



Earthwatch & the Ley Community



Can Volunteering Enhance Rehabilitation?



*Final report to the NatWest Charitable
Trust on its funding to Earthwatch
1997-1999*



Dr Marian Small, the Ley Community
Karen Nolan, the Ley Community
Philippa Roberts, Earthwatch





Can Volunteering Enhance Rehabilitation?

*Final report to the NatWest Charitable Trust
on its funding to Earthwatch 1997-1999*

Dr Marian Small, the Ley Community

Karen Nolan, the Ley Community

Philippa Roberts, Earthwatch





Contents

	Page
Summary of findings	v
<i>Introduction by Dr Robert Barrington, Chief Executive of Earthwatch Europe</i>	vi
<i>Introduction by Paul Goodman, Chief Executive of the Ley Community</i>	vii
1. Introduction	1
2. Aims and objectives	3
3. Background to partners	5
3.1 Earthwatch	5
3.2 The Ley Community	5
4. Summary of activities in the programme	7
4.1 Stages of programme	7
4.2 Activities at the Ley Community	7
4.3 Activities at Earthwatch	7
5. Summary of quantitative results	9
5.1 Summary of results	9
5.2 Methodology	10
6. Summary of qualitative results	11
6.1 Summary of results	11
6.2 Methodology	17
7. Lessons learned	19
7.1 Mentors	19
7.2 Realistic targets	19
7.3 Recognising achievement	19
7.4 Recognising lack of expertise	19
7.5 Flexibility	20
7.6 Adequate staffing	20
7.7 Impact on Earthwatch	20
8. Conclusion	23
Annex 1 Activities within the Earthwatch/Ley Community Programme	25
Annex 2 Residents' details	29
Annex 3 Results of quantitative evaluation	31
Annex 4 Results of qualitative evaluation	39
Annex 5 Background to the Ley Community	53





Summary of findings

This report assesses whether participation in residential environmental volunteering projects can assist the process of drug and alcohol rehabilitation, and therefore help young people into the workplace. It uses the evidence from a three-year pilot project in which residents from the Ley Community undertook a volunteer programme with Earthwatch which consisted of a 6-10 week period combining office work and a residential environmental field placement.

The key statistical findings are:

- **95 % reduction in crime rates**
- **65% increase in self-confidence**
- **62% increase in self-esteem**
- **78% of participants rated the field experience as good or excellent**
- **87% of participants rated the programme overall as good or excellent.**

Participants' comments:

- *"I learned a lot by working in the office, as this is the career I want to pursue. I gained all my computer experience by working at Earthwatch. The best thing about the expedition was mixing with an international team. It was a big test of my personal boundaries". G. H.*
- *"The office gave me valuable practical office experience, especially using Microsoft Word and Excel. The project taught me that I can enjoy life without drugs. I've made two particular friends, whom I hope will be lifelong friendships, both from the U.S.A." S. Z.*
- *"I have been taking drugs for many years, and never did much with my life. While working at the Earthwatch office, I learned to do book keeping, enter data into a database, and when I was on the project I learned about 18th century life, and worked alongside archaeologists. Joining the project has helped to give me confidence, and has given me faith in my future. Earthwatch and NatWest have played a big part in my recovery." T. F.*





57 Woodstock Road • Oxford OX2 6EJ • UK • tel: +44(0)1865 318838 • fax: +44(0)1865 311383 • e-mail: info@uk.earthwatch.org

Earthwatch is a global environmental NGO which uses paying volunteers as scientists' field assistants. For several years, we had had individuals from the Ley Community coming to help us in the office as they neared the end of their rehabilitation programme. Many of them expressed an interest in what Earthwatch does in the field, and when they heard about the possibilities of joining the field projects, were always enthusiastic about the idea. But it seemed an unlikely dream. When they left the Earthwatch office in the evening, they would return to confines of the Ley Community, as they were still undergoing the rehabilitation programme. And it seemed unrealistic to ask people who had been through this, and usually had minimum schooling, to take part in a post-doctoral scientific expedition alongside volunteers from all around the world who had paid up to £2,000 for the privilege.

So how did this programme start? It took insight and courage from several different quarters. First of all, from Earthwatch's Office Manager Valda Uden. She worked with the Ley Community volunteers every day in the office, and was convinced it would be a great motivation for them. She persuaded the management team that they would be quite 'safe' on the project teams, if properly briefed and acclimatised first, and accompanied by a mentor. Then at the Ley Community: the Education Officer, Dianne Thompson, and Deputy Director, Steve Walker, looked at the idea, suggested some changes, and said they thought it might work. Finally, NatWest. Trial projects are expensive and risky, and this was no exception. The NatWest Charitable Trust considered our proposal and took the risk.

Four years later, this report tells the story of what happened to the individuals from the Ley Community. We set out to undertake a scientifically rigorous analysis of whether it gave added value to the existing Ley Community rehabilitation experience. The statistics speak for themselves. We hear a great deal about voluntary sector partnerships at the moment, and I believe this is a fine example of how two unlikely partners can bring their activities together and achieve results which benefit the whole of society.

Dr Robert Barrington
Executive Director

Trustees
Hershel Post (Chairman)
Roger Bengen
Dr Elliott Bettle CBE
Richard Dorkin
Stanley Johnson
Dr Norman Myers CBE
Dr Lyndon Stanton
Professor Ian Swingland

Special Advisor
Sir Crispin Tickell GCMG KCVO
Science Advisor
Professor Sir Richard Southwood FRS
Dr MS Swaminathan
Jeffrey McNulty
Alan Dunster
Fergus F.C. Mann PCCA FCI
Registered charity number: 327817
Member of ILCN

Science Advisors
Professor J. Basley CBE
Dr Stephen Cobb
Professor Richard Harrison
Mike King
Dr Roger Mitchell
Dr Hazel Rytner
Hugh Syrett
Dr Elizabeth Wood

Executive Director
Dr Robert Barrington
AP/WFP Africa
Partner
Los Angeles
Madagascar
Tajikistan



INVESTOR IN PEOPLE
www.uk.earthwatch.org
100% Recycled Paper



Drug & Alcohol Rehabilitation

*Achieving
Change Together*

This report documents an ambitious three-year project funded by the NatWest Charitable Trust which brought together two charitable agencies which, on the face of it, had little in common. The linking up of the environmental charity Earthwatch with the Ley Community, a drug and alcohol rehabilitation centre, demanded a great deal of imagination and creativity. Much of the credit for the project must go to Dianne Thompson, Programme Support Officer at the Ley Community, and Dr. Robert Barrington, Executive Director of the Earthwatch Institute.

The Ley Community runs an intensive therapeutic programme for men and women who have developed serious difficulties with drugs or alcohol. Most residents are in the programme for between twelve and fourteen months. In the latter stages, residents are encouraged to undertake voluntary work in the local community. For a number of years, residents had assisted in a voluntary capacity helping in the Earthwatch Oxford office. The creative leap forward was to propose that each year a number of residents should not only help in the Earthwatch office, but also have the experience of participating in an expedition. The hope was that the experience would not only in itself prove to be positive, but that the participating residents would also find that their future employability would be enhanced. The NatWest Charitable Trust agreed to fund the project for three years, and this report charts the project's progress.

In total, 36 Ley Community residents have had the opportunity to become 'Earthwatch Fellows'. All found the experience positive, and a number returned in subsequent years as staff members. This report identifies the significant impact that participating on the Earthwatch project had to subsequent re-offending behaviour, and to the enhancement of participants' self esteem. The impact has proved much more powerful than those planning the project had originally anticipated, and both the Ley Community and Earthwatch fervently hope that the project will be able to continue beyond the planned three year period.

Paul Goodman
Chief Executive

Sandy Croft, Sandy Lane, Sutton, Oxford OX3 1JH
 Reception 01865 371777 Administration 01865 378600 Admissions Unit 01865 373108 Fax 01865 842238
 E-Mail enq@ley.co.uk Website <http://www.ley.co.uk>
 Chief Executive: Paul Goodman MA MSc CJSW Programme Director: Steve Walker



INVESTOR IN PEOPLE

The Ley Community Drug Service Registered Charity No. 873474 and Registered Private Limited Company No. 278111 is registered with Oxfordshire County Council in accordance with the Registration of Houses Act 1960.





Introduction

In 1996 the NatWest Group Charitable Trust agreed to fund a three-year pilot programme with Earthwatch. The funding was given in support of a Fellowship programme for rehabilitated drug and alcohol abusers. The aim of the programme was to equip them with the skills, motivation and confidence necessary to re-enter the community and the workplace and to undertake a detailed assessment of the efficacy of using volunteering as part of the rehabilitation process.

