Revenue
Victor George Matthews	Retired Chief Fire Officer
Huw Lewis AM	Welsh Assembly Government
Sue Brain	Student Counsellor
Gareth Oats	Manager of Victim Support



4.3 Responsibility and Accountability

- The Board of Trustees has overall responsibility for policy, management and development of the organisation. The Board meets on regular basis and receives operational and financial reports from the Director. The Board has an executive group consisting of the Chair, Secretary and Treasurer who supervise the work of the Director. The Chair acts as the first point of contact for the Director and provides individual supervision to the Director on regular basis. The Board establishes the overall policy framework for the organisation and monitors its progress through an annual review process.
- The Director undertakes the day-to-day organisational decision-making and provides line management support, supervision and appraisal to all staff, volunteers and external consultants.
- Due to the expansion of New Pathways the director is now supported by the Trainer and Supervisor who will jointly undertake the appraisal of all staff.
- The organisation targets are set through a process of evaluation and consultation with the Board, staff and volunteers. New Pathways has established a Client Advisory Group, which is made up of current and ex-clients. The role of this group is to provide the review process with clients' views on service delivery and development. This is undertaken on an annual basis and consists of a strategic planning day for the organisation.
- The Board of Trustees undertakes the monitoring of expenditure and sets development targets for the Director. The Director produces monthly financial statements, prepared by the finance officer, and quarterly projected expenditure statements for the Board of Trustees. New Pathways has extensive monitoring mechanisms. These involve an annual review of referral procedures, annual review of assessment criteria and processes and a six monthly review of service delivery priorities.



4.4 New Pathways Staff

Position	How the Position is Funded	Duties	Sabbatical Status	Date Position Begun
Board of Trustees/Committee Members	---	To over see every aspect of New Pathways including structure, staffing, policy, procedure, service and quality control.	Non-Sabbatical Part Time	Board formed in 1997
Managing Director	75% Welsh Assembly 25% Other Funding	To manage the day to day running of New Pathways and to be responsible for all aspect of the organisation.	Sabbatical Full Time	April 1999
Child Therapist	100% Children in Need	To offer counselling and support to children, young people and families.	Sabbatical Full Time	April 1999
Counsellor	Prison Service and Other Funding	Working within HM Prison service offering counselling and support to inmates.	Sabbatical Full Time	April 1999
Six Part Time Counsellors	Lottery Community Fund and Others	To offer one to one counselling and support to individuals affected by rape and sexual abuse.	Sabbatical Part Time	June 2002 (2) May 2003 (2) April 2004 (2)
Trainer	75% Welsh Assembly 25% Others	To provide initial and ongoing training and development courses to all counsellors and staff and to provide training to outside organisations.	Sabbatical Part Time	April 2004
Counselling Supervisor	75% Welsh Assembly 25% Others	To provide counselling supervision to all counsellors in accordance with the British Association of Counselling and Psychotherapy (BACP) requirements.	Sabbatical Part Time	April 2004
Two Part Time Administration Staff	75% Welsh Assembly 25% Others	To provide administrative support and deal with general enquiries on a day-to-day basis.	Sabbatical Part Time	July 2003 June 2004
Finance Officer	Lottery Community Fund	To manage all of the financial aspects of the charity including budgets, wages and expenses.	Sabbatical Full Time	January 2004
Funding Assistant	Lottery Community Fund	To develop, research and implement funding opportunities available to the charity	Sabbatical Part Time	August 2004
Funding Assistant	Barclays Bank	To develop funding opportunities and provide administrative support.	Sabbatical Part Time	December 2004



Twenty Qualified Volunteer Counsellors	---	To provide face to face counselling to individuals who have been affected by rape and/or sexual abuse.	Non-Sabbatical Part Time	New intake on a regular basis.
Approximately eight volunteer counsellors in training at any one time	---	Volunteer counsellors must complete the specialised New Pathways Foundation Training and Assessment Programme before they are considered for placement with a client. The Course consists of eight one-day compulsory modules.	Non-Sabbatical Part Time	New intake on a regular basis.
Counsellors awaiting training	---	Counsellors must be qualified to Certificate Level in Counselling before they are accepted onto the New Pathways Foundation Training Course.	N/A	New intake on a regular basis.



