

UK01 British Council, in partnership with Ecorys UK – British Council

General Information

This report form generated from the Mobility Tool+ consists of the following main sections:

- **General Information**
- **Context:** this section resumes some general information about your project;
- **Project Summary:** this section summarises your project and the organisations involved as partners;
- **Description of the Project:** in this section, you are asked to give information about the objectives and topics addressed by your project;
- **Implementation of the Project**
- **Activities**
- **Participants' Profile**
- **Learning Outcomes and Impact**
- **Impact**
- **Dissemination of Project Results**
- **Future Plans and Suggestions**
- **Budget**
- **Annexes:** additional documents that are mandatory for the completion of the report;

For your convenience, some parts of this report are prefilled with information from the Mobility Tool+

1. Context

this section resumes some general information about your project;

Programme	Erasmus+
Key Action	Learning Mobility of Individuals
Action	Mobility of learners and staff
Action Type	Youth mobility
Call	2018
Round	Round 2
Report Type	Final
Language used to fill in the form	EN

1.1. Project Identification

Grant Agreement Number	2018-2-UK01-KA105-048515
Project Title	5-day Trauma Healing Workshop Experience (through Understanding and Managing Fear and Forgiveness Workshops)
Project Acronym	TH
Project Start Date (dd-mm-yyyy)	01/08/2018
Project End Date (dd-mm-yyyy)	28/02/2019
Project Total Duration (months)	7
Beneficiary Organisation Full Legal Name (Latin characters)	Feminenza International

1.2. National Agency of the Beneficiary Organisation

Identification	British Council, in partnership with Ecorys UK – British Council
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For further details about the available Erasmus+ National Agencies, please consult the following page:

https://ec.europa.eu/programmes/erasmus-plus/contact_en (https://ec.europa.eu/programmes/erasmus-plus/contact_en)

2. Project Summary

this section summarises your project and the organisations involved as partners;

Project summary at application time

We

as a species are less intact than we seem. Small events, near and far, can ignite fears and anxieties, flash across continents, causing lives to burn in conflict. Ethnic, religious intolerance and fascism storm onto streets, seemingly without connection, triggering carnage, cyclical revenge, victimhood, suicide, rendering unconnected lives fragile, freezing communities. 'Refugees, asylum seekers and irregular migrants are at heightened risk for certain mental health disorders, including post-traumatic stress, depression and psychosis. Since 2015, over 1.3 million refugees/ migrants, nearly 90 000 unaccompanied children ... [arrived in Europe], 3 million Syrian refugees in Turkey... Rates of depression, anxiety and poor well-being are at least 3 times higher' (WHO, 2017). Risk for youth is outstanding. Mental health problems, suicide rates, proneness to peer pressure and delinquency, concentrate together in youth. For migrant youth incidents (including forced marriage, FGM, women enslaved in the sex industry, crime, being radicalised; reactivity to ethnic intolerance, and incidence of economic indenture) are pronounced with longer term consequences. Since 2016, levels of distress, trauma, abuse, conflict and suicide in youth have risen rapidly. Difficulty in accessing mental health support can be insurmountable: 40% of youth are unable to voice or share their stories. Evidence based training / CPD for youth, relevant to contemporary youth challenges, is rare. Trauma Healing is backed by independently verified global results. It is informal, voluntary, reflective and: enables early safe identification of fears; is consistent in bringing fears to a standstill; fosters inner life shaping decisions to be made safely; provides sustainable platforms for self-forgiveness, releasing the past; develops innate inner intactness - countering peer pressure. It benefits those not ready and willing to discuss past trauma openly. It limits risk to, and is effective for, youth. 19 youth workers will be selected, representing NGOS that seek assistance with the above target groups. (i) Per Esempio (Italy): works with victims of domestic violence; disadvantaged youth; migrants with distress/trauma. The aim is to deeper understand the inner journey for youth. (ii) NIDOS in the Netherlands: provides guardianship for Unaccompanied Minor Asylum Seekers. The aim is to improve understanding of trauma and the needs of marginalised minors and adolescents. (iii) Karma Nirvana in England supports migrant victims (children, young people, men and women) of forced marriage, honour-based abuse and honour crimes. The aim is to improve engagement of the traumatised. (iv) West Wales Domestic Abuse Service supports refugees, children and young people, abusers and victims. The aim is to secure a deeper understanding of trauma, as part of face to face work; to become more trauma informed. (v) Include Youth, a regional rights charity working (in Belfast, Derry, Armagh, Ballymena, Omagh and Newtownards) with disadvantaged, at-risk youth. The aim is to deepen understanding, to respond to the internal struggles of young people. (vi) Bagcilar Ilce Saglik Mudurlugu, works in one of the biggest districts in Istanbul where refugees and migrants characterise the majority of need: specifically youth, women from abused and violent households, children; where addiction, radicalisation and marginalisation is for youth the highest priority. The aim is for youth workers to engage more effectively. This cohort shall demonstrate shifts in knowledge attitude and cognizance, both immediately after the activity and significantly more 3 months later, grasping the drivers: • Leading to anxiety and depression • Bring anxiety and fear to a standstill • Age related, in childhood, adolescence, young adulthood, middle age and onwards • Gender specific • And of the Inner processes of cognizance as well as how these can be developed to take charge of one's life. The project contributes to two EU Key Competencies: Learning to Learn, Social and Civic Competence. Participants will increasingly be able to: (i) bring fear to a standstill (ii) grasp the tools to separate the past; (iii) recognise and respond accordingly to the specific needs of genders at each stage of life (iv) to establish working environments which promote human warmth, self-forgiveness and foster our common humanity as a standard; (v) build their inner capacity to register their own drivers to anxiety, fear and depression, and from this to be better able to offer support to others; (vi) be more effective in delivering people-to-people, inside out support services and facilitating small self-directed individual and group perceptual change. The NGOs should, after three months, confirm these outcomes, consider how these tools and competencies could improve their services and have the option to extend their benefit in paradigm by updating the youth competency development plans.

If applicable, project summary at application time in English

Please provide a short summary of your project upon completion.

The main elements to be mentioned are: context/background of the project; objectives; number and type/profile of participants; description of undertaken activities; results and impact attained; if relevant, longer-term benefits.

Please recall that this section [or part of it] may be used by the European Commission, Executive Agency or National Agencies in their publications or when giving information on a completed project. It will also feed the Erasmus+ Dissemination Platform (see annex II of Programme Guide on dissemination guidelines).

Please be concise and clear.

Challenges in

youth - proneness to peer pressure, delinquency, distress, trauma, abuse, conflict, suicide - have experienced marked growth since 2015. For migrant youth (part of the influx of 1.3 refugees since 2015) depression, psychosis and poor well being are at least 3 times higher than resident communities. Adverse incidents (forced marriage, FGM, women enslaved in the sex industry, crime, being radicalized; economic indenture) are pronounced and have longer term consequences. Much needed mental health support has not kept pace: 40% of youth seem unable to voice or share their stories; evidence-based training / CPD for youth and youth workers, relevant to contemporary youth challenges, is still difficult to access.

Femienza has, for almost a decade, provided an evidence-based Trauma Healing Workshop (THW) for youth, on four continents, with results independently verified, crossing gender and ethnic boundaries. The THW is informal and voluntarily reflective; enables early safe identification of fears; brings fears to a stop; fosters inner life shaping decisions to be made safely; provides sustainable platforms for self-forgiveness, release from the past; develops innate inner intactness, countering peer pressure. It particularly benefits those not ready / willing to discuss past trauma openly. It limits risk to, and is effective for, youth provided access to the Trauma Healing.

There was one activity: the 5 day Trauma Healing Workshop. Originally 25 participants were proposed in our application, of both genders. Significant last minute cancellations were experienced. The final cohort was 14 strong and almost entirely composed of women. Fourteen youth workers attended from Ireland (2), UK (9), Netherlands (1), Italy (2) - all specialising in disadvantaged youth, migrants and refugees.

Our objectives were to enable participants (1) To experience environment arrangements needed [for the THW] (2) To grasp the processes and structure (3) To experience why and how inside out decision making is effective and reduces peer pressure (4) To be cognisant of the inner changes stimulated (5) To grasp how and why the benefits continue to develop after the experience (6) To be aware of the primary attitudes and skills needed by the facilitator (7) To be aware that the actual pathway to self-remedy is innate and inherently not stressful (8) To be able to convey to their originating NGOs the nature of this paradigm and the disciplines required. (9) 'Learning to learn': to make inside-out reasoned choices - prepared with the knowledge, cognitive skills, practical skills, attitudes, emotional intelligence, grasp of ethics and motivation needed - to reach and to grow with dignity. (10) 'Building Social and Civic Competencies' - to shift from being reactive, to establishing inner cognitive processes and the skills of response to the surrounding world.