The initiative offered Fellowships to 12 rehabilitated drug abusers per year. Each Fellowship consisted of a 6 to 10-week training programme, comprising

- **three to six weeks of voluntary work at the Earthwatch office in Oxford including preparation for their project placement**
- **a two-week placement on an Earthwatch field project within the UK**
- **one to two-weeks of de-briefing at Earthwatch, combining office work with preparation for a presentation to the staff of Earthwatch. The presentation marked the end of an individual's programme.**

This report contains a detailed assessment and evaluation of the initiative to enable potential replication both within Earthwatch and by other agencies concerned with conservation and rehabilitation.





Aims and objectives

The overall objectives were to design a programme which would:

- **give re-habilitated drug and alcohol abusers skills and motivation for re-entering the workplace and becoming participating members of society;**
- **help young people prepare for citizenship through working on projects relating to the environment;**
- **use a field project placement as a focus for developing skills and motivating disadvantaged individuals to encourage them to re-enter the workplace;**
- **assess the impact of the Earthwatch field volunteer programme as a means of helping young rehabilitated drug abusers adapt to the world of work;**
- **improve the climate for work and work alternatives for young people by demonstrating the benefits of volunteering and field placements;**
- **produce a final evaluative report which will allow the successes of the programme to be replicated.**

In addition, the programme was also designed:

- **to enable Earthwatch to fulfil its mission in supporting field research projects and education through expanding the number and background of volunteers who act as field assistants to Earthwatch's research scientists;**
- **to formalise the work experience of volunteers receiving ad hoc work placement in Earthwatch's office through the existing relationship with the Ley Community.**



Background to partners

3.1 Earthwatch

Earthwatch is an environmental charity, which supports scientific field research, education and conservation. The charity funds over 140 research projects around the world, all of which use paying volunteers as an integral part of the research team. Ten research projects are currently supported in the UK. Through the Earthwatch Fellowship Programme, the charity is able to offer fully-funded volunteer places for individuals who will benefit professionally and personally from taking part. Fellowships are funded by companies, governments and trusts.

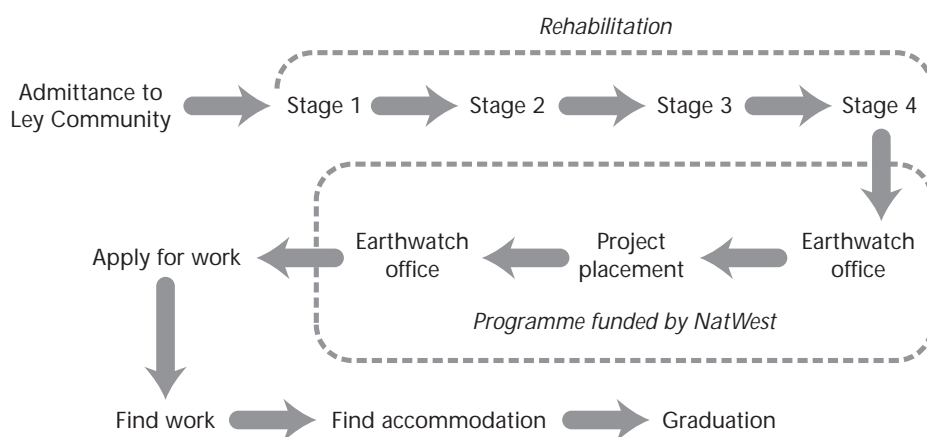
3.2 The Ley Community

The Ley Community is a fifty-six bedded residential community for young people recovering from severe drug and/or alcohol abuse. The method of treatment derives its principles from the Concept House Communities initiated in America during the 1960s. The Ley Community has a highly structured programme consisting of six stages usually lasting about one year. Initiated in 1971, the Ley Community at Yarnton has, over the last thirty years, gained an international reputation in the field of drug and alcohol rehabilitation. Further information on the Ley Community and details of the intensive programme (therapy, work regime etc) are provided in Annex 5.



Summary of activities in the programme

4.1 Stages of programme with Ley Community and Earthwatch



4.2 Activities at the Ley Community

During stage four (after approximately eight months) of the Ley Community programme residents start to prepare for their individual future employment. They begin to socialise outside the Community and acquire voluntary work placements in Oxfordshire.

A resident's involvement with Earthwatch was therefore randomly selected; participation was dependent only on the length of time spent at the Ley Community and a willingness to volunteer for Earthwatch office work and a subsequent field placement.

4.3 Activities at Earthwatch

After choosing to undertake voluntary work with Earthwatch each resident attended a six to ten-week training period at the Earthwatch office in Oxford with tasks involving basic office management skills.

During this time residents were also prepared for their two-week field placement which always took place between June and September. Fellows joined the projects in pairs, accompanied by a mentor, who acted as a source of support and encouragement.



In Year 1, the mentors were members of the Ley Community's own staff. In Years 2 and 3, the mentors were Fellows from previous years.

Following their return, residents were required to give a twenty-minute presentation on their field placement experience. Earthwatch staff also gave assistance to residents regarding compilation of a curriculum vitae and provided other forms of support towards employment applications.

Full details of the programme's activities are included in Annex 1.

A list of the programme's Fellows and the field projects they joined is included in Annex 2.





Summary of quantitative results

5.1 Summary of Results

5.1.1 95% reduction in crime rates for 1997 participants.

The post discharge reconviction rate of Earthwatch participants was 5.3%, i.e. in a comparable time period, the Earthwatch participants committed 5.3% of the number of crimes committed before entering the Ley Community. This represents a 94% reduction. This compares with 8.5% for other comparable 1997 Ley Community ex-residents, who had not undergone the Earthwatch experience. The 1998 group also showed a 76% reduction in the number of crimes committed after discharge, with the number of crimes committed distorted by one consistent re-offender. This decrease in criminal behaviour shows that in itself the Ley Community has an effective rehabilitation programme. The enhanced 'Earthwatch' result indicates that the re-offending rate of residents who undertook voluntary work with Earthwatch lies within the best outcome range for Ley ex-residents.

5.1.2 65% increase in self-confidence, 62% increase in self-esteem

The ratings of the eleven 1999 participants showed a highly positive post-trip attitude. Increases in positive attitude were measured on a scale of 0 to 10 (0 representing no change in attitude, and 10 representing maximum positive change). Maximum gains were observed in:

- **confidence (average positive increase of 6.5)**
- **self esteem (average positive increase of 6.2)**
- **feeling of relaxation (average positive increase of 5.9)**
- **level of happiness (average positive increase of 5.7).**

5.1.3 78% rated the field experience as good or excellent

Earthwatch evaluation forms measured the Fellows' satisfaction ratings on 18 subjects directly related to the field expedition, including experience of team work, enhancement of knowledge and benefits to future. Fellows scored each category on a scale of 1 (poor) to 5 (excellent). Of the Fellows who completed the forms, 78% gave an average score of 4 or more across all categories.





5.1.4 87% rated the programme overall as good or excellent

Earthwatch evaluation forms measured the Fellows' satisfaction ratings on a range of subjects relating to the programme package of office volunteering and field work. Fellows scored each category on a scale of 1 (poor) to 5 (excellent). Of the Fellows who completed the forms, 87% gave an average score of 4 or more across all categories.

5.2 Methodology

It should be noted that since this was a trial project, methods and techniques varied in the course of the programme. All comparative figures are given on a like for like basis; however, not all figures relate to all three years of the programme. The following methods were used to evaluate the impact of the programme in quantitative terms (numbering relates to section above):

- **Reconviction rates were calculated using data from the police (1997 and 1998 Fellows).**
- **Self-esteem was measured by a standardised psychological questionnaire (1999 Fellows).**
- **Each resident's keyworker at the Ley Community was asked to rate any changes in attitude observed following an Earthwatch participant's return from their Earthwatch trip (1999 Fellows).**
- **18 categories of the field experience were measured by the Earthwatch evaluation and assessment forms, including experience of team work, enhancement of knowledge and benefits to future work, these were marked out of 5 by the residents at the end of the programme (for Fellows in 1997 and 1998).**
- **A pre- and post-programme assessment form was produced for the 1999 Fellows which measured 20 categories including confidence, communication skills and conservation knowledge.**

Full results can be found in Annex 3.

Summary of qualitative results

6.1 Summary of results

6.1.1 Employment

All Fellows are required to find work prior to discharge from the Ley Community. A qualitative measure is therefore the type or status of work found by the Fellows, and whether this shows an improvement on the pre-admission employment record. The status of residents' post-discharge employment reflects the programme's contribution towards Fellows' securing jobs on the open market. Follow-up details provided by the Ley Resettlement Officers prove that 25% (six out of the twenty four) 1997 and 1998 Earthwatch Fellows have at least reached managerial level or have gained places for full-time study.