Part 5: Premises

5.1 Current Premises in Merthyr Tydfil

- New Pathways has recently relocated to new premises in Merthyr Tydfil, formally opened by Jane Hutt AM on Friday 3rd December 2004. Previously New Pathways rented a small unit in Merthyr Tydfil and has now relocated to much larger premises encompassing the following:

The new premise consists of:

- ✓ Six Counselling rooms.
- ✓ Child's room
- ✓ Young people's room.
- ✓ Family room.
- ✓ All areas of the building have disabled access with a chair lift, equipment and structure that meet current disability access legislation in accordance with the structural limitations of the building.
- ✓ Snoozelun (under development).
- ✓ A stress management room.
- ✓ Reception area.
- ✓ Waiting area.
- ✓ Two kitchens.
- ✓ A staff room/rest room.
- ✓ Clerical and administration offices.
- ✓ Large training room with video equipment, television, PowerPoint, projector and screen.
- ✓ Sexual Assault Referral Centre or SARC consisting of: police interviewing room, medical examination room, private shower room, recording room, waiting room for one or two of the victims family or friends, and all other associated support facilities.

Please note that this is the first SARC outside of the police domain currently available in Wales. Therefore New Pathways house's the only one of its kind in the whole of Wales.

- All therapeutic rooms are soundproofed for comfort and confidentiality. All windows are double glazed.
- All rooms are fitted with alarm systems and panic button in case of emergency or safety threats.
- All external doors are fitted with security cameras and intercoms.
- External cameras are fitted on the front and rear of the building.
- The entire building is fitted with fire alarms and fire extinguishers where appropriate.
- At present all of the training is conducted within Merthyr Tydfil and all new volunteer counsellors currently serve a six-month probationary period in order for them to have appropriate supervision from management and senior staff, before the counsellors begin to work in the outreach posts.