Two internationally recognised models were used: the Depression Anxiety Stress Scale (DASS-21) and the Heartland Forgiveness Scale. Together these measure progress on factors vital to trauma healing.

We met all of the ten intended objectives either significantly (65%tile) or comprehensively (80%tile). All participants had grasped, better exercised empathy and developed inside-out decision making skills; valued the inner change and the capacity to facilitate others to be self-determining. The tools also impacted participants' lives privately (86%), professionally (80%) and significantly with the youth in their charge (71%); >65% reported perceptual reach and greater resilience/patience with their clients; the capacity to step back, pause, to think.

There is room for improvement, specifically in delivering (a) knowledge transfer of the different pathways of fear in each gender (b) knowledge gender specific susceptibility to risk (c) skills transfer on how to be evidence focused when working with trauma (d) skill to help their clients to create new inner narratives and (e) attitudes which encouraging improved self-management. .

This cohort notably exhibited a markedly shorter attention span on trauma subject matter, when compared to Africa or North America. We need to bear this in mind for future project planning.

Prior to this project the benefits of THW for civil society and youth in general was largely restricted to communities either recovering from armed conflict or entering North America and Europe as refugees. This project has made it possible for more communities to benefit:

In the UK with

young women at risk, and with women and men escaping forced marriage;

In

Ireland in facing the challenges of engaging disconnected youth, particularly youth at risk;

In the Netherlands and Italy with refugees, youth and children.

80% of participants remarked on improved European connections.

More than a half of participants made unsolicited requests to access training to become certified practitioners in delivering THW experiences.

2.1. Summary of participating organisations

Role of the Organisation	PIC of the Organisation	Name of the Organisation	City of the Organisation	Country of the Organisation	Type of Organisation	Accreditation of organisation (if applicable)
Beneficiary	912498304	Femienza International	Worcester	United Kingdom	Non-governmental organisation/association	
Cobeneficiary	904718904	South Dublin County Partnership	Dublin 24	Ireland	Non-governmental organisation/association	
Cobeneficiary	947684278	PER ESEMPIO	PALERMO	Italy	Non-governmental organisation/association	
Cobeneficiary	929065322	STICHTING NIDOS	UTRECHT	Netherlands	Foundation	

Role of the Organisation	PIC of the Organisation	Name of the Organisation	City of the Organisation	Country of the Organisation	Type of Organisation	Accreditation of organisation (if applicable)
Cobeneficiary	909574724	Bagcilar Ilce Saglik Mudurlugu	Istanbul	Turkey	Regional Public body	
Cobeneficiary	909301960	West Wales Domestic Abuse Service Ltd	Aberystwyth	United Kingdom	Non-governmental organisation/association	
Cobeneficiary	934537868	INCLUDE YOUTH	BELFAST	United Kingdom	Non-governmental organisation/association	
Cobeneficiary	911130507	Karma Nirvana	Leeds	United Kingdom	Non-governmental organisation/association	

Total number of participating organisations

8

2.2. Associated Partners

This section doesn't apply for this project

3. Description of the Project

In this section, you are asked to give information about the objectives and topics addressed by your project;

Were all original objectives of the project met? How were they reached? Please comment also on any objectives initially pursued but not achieved in the project. Please describe achievements exceeding the initial expectations, if relevant.

Femienza has, for almost a decade, provided evidence-based Trauma Healing Workshops (THW) for youth, in Africa, North America, the Middle East and Europe. Results have been independently verified over 9 years. It is informal, voluntary and reflective in nature; enables early safe identification of fears; is consistent in bringing fears to a standstill; fosters inner life shaping decisions to be made safely; provides sustainable platforms for self-forgiveness, releasing the past; develops innate inner intactness - countering peer pressure. It benefits those not ready and willing to discuss past trauma openly. It limits risk to, and is effective for, youth. provided access to the Trauma Healing.

This Youth Mobility experience in Erasmus+ was a venture designed to enable more NGOs working in the Youth sector to understand and become equipped with the paradigms needed to support youth facing these challenges.

The Trauma Healing Workshop aims to counter extremism measurably, to build community resilience to radicalisation of youth, to improve community integration especially where there is a history of religious, ethnic and gender-based violence. Eight years of longitudinal evidence-based surveys, using the Depression Anxiety Stress Scale (DASS) framework and the Heartland Forgiveness Scale, prove both short term and long term outcomes. Stories of lives set free from guilt, shame, intolerance - renewing, regenerating – abound. In short the THW is effective, and independently verified to work with young people in a youth work setting.

The objectives of the THW were met. Surveys, quantitative and qualitative, reveal that with all ten objectives we were either significantly effective, (65%tile) or comprehensively effective (80%tile). All participants grasped, and continued to practice, the importance of empathy, the value of inside-out decision making, the importance of inner change, the pathways to enabling others to be self determining. All participants also confirmed that the experience had impacted their personal lives. More than 80% experienced an impact on their professional conduct and youth work in general.

There is room for improvement, specifically in delivering (a) knowledge transfer on the gender specific pathways of fear (b) knowledge gender specific susceptibility to risk (c) skills transfer on how to be evidence focused when working with trauma (d) helping clients to create new inner narrative and (e) attitudes which encouraging improved self-management. This cohort exhibited a markedly shorter attention span on trauma subject matter, in comparison to participants from Africa, Middle East and North America – a matter which we must address in future workshops
More than a half of participants made unsolicited requests to access training to become certified practitioners in delivering THW experiences. This latter result exceeded expectations. Typically, <22% of youth workers seek to take on structured training and certification in order to progress their vocation - this result was more than twice the level we have come to expect.

How did the project partners contribute to the project? What experiences and competencies did they bring in the project?

Our selected partners had previous experience of European and National project management and delivery. Our Turkish partner, Bagcilar Ilce Saglik Mudurlug, withdrew shortly after the grant agreement was issued. They were replaced with the South County Dublin Partnership (which also had previous experience of participating in Erasmus + and their participants worked with our specified target groups).

Prior to the project activity, our partners nominated representatives with relevant skills and delegated decision making authority to participate in our project group calls. They helped draft our project group terms of reference, the partnership agreement and approved the policies/procedures (Participant Selection Process, Travel Support, Visas and proof of health insurance, special needs diet, GDPR, Privacy and Communications, Financial Policies). Their ICT members served as counterparts to our communications team, delivering web and social media content on an agreed timetable. Their financial officers liaised with our Treasurer. They secured approval on all the formal project policies and procedures.

The selection processes was rigorous. It ensured that the project had participants with direct experience of disadvantaged youth, youth at risk, migrants and refugees – the target groups for the Trauma Healing Workshop (THW). They ensured that their participants were available for the briefings beforehand, completed the designated preparation work, filled out evaluation questionnaires and provided us with the information and forms required.

Following our preparation video calls with participants, content was added and adapted in order to be relevant to their locations and work, which assisted with the effectiveness of the project.

During the workshop, contact officers were nominated to respond as needs arose. The Communications Team maintained a steady pulse of updates to social media and to the web.

After the workshop, the partners complied with any financial administration requests and participated in the preparation for the evaluation. Their participants responded to three on-line surveys and responded constructively in the evaluation interviews. The managers in charge of those assigned as participants, dutifully tracked the progress of their staff, monitored outcomes and responded to interviews, as the impact analysis was completed; providing valuable observations about the impact of the work.

Their prior experience of European and National projects, their expertise with trauma and disadvantaged youth, and their active cooperation greatly assisted with the success of the project.

What were the most relevant topics addressed by your project?(multiple selection possible)

- Health and wellbeing
- Access for disadvantaged
- Integration of refugees

In case the topics chosen are different from the ones in the application, please explain why.

undefined

Which activities did you carry out in order to assess the extent to which your project has reached its objectives and produced results? How did you measure the level of success?