6.1.2 Feedback from Fellows

- **"I learned a lot by working in the office, as this is the career I want to pursue. I gained all my computer experience by working at Earthwatch. The best thing about the expedition was mixing with an international team. It was a big test of my personal boundaries." G. H.**
- **"The office gave me valuable practical office experience, especially using Microsoft Word and Excel. The project taught me that I can enjoy life without drugs. I've made two particular friends, whom I hope will be lifelong friendships, both from the U.S.A." S. Z.**
- **"I have been taking drugs for many years, and never did much with my life. While working at the Earthwatch office, I learned to do book keeping, enter data into a database, and when I was on the project I learned about 18th century life, and worked alongside archaeologists. Joining the project has helped to give me confidence, and has given me faith in my future. Earthwatch and NatWest have played a big part in my recovery." T. F.**



6.1.3 Fellows interviews

CASE STUDY 1

S.H. (male, aged 21 at time of programme) from the 1997 Earthwatch programme completed a telephone interview.

Give a brief description of your lifestyle before you came to the Ley

I started using cannabis at the age of twelve, and moved up through the stimulants, speed, ecstasy, coke, until by the age of sixteen I was heavily involved in heroin and crack. I became an habitual offender, usually burglary, fraud, deception. It was pointed out that at times I was committing up to six burglaries a day, and spending £1500 a week on drugs. It was my second time in prison, and I was getting to the age where I'd have to go to adult prison when the SMART team approached me, and supported me to apply to the Ley Community.

Describe what you gained from participating in the Earthwatch programme

The office experience enabled me to get out and communicate with people who weren't in therapy. It helped me to build my confidence in the 'real world', and develop my interpersonal skills.

The field trip was the best part for me; it was an adventure in the middle of nowhere. I'd never been in that sort of environment before, and I really enjoyed learning about the Golden Eagles. It was the first time I'd been on a plane, and the first time I'd been on holiday (although we worked hard!). I got on really well with the other volunteers; because of the office experience I found it easier to communicate with other people.

Describe how the Earthwatch programme enhanced the Ley Community programme

Before I went away on the field trip, I was still quite insecure in some ways. Being in a supportive environment, away from the therapy taught me that I can cope with 'normal' society, and I can enjoy myself without drugs. It really reinforced what I had learned in the therapeutic programme.

What are you doing now?

I'm the director of my own company, providing drug and alcohol education to schools and community groups. Philippa and Robert from Earthwatch have been really supportive in helping us to set up the business.

I've also participated in an Earthwatch field trip as a mentor, which I really enjoyed. It was another landmark, underlining how much I've achieved over the last couple of years. Returning as a mentor consolidated and reinforced my success.





CASE STUDY 2

P.M. (male aged 21 at time of programme) from the 1997 Earthwatch programme was interviewed face to face.

Give a brief summary of your lifestyle before you came to the Ley Community?

When I first came to the Ley, it was apparent to me that my life had hit rock bottom. I was a habitual drug user using £50-£100 a day of heroin, who had spent numerous years within the system (prison). I realised that if I didn't make a decision to radically turn my life around, I may have died. So I applied to go the Ley Community.

Describe what you gained from participating in the Earthwatch Programme

Going to the Earthwatch office I had my own stereo-typical view of people who worked in offices which very shortly changed when I realised the warmth and the support that the staff offered. I began to realise how under-confident I was in interacting with 'normal people'. I was quite shocked at one day being handed a box with approximately £15,000 of cheques and being told to go off down the bank and bank it for her. This really touched me as no one had trusted me for such a long time.

I had the opportunity to go on an Earthwatch project in Mull and it was really one of the final pieces of my personal jigsaw because I realised that there was so much in life I hadn't seen. This whole experience inspired me to push through the difficult times over the next year and get myself a drug free life.

Describe how the Earthwatch programme enhanced the Ley Community programme

In the final stages of the programme at the Ley community, you are expected to go and experience the outside world. This can be quite a daunting experience. The Earthwatch programme reinforced some of my beliefs that I had learnt from the Ley Community in a secure environment, and made those beliefs reality by complementing the final parts of my programme. I learnt more from the Earthwatch programme than I would have learnt from the Ley Community alone. The combination was a richer experience.

What are you doing now?

At present, I am now the director of a small voluntary sector organisation which is rising in real strength in the Oxfordshire community. We deliver structured drug education in the national curriculum and to date we have targeted 7,000 young people and have the backing of Thames Valley Police, the local council, schools and drug action groups.



CASE STUDY 3

N. R. (male, aged 24 at time of programme) from the 1998 Earthwatch programme was interviewed face to face.

Give a brief summary of your lifestyle before you came to the Ley Community

Stereotypical chaotic drug-use; living in sheltered housing, hostel to hostel. At the height of my drug use I was using £50 of heroin a day. The whole day would revolve around planning – I'd assess how sick I felt, and how quickly I needed a fix, and how and where I could get the gear. I was running out of excuses to my family, who wanted to know what I was doing to address my drug habit. I was in a bad way physically. I got to the point where I was sick of it, and I envied people who hadn't got a drug habit.

Describe what you gained from participating in the Earthwatch programme

I was excited to be going to voluntary work, but a bit scared as well – that I might not be able to do what was asked of me. The people in the Earthwatch offices were reassuring; there was no pressure put on me. I learned about computers, databasing and banking, which helped with my belief in my ability to rejoin the workplace. I felt that the things staff were doing, I was capable of doing.

I gained a great deal from the field trip. Although you were doing an honest day's work, it felt like a holiday; I went to a beautiful place and met some great people. I felt really privileged to work alongside professional people – the other volunteers were solicitors or teachers – people who could afford to go on an Earthwatch trip. I felt equal to the others; I'd be digging and the professors were digging alongside me. They didn't expect me to do anything they weren't prepared to do.

The scientific side was demystified, as we learned about the processes involved, but more importantly, social barriers were broken down. I thought I'd feel inferior to "professional people", but that was blown away from day one. We were all on a level as human beings, sharing a common task.

What effect did this have on your experience looking for work?

It was a big confidence booster. It's good to have on your CV, plus you get a reference from Earthwatch.

What are you doing now?

I'm studying full time for a social sciences diploma, and I work part time to fund myself. I'm still in touch with 4 of the Americans from the trip and an English archaeologist. We e-mail each other all the time and we're planning to return to South Uist and meet up next year. The Earthwatch programme had a dramatic effect on my social network, future plans, and what I believed was possible for me to achieve.



CASE STUDY 4

B.H. (female aged 27 at time of project) from the 1999 Earthwatch Programme was interviewed face to face.

Give a brief summary of your lifestyle before you came to the Ley Community.

It was really quite hectic. I wasn't able to take on responsibilities such as my children; my daughter threatened to put herself and her brother into foster care. I was involved in petty crime; working in a brothel; lying to my family; being devious and non-caring; I was looking at an 8-year prison sentence. At the height of my drug use, I was using £100 of crack a day.

Describe what you gained from participating in the Earthwatch programme.

From the office work, I learned how to interact with other people in a working environment. One of the biggest things was strangers trusting me with money – I had the chance to prove to myself, and to Earthwatch staff that I was trustworthy; that gave me the motivation to carry on with what I was doing at the Ley.

The best thing about the field trip was setting myself a boundary around alcohol; some nights the others were going out, but I had set myself a certain limit, and I was quite happy to stick to it. It was an experience I would never have thought about. I was interacting with people I could never see myself speaking to, and they were really open-minded which made me see we were no different from a doctor, or a company executive. We were all equal, working as a team, striving for the same thing.

What are you doing now?

I'm coming to the end of my therapeutic programme at the Ley; preparing myself to go back out into society. I'm thinking about positive things to fill my time.

What effect has the Earthwatch programme had on your attitude towards looking for work?

It has given me a lot of confidence in finding a job, and also motivation. It's given me a wider perspective on life, and a career – I'll be looking for office work. I'd had office experience in the past, and now I've added to those skills. It's taken away a lot of the fear around fitting into a workplace. There are some people at the Earthwatch offices who are quite well-spoken and well-qualified, but they didn't look down on me; they were open-minded. I felt accepted and I'm a lot less self-conscious.



CASE STUDY 5

S.Z. (female aged 28 at time of programme) from the 1999 Earthwatch programme was interviewed face to face.

Give a brief summary of your lifestyle before coming to the Ley Community.

Twelve years chaotic drug use, involving prostitution, physical and mental abuse and degradation. I put my two children into care as I was unable to look after them. I was using heroin intravenously for the last six years, which resulted in me marrying my dealer, who subsequently tried to kill me and went to prison. I too spent time in Holloway for drug-related offences.