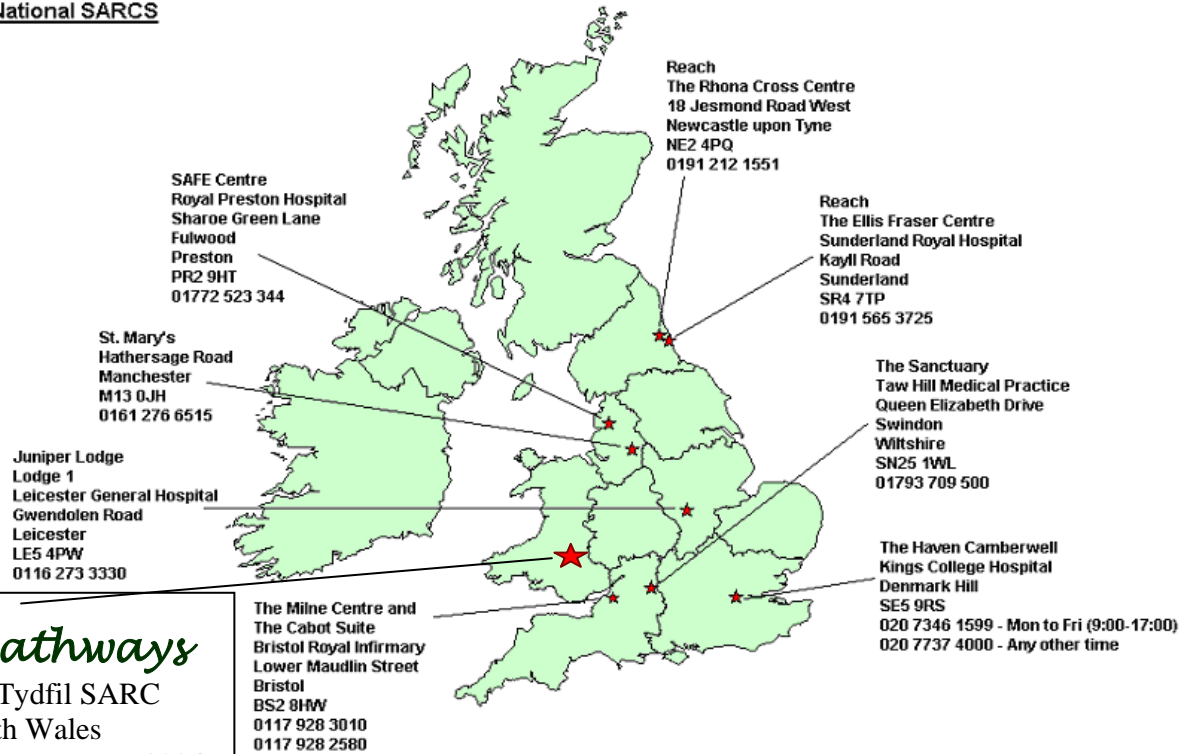
5.2 The SARC

The Sexual Assault Referral Centre or *SARC* is the first and only SARC in Wales. For many years now, New Pathways has been working to achieve this goal and is proud to announce that this goal has now been realised within Merthyr Tydfil. Individuals who have suffered rape or assault go through horrific and terrifying trauma. Victims have reported that they often suffer further trauma as a result of the forensic and medical examination and the statement taking and police interviewing process. However research has indicated that the trauma levels are significantly reduced when the individual visits a specialised centre whereby the victim can receive therapeutic support alongside the police and medical processes. These specialised centres are known as SARC's and there are currently nine SARC's across the UK including the New Pathways SARC. New Pathways Willow House is equipped with medical and other facilities providing and enabling the Police to undertake the necessary procedures in comfortable and pleasant surroundings that are independent of a hospital or police building. The victim may also take along a friend or family member, have a private shower and receive ongoing support and counselling if they wish.



5.4 National SARC's

National SARCS



New Pathways

Merthyr Tydfil SARC
South Wales

Established December 2004

New Pathways future vision is to work with the Police and Health Authorities in order to secure more SARC's in other areas of Wales. New Pathways has recognised that there is a great demand for the service in all of the local authorities.



Part 6: Fundraising and Marketing

6.1 Market Research/Demand for Service

- Due to the nature of the service that New Pathways provides, it is difficult to conduct formal 'market research' as it is usually referred to. However New Pathways has identified a definite need for the service, as detailed in Part 2 and 3 of this plan.
- Having already successfully developed the first SARC in Wales based in Merthyr Tydfil, New Pathways considers itself as an organisation to be the most qualified, capable and experienced agency within Wales to develop further SARC's in Wales.
- New Pathways has ten years experience within this specialised area and has built the organisation up from nothing to a professional and respected agency. During this ten-year history New Pathways has been able to research, investigate and analyse the most effective and appropriate techniques for supporting men, women and children who have been affected by rape and/or sexual abuse. New Pathways has now identified the need to expand the service to men, so that males who have experienced any kind of trauma (for example physical assault) may also access the service, as New Pathways has identified that there is little support services offered to men. Female victims, who use the SARC due to physical abuse that is not of a sexual nature, will receive initial support from New Pathways and then be signposted to specialised agencies that support women only, such as Women's Aid.
- New Pathways continues to extensively research other organisations working within a similar field, although New Pathways is the only organisation of its kind operating in Wales. New Pathways staff have travelled to other areas of the UK to research similar organisation and have witnessed the wide range of benefits brought about by these organisations. This research also highlighted further, the need for such a service within Wales and how without such a service, Wales would be falling behind the rest of the UK.



- The need for New Pathways is clearly demonstrated in the many supporting letters received from a wide range of organisations. Some of these supporting letters are from the following:
 - The Children's Commissioner for Wales
 - HM Prison Cardiff
 - HM Prison Usk
 - Victim Support
 - Brynffynnon Child and Family Services (Pontypridd and Rhondda NHS Trust)
 - Cardiff Mind
 - South Wales Police
 - Cardiff and Vale NHS Trust
 - The House of Commons
 - The European Parliament
 - The National Assembly for Wales
 - Home-Start Merthyr Tydfil
 - Vale of Glamorgan Sure Start Programme
 - Gwent Healthcare NHS Trust
 - Rhondda Cynon Taff Educational Committee

For a copy of these supporting letters please contact the New Pathways Manager.

6.2 Marketing and Advertising

New Pathways is constantly aiming to get as much public exposure as possible (although we adopt a strict confidentiality policy) in order to make people aware of the services that are available to them. New Pathways strives to do this in several different ways, some of which are listed below.