Please refer to

our response to section 4.4 which identifies the monitoring activities undertaken through the project, listing the methods. Section 7 – Learning Outcomes goes on to introduce two internationally recognised, and proven, statistical survey frameworks: Depression Anxiety Stress Scales (DASS-21) and Heartland Forgiveness Scale – which measure attitudinal changes, specifically willingness to self-forgive, to forgive others, to forgive unfortunate events and to leave the past behind. Together, these enabled us to build a profile of this cohort of participants and to assess the degree to which they had truly moved on after their involvement with the THW. An on-site reflective qualitative survey was deployed during the THW, backed by a further qualitative survey, interview based, undertaken 3 months after the THW. Taken together we were able to measure short to medium term shifts in knowledge, skills and attitude, against the ten objectives assigned to the project. They also enabled us to grasp the level of retention and likely level of sustainable change.

Together these data were loaded into a multi-vectored, independently verifiable data model. Most of the data model has been functional for 9 years, previously reviewed by SIDA, UKAID, USAID and UN WOMEN. The model, with high confidence, concludes that we were effective with all ten intended objectives either significantly (>65%tile) or comprehensively (>80%tile). All participants grasped, and continued to practice, the importance of empathy, the value of inside-out decision making, the importance of inner change, the pathways to enabling others to be self-determining. All participants confirmed that the experience had impacted their personal lives; more than 80% experienced an impact on their professional conduct and youth work in general.

There is

room for improvement, specifically in delivering (a) knowledge transfer on the gender specific pathways of fear (b) knowledge gender specific susceptibility to risk (c) skills transfer on how to be evidence focused when working with trauma (d) helping clients to create new inner narrative and (e) attitudes which encouraging improved self-management. This cohort notably exhibited a markedly shorter attention span on trauma subject matter- when compared to communities in Africa, the Middle East and North America – a matter which we must address in future workshops

More than a half of participants made unsolicited requests to access training to become certified practitioners in delivering THW experiences- and this exceeded expectation.

Further analysis is

possible, specifically indicating the level of shift in clinical risk to individual participants and their individual strengths and challenges. This data is however kept confidential, only unsealed at the request of the specific participant. For now these data can only be accessed at statistical level.

However a few additional trends are noteworthy:

80% of participants remarked that meeting European peers enabled them to reflect, learn from each other's stories and experience, share values and improve European connections.

The tools impacted participant's lives privately (86%) and professionally (80%) and markedly with the youth in their charge (71%);

>65% reported a deeper perceptual reach into the problems their clients face and furthermore reported greater resilience/patience with the clients; the ability to step back, pause, think, make inside out choices; less prone to following the pack.

A

significant desire to be mentored in the process of designing and implementing community plans which incorporate components of the THW toolkit.

4. Implementation of the Project

4.1. Project Management

How were quality and management issues (e.g. setting up of agreements with partners, learning agreements with participants, etc.) addressed and by whom?

We will reflect

how we conducted the quality and management during the project using the same four phases as we did in the Application: Application, Preparation, Implementation and Follow up/Evaluation.

Application

The quality

of our Application was informed by study of the Erasmus plus programme guide and attending a National Agency workshop on application preparation. We had calls with each one of our potential partners to ensure their understanding of their commitments to Erasmus + , the objectives of the project and their role in the project. Each partner filled out a questionnaire which helped us to understand their organisation, their competencies and experience and to review their proposed selection process for their participants.

Once selected, we

involved our partners in the sections of the application relevant to their organisation and their role in the project. All signed the appropriate mandate forms.

When the application was approved, partners were provided with a copy and we held a briefing call on the grant agreement document before signing.

Preparation:

Once the application was approved two groups were convened: The Feminenza Project Team and the Project Working group with representatives from each of the Partners.

The Feminenza Project team

finalized the project plan, and allocated partner liaisons to each of our partners. We produced first drafts of our partner agreement and policies for review by the project working group who, once convened, reviewed, contributed and referred the policies for signing to the appropriate people in their organisations. The partnership agreement clearly outlined the expectations and roles of Feminenza, as co-ordinator and the partners at all stages of the project. The policies provided guidance on the participant selection process; travel support, visas and proof of health insurance; special needs diet; GDPR; Privacy and Communications; Financial Policies. We have attached a copy with the report for your reference.

Our partners and the Feminenza Partner

Liaisons assembled all of the information required from our partner's participants including health, diet, travel insurance and contact details. Each participant signed a media consent form. Each participant received practical information briefing them on Wales and the venue, Waunifor. Participant Liaison's arranged video calls with all participants to brief them on the preparatory work for the 5-day workshops and answer any queries on the practical details. All Participants filled out our 'before' questionnaires as part of the evaluation process.

Implementation

There was a Health and Safety

team in place at the venue for the duration of the workshop and we had an appointed liaison with the venue/accommodation provider to deal with welcome, hosting, requests and complaints

Each Participant was given a high

quality, bound, 135 page workbook to assist them in following, participating and recording their work. Two evening sessions took place for participants to ensure the recognition and validation of their learning outcomes, to reflect on their progress and give feedback.

The Feminenza Liaisons had designated

people in the partner organizations to ensure two-way communication during the 5-day workshop and escalate any issues or incidents during that time.

Follow up:

Participants were invited to a follow-up video call about a month after the Workshop to check in on their progress. They were given a briefing on this call and afterwards by email on the evaluation process and their role in it, taking place 3 months after the workshop.

Our partner

contacts were also invited on to a video call to brief them on the evaluation process and their role in it, including identifying a line manager or supervisor of their participants to take part in an evaluation interview and requesting them to ensure that their participants filled out the participant reports.

The evaluation itself consisted of two questionnaires (before and after)

to measure the outcome in the participants of both the Understanding and Managing Fear and Forgiveness aspects of the workshop. There were evaluation interviews conducted with each participant and their line manager/supervisor about the impact of the workshop, how they had disseminated the learning within their organisations and asking them to reflect on the delivery of the project with any recommendations for the future. These interviews were conducted by the Feminenza Partner Liaisons.

The Feminenza project plan identified the

project team members who would collate all the evaluation material, distil key findings and would take the lead in drafting the final report, section by section. Once complete the findings of the final report will be further disseminated through our organizational networks.

4.2. Practical Arrangements

How did the project address practical and logistical matters (e.g. travel, accommodation, insurance, safety and protection of participants, visa, work permit, social security, mentoring and support, preparatory meetings with partners etc.)?

This project

consisted of one main activity - the 5-day Trauma Healing Workshop. Practicalities and logistics can be divided in to four phases: Application, Preparation, Implementation and Follow up.

Application:

Feminenza

led on the application and compiled all the necessary information about our participants. We designated liaison officers, one for each partner, who in turn informed and gathered information from the partners during this phase. Partners responded fully to our requests for information, conducted their internal selection process and confirmed agreement to their financial and governance obligations as partners. They signed the mandate forms.

Preparation

Please note our response to your section titled

'Preparation and support of Participants' provides more information and needs to be read in conjunction with this response.

Preparation involved:

1) Convening the Feminenza project team: allocating duties, determining a project plan and schedule etc. The project team had weekly calls in the period between the grant being approved and the main activity.

2) A

partnership agreement and policies arranged between Feminenza and the partners, were agreed based upon templates Feminenza has developed in previous projects and existing templates for Erasmus + partner agreements. Areas of agreement included payment of funds and financial accounting, record keeping, reporting, audits and safeguards; the project management structure; the obligations of the partner and the co-ordinator; participant preparation and support; information and publicity; changes in partnership; conflict resolution. An example of our partnership agreement is attached with this report. Policies covered the participant selection process; travel support, visas and proof of health insurance; special dietary needs; GDPR; Privacy and communications; Financial Policies. Copies of those policies are attached. As mentioned previously, we convened a working group with all partners who met before and after the main activity using video conferencing.

3) Logistics support for

participants: including guides to Wales, individual travel plans, emergency contacts, health and safety arrangements for the venue, mobility and dietary needs. No participant required a UK Visa. Feminenza also assembled photo identification for all participants and liaised with the venue about all dietary, accommodation and health needs of those attending. Each partner participant group had a 2 hour briefing by a Feminenza partner liaison prior to the workshop covering practical details and learning preparation.

4)

The Learning preparation by participants included personal learning objectives being identified, book reading and movies to watch.

5) The workshop

facilitation team held preparatory meetings, drafted facilitators guides, prepared participant workbooks and workshop materials. They arrived 2 days early in the venue to set up the workshop materials and presentation equipment.