Describe what you gained from participating in the Earthwatch programme.

The office experience gave me my first interaction with the outside world after seven months in the programme. It gave me a chance to mix with people, to test my confidence levels; just working in an office environment was a test of real life.

The field trip was a fantastic opportunity to be involved in something that I never would have envisaged myself doing. It gave me the chance to meet people from all over the world, and to learn things about myself and who I am. People accepted me for who I am, and it gave me the chance to be honest about myself and build friendships from that level.

What effect did the Earthwatch programme have on your attitude towards looking for work?

It was like testing the water as to whether people would like me or not, and whether I had a part to play in society as a drug-free person. Being in the office gave me the chance to practice my computer skills outside college, in a working environment.

What are you doing now?

I'm employed as the principle receptionist for an estate agent in Oxford. I'm still in touch with people I met on the Earthwatch field trip, and one of them is hopefully coming to visit later this year. The Earthwatch programme definitely added to the Ley Community programme, and gave me more confidence in my ability to re-integrate into society.



6.2 Methodology

- **Employment since leaving the Ley Community was tracked (1997 and 1998 Fellows).**
- **Fellows were asked to answer the question; “What did you gain from participating in the Earthwatch programme?” The term “Earthwatch programme” refers to the experience of working in the Earthwatch office as well as the two week field placement. Comments were gathered from post programme questionnaires, face to face or telephone interviews. It was not possible to contact all 36 Fellows, but 28 Fellows responded.**
- **A cross section of Fellows was interviewed between 3 and 28 months after the end of the project to compile individual case studies.**

See Annex 4 for full results of qualitative evaluation.







Lessons learned

One of the main challenges that the programme presented was how to integrate systems of two very different organisations, the Ley Community and Earthwatch. The programme was reviewed on a regular basis, including a major review each year, and adapted to take into account the experience of both partners. The flexibility and openness of both partners was key to the success of the programme. Illustrations of lessons learned from the programme are given below.

7.1 The value and importance of mentors during the field project placement

In the first year of the programme Ley Community staff members accompanied Fellows on the field project placements. In the second year, this arrangement could not be reproduced due to staff shortages, so it was agreed that Fellows from the previous year should accompany current residents/Fellows. This arrangement worked so well that it was continued in the final year. Their role was vital in providing support for the Fellows, in particular in moderating behaviour of Fellows in field placements, when necessary, and in helping Fellows feel part of the team.

7.2 Realistic targets

As the programme was a completely new initiative within Earthwatch, it was necessary to manage the expectations of all involved: for realistic targets to be set at Earthwatch (such as how much staff time would be available), for realistic expectations of Fellows, and for resource limitations to be appreciated.

7.3 Recognising achievement

The programme illustrated the need to analyse and acknowledge areas of achievement by the partners. Within the resources of the programme, it was sometimes frustrating to limit the activities. However, simple activities, such as training Fellows to use basic office equipment, could easily be taken for granted by the organisations but had a big impact on the individuals.

7.4 Recognising lack of expertise

The ability to analyse and acknowledge areas where Earthwatch lacked the expertise was important to the smooth running of the programme. It highlighted the need to work in partnership and the need to revise certain objectives.



7.5 Flexibility

The length of programme was altered from 10 weeks in the first year, to 8 weeks in the second year, to 6 weeks in the third year. This represented two conflicting demands: from Earthwatch for longer-term placements in order to train and use office volunteers effectively, and from the Ley Community to have sufficient residents to cover the necessary tasks for the smooth running of the centre. The programme's success in managing this reflected the flexibility offered by both partners.

7.6 Adequate staffing

The programme proved highly labour intensive for both partners, because it required amendments to and flexibility within well-established systems.

7.7 Impact on Earthwatch

7.7.1 The programme demonstrated

- **that the Earthwatch office could be used as a community resource to fulfil local training needs**
- **how Earthwatch projects could be used as part of the rehabilitation process**
- **Earthwatch's ability to work in partnership with an organisation in a non-environmental sector.**

7.7.2 It also enabled Earthwatch to identify the skills that can be learnt on an Earthwatch project by those to whom environmental volunteering and field research is an entirely new experience. These included:

- **an understanding of scientific methods and their importance in conservation**
- **an understanding of roles of individuals in teams**
- **self confidence from working with a team of people from different backgrounds**
- **self esteem from being able to take on new tasks in a new subject area**
- **communication skills.**

7.7.3 Lastly, Earthwatch experienced the following impacts from involvement in the programme:

- **enhanced credibility of the organisation in the eyes of its members, staff, trustees and funders**
- **enhanced self-esteem of the charity**





- **development of new programmes creating a “before and after” package surrounding the field project to enhance the personal and professional benefits**
- **integration into local community despite being a global charity**
- **developed skills of individual staff members in Human Resources and contributed to the Investors In People process**
- **greater understanding of how Earthwatch’s resources can be used to help the local community**
- **greater focus on precise benefits individuals can obtain from joining a project because of the importance of the individual Fellows of maximising the opportunity.**







Conclusion

The programme set out to answer the question: can volunteering enhance rehabilitation?

This report presents both statistical evidence and assessments from the participants. Both of these measures indicate that, given the right volunteering experience, it can significantly enhance the rehabilitation experience.

Common themes which emerge from the participants, and which were fulfilled by the programme, are:

- **the benefits of an experience which helps break down barriers and encourages communication with “normal” people**
- **the benefits of an experience in which participants are given both an intellectual and physical challenge, and take part on equal terms with others**
- **the importance of wrapping an office-type induction and debriefing round the field volunteering, to win trust and give practical skills in addition to motivation**
- **the importance of a close collaborative partnership between the rehabilitation and volunteering organisations.**

The overall conclusions of the programme are therefore:

- **Volunteering can significantly enhance the rehabilitation process in terms of both the quality of the experience, but also in terms of success rates against indicators such as re-offending and subsequent employment.**
- **This is dependent on the process and partnership relating to the volunteering, rather than volunteering per se.**



Activities within the Earthwatch/Ley Community programme

Selection Criteria

Residents are admitted to the Ley Community according to the availability of beds, and the completion of a detoxification. Admissions are continuous throughout the year. Ley Community residents are selected for the Earthwatch Fellowships according to the stage they have reached in their programme. All residents are encouraged to attend voluntary work at Stage 4 of their programme, though not all residents choose to do so. The Earthwatch expeditions run between June and September, and are preceded by a 6 to 10 week training period based at the Earthwatch offices in Oxford City. Residents who are ready to attend voluntary work at the time of the Earthwatch Fellowships are offered the opportunity. This pragmatic selection ensures that the Ley does not hand pick more capable residents, and the sample is representative of the Ley's population.

Pre-project briefing

During their time at Earthwatch before the project, all fellows were prepared for the project in the following ways:

- **Each was allocated a budget of £150 with which to buy all the necessary equipment or clothing for the project.**
- **Each pair of Fellows made their own travel arrangements, in some cases deciding on appropriate routes and methods of transport so as to fit within the budget and time constraints on the project.**
- **Each pair of Fellows was briefed on the project by Earthwatch staff.**

Resident details

Twelve residents per year worked on a voluntary basis at the Earthwatch offices and took part on the Earthwatch projects. Details of their age, length of residence at the Ley Community and whether or not the programme was completed are shown in Table 1A and 1B for the 1997 and 1998 groups respectively (see Annex 2). The average age of the 1999 Fellows was 28 years.



Office work experience

During their time in the office, Fellows were involved in many aspects of the charity's work and worked alongside 10 of the charity's full-time staff of 20, covering all departments.

Field projects:

During their project placements, Fellows participated in the following field projects:

- **an archaeological dig in the Outer Hebrides, excavating the house of Flora McDonald's father to increase knowledge of life following the Highland Clearances**
- **an excavation of an internationally unique Roman fort near Newcastle to establish a complete plan of the buildings constructed during the 3rd century AD**
- **a paleontological study in North Yorkshire, where dinosaur footprints can enable scientists to identify the types and behaviour of Jurassic dinosaurs**
- **a survey of birds of prey on the Isle of Mull to monitor the impact of changes in land use on the bird populations**
- **an investigation of an Iron Age fort in Shropshire using pioneering surveying techniques and equipment.**

The Fellows were sent on the projects in pairs, each pair accompanied by a member of staff from the Ley Community. During the 1998 expeditions, due to staff shortages at the Ley Community, ex-residents accompanied the Fellows. These ex-residents were also former Earthwatch Fellows, who were able to provide support, empathy and a positive role model to the current Fellows. This arrangement worked so well that it was replicated in 1999. The ex-residents were carefully selected by the Ley Community, dependent on having maintained their successful rehabilitation for at least one year after leaving the Community, and maintaining regular contact with the Community. Three of these ex-residents had worked as full time staff members at the Community.