- Advertisements and listings in many directories, such as 'Voluntary Action Merthyr Tydfil' and 'The Guide to Services for Mental and Emotional Wellbeing'.
- Advertisements in Yellow Pages, directories and Newspapers.
- New Pathways has good links with local newspapers and television stations due to the publicity covering the opening of the new building in Merthyr Tydfil in December 2004.
- New Pathways will be taking part in the televised Community Service Announcement.
- In April 2004 New Pathways successfully launched the new website which offers information, advice and support and can be found at www.newpathways.co.uk.
- New Pathways is currently in the process of providing all GP's surgeries with information leaflets that can be given out to individuals who are seeking support and possibly the services of New Pathways. New Pathways has already informed a large number of GP's about the services and support on offer and has posters and information in hospitals, health centres and GP surgeries.
- New Pathways is currently looking into the possibility of advertising the service with local radio stations.



- As New Pathways recruits many volunteer counsellors from colleges and universities, there is already posters and information within these institutions. However New Pathways is looking into more exposure throughout collages, universities and schools.
- New Pathways is in frequent liaisons with the Health Authorities, HM Prison Service, South Wales Police and many other public and voluntary organisations. It is the aim to expand this network, most of which already refer clients to New Pathways for specialised support.
- New Pathways aims to develop News Letters and Bulletins to inform all associated bodies and organisations of any developments, new services and recent achievements attained by New Pathways.
- New Pathways also aims to work more closely with VAMT (Voluntary Action Merthyr Tydfil) and other similar bodies in order to promote its services further.
- New Pathways is also aiming to increase its awareness among schools and educational services. This will be to support vulnerable or traumatised children and young people and to educate teachers, parents and carers about the nature and consequence of rape and sexual abuse.
- New Pathways has a vast number of agencies that refer clients into New Pathways for support. This network is growing continuously as more and more organisations are hearing about New Pathways.
- New Pathways has done little advertising to date due to the fact that through lack of funding it is a struggle to meet existing demand. However with a new trainer and more volunteers New Pathways aims to reduce its waiting lists.

6.3 Fundraising

New Pathways is currently supported by grants and donations. However the main funding from the National Lottery will expire in May 2005. Therefore in order to continue, New Pathways must secure funding from other bodies. Like many charities, funding is often insufficient, therefore New Pathways is aiming to generate some of the funding independently through the provision of training, the security of service level agreements, turning to grant holders to enhance our stability and growth and utilising the facilities within Willow House. In addition to future grants that New Pathways is hoping to secure, New Pathways is also aiming to try and raise some funds though the various methods listed below.

- General fundraising, such as donations, charity evenings, fun runs, sponsored events etc.
- Providing training to organisations within the public and private sectors (to begin 2004/2005).
- To provide accredited training to individuals who wish to become qualified counsellors (to begin 2005/2006).
- To receive donations from individuals/organisations who wish to use New Pathways counselling rooms and/or training room/facilities. These individuals might include masseurs, therapists, professional organisations etc.
- To continue and expand the service to HM Prison Service.
- To provide counselling and training to organisations within their own Occupational Health Departments and/or Human Resources Departments.



- The possibility of producing calendars, newsletters and diaries, which will be sold to raise funds, will be considered in the future. There is also a possibility that such items and the website might be sponsored by other organisations and businesses.
- In order to reduce physical labour costs such as painting and decorating in the new building Willow House, New Pathways has been working with the probation service utilising the skills and time from those individuals who are on probation serving the community.
- New Pathways also gratefully receives gifts and donations from businesses.

NB: All fundraising undertaken by New Pathways will be conducted without implicating the objectives of the charity or hindering the objectives of the charity. New Pathways will remain a non profit making organisation and priority will always be given to the individuals New Pathways seeks to support. The beneficiaries of fundraising events are always the clients who use New Pathways.

6.4 Charging Policy

New Pathways is committed to the provision of the service to be free of charge to clients. New Pathways believes that those who are victims of trauma have a right, as members of a civil society, to receive the appropriate support without having to incur any financial burden. However New Pathways may seek financial support from referring agencies for the services they provide. New Pathways will gratefully accept any donations made to the charity either by beneficiaries of the service or by private organisations, businesses, bodies or individuals.