Implementation:

- Transport was arranged to and from

Cardiff airport to the Venue, Waunifor, for those flying into the UK. This was provided by either local Feminenza volunteers or a taxi company. Directions were provided beforehand for those who were driving.

- Participants were

given a Health and Safety briefing on the first day of the 5-day workshop by a representative from the venue. First aid staff were identified. Emergency and medical numbers were displayed in each of the accommodation cottages. There was a venue liaison present throughout the 5-days for queries.

- A

full schedule of activities and workbook was provided to all participants at the start of the 5-day workshop. Two evening reflective sessions took place to monitor progress, mentor, support and hear feedback from participants.

-

Dietary needs had been communicated to the venue and were catered for by the kitchen team.

Follow up:

- All participants were

invited to a check-in video call one month after the workshop to monitor progress and offer support or further mentoring. Participants were briefed on the evaluation process that would take place in mid-January.

- The

partner working group was convened by video call to answer any queries on financial reimbursement and to brief the partner contacts on the evaluation process and their role in it.

- Follow up surveys (DASS and

Heartland) were sent out to all participants in mid-January and a series of one to one interviews were scheduled with participants and their managers and supervisors.

4.3. Preparation and support of Participants

What kind of preparation was offered to the participants (e.g. task-related, intercultural, linguistic, risk prevention etc.)? Who provided such preparatory activities?

Feminenza and our partners planned and conducted the preparations for the participants using the forum of the working group. There were three streams of preparation.

1.

Policies and arrangements between Feminenza and the partners which included:

- a) Selection process for participants.
- b) Designated Feminenza Partner Liaisons who acted as a point of contact and support for each Partner's participants.
- c) Preparations, including the task and roles of the participants, the representatives of Partners and the Project Coordinator, and setting the expectations for the participants before, during and after the workshop.
- d) Questionnaires to distribute and assemble information about any special requirements participants may have relating to e.g. health, literacy, diet etc.
- e) Arrangements and partner commitment to preparatory calls with the workshop participants which will be hosted by the Partner Liaisons.
- f) Core list for advance book reading and movies to be viewed by participants.
- g) Standby support whilst participants were travelling (embassies, on call support at both ends).
- h) Support policies for participants when the course is completed.
- i) Communications plan, including social media support and the arrangement of GDPR consent from participants to be photographed, quoted etc.

2. Logistics

support for participants

All participants were provided with:

- a) A practical guide to Wales and the venue where the workshops will be held, outlining climate, Currency, electrical sockets, local amenities etc.
- b) Travel plans from arrival in the UK, giving instructions of journey to the venue and back to the point of departure. We arranged transport for all participants flying to the UK from Cardiff airport facilitated by local Feminenza Volunteers and Taxi companies.
- c) European Health Insurance card (arranged by the partner, validated by us)
- e) Health and safety arrangements for the venue including: disability support, access to first aid, primary care and hospital care.
- f) A questionnaire to clarify health risks, allergies, health alerts (asthma, angina, diabetes, central nervous system risks,) mobility and dietary needs.
- g) Contact information for their Feminenza liaison- for the full course of the project.
- h) The venue was prepared to provide high quality accommodation, catering (including special requirements) and spacious, well equipped meeting facilities in the beautiful surroundings of rural Wales. Feedback from all participants on the residential venue was positive and provided a good experience and impression of the hosting country.
- g) Visa, health insurance and social insurance liaison: included checking on a participant basis the paperwork needed and providing support as needed.

3. Learning preparation for participants

- a) A worksheet issued beforehand to reflect upon and record their individual Personal Learning Objectives.
- b) Book reading and movies to watch. Participants were required to watch at least one movie or read one book in the prescribed list covering the core content (understanding and managing fear, forgiveness) of the Trauma Healing workshop. They were asked to select a story from 'The Forgiveness Project' website.
- c) A video conference call was arranged between each Feminenza Partner Liaison and the participants from that partner organisation to go over the education and logistical preparation and to answer any queries they might have.

Partner organisations monitored and supported the completion of these activities.

Please detail how monitoring and/or support of participants were carried out during and after the main activity.

The preparation of participants is outlined in the previous section.

Every morning the entire group were given protected time to talk about, and reflect on, the previous day's content, prior to new work commencing. Two evenings were also protected for participants to reflect on their learning objectives and to review progress. Over lunch and dinner participants were given opportunities for smaller group sessions. Prompter questions were provided to promote inside-out dialogue. A final session on the last night briefed the participants on next steps and allowed for any queries that they might have.

One month after the workshop, participants were invited on to a video call with the facilitators to discuss their progress since the workshop. Where possible, face to face meetings with Femienza facilitators were arranged - however in the UK and Italy this proved not to be feasible as the respective participants' work schedule proved to be prohibitive. As a contingency, communication was maintained and completed over Skype, Zoom and, as a last resort, over personal email.

Three months after the main activity the evaluation process commenced. This consisted of 60-90 minute interviews with all participants to see how they progressed with the main learning objectives of the workshop. We also conducted interviews with their supervisors/managers about their progress and any challenges they may have had.

Youthpass certificates have been issued to all participants.

4.4. Monitoring and Evaluation

How was the monitoring of the project carried out and by whom?

Project

Monitoring involved five distinct methods:

1. Task and risk monitoring. Four months prior to the THW being undertaken, a project plan was formed, with milestones for Preparation, Implementation and Follow Up phases. Regular project team calls were held to ensure that, on a weekly basis, the planned tasks were notified – and as the tasks went live – that they were being executed as needed and risk monitored. Group calls at Partner liaison level and at Participant liaison level were routinely scheduled to ensure that all stakeholders were properly covered. This framework of continuous liaison was maintained until 2 weeks before this report was issued. These enabled swift, mostly effective responses to adverse events described in the next section. Partner working group calls took place before and after the main activity to ensure co-ordination of duties. Partner working group calls took place before and after the main activity to co-ordinate allocation and progress of duties.

2. Outcome monitoring. The Trauma Healing Workshop has been delivered safely with rigorous monitoring for more than 10 years and thus with it, two internationally recognized surveys – Depression Anxiety Stress Scale (DASS-21) and Heartland Forgiveness Scale (HFS) were conducted before the THW and again three months after. Shifts in attitude and skill were then measured (described elsewhere in this report).

3. Reflective sessions and daily feedback during the face to face Trauma Healing Workshop (THW). Along with the 2 scheduled evening sessions to reflect on progress, time was protected for participants to reflect in small groups as least twice a day as part of the workshop. These groups were attended by facilitators – and often the reflections led to changes in both the pace and content delivered in subsequent days. They also led to changes in agenda in order to provide participants with the opportunity to relax, engage in music, comedy and theatre – and thus become refreshed.

4. When the THW was completed, our dedicated participant liaison team was assigned to maintain periodic personal email and voice contact over Skype or Zoom. This proved to be important in understanding the daily pressures the participants were under.

5. Finally, 3 months after the THW, in addition to the follow up surveys on DASS-21 and Heartlands, we conducted structured interviews with all participants and their line managers, to track progress, to measure impact and to solicit feedback on the THW.

Together these monitoring frameworks enabled us to manage a large number of adverse project events, overcome logistical challenges, keep track of competencies developed by each participant, maintain track of the personal development activities of each participant and measure impact. Data from the two statistical surveys can be independently validated.

Please describe any problems or difficulties you encountered during the project and the solutions applied.