Presentations to Earthwatch staff

On return from the field, each of the Fellows was required to prepare and deliver a presentation on their field experience to an audience of approximately 20 people using audio-visual facilities. Each pair of Fellows had been given a camera and slide film with instructions to take suitable photographs for their presentation. Slides were sent for development from the project site after the first week so as to arrive at Earthwatch in time for the Fellows' return and preparation of their presentation. Fellows were also encouraged to produce overheads and maps as appropriate, and liaise with the project research staff to obtain further slides and information if required for the presentation.



The presentations were prepared and practised in conjunction with the Earthwatch staff. Each presentation lasted approximately 20 minutes and was delivered either by an individual or in pairs. The audience consisted at different times of a mixture of Earthwatch staff, Ley Community staff and residents, and visitors such as corporate donors. On some occasions presentations were repeated to different audiences e.g. NatWest assessor, Ley Community graduation ceremonies

CV writing and job preparation

The majority of Fellows received advice from Earthwatch on how to describe the Fellowship activities and benefits on their CV, in conjunction with the Ley Community's own programme support staff. Some Fellows used Earthwatch's IT facilities and advice from Earthwatch staff to compose their CVs. In addition, the Earthwatch staff provided a range of other support services in job preparation, which included evaluation of the types of job appropriate for the skills of individual Fellows and the provision of references.





Residents' details

Twelve residents per year worked on a voluntary basis at the Earthwatch offices and took part on the Earthwatch trips. Details of their age, length of residence at the Ley Community and whether or not the programme was completed are shown in Table 1A and 1B for the 1997 and 1998 groups respectively. The average age of the 1999 fellows was 28 years.

Table 1a 1997 Earthwatch participants

Resident	Age (yrs)	Length of Residence (months)	Completed
1.	25	15	Yes
2.	19	11	–
3.	21	13	Yes
4.	29	12	Yes
5.	22	14	Yes
6.	25	15	Yes
7.	21	14	Yes
8.	22	13	Yes
9.	30	12	–
10.	23	13	Yes
11.	33	15	Yes
12.	23	14	Yes
	Average age 24	Average stay 13.4 months	Number completing 10/12

Table 1b 1998 Earthwatch participants

Resident	Age (yrs)	Length of Residence (months)	Completed
1.	38	13	Yes
2.	28	15	Yes
3.	23	14	Yes
4.	23	15	Yes
5.	32	9	–
6.	18	13	–
7.	31	15	Yes
8.	29	14	Yes
9.	21	10	–
10.	39	16	Yes
11.	33	5	–
12.	28	4	–
	Average age 27	Average stay 11.9 months	Number completing 7/12

Table 1c *Project placements*

1997 Fellows			
Name	Project	From	To
S. B.	Roman Fort on Tyne	21/08/97	03/09/97
D. B.	Scotland 1746	28/06/97	12/07/98
D. C.	Eagles of Mull	16/06/97	28/06/97
R. C.	Eagles of Mull	02/06/97	14/06/97
M. H.	Roman Fort on Tyne	21/08/97	03/09/97
B. H.	Scotland 1747	12/07/97	26/07/97
S. H.	Eagles of Mull	16/06/97	28/06/97
P. M.	Eagles of Mull	02/06/97	14/06/97
B. M.	Scotland 1746	12/07/97	26/07/97
S. O.	Dinosaur Footprints	11/09/97	20/09/97
P. P.	Dinosaur Footprints	11/09/97	20/09/97
P. R.	Scotland 1746	28/06/97	12/07/97
1998 Fellows			
G. C.	Roman Fort on Tyne	14/06/98	27/06/98
S. H.	Roman Fort on Tyne	14/06/98	27/06/98
N. R.	South Uist	27/06/98	11/07/98
G. H.	South Uist	27/06/98	11/07/98
I. A.	Roman Fort on Tyne	03/08/98	16/08/98
J. C.	Roman Fort on Tyne	19/08/98	01/09/98
J. B.	Roman Fort on Tyne	19/08/98	01/09/98
D. L.	Dinosaur Footprints	10/09/98	20/09/98
M. I.	Dinosaur Footprints	10/09/98	20/09/98
A. B.	Scotland 1746	11/07/98	25/07/98
T. H.	Scotland 1746	11/07/98	25/07/98
W. B.	Scotland 1746	03/08/98	16/08/98
1999 Fellows			
J. T.	South Uist	19/06/99	03/07/99
L. U.	South Uist	19/06/99	03/07/99
T. F.	South Uist	03/07/99	17/07/99
S. Z.	South Uist	03/07/99	17/07/99
M. C.	Roman Fort on Tyne	15/07/99	28/07/99
K. L.	Roman Fort on Tyne	15/07/99	28/07/99
G. T.	Roman Fort on Tyne	01/08/99	14/08/99
A. VH.	Roman Fort on Tyne	01/08/99	14/08/99
B. S.	Hill Fort: Shropshire	01/09/99	14/09/99
A. H.	Hill Fort: Shropshire	01/09/99	14/09/99
P. M.	Hill Fort: Shropshire	15/09/99	28/09/99
B. H.	Hill Fort: Shropshire	15/09/99	28/09/99

Results of quantitative evaluation

ANNEX 3a RECONVICTION RATES OF EARTHWATCH 1997 AND 1998 PARTICIPANTS

The effectiveness of any drug/alcohol rehabilitation programme can be measured by investigating treatment outcomes, usually in terms of quantifiable changes in behaviour such as drug use, psychological or physical health and criminal behaviour (Simpson, 1981, 1999; Gossop, 1998, 1999). In collaboration with Thames Valley Police, Oxford, a 2-year criminal reconviction follow-up study of all Ley Community residents admitted between March 1996 and December 1998 was undertaken (Small, under review). A total group of 104 residents committed a total of 693 crimes before admission and 483 crimes after discharge. This figure represents an overall reconviction rate for the whole group of 70%. The total group of residents was then subdivided into four categories dependent on the length of time spent in residence: 1) those staying between one day and 1 month 2) between more than 1 month and six months 3) more than six months to thirteen months and 4) those who completed the regime (staying between 12 and 16 months). Analysis of reoffending (regarding the number of crimes) gave reconviction rates of 104%, 58%, 31% and 8.5% respectively.

An assessment of criminal reoffending for the 1997 and 1998 Earthwatch participants was therefore carried out in order to observe the number of reconvictions subsequently recorded for each resident after he/she had left the Ley Community. A comparison could then be made between this reconviction rate and that for Ley Community residents in general i.e. those whose voluntary work did not involve Earthwatch.

The analyses for the 1997 and 1998 Earthwatch participants are shown below in Tables 1 and 2 respectively. When comparing residents' reoffending behaviour in relation to the time spent at the Community (the range for the 1997 Earthwatch participants' retention time was 11 to 15 months) their reconviction rate of 5.4% compares very favourably with, and is actually less than, the figure of 8.5% for all other Ley residents who remain longer than six months but who do not complete the programme. For the 1998 Earthwatch group (who spent 4-16 months at the Ley Community) their reconviction rate of 24% is lower than the 46%* recorded for all Ley Community residents staying longer than 6 months but not completing the Ley programme. (*This figure was provided by a 1-year pre-admission and 1 year post-discharge analysis).

The analysis of the reconviction data for 1997 and 1998 Earthwatch participants shows that by measuring criminal behaviour, a measure of effectiveness, the Earthwatch Fellows' results are extremely positive and are amongst the best



outcomes recorded after discharge for Ley Community residents. The Earthwatch reoffending assessment and the broader study for all Ley residents clearly indicate that the Community is committed to constant self-monitoring of its programme effectiveness not only for its own research purposes but also to provide quantifiable measures of positive outcomes to outside funding bodies.

RECONVICTION RATES AND NUMBER OF CRIMES COMMITTED 1997 and 1998 EARTHWATCH PARTICIPANTS

Table 1 *1997 Earthwatch participants*

Case	Total number of offences in 2 years before Ley	Total number of offences after Ley
1	1	0
2	md	md
3	md	md
4	nt	–
5	4	1
6	0	0
7	14	0
8	9	0
9	3	1
10	7	0
11	8	0
12	11	1
Total	57	3

No of residents reoffending = 3. Criminal offences after Ley Community represent 5.3% of pre-Ley total of offences. This represents a reduction in criminal activity of 95%. nt = no trace of a criminal record. md = missing data

Table 2 *1998 Earthwatch participants*

Case	Total no. of offences before Ley	Total no. of offences after Ley
1	3	0
2	27	0
3	5	0
4	4	0
5	9	0
6	14	9
7	0	0
8	0	0
9	3	6
10	md	md
11	3	2
12	2	0
Total	70	17

No of residents reoffending = 2. Criminal offences after Ley Community represent 24% of pre-Ley total of offences. This represents a reduction in criminal activity of 76%. md = missing data



Acknowledgements

Thanks are due to Detective Chief Inspector Ian Robinson and the computer operators of Thames Valley Police Force, Oxford for their invaluable help.