Part 7: The Three-Year Strategic Aims

	Strategic Aims	Progress
Year 1 April 2003 – March 2004	To continue reintegration support service for prisoners from HM Prison Cardiff.	Ongoing
	Develop outreach service in Rhondda Cynon Taff and Barry.	Currently looking for suitable premises. However referrals are being taken.
	Relocate to larger premises.	Aim achieved in December 2004
Year 2 April 2004 – March 2005	Establish a SARC	Aim achieved in December 2004
	Develop out reach services in Swansea, Neath Port Talbot.	Aim achieved in Swansea. Neath Port Talbot under review.
	Develop a Family Therapy Service.	Venue achieved and new projects being developed.
Year 3 April 2005 – March 2006	Expand telephone-counselling provision to a 24-hour service.	On target to achieve aim.
	Establish a 'buddying' provision for clients who are exiting their programme of counselling.	On target to achieve aim.
	Develop out reach services in the South East Wales Area	On target to achieve aim.



Part 8: Financial Situation

Analysis of Financial Situation

- 8.1 Although there is a shortfall of £5578 for 2003/4 the general financial position of New Pathways is stable. The National Lottery Community Fund and Children in Need, as the main funding sources are committed until 2005. As the Community Fund award is a Continuation Grant the agency will not be eligible to apply to them for any further resources for the current service. Children in Need, at present, do allow agencies to reapply to continue a service. However the current practice of Children in Need is to award Continuation Grants on an annual basis and there is no guarantee of this continuing to be awarded beyond 2005.
- 8.2 New Pathways is now generating income from its own activities for the first time. While this is relatively small at present, the potential does exist to build substantially on this. It should be recognised that New Pathways is unlikely to be able to achieve a situation where they are able to fully sustain their services on self-generated income alone. Therefore service level agreements need to be secured. New Pathways will generate funding independently by providing training to outside organisations and allowing outside organisations to use the facilities at the new building Willow House, as a training or conference suite. These facilities encompass the latest technology such as PowerPoint, projector, cinema screen video equipment, disabled access and other resources and facilities associated with a professional conference or training suite of which there are few of in the Merthyr Tydfil area.
- 8.3 New Pathways needs to secure long term commitment for its core costs. The greatest potential for this exists with securing core funding from the Welsh Assembly Government, Youth Crime and Domestic Violence scheme and through service level agreements with Local Authorities and newly emerging Local Health Boards. Other potential sources of funding are the Police, Probation service and other grant making Charitable Trusts.



8.5 Funding Expansion

The Family Friendly Therapeutic Centre of Excellence is a unique development. Potential funders will be able to identify that it does not duplicate other local services and that there is a clear need for it. The work is likely to attract funding from both statutory and voluntary sources which will enhance security and future success.

It was recognised by New Pathways that along with the expansion and move into the new building, Willow House, there would be increased running costs. This was taken into consideration so that the building was designed to be energy saving and therefore more economical. Such implementations included energy saving lighting where possible, loft, sound and heat insulation and utilising the community service team within the probation service of whom we shall be turning to again in order to develop the therapeutic garden area.

New Pathways has recently submitted an application for funding in order to provide a member of staff to provide support for individuals who may use the SARC during the night and to manage the helpline during the night, therefore providing a 24 hour help line. This staff provision will increase in the future once additional funding is secured.

The potential for a Buddying scheme is strong and would only involve the costs of volunteer expenses and supervision. This could attract funding from the Wales Council for Voluntary Action (WCVA), Local Health Boards and other Charitable Trusts.

Further out reach developments should follow the same principle as other out reach developments in that the local authority, through a Service Level Agreement must make a commitment. In this case it is possible to establish a joint agreement with both authorities to have a shared service.



“New Pathways Services.”

New Pathways are able to provide a full range of services. There will be limitations on deliverance of these services in our outreach post, i.e. Funding, Space, Staff, Security. Service Agreements need to be developed with all Statutory Services. It has been highlighted that each Geographical area will be experiencing their own unlike problems, i.e. High risk areas, Disadvantaged individuals, Poverty, Lack of housing, Education and Employment These issues will have a knock on effect funding negative coping mechanisms and behaviours.

New Pathways have paid and Volunteer Counsellors. Every Counsellor will hold at least a certificate level in Counselling, most of them are Diploma holders and Masters.