1. Partner dropout. Our Turkish partner withdrew citing structural and financial changes in the ministries and institutions due to the change in government structures in Turkey. Subsequent investigation revealed that a political decision had been taken. Two alternatives, previously shortlisted were immediately contacted and but became unresponsive to communications. We were able to redistribute the four unused places to our existing partners: one was taken up West Wales Domestic Abuse Services (WWDAS) in the UK, one by Karma Nirvana in the UK. The two remaining places were offered to South Dublin County Partnership in Ireland – who also met our criteria but had not been identified at the point of application, but was, with the rapid assistance of Ecorys and Leargas, given swift approval.
2. Illness making it impossible to attend. One Feminenza Facilitator (from Turkey) was diagnosed with cancer and advised not to travel. We rearranged the rosters for the remaining facilitators. Shortly before the THW, WWDAS, one of the partners, notified us that their key clinician had fallen ill and would not be able to attend. WWDAS could not find a replacement.
3. Participants leaving their NGO. A further participant from WWDAS left employment and WWDAS could not replace her. Only 2 participants attended from this partner.
4. Visa restrictions. One of the 3 participants from Per Esempio in Italy was unable to travel because of a failure by the partner to submit the visa application to the British Consulate in Italy in time. Per Esempio could not replace this individual, thus only 2 participants attended from Per Esempio. Although visa support arrangements were set up, unfortunately we were not informed of this failure to file papers until it was too late. We will more actively ensure that travel visa risks are discussed weekly with partners.
5. Permission to travel not secured. One of the Dutch participants of non European extraction was unable to receive clearance to leave the Netherlands, to travel to the UK between the time of award and the THW event. Unfortunately we were not informed until it was too late. Although this matter was comprehensively covered during preparations we will in future press for earlier notification and more actively assist our partners.
6. Airline and airport shuttle failures. A major storm brewed over Europe at the time of the workshop. This led to roads leading up to the venue being completely flooded, landslides closing roads and land access restricted. In parallel, flights to the UK, Wales in particular, were grounded. A key facilitator arrived a day late, only to discover that her equipment and baggage had been left behind in the Netherlands by the airline. Contingency plans were put in place to purchase key supplies, equipment and to restore access to the venue. The workshop started on time.
7. Gender balance was undermined as a result of the dropouts and participant swaps. The changes and drop out from partners unexpectedly led to the workshop being entirely attended by women youth workers - and the sessions designed to promote cross gender perceptions were heavily constrained. Whilst this led to the participants developing a strong grasp of the triggers and anxieties specific to the feminine gender, there was no significant retention on the triggers and risks for men. There is only one way to address this risk – to have enough potential participants in a 'B List' available to draw upon at short notice.
8. Partners responding slowly to scheduled follow up interviews. Three weeks were incorporated into the project plan, based upon previous experience – and this timetable was agreed with the partners at the point of contract. Unfortunately, even though the interviews were scheduled, many interviewees seemed to be overstretched. Interviews were repeatedly pushed back, sometimes without notice, some were delayed by a further three weeks. We will, in future, ensure that interview schedules are formally confirmed with line managers and underpinned by partner contracts.
9. Bereavement. A key analyst faced bereavement in immediate family in the exact time window when the data analysis needed to be carried out. Contingencies were in place, but due to data arriving late, enormous pressures were exerted on the reporting process.
10. Some participants had difficulty keeping up. The schedule was packed and some participants found the subject matter very new - and needed more time to process the concepts. Fortunately these problems were identified early in the process and we made adjustments to the schedule. A social evening was introduced, half way through the week, with a multi-cultural exchange of live music and dance from all the represented countries and cultures. We shortened the last day so participants could have more reflective time over dinner. These changes help participants significantly to get to the same point.

4.5. Linguistic Support

This section doesn't apply for this project

5. Activities

Please attach, in the section "Annexes" of this form, a detailed timetable of each of the implemented activities.

5.1. Overview of Activities

Activity Type	No. of Activities	No. of Participants (including Accompanying Persons)
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Activity Type	No. of Activities	No. of Participants (including Accompanying Persons)
Mobility of youth workers - Programme Countries	1	18
Total	1	18

Please describe how the planned activities were organised. What were the working methods used? How did you cooperate and communicate with your project partners and other relevant stakeholders? Please also indicate and explain the reasons for eventual changes between the activities you planned at application stage and those finally realised.

This project has only one activity: the 5 day Trauma Healing Workshop (THW).

Four months prior to the THW being undertaken, a project plan was formed, with milestones for Preparation, Implementation and Follow Up phases. Regular calls by the project team to ensure that, on a weekly basis, the planned tasks were notified – and as the tasks went live – that they were being executed as needed. Group calls at Partner liaison level and at Participant liaison level were held regularly (typically every two weeks on routine matters, monthly on policy matters) to ensure that all stakeholder needs were covered.

Partner working group calls took place to ensure co-ordination and progress of duties.

This framework of continuous liaison was maintained until two weeks before this report was issued. A regular project management group meeting was held every two weeks to keep track of progress on tasks.

The THW was delivered in Waunifor, a residential venue (near Carmarthen in Wales) from 15th to 19th October 2018. Some parts of the programme are held indoors. About 15% of the programme was conducted outdoors.

The THW is informal, voluntary, self-diagnostic, founded on group learning, practical exercises, story-telling, review of film footage from real world events. Following our preparation video calls with participants, content was added and adapted in order to be relevant to their locations and work. For example, we incorporated content on intergenerational trauma and current information on Adverse Childhood Experiences (ACE's) and how it impact on the lives of young people; participants were free to select examples of forgiveness stories or people through history that assisted them in understanding how to overcome fear, trauma and move on in life.

The self-directed reflective and response techniques used enabled: the early, safe identification of fears; bringing fears to a standstill; facilitating the important inner life shaping decisions required; providing sustainable foundations for self-forgiveness and letting go of the past. All participants confirmed that a safe environment was created in order to do this and the majority gave examples of personal inner breakthroughs as a result of the work and an increase in empathy with the struggles of the young people they work with.

Protected time was assigned to share experiences and learning. No requirement was placed on participants to share any content of their past or inner processes with anybody else. Many of the participants indicated in their interviews that this was a standout feature for them and confirmed that this approach limits risk to, and is effective for the youth workers when working with disadvantaged youth,

The activity was led by the most experienced staff in Femenza's Faculties. Two facilitators came from Ireland, one from the Netherlands, and one, the CEO of Femenza International, from the UK.

The process was interactive and reflective and invited the input of the participant at all stages. There was little deviation from the schedule for the activity as outlined in our application. As mentioned, participants reflected that they found the days long and the schedule quite intense. While the daily schedule was an integral part of the immersion needed to grasp Trauma work, we did make adjustments during the week. We arranged a social evening half way through the activity, with a multi-cultural exchange of live music and dance from all the represented countries and cultures and we shortened the last day so we could have more time over dinner together.

An earlier section (on Project Management) outlines the role of partners at all points in the project and gives more information on their role in the Activity and its preparation.

5.2. Overview of Mobility Flows

Activity No.	Activity Type	Long-term activity?	Flow No.	Group	Sending Country	Receiving Country	Venue	Distance Band	Start Date	End Date	Duration Calculated (days)	Travel Days	Non-Funded Duration (days)	Funded Duration (days)	Number of Participants	Out of Total, Number of Participants With Fewer Opportunities	Out of total, Number of Participants with Special Needs	Out of Total, Number of Accompanying Persons	Out of Total, Number Trainer Leader Facilitat
A1	Mobility of youth workers - Programme Countries	N	1	-	Ireland	United Kingdom	Carmarthen	100 - 499 km	15/10/2018	19/10/2018	5	2	0	7	3	0	0	0	2
A1	Mobility of youth workers - Programme Countries	N	2	-	Ireland	United Kingdom	Carmarthen	100 - 499 km	15/10/2018	19/10/2018	5	2	0	7	1	0	0	0	0

Activity No.	Activity Type	Long-term activity?	Flow No.	Group	Sending Country	Receiving Country	Venue	Distance Band	Start Date	End Date	Duration Calculated (days)	Travel Days	Non-Funded Duration (days)	Funded Duration (days)	Number of Participants	Out of Total, Number of Participants With Fewer Opportunities	Out of total, Number of Participants with Special Needs	Out of Total, Number of Accompanying Persons	Out of Total, Number Trainer Leader Facilitat
A1	Mobility of youth workers - Programme Countries	N	3	-	Italy	United Kingdom	Carmarthen	2000 - 2999 km	15/10/2018	19/10/2018	5	2	0	7	2	0	0	0	0
A1	Mobility of youth workers - Programme Countries	N	4	-	Netherlands	United Kingdom	Carmarthen	500 - 1999 km	15/10/2018	19/10/2018	5	2	0	7	2	0	0	0	1
A1	Mobility of youth workers - Programme Countries	N	5	-	United Kingdom	United Kingdom	Carmarthen	10 - 99 km	15/10/2018	19/10/2018	5	1	0	6	2	0	0	0	0
A1	Mobility of youth workers - Programme Countries	N	6	-	United Kingdom	United Kingdom	Carmarthen	100 - 499 km	15/10/2018	19/10/2018	5	2	0	7	8	0	0	0	1
Total											30	11	0	124	18	0	0	0	4

5.3. Overview of Complementary Activities

This section doesn't apply for this project

6. Participants' Profile

Please describe the background and profile of the participants that have been involved in the project and how these participants were selected.