References

Gossop, M., Marsden, J. and Stewart, D. NTORS at One Year. The National Treatment Outcome Research Study. Changes in Substance Use, Health and Criminal Behaviour One Year after Intake. *Department of Health, London. 1998*

Gossop, M., Stewart, D., Rolfe, A. and Marsden, J. NTORS: Two Year Outcomes. The National Treatment Outcome Research Study. Changes in Substance Use, Health and Crime. *Department of Health, London. 1999*

Simpson, D.D. Treatment for Drug Abuse. Follow-up Outcomes and Length of Time Spent. *Arch. Gen. Psychiatry, 1981, 38: 875-880*

Simpson, D.D., Joe, G.W., Fletcher, B.W., Hubbard, R.L. and Anglin, M.D. A National Evaluation of Treatment Outcomes for Cocaine Dependence. *Arch. Gen. Psychiatry, 1999, 56: 507-514*

Small, M. A two-year Follow-up Study of Criminal Reconvictions in a Residential Therapeutic Drug and Alcohol Rehabilitation Centre: A retrospective study of 1996-1997 admissions: *Addiction, 2000.*





ANNEX 3b SELF ESTEEM MEASUREMENT OF 1999 EARTHWATCH PARTICIPANTS

Positive treatment outcomes during and after therapy for drug and/or alcohol abuse can be measured not only by extrapersonal behaviour such as stable relationships and employment (Vaillant, 1988) but also by more subtle, interpersonal, psychological measures (Gossop et al, 1999). Reporting the follow-up outcomes of the National Treatment Outcomes Research Study (NTORS), the largest prospective, longitudinal cohort study of treatment outcomes for drug misusers ever conducted in the UK, Gossop et al (1999) describe better psychological health in terms of a reduction in anxiety and depression at two year follow-up for both residential and community clients.

Measurement of self esteem (Robson, 1988, 1989) has been incorporated within the psychological test battery initiated at the Ley Community in April 1999 and has therefore been used to assess possible change in this variable before and after participation by residents on the Earthwatch scheme. Self esteem was measured for all 1999 fellows by the Self Esteem Questionnaire (Robson, 1989) two weeks prior and two weeks after their Earthwatch trip. The scores are given in Table 1 below.

Table 1 *Self esteem scores before and after Earthwatch trips*

Case	Before	After	Difference +/-
1	94	148	+ 54
2	149	181	+ 32
3	106	134	+ 28
4	129	173	+ 44
5	177	183	+ 6
6	177	187	+ 10
7	157	136	- 21
8	151	179	+ 28
9	140	156	+ 16
10	nd	124	---
11	189	196	+ 7
12	130	164	+ 34
			Average difference = +21.6

nd = form not completed

The average self esteem score provided by Robson for normal controls of mean age 29 years is 140 (standard deviation=20.0) with the average score for male and female controls being 141 and 139 respectively. The self-esteem scores for the 1999 Earthwatch participants show that, prior to their trips, nine residents had scores within the normal range whilst two residents' scores were below 140 (ie less than one standard deviation). The noteworthy result is that all the participants' scores rose following their Earthwatch trip with only one exception. The average increase was 22 points. Whilst this increase cannot definitively be said to be due



to participation with Earthwatch it strongly infers that for eleven out of the twelve residents the experience considerably raised their self esteem.

References

Gossop, M., Stewart, D., Rolfe, A. and Marsden, J. NTORS: Two Year Outcomes. The National Treatment Outcome Research Study. Changes in Substance Use, Health and Crime. *Department of Health, London. 1999*

Robson, P.J. Self Esteem. A Psychiatric View. *B.J. Psychiatry, 1988, 153: 6-15*

Robson, P.J. Development of a new self-report questionnaire to measure self esteem. *Psychological Medicine, 1989, 19: 513-518*

Vaillant, G. What can long term follow-up teach us about relapse and prevention of relapse for addiction? *B.J. Addiction, 1988, 83: 1147-1157*





ANNEX 3c LEY COMMUNITY KEYWORKERS' QUESTIONNAIRES FOR 1999 PARTICIPANTS

Each resident's keyworker at the Ley Community was asked to rate any changes observed following an Earthwatch participant's return from their Earthwatch trip. They were asked to make a comparison of eight variables of a resident's attitude/behaviour before and after participation on the trip. They were required to rate the variables as either positive or negative on a scale of 1 to 10, with zero indicating no change. The variables were: self esteem, confidence, level of happiness, outgoing personality, ability to deal with stressful situations, level of anger/hostility, depressed mood and relaxed attitude. The Table below lists the ratings of the eleven 1999 participants who showed a post trip positive attitude together with the overall positive change for the whole group. One participant showed a constant negative attitude both during and after the trip and was put on contract on return to the Community.

Resident	Self esteem	Confidence	Level of happiness	Outgoing	Stress	Anger	Depression	Relaxed
1	8	9	7	4	2	1	2	7
2	7	8	3	2	4	5	2	8
3	4	7	4	3	0	0	0	9
4	5	5	4	2	2	5	5	3
5	8	8	8	8	5	5	5	5
6	4	5	2	2	5	5	2	2
7	8	7	8	8	5	5	5	5
8	5	7	7	8	6	3	8	6
9	5	5	6	5	5	1	5	8
10	8	5	8	5	5	3	5	5
11	6	5	6	6	4	0	-4	7
Total	68	71	63	47	43	33	39	65

With the exception of one resident who showed an overall negative attitude and one participant who became more depressed the majority of the keyworkers' ratings were very positive. The largest gains were seen in confidence, self esteem, level of happiness and relaxed attitude. Again, with one exception, keyworkers felt that every resident returned with more confidence about their future employment and integration back into society as well as being less anxious about meeting new people and more capable of putting the skills they had learnt in the Community into practice. These questionnaires reflect an objective assessment by Ley Community staff and strongly indicate the beneficial effects Earthwatch trips have on Ley Community residents.



ANNEX 3d Earthwatch Evaluation Forms for 1997 and 1998 Participants

Programme rating (Earthwatch office work) and Expedition rating

The 1997 and 1998 Earthwatch participants were asked to complete only the Earthwatch Evaluation Form (part 1 and part 2). Completed forms were received from eight of the 1997 group and four from the 1998 group. An enhanced form was introduced for the 1999 Fellows, and completed by all twelve.

Over the three years for all three groups:

- **20 out of 23 Fellows gave a score of 32 or more for the overall programme rating; this is equivalent to an average score of 4 (good) or more out of 5 (excellent) per category, meaning that 87% of these Fellows rated the programme as good or excellent.**
- **18 out of 23 Fellows gave a score of 40 or more for the field experience rating; this is equivalent to an average score of 4 (good) or more out of 5 (excellent) per category, meaning that 78% of these Fellows rated the programme as good or excellent.**

Their individual ratings and the group average scores are shown below.

1997 group		
	Programme Rating Max 40	Expedition Rating Max 50
1	32	42
2	31	45
3	35	41
4	37	48
5	40	44
6	37	46
7	33	46
8	33	31
Group Average	35 (35/40 = 87%)	43 (43/50 = 86%)

1998 group		
	Programme Rating Max 40	Expedition Rating Max 50
1	37	45
2	37	48
3	40	50
4	37	37
Group Average	38 (38/40 = 95%)	45 (45/50 = 90%)

Both the 1997 and 1998 group averages for the programme rating (Earthwatch office work) and the expedition rating are very similar to the 1999 group average scores of 36 and 42 respectively.



It is interesting to note that all three years' participants rated the experience of voluntary work in the Earthwatch offices more highly than the expeditions they took part in, no doubt reflecting the contribution Earthwatch has made to their future employment prospects.