All Counsellors undertake 10 Modules of our Specialised Training, and then enter into a 6 month probationary period. Training and Specialised areas are continually delivered to the Counsellors.

Regular Supervision groups and one to one is provided to all Counsellors. Recommended by B.A.C.P.

At “Willow House” (Disabled Friendly)

- ❖ One to One Counselling.
- ❖ Family Counselling.
- ❖ Group Therapy. (Services Group)
- ❖ S.A.R.C. Sexual Assault Referral Centre.
- ❖ Support Worker to attend Through procedures with victim.
- ❖ Telephone Counselling.
- ❖ Children's Therapist, ages 3-13 and 13-18 years old.

“Training”

Education and Training will be available for the Statutory and Voluntary Agencies on issues surrounding Rape and Sexual Abuse.

New Pathways Instructor will endeavour to prepare And deliver the Training, packages to address these needs.

When requested New Pathways Instructor will deliver training at the agencies own venue.

“Willow House”.

Training packages will also be delivered at Willow House by our Instructor. When required a Senior member of staff will also play a part in our Training packages. This would be when Role-Play is needed. Senior Counsellors and Management play the part of clients. This gives the student excellent insight on behaviours and issues portrayed by genuine clients.

We also video our Role-Play and play back these as teaching sessions.



“Training Suite comprises of the following”;

- ❖ Training room 25 seating capacity.
- ❖ Waiting Area.
- ❖ Two Toilets, one being Disabled Friendly.
- ❖ Kitchen
- ❖ Tea/Coffee large urn, Microwave will be supplied.
- ❖ Buffet Lunch can be arranged on request.

New Pathways can make these proposals a reality in each of the Local Health Authorities, provided the need for adequate funding is met.



Part 9: Referring Agencies

The following is a list of all those agencies who refer clients onto New Pathways for counselling and support. Please note that this list is expanding every day as more and more agencies and organisations hear about the services of New Pathways.

1. Ty Draw Mental Health Team
The Avenue, The Common, Pontypridd.
2. Social Services
Taff Ely Principle Office, Courthouse Street, Pontypridd
3. Care Management Team
Social Services, County Hall, Croesyceiliog, Cwmbran, Torfaen
4. Talygarn Day Hospital
Adult Mental Health, Gwent Community Health, Talygarn Day Unit, County Hospital, Griffithstown, Pontypool, Gwent.
5. St. Julians Medical Centre
13 A Stafford Road, Newport, Gwent.
6. South Wales Probation Service
Cardiff
7. Bryn Golau
Aberbargoed Hospital, Aberbargoed, Bargoed.
8. Bridgend County Victim Support Scheme
Bridgend
9. Gwent Probation Service
Gold Tops, Newport Brian Jones, Community Psychiatric Nurse, Talgarn County Hospital, Pontypool.
10. Social Services
Principal Offices, Taff Ely Social Services, Court House Street, Pontypridd
11. Social Services
Community Mental Health Team, Seymour Berry Centre, Victoria Street, Dowlais, Merthyr Tydfil.
12. St Tydfils Hospital
Merthyr Tydfil (Dr. A. Sharma)
13. Torfaen Social Services
County Hall, Croesyceiliog, Cwmbran, Torfaen.