Include Youth, which is a regional rights charity working in Northern Ireland (Belfast, Derry, Armagh, Ballymena, Omagh and Newtownards) with disadvantaged, at-risk youth sent 4 youth workers. They work in different projects around the region addressing the needs of disadvantaged and at-risk youth who experience unemployment, addiction, trauma and abuse. They had unique experience and competency of working with post-conflict and sectarian societies. Their aim was to deepen understanding, to respond to the internal struggles of young people.

West Wales Domestic Abuse Service supports refugees, children and young people, abusers and victims. Their two participants were the CEO, who came with significant experience of working with traumatised children, youth and families in both the UK and Africa; and one of their community support workers in their specialist Children and Young People's services. Their stated aim is to secure a deeper understanding of trauma, as part of face to face work; to become more trauma informed.

NIDOS in the Netherlands provides guardianship for unaccompanied minor asylum seekers. The participant they sent is a behavioural support worker who works with the young refugees who was aiming to deepen her understanding of trauma.

Karma Nirvana in England supports migrant victims (children, young people, men and women) of forced marriage, honour-based abuse and honour crimes and the longer-term second-generation challenges of forced marriage, community isolation, suicide, honour crimes and community indenture, often justified in the name of religion or tradition. Their aim was to improve engagement of the traumatised. Their 3 participants were their CEO and founder accompanied by two staff who offer direct and telephone-based support to young women and men experiencing honour-based abuse or who are at risk of a forced marriage.

Per Esempio (Italy); works with victims of domestic violence; disadvantaged youth; migrants with distress/trauma. The two participants were a psychologist and psychiatrist specialising in work with children and young people. Both had been previous participants in Erasmus + programmes. Their aim was to gain a deeper understanding of trauma and the inner journey for youth.

South Dublin County Partnership develop and deliver projects to tackle poverty and social exclusion in the County. They sent two participants. One co-ordinates the Mojo programme which was established to deal with the causes of high suicide rates of men. Young men learn how to manage their mental and physical wellbeing, make social connections and plan for the future. The other designs and delivers programmes for disadvantaged young people and their families.

Our partner organisations have reported rapidly escalating levels of distress, trauma, abuse and conflict amongst the young people they engage, and the consequences of this in their lives, families, communities and society. They informed us that they need and want their youth workers to become more trauma informed in their work; they want their staff to better understand and assist with the issues young people face.

We specifically balanced the NGOs and participants to ensure that the Trauma Healing would work to representatives of diverse communities; to stimulate rich exchange of experience and learning between participants.

Our partners were required to use the following criteria in the process of selecting participants:

1. That the participant is working regularly with young people (13 - 30) who have experienced trauma, abuse or conflict.
2. That the project is relevant to their work they do and the young people they work with.
3. That there is a gender balance in participants (which will be checked and ensured by Feminenza International).
4. That that there are no restrictions for them to attend or travel (passports, visas, work schedule etc) to the workshop.
5. That there will be a transparent and open selection process if there are fewer places than eligible candidates.

Candidates' CPD and learning objectives were compared to the learning outcomes of the workshop for compatibility.

Gender balance was undermined as a result of last minute participant cancellations and participant swaps. The changes and drop out from partners led, unexpectedly to the workshop being entirely attended by women youth workers.

6.1. Overview

Activity Type	Total Number of Participants	Out of Total, Number of Participants With Fewer Opportunities	Out of Total, Number of Participants With Special Needs	Out of Total, Number of Accompanying Persons	Out of Total, Number of Trainers, Leaders, Facilitators
Mobility of youth workers - Programme Countries	18	0	0	0	4
Total	18	0	0	0	4

6.2. Age

Activity Type	13-17 years old	18-25 years old	26-30 years old	Over 30 years old
Mobility of youth workers - Programme Countries	0	4	3	11
Total	0	4	3	11

6.3. Gender

Activity Type	Female	Male	Undefined
Mobility of youth workers - Programme Countries	17	1	0
Total	17	1	0

6.4. Participants per Sending Organisations' Country

Activity Type	Country of Sending Organisation	Number of Participants (Excluding Accompanying Persons)
Mobility of youth workers - Programme Countries	Ireland	4
Mobility of youth workers - Programme Countries	Italy	2
Mobility of youth workers - Programme Countries	Netherlands	2
Mobility of youth workers - Programme Countries	United Kingdom	10
	Total	

7. Learning Outcomes and Impact

7.1. Learning Outcomes

Please describe, for each activity implemented, which competences (i.e. knowledge, skills and attitudes/behaviours) were acquired/improved by participants in your project? Were these in line with what you had planned? If not, please explain.

If available, you can use the results of the participants' reports as basis for your description.

The project has one activity: the Trauma Healing Workshop (THW). Feedback, based on (a) two statistical surveys, (b) one on-site survey, (c) a follow up interview-based survey (3 months after the THW) – led to multi-vectored qualitative and quantitative data being gathered. The data model has been in place for 9 years. It enabled us to ascertain the degree to which the competencies we had planned were acquired and sustained.

For ease of reference, the degree to which competencies were transferred and sustained, has been summarised into three groups (i) Marginal: i.e. the competencies which were established/improved and sustained in under 50% of participants – (ii) Significant: i.e. competencies which were developed and sustained in more than 65% of participants (iii) Comprehensive, i.e. where more than 80% of participants had developed and sustained the competencies transferred. The results are grouped into three classes: Knowledge, Skills, Attitudes. Thus from the standpoint of developing competencies, the results fall into a 3 x 3 matrix. See below:

Knowledge.

Comprehensive: The physiological and emotional drivers for anxiety, fear, trauma, revenge. The environmental settings and methods needed to establish and maintain safe, self-directed identification of fear. The inner resources needed to progress beyond reactivity;

Significant: Why self-directed Trauma Healing is effective – and why it is different. The processes needed to bring fear and anxiety to a standstill. The Seven Pillars of Forgiveness. How gender and age impact perception.

Marginal: The gender pathways of fear. Susceptibility to risk and response.

Skills:

Comprehensive: Inner skills of cognisance and perception needed to work with anxiety and fear.

Significant: How to encourage and maintain relevant self-directed learning processes. Keeping the environment and participant spaces appropriate for self-directed development.

Marginal: how to be evidence focused; creating a new inner narrative;

Attitude:

Comprehensive: Enabling each life to make its own decisions; inform, not interfere. Re-humanising 'the other'. Building empathy. Choosing to forgive. The place of inner change.

Significant: Commitment to enabling other lives to be productive and self-determining.

Marginal: Self-discipline and self-management.

All participants confirmed that the experience had impacted their personal lives; more than 80% experienced an impact on their professional conduct and youth work in general. The shift in attitude across all surveys was the most notable: all participants have grasped, and continued to practice, the importance of empathy, the value of inside-out decision making, the importance of inner change, the pathways to enabling others to be self determining.

There were two setbacks. (1) Last minute cancellations from Dutch, Turkish, UK and Italian partners necessitated urgent action to include partners that had not made it to the first cut. While this partially restored participant numbers, the new participants were seemingly not as well prepared for the workshop (2) The change in partners led, unexpectedly to the workshop being entirely attended by women youth workers - and the sessions designed to promote cross gender perceptions were constrained. Whilst this led to the participants developing a strong grasp of the triggers and anxieties specific to the feminine gender, there was no significant retention on the triggers and risks for men. Future versions of the THW will include planning fall back sessions to address these risks.

Have all the participants received formal recognition for having taken part in the activities?

Yes

If any, please describe, for each activity, the methods used to support reflection and documentation of the learning outcomes (e.g. through reflections, meetings, monitoring of learning outcomes)?

There

was one activity – the delivery of the Trauma Healing Workshop. In preparation for the activity participants were required to prepare from a reading list.

1. All participants were assisted to set their Personal Learning Objectives, which were kept private. Time was reserved during every training day for reflection about these personal learning objectives. Participants kept track of their learning and competency development themselves – and were continuously encouraged to do so, as the subject matter coverage in the THW was intensive.

2. Reflective sessions. During the THW time was protected every day for reflection on the content of the workshops. Formal verbal and written reflective sessions took place after supper on two evenings and on other evenings documentaries demonstrating examples of community impact were shown. The span of reflective methods led to daily feedback which in turn helped us to retune the agenda and techniques to enable participants to connect more deeply with the work. The breaks were altered, with active and participative sessions introduced with theatre, dance, comedy and music, to keep participants refreshed. The reflection sessions led to important input for Youthpass by confirming changes in knowledge, skills and attitude.