1999 Group – Pre and Post programme assessment by Earthwatch

For the 1999 group Earthwatch staff asked all participants to complete identical pre-programme and post-programme assessment forms which focussed on a participant's confidence, mental attitude, communication skills and conservation knowledge. They were also asked to complete an Evaluation form which was split into two parts to provide (i) a programme rating (Earthwatch office experience) and (ii) an expedition rating. All three forms had a five choice scale requiring a rating from 1 (strongly disagree) to 5 (strongly agree). All questions were positive statements so the higher the rating the more positive the participant's response. The participant's individual scores and the average scores for the group are shown below:

Case	Pre Assessment max score = 65	Post Assessment max = 65	Programme Rating max = 40	Expedition Rating max = 50
1	24	64	39 50	
2	36	42	36 40	
3	13	60	35 49	
4	44	57	31 41	
5	40	61	37 39	
6	nd	58	38 27	
7	44	nd	nd nd	
8	49	61	40 46	
9	50	56	31 38	
10	42	61	40 47	
11	45	61	32 41	
12	23	nd	35 40	
Group	37	58	36	42
Average	(37/65 = 57%)	(58/65 = 89%)	(36/40 = 90%)	(42/50 = 84%)

nd = form not completed

The group average score for the pre (37) and post programme assessment rating (58) clearly shows that participants found voluntary work with Earthwatch a very rewarding and positive experience. All residents who returned their forms rated their self confidence, communication skills and conservation knowledge at a higher level after the programme than beforehand. The Evaluation form shows that both the programme rating (experience of the work at the Earthwatch office) and the Expedition rating received high scores of 36/40 (90%) and 42/50 (84%) respectively.

Qualitative evaluation

ANNEX 4a Fellows' Feedback

Fellows were asked to answer the question; "What did you gain from participating in the Earthwatch programme?" The term "Earthwatch programme" refers to the experience of working in the Earthwatch office as well as the two week field placement. Comments were gathered from post programme questionnaires, face to face or telephone interviews. It was not possible to contact all 36 Fellows, but 28 Fellows answered the question as follows.

1997 Fellows

- **"A chance to try my hand at something new and to meet people from different countries and walks of life. Everyone at the Earthwatch offices and on the expedition were fantastic and sympathetic and understanding of my past drug use. Hands on experience of an archaeological dig, building on communication skills and team building skills... Truly an experience of a lifetime!" B. H.**
- **"The new experience, brushing up on my computer skills, I absolutely love the people at the offices. Learning about different civilisations widened my horizons around how much wonder there is in the world. It also brought my confidence a long way, and my capabilities. If I can get on with people from all over the world and build positive relationships confidently, it gives me more incentive, self-worth to achieve a better life." M. H.**
- **"The opportunity to-for the first time- go on an educational experience. Also I was able to interact with 'normal' people. It has given me the confidence to join a normal work place, also the self assurance that I can achieve anything if I try. I cannot express how great an achievement this was for me and has become the beginning of many, many new adventures." B. M.**
- **"I'd never done office work, and I learned about filing, databasing and franking, which could be really useful, especially as I'd like to set up in business in the future. The best thing about the field trip was the environment - I'm not used to being out of the city. It was a bit of a culture shock, but the experience was good." D. C.**
- **"I was able to get some experience in a working environment. I had the chance to work on my self confidence and to relate on a positive level with people from different walks of life and different cultures." S. O.**
- **"I learned about all the effort that goes on behind the scenes in an organisation, and that you have to get on with people.**



Learning to fit among new people, getting to go and stay in a new area and work with people from around the world was great. It helped very much in preparing me to rejoin the community/workplace, improved my confidence around mixing with people, and given me a few skills (communication etc).” S. B.

- **“The main thing I learned was working within team environments, both in the office and out on the project. I had nearly finished my Ley programme at the time of the Earthwatch Fellowship, and unfortunately my mother died just before the expedition. The expedition gave me the chance to get away from it all, working with scientists, studying birds and learning about the different markings etc. At present (1999) I’m volunteer co-ordinator of an organisation which helps pupils who are in danger of exclusion from mainstream school.” R. C.**
- **“I learned how to work well within a team. The whole programme was an excellent opportunity: Something that has changed my perspective on life, which I will never forget. I now manage a charity delivering Drug & Alcohol education to schools and colleges. Earthwatch have been extremely supportive with everything I have achieved in my present life, and continue to offer lots of positive support.” S. H.**
- **“The whole experience opened my eyes to what the world is all about. It helped broaden my horizons, and experience new roads in life. It really helped me find work. Earthwatch have followed up with me for a couple of years, and have been really supportive.” P. M.**

Responses from 1998 Fellows

- **“The opportunity to do something with new people that was very different. The main things I learned at the office were basic office skills, which I didn’t have, and the project helped my self confidence. It certainly helped me attitude-wise to look for work. I was able to challenge myself in things I couldn’t do, but now I can.” G. C.**
- **“I learned a lot by working in the office, as this is the career I want to pursue. I gained all my computer experience by working at Earthwatch. The best thing about the expedition was mixing with an international team. It was a big test of my personal boundaries.” G. H.**
- **“For me, going to Earthwatch for the period of time which I did helped me to feel comfortable in a working environment. Also on a personal level, experiencing how the Romans used to live, and actually finding a Roman coin; being around people from different parts of the world made the trip really memorable.” W. B.**



- **“It helps to boost your confidence on relating to people on a normal level. From participating in the programme and mixing with different people from all walks of life, I learned that I’m not that different and I can fit in with people of a normal level. This helped my confidence when I was looking for work.” I.A.**
- **“I gained a lot of confidence. I learned to get on with ‘normal’ people on a non-therapeutic level. I just realised that I wasn’t so different.” A. B.**
- **“I gained improved self worth, office skills, the experience of relating to people from different backgrounds/nationalities; I felt part of something of significance. It definitely had a positive bearing on me in terms of breaking down my fears of working environments, learning new skills, and building relationships.” N. R.**

Responses from 1999 participants:

- **“I gained a lot of confidence. It was a challenge to get to know other people, which is something I’ve struggled with in my past, but meeting the team I was working with on the expedition was a really nice experience. The Earthwatch offices were interesting and it’s given me an insight into what I want to do with my future.” L. U.**
- **“I enjoyed seeing the data that was collected put onto the computer each night. I have never worked in an office environment before and it’s given me insight into something different. The project gave me the chance to interact and meet different people. I think the archaeologists were great people who we could interact well with in both a social and a work environment.” P. M.**
- **“Working in the Earthwatch office has been a very valuable and interesting experience, and working on the project. It has given me confidence and a sense of self-worth and achievement. I enjoyed using the equipment and seeing the results from the work that I put in. It has given me the confidence and experience to re-join the community, and to look for work; a very valuable tool for me. Dr. Ruth Murdie, Dr. Vince Gaffne and Dr. Roger White were great to work with, explained the work very clearly.” B. H.**
- **“I gained the experience of taking part in archaeological research, meeting new people and broadening my knowledge and interests. I learned that I could adapt to new circumstances and situations and I’ve built on my confidence with talking to people from all walks of life. I learned, and took part, and felt accepted and valued. I feel its helped me no end, with the confidence to interact with society.” B. S.**



- **“I learned that I was a lot more confident than I thought. The experience has helped enormously with my self esteem and worth. I learned how friendly some people can be, and realised that the world is an OK place. This experience helped enormously as I prepared to look for work. It was a fulfilling, brilliant experience.” A. V. H.**
- **“I gained confidence about how I adapted to new circumstances and situations. I gained office skills, some computer skills, and the experience of working as part of a team. I gained the knowledge that I’d done something positive full stop. Working in the office, I was made to feel welcome and confident. It has given me a lot more confidence and focus for future employment”. K. L.**
- **“I learned that I am now confident working in an office environment, and meeting and working with new people. By doing this project, it has made me realise that I’ve got more confidence than I first thought, which has helped, in relation to looking for work and leaving the Ley Community.” A. H.**
- **“Coming from a rehab, and being a junkie for the last 20 years, the most positive aspect was how I was accepted for my honesty, and treated as an equal. I had the chance to lay some of my fears about rejoining society to rest. I feel that I can lead a straight life, and have fun, and cope with new challenges. I’ve learned new skills, and I’ve been provided with a referee for work.” J. T.**
- **“The experience of the project helped me to demonstrate that it is possible for me to lead an alcohol-free life, and that I can interact with people without the need for drugs or drink. I gained a reference from working at Earthwatch which will be of great help and importance when looking for work.” M. C.**
- **“The office gave me valuable practical office experience, especially using Microsoft Word and Excel. The project taught me that I can enjoy life without drugs. I’ve made two particular friends, whom I hope will be lifelong friendships, both from the U.S.A.” S. Z.**
- **“I have been taking drugs for many years, and never did much with my life. While working at the Earthwatch office, I learned to do book keeping, enter data into a database, and when I was on the project I learned about 18th century life, and worked alongside archaeologists. Joining the project has helped to give me confidence, and has given me faith in my future. Earthwatch and NatWest have played a big part in my recovery.” T. F.**



Annex 4b Employment

During the final stage of the Ley Community programme all residents are required to be in full-time employment for a minimum of three months prior to discharge. This employment is gained competitively on the open market.