14. Triley Court Care Centre
Old Hereford Road, Abergavenny, Gwent

15. Talygarn Day Hospital
County Hospital, Griffithstown, Pontypool

16. Bryn Golau
Aberbargoed Mental Health Team, Aberbargoed

17. Care Management Team
Social Services, County Hall, Cwmbran

18. Seymour Berry Centre
Community Mental Health Team, Victoria Street, Dowlais, Merthyr Tydfil
(Dr. Nnaji)

19. The Probation Service (South Wales)
Aberdare Office, Cwmdare Street, Aberdare

20. Tai Trothwy Housing
Caerseum House, Gelli Road, Ton Pentre, Rhondda Cynon Taff

21. Taff Ely Principle Office
Social Services, Court House Street, Pontypridd

22. Ty Draw Mental Health Team
The Avenue, The Common, Pontypridd

23. Children and Young People Division
Yffynnon Centre, Heal Joan, Penrhys, Ferndale, Rhondda Cynon Taff

24. Cynon Community Mental Health Team
St. David's Centre, High Street, Aberdare

25. Dr. R. Kejriwal
150 Claire Road, Grangetown, Cardiff

26. Dr. P. C. Choudhar
Consultant Psychiatrist, St. Tydfils Hospital, Merthyr Tydfil

27. Barnardos Intensive Family Support Service
Rhondda Cynon Taf

28. Taff Ely Drug Support
Pontypridd, Rhondda Cynon Taff

29. Community Mental Health Team
Bryngolau



30. Rhymney Valley Women's aid
34 Cardif Road, Caerphilly
31. Dr. Sarah Jones
G.P. The Surgery, Ystrad Mynach
32. Cynon Community Mental Health Team
St. Davids Centre, Aberdare
33. Merthyr and The Valley Mind
18 Church Street, Merthyr Tydfil
34. Dr. J. Downing
Raglan Surgery, Raglan
35. Sunny Bank Health Centre
Bryn Road, Cefn Fforest, Blackwood, Gwent.
36. The Links Centre, C.M.H.T., Cardiff and The Vale National Health Trust, Cardiff
Royal Infirmary Buildings, Longcross Street, Cardiff
37. North West Community Mental Health Team, Gabalfa Clinic, 213 North Road,
Gabalfa, Cardiff.
38. Cae Las, The Customs House, Cambrian House, Swansea
39. Shortlife Housing (Cymru) Limited, Boston Buildings, 70, James Street, Butetown,
Cardiff
40. Psychiatric Liason Nursing Services, Gwenwyn Ward, Llandough Hospital, Cardiff
41. Westway Surgeries, 1, Wilson Road, Ely, Cardiff
42. Rhymney Valley Women's Aid, 34, Cardiff Road, Caerphilly
43. Gwent Probation Service, 19/20 Gold Tops, Newport
44. Cardiff Housing Link, 35-39 Tresillian Terrace, Butetown, Cardiff
45. Sealock Community Mental Health Team, Sealock, Butetown, Caridff
46. New South Wales Probation Services, 33, Westgate Street, Cardiff.
47. Llamau Single Womens Services, 4, Ninian Park Road, Riverside, Cardiff
48. South Wales Police, St. Mellons, Cardiff



49. Temporary Accommodation Support Team, First Floor, Marland House, Central Square, Cardiff.
50. Tegfan Day Hospital, Whitchurch Hospital, Cardiff
51. Jocelyn Davies, Constituency Office, 10, High Street, Newport
52. Vale of Glamorgan, Surestart, Skoner Road, Barry
53. Gwent Specialist Substance Misuse Service, c/o Child and Family Unit, Ystrad Mynach Hospital, Caerphilly Road, Cardiff
54. Dr. R.G. Jones, North Cardiff Medical Centre, Thornhill, Cardiff
55. G.P. Surgery, Vale Family Practice, Barry
56. Carys Davies, Special Needs Health Visitor, St. David's Hospital, Canton, Cardiff
57. Amy Evans Centre, 190, Holton Road, Barry



For the most up to date Trustees Annual Report

And

Financial Accounts

Please contact the New Pathways office



Funding 2005 Breakdown

1	Welsh Assembly Funding Total per annum @75%				£68,670.00			(Actually received)
	Funds 3 posts : Supervisor/Trainer, Director, F/T Admin							
	Remaining funds cover Volunteer Expenses,Audit fee,premises							
	Capital Grant received for Colposcope: £17507.51							
2	Home Office							
	Set up Grant received=		£70000.00					
	Funding received=		£55,250.00		post of p/t Trainer F/T and P/T SARC support workers			
3	BBC Children in Need							
	Current Grant totals				£34,770.00			
	2 posts :Children's Therapist and p/t Young Person's counsellor							
4	MTCBC							
	Deaf Awareness Project /post funded £13730.00							
	(Loop System)=£1330		(Revenue funding)£10300 for Counsellor,£1,300 forAdmin Asst,Printing £400					
			Utilities £400					



5	Health Boards						
	Annual Service Level Agreements:			Swansea	£6,348.00		
				RCT	£5,417.00		
				Merthyr	£13,240.00		
6	Prisons						
	Cardiff		£16,500.00				
	Usk		£3,220.00				