3. Statistical quantitative evaluation of shifts in inner attitude. Two distinct, internationally recognized, structured surveys were adopted:

(i) The

Depression Anxiety Stress Scales (DASS) DASS-21- an excellent, internationally recognized assessment tool. It includes 21 reflective questions, structured into three self-reporting scales which together measure the emotional states of Depression, Anxiety and Stress. The depression scale assesses a range of states, such as hopelessness, devaluation of life, self-depreciation and lack of interest. The anxiety scale assesses states such as autonomic arousal, situational anxiety, subjective experience of anxiety. The stress scale assesses nervous arousal, being easily upset/agitated, irritable/over-reactive and impatience. In short, DASS-21 is an excellent reflective tool in the assessment of risk in depression, anxiety and stress.

(ii) The Heartland Forgiveness

Scale (HFS), an 18-item, self-report questionnaire designed to assess a person's dispositional forgiveness (i.e. one's general tendency to be forgiving), rather than forgiveness of a particular event or person. The HFS consists of items that reflect a person's tendency to forgive him or herself, other people, and situations that are beyond anyone's control (e.g. a natural disaster). In short it measures a person's disposition to be forgiving, rather than forgiveness of a particular event or person. Recovery from Trauma is directly related to the degree to which individuals are willing to forgive, let go of the past, and remove any propensity to colour new relationships or experiences with past trauma.

Participants were asked to submit these surveys (anonymously). Although both survey systems can be used to study individual need, for our purposes of this project we sought to measure the inner shift in risk, confidence, and attitude - and from this, draw conclusions about outcome and impact.

4. Follow-up interviews with participants – qualitative evaluation

Face-to-Face, Telephone and Skype Interviews were conducted with participants 3 months after the Trauma Healing Workshop. The interviews were conducted anonymously, seeking honest, pragmatic reflection on the impact the workshop had on participants, their personal circle of connections and the youths they work with. The interviews were coached on how not to lead the discussion, to avoid fishing expeditions.

5. Interviews with the partner NGOs post workshop – qualitative evaluation

In interviews with managers of the participants we enquired on the degree to which the partner NGOs had met their aims for this project; whether they could confirm that the THW had affected their staff (and how); and whether there had been a shift in their approach to future training.

In short we have adopted international, independently verifiable best practice to measure outcomes and to learn about how best to improve the THW for youth workers and their clients.

8. Impact

Please describe any further impact on the participants, participating organisations, target groups and other relevant stakeholders.

Our surveys showed that more than 80% of participants actively benefited in Learning to Learn, and in Social and Civic Competencies. Interviews, held three months after the THW, strongly evidenced the desire to deepen commitment and learning in these two areas.

An unexpectedly high share (>65%) communicated that the THW had reminded them of the importance of continuous professional development and the need to keep abreast with new methods, to remain effective in what they do.

In addition, follow up surveys (statistical, and interview based), showed:

Significant (>65%)

Desire for further assistance to make the tools more accessible for youth at risk.

Desire to

be given access to the next level of training, and to be developed to a level where they could run such interventions directly with their clients.

Learning with and by peers from other EU countries.

Value for the

examples and stories shared, reflecting diverse cultural and societal backgrounds in the challenges for Youth.

Comprehensive impact (80% or

more):

Positive impact in private, professionally and with youth clients.

Exhibiting greater patience and understanding of others; more inclined to develop tailored support.

Increased recognition of the strengths and qualities of the youths in their charge.

Value of this paradigm with youth

who are difficult to engage and for youth who have difficulty participating in group work.

A consistent, acknowledged place for this work in youth at risk.

To what extent have the participating organisations increased their capacity to co-operate at European/international level?

3 - to a high extent

Please describe the wider impact of the project at local, regional, national, European and/or international levels.

Prior

to this project the benefits of THW for civil society and youth in general was largely restricted to communities either recovering from armed conflict or entering North America and Europe as refugees. This project has made it possible for more communities to benefit:

In the UK with young women at risk, and

with women and men escaping forced marriage;

In Ireland in facing the

challenges of engaging disconnected youth, particularly youth at risk;

In

the Netherlands and Italy with refugees, youth and children.

All

participants have gone on to volunteer examples on how the tools have impacted their lives personally (86%) and professionally (80%) - including specifically with the youth in their charge (71%). More than 65% reported experiencing a deeper insight and perceptual reach into the problems that their clients face and reported increased resilience more patience with them; are able to step back, pause, think and make inside out choices; are less prone to following the pack.

Partners in Ireland and the UK have since, unsolicited, requested

Feminerza to provide a course aimed at developing certified THW practitioners.

There was a significant desire from participants to be mentored in the process of designing and implementing community plans which incorporate components of the THW toolkit.

Other potential partnership projects at national and

European level are in discussion between Feminerza and the partners on this

project as outlined in the Future plans and Suggestions section

below.

9. Dissemination of Project Results

Which results of your project were worth sharing? Please provide concrete examples.

Two internationally recognized and independently verifiable statistical survey models were adopted and measured on the basis of (i) Depression Anxiety and Stress Scale (DASS-21 - an excellent reflective tool in assessment of risk in depression, anxiety and stress) and (ii) The Heartland Forgiveness Survey (HFS-18- which enables measurement of medium term changes in sensitivity to trauma and the level of resilience post trauma) Both statistical surveys are recognised internationally, are effective on an individual basis (in clinical settings) as well as being contextually informative when applied to civil society attitudinal studies, large and small.

All participants responded. The surveys measured comprehensive, sustained reductions in depression, anxiety and stress and showed that, three months after the THW:

Participants were consistently more forgiving of self and others.

Some participants remained less willing to forgive others in uncontrollable situations.

Participants who continue to work directly with significant trauma in their clients – and therefore seemed to be vested in seeking sustainable solutions - seemed to undergo more significant inner change than those who played a peripheral role in addressing youth at risk or trauma.

The interviews which followed a set cascade of questions and allowed participants to respond in their own words, give some depth and perspective to the above findings:

All participants remarked on the fact that they learned as much from how the Femenza team worked, as from the content of the THW; the environment, skills and attitudes executed in the THW workshop had somehow played a pivotal role to deliver this workshop safely with people.

83% reported a greater awareness of old patterns, willingness to face negative emotions and wounds from the past; comfortability in stepping back and look at the situation (not immediately react).

>75% reported greater ability to think for themselves- from the inside out; increased self-confidence; less anxiety in making one's own decisions; less desire to follow the pack when making decisions.

>65% reported awareness about and application of inner strength and qualities, more patience, a sense of empathy and increased understanding of youth at risk.

The ten assigned objectives for the THW were met with results ranging from significant (65%tile) to comprehensive (80%tile). All participants had grasped, better exercised empathy and developed inside-out decision making skills, valued the inner change and the capacity to facilitate others to be self-determining. The tools also impacted participants' lives privately (86%), professionally (80%) and significantly with the youth in their charge (71%); >65% reported perceptual reach and greater resilience/patience with the clients; the capacity to step back, pause, to think.

Prior to this project the benefits of THW for civil society and youth in general was largely restricted to communities either recovering from armed conflict or entering North America and Europe as refugees. This project has made it possible for more communities to benefit:

- In the UK with young women at risk, and with women and men escaping forced marriage;
- In Ireland in facing the challenges of engaging disconnected youth, particularly youth at risk;
- In the Netherlands and Italy with refugees, youth and children.

80% of participants remarked on improved European connections. More than a half of participants made unsolicited requests to access training to become certified practitioners in delivering THW experiences.

We will post these results on the Erasmus + Project Card after the submission of the report.

Please describe the activities carried out to share the results of your project inside and outside participating organisations. What were the target groups of your dissemination activities?

Social
Media and website posts occurred before commencement with an official announcement. Regular posts were made during the programme with comprehensive articles and photographs detailing the progress of the workshops (Posts days 1, 2, and 3). A follow up article was posted on 10th November detailing the last days of the workshop

All social media posts tagged the participating organisations, (with the exception of Nidos who did not have a social media account due to organisation/security reasons) and the posts we shared across their networks of youth and community organisations or individuals with an interest in their work.

Upon completion of the report, an article on the project, its results and outcomes, including images will be published on Femenza International's website and be available to publish and distribute to target groups. Outcomes of the project will be featured in Femenza International's 2019 Annual Report. We will also post results on our Erasmus + Project Card.

A series of video interviews with 9 participants will be available for public viewing on Femenza International's website and social media such as Facebook for public viewing.

If relevant, please describe the activities carried out to promote the Erasmus+ Programme and ensure visibility of the programme. What were the target groups, frequency of those activities?

All communications, including workshop manuals and digital communications, used the European Commission's Erasmus+ logo to publicly acknowledge the support received from the European Union.

Digital communications included the Femeninza website, (home page and articles section); Facebook and Instagram. All social media posts tagged the participating organisations, (with the exception of Nidos who do not have a social media account due to the sensitivity of the work they do) who shared the posts across their networks. The Erasmus + Facebook page was tagged on all posts.

According to Facebook statistics, the sum total of all posts reached 3107 with 1122 engagements.

If applicable, please give examples of how the participants have shared their experience with peers within or outside your organisation.

As the Trauma Healing Workshop had a strong impact on participants, they shared their experiences with their colleagues and managers of the partner organization and family members. 3 Participants engaged in a Forgiveness process with family members that had been long standing problems. Participants but also managers remarked that the Trauma Healing Workshop caused a maturity, a greater settlement, and greater patience and understanding in dealing with their clients which makes them better Youth Workers and has improved the service towards the Youths they work with directly or indirectly (one participant works with behavioural scientists who work with refugees).

If applicable, please give examples of how the organisations have shared their experience with other organisations.

Femeninza posted detailed updates and photos at three stages during the 5-day workshop on its website and social media to its followers. Three out of six of our partner organisations shared at least one of the posts with their followers: Per Esempio Onlus (3.8K), South Dublin (593), and Include Youth (1,660).

10. Future Plans and Suggestions

Do you intend to continue cooperating with your partners in future projects?

Yes

Please explain how.

4 out of 6 of the partners in our evaluation thought the Trauma Healing work would be useful for other members of their staff. 3 out of 6 partners and their participants (during their evaluation interviews) expressed an interest in Level 2, which is our practitioner training that enables participants, once trained and accredited, to deliver the 5-day trauma healing workshop to the young people they work with. We will seek to advance these opportunities with further partnership.

We have agreed to work with South Dublin County Partnership on an Understanding and Managing Fear project with the staff and participants of the Mojo programme for disadvantage men, funding allowing.

Karma Nirvana and Femeninza have discussed the prospect of putting in a joint application to for EU funding to combat all forms of violence against children, young people and women. We hope to include West Wales Domestic Abuse Service in this bid.

Please provide any further comments you might wish to make to the National Agency or the European Commission on the management and implementation of Erasmus+ projects under the Key Action "Learning Mobility of Individuals".

Please note that Donna left the employment of our Partner, Include Youth shortly after the 5-day workshop so she did not fill out a participant report and was not awarded a Youthpass Certificate.
Please note at the time of submitting the report there were 4 participant reports outstanding despite email and direct reminders to fill out them out. We will continue to try and contact the participants to complete them.
Please note that the participant reports will indicate that they did not receive certification. Due to a bereavement with one of our evaluation team, we only completed the evaluation of the competencies required by our participants shortly before the completion of the report. This was required for us to confirm the competencies which appeared on the Youthpass Certificates. They were issued to all participants on 28/04/19

11. Budget

11.1. Budget Summary

Activity No.	Activity Type	Travel	EXCEPT_COST_EXPENS_TRAVEL	Organisational Support	Special Needs Support	Exceptional Costs	Total Amount (Calculated)
A1	Mobility of youth workers - Programme Countries	3,470.00	0.00	9,424.00	0.00	0.00	12,894.00
Total		3,470.00	0.00	9,424.00	0.00	0.00	12,894.00

Exceptional Cost Guarantee:	0.00
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11.2. Project Total Amount

Project Total Amount (Calculated)	12,894.00
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Please provide any further comments you may have concerning the above figures especially if the adjusted amount differs from the calculated amount.

not applicable

11.3. Travel

Activity No.	Activity Type	Flow No.	Country of Origin	Country of Destination	Distance Band	Amount per Participant	No. of Participants (including Accompanying Persons)	EXCEPT_COST_EXPENS_TRAVEL	Total Amount
A1	Mobility of youth workers - Programme Countries	1	Ireland	United Kingdom	100 - 499 km	180.00	3	0	540.00
A1	Mobility of youth workers - Programme Countries	2	Ireland	United Kingdom	100 - 499 km	180.00	1	0	180.00
A1	Mobility of youth workers - Programme Countries	3	Italy	United Kingdom	2000 - 2999 km	360.00	2	0	720.00
A1	Mobility of youth workers - Programme Countries	4	Netherlands	United Kingdom	500 - 1999 km	275.00	2	0	550.00
A1	Mobility of youth workers - Programme Countries	5	United Kingdom	United Kingdom	10 - 99 km	20.00	2	0	40.00
A1	Mobility of youth workers - Programme Countries	6	United Kingdom	United Kingdom	100 - 499 km	180.00	8	0	1,440.00
Total								0.00	3,470.00

11.4. Individual Support

Activity No.	Activity Type	Flow No.	Country of Destination	Funded Duration (days)	No. of Participants (excluding acc. persons)	Amount per Participant per Day	Total Amount
		0		0	0	0.00	0.00
Total							0.00

11.5. Organisational Support

Activity No.	Activity Type	Flow No.	Country of Destination	Funded Duration (days)	No. of Participants (including Accompanying Persons)	Amount per Participant per Day	Total Amount
A1	Mobility of youth workers - Programme Countries	1	United Kingdom	7	3	76.00	1,596.00
A1	Mobility of youth workers - Programme Countries	2	United Kingdom	7	1	76.00	532.00
A1	Mobility of youth workers - Programme Countries	3	United Kingdom	7	2	76.00	1,064.00
A1	Mobility of youth workers - Programme Countries	4	United Kingdom	7	2	76.00	1,064.00
A1	Mobility of youth workers - Programme Countries	5	United Kingdom	6	2	76.00	912.00
A1	Mobility of youth workers - Programme Countries	6	United Kingdom	7	8	76.00	4,256.00
Total							9,424.00

11.6. Linguistic Support

This section doesn't apply for this project

11.7. Special Needs Support

This section doesn't apply for this project

11.8. Exceptional Costs

This section doesn't apply for this project

11.9. Exceptional Costs for Expensive Travel

Activity Type	No. of Participants	Total Amount
	Total	0

Please describe for each activity type the nature of the costs incurred.

This project has one activity - the Five-Day Trauma Healing Workshop which took place in a residential venue in Waunifor in Wales.

The Travel Costs varied according to where the partner was travelling from. Our participants from Ireland, Italy and the Netherlands flew into Cardiff airport and transport was arranged to the venue by car provided either by a local taxi company or local Feminenza volunteers. The Facilitators from Ireland and participants from Include Youth in Northern Ireland travelled by car and car ferry to Wales. The other participants and Facilitators in the UK travelled in-country by car to the venue.

The Organisational Costs consisted mostly of full board accommodation for the participants in the venue and use of their meeting hall and equipment. Costs were also incurred for the production of participant workbooks and workshop materials.

11.10. Complementary Activity Costs

This section doesn't apply for this project

12. Annexes

additional documents that are mandatory for the completion of the report;

Please note that all documents mentioned below need to be attached here before you submit your form online. Before submitting your report to the National Agency, please check that:

List of uploaded files

 Feminenza TH Activity-Programme-KA1-Youth for Report.xlsx 0.02 Mb 2 days ago	✘
 Example Policies - Include Youth signed.pdf 2.84 Mb 2 days ago	✘
 Include Youth - part in-country travel - Invoice No.2521.pdf 0.61 Mb 15 hours ago	✘
 Karma Nirvana in-country travel Invoice 378.pdf 0.62 Mb 15 hours ago	✘
 M.Noble in-country travel Reimbursement BG 1.pdf 0.50 Mb 15 hours ago	✘
 O'Sullivan's part in-country travel Reimbursement form & receipt.pdf 0.22 Mb 15 hours ago	✘
 WWDAS in-country travel Invoice No.55.pdf 1.22 Mb 15 hours ago	✘
 Beneficiary Declaration of Honour and Signature 15042019 Borst.pdf 0.18 Mb 2 days ago	✘



Example Partnership Agreement - Include Youth signed.pdf

2.54 Mb 2 days ago