From the following list it should be noted that prior to admission five residents from the 1997/1998 Earthwatch group had not worked for periods ranging from two to seven years, one had never worked at all and at least one resident had been homeless. Earthwatch office work no doubt contributes towards Ley residents settling in to a work routine i.e. catching transport, arriving on time suitably dressed, mixing with others and handling office equipment confidently and competently.

Working and socialising with other people from different walks of life during Earthwatch projects shows Ley residents the possibilities that can exist with a drug free lifestyle, broadens their horizons and changes their perceptions of what is achievable.

Whilst many of the types of employment acquired at discharge are on a fairly basic level this is not surprising as many residents have no formal qualifications and often have a poor work history which has been casual and consisting of short term contracts only. Long term follow-up regarding employment is planned at the Ley Community but already personal communication by the Resettlement Workers indicates that two residents from the 1997 Earthwatch group are now company directors and one is an assistant manager. From the 1998 group, one is currently an assistant manager and two have won places for full time study. The outlook certainly looks very positive for these residents who once led totally chaotic lives, without purpose or a regular routine.

EMPLOYMENT

1997 Earthwatch participants

<i>Before admission</i>	<i>At discharge</i>
1. electrical apprentice	local cafe worker
2. casual factory work	labourer
3. bricklayer	labourer
4. bricklaying, plumbing, roofing	plasterer
5. waiter, stock controller, not worked for three years	shop assistant
6. homeless, street salesman	assistant manager
7. gardening, labouring, painting and decorating	labourer
8. shop assistant	labourer
9. reception work	shop assistant
10. casual labour in warehouse, kitchen	paving firm
11. labouring, plastering	labourer
12. cable fitter, salesman, porter, catering assistant	labourer



1998 Earthwatch participants

<i>Before admission</i>	<i>At discharge</i>
1. plastering, labouring, window cleaning; not worked for 7 years	labourer
2. short periods of labouring	building site worker
3. voluntary hostel work	working in stationers
4. labouring, factory work, park attendant	computer operator
5. engineering, navy	self discharged
6. never worked	clerical office work
7. tyre fitter, colliery work, labourer; not worked for 6 years	warehouse worker
8. paper delivery, building sites, ran own garage; not worked for 2 years	worker on building site
9. never worked	self discharged
10. shop owner	shop retail, assistant manager
11. trainee welder	asked to leave
12. painting & decorating, agency work	computer trainee



ANNEX 4c Impact on Earthwatch

- 1 Earthwatch's aims and objectives
 - 1.1 to test whether Earthwatch field projects would be suitable for volunteers from disadvantaged backgrounds. Specific considerations were:
 - 1.1.1 lack of educational qualifications
 - 1.1.2 ability to concentrate for two weeks
 - 1.1.3 ability to adapt to new surroundings
 - 1.1.4 reaction of other team members
 - 1.1.5 ability to work in mixed team
 - 1.2 to test whether Earthwatch's Oxford-based office could be used as a community resource to fulfil local training needs. Specific considerations were:
 - 1.2.1 reaction of staff
 - 1.2.2 time availability of staff
 - 1.2.3 ability to define suitable tasks
 - 1.2.4 ability to supervise tasks
 - 1.2.5 ability to provide useful training
 - 1.2.6 ability to adapt to individual needs
 - 1.2.7 reaction of residents
 - 1.3 to test Earthwatch's ability to work in partnership with an organisation in a non-environmental sector
 - 1.4 to test what skills can be learnt from participation in an Earthwatch project
 - 1.4.1 what skills are particularly relevant to people from disadvantaged backgrounds seeking work
 - 1.4.2 what general skills are learnt
 - 1.4.3 to what extent can these skills be enhanced or reinforced by a "before and after" support package.

- 1.1 Objective: to test whether Earthwatch field projects would be suitable for volunteers from disadvantaged backgrounds

Earthwatch had identified five issues which might present a barrier to the use of Earthwatch field projects for volunteers of disadvantaged backgrounds. The experiences in each area were as follows:

- 1.1.1 lack of educational qualifications : although all Earthwatch projects consist of two weeks of post doctoral research in which volunteers act as the scientists' field assistants, they are designed to include non-specialists. However, the vast majority of Earthwatch volunteers do have at least a first degree qualification.



It was found that the tasks designed by the project scientists and the standard level of supervision were fully adequate to allow participation by those from disadvantaged backgrounds on equal terms with other team members.

- 1.1.2 ability to concentrate for two weeks : since this was an entirely new experience, often requiring the Fellows to take part in mundane and routine tasks, during adverse weather conditions and with the distractions of the local area, an initial assessment was that Fellows might become demotivated and bored if they participated for the full two weeks. However, the overall experience was that, given proper integration into the team and understanding of each individual's role in the research, this did not present a problem.

Several Fellows commented that they would have liked the project experience to be longer. In the case of one project where the ordinary volunteers spent one week on the project, and the Fellows spent two weeks, they were able to instruct and guide the second week's team of volunteers which gave them a greater sense of leadership and self-esteem.

- 1.1.3 ability to adapt to new surroundings : projects took place either in rural Scotland or close to urban centres in the midlands and North of England. The Scottish projects in particular offered most Fellows an entirely new environment; the other projects presented an entirely new working environment, and placed Fellows in closer and more regular contact with urban society than they had experienced during the 6-9 months of their residence at the Ley Community. The urban projects in 4-5 instances were more realistic in terms of the type of environment that Fellows would expect to meet when back in work, but also proved to have greater distractions. On one occasion this did compromise the field work and team spirit, but on the other occasion on which this did occur it was well managed by team leaders. In all cases, it was felt by Earthwatch and the Ley Community that containing such incidents should have been the role of the mentor. Overall, it was felt that the Fellows adapted extremely well to the challenges of their new environment.
- 1.1.4 Reaction of other team members : many fellow team members would have paid in the region of £2000 including travel costs to join the research teams; the average profile of volunteers on these projects is professional, aged 35-45, from Australia or the USA. In addition, each research team was staffed by university scientists and their research students. The Fellows, having come





from the Ley Community, were expected to be open about their background, although this was left to individual discretion. In practice, all Fellows were entirely open about the nature of their Fellowship and this elicited an extremely positive response from fellow team members. These volunteers had not been briefed in advance about the presence of the Fellows, but were aware that Earthwatch sometimes obtains scholarships or subsidies for those that cannot afford the cost of volunteering. In all cases, the scientists and their own research teams were highly supportive of the programme and the individual Fellows on their projects. On one project, in which Fellows were staying with host families in the local community, the families themselves were far less sympathetic to and more suspicious of the programme. However, on other projects where similar accommodation was used, this was not a problem, perhaps highlighting the differing experiences of urban communities in the North East and those in rural Scotland.

- 1.1.5 Ability to work in a mixed team : due to the project being the first experience that Fellows have of being out of rehabilitation after 6-9 months, Earthwatch and the Ley Community staff recognised that joining a team of individuals from different backgrounds, cultures etc might prove a challenge for Fellows.

Overall, however, the experience proved very positive and there were generally very few instances of Fellows not being completely integrated into the team. It should be noted that the volunteers themselves were usually joining a team in unfamiliar surroundings and so the onus was on the entire team to integrate rather than the Fellows to integrate into an existing team.

Many Fellows felt that their contribution had in fact helped in team building, due to the skills developed during their rehabilitation. Some pointed out that their communication skills were probably better developed than other volunteers. They also felt able to contribute other skills, such as drawing up a rota of housekeeping tasks at the project accommodation – a process well developed at the Ley Community – which aided in the smooth running of a team. In the few instances where Fellows did not feel integrated into the team, further investigation revealed that this was mainly due to the behaviour of a small number of mentors who had kept the Fellows away from some team development opportunities e.g. opening presentations or communal dinners.

- 1.2 Objective: to test whether Earthwatch's Oxford-based office could be used as a community resource to fulfil local training needs.



- 1.2.1 reaction of staff : this has been one of the most positive impacts of the programme from Earthwatch's perspective. Earthwatch employees have been completely supportive of the programme, and have derived personal and professional benefits from interactions with the Fellows. The presentations from Fellows were always attended by all available employees. It helped to promote Earthwatch in a very positive light to its employees.
- 1.2.2 time availability of staff : the commitment of staff to the training of Fellows was in no doubt and an enormous amount was accomplished. The under-resourced nature of a busy charity such as Earthwatch meant that at times staff were faced with limits in the time that they were able to spend on Fellows' training. Amendments were made to the programme during the three years to accommodate these issues (see below under lessons learnt). Feedback from the Fellows regarding staff involvement was generally very positive. However, right to the end of the programme, the resource time which the charity felt it was necessary to allocate to the Fellows when they were in the office, and in preparation for their visits to the office remained a difficult issue.
- 1.2.3 ability to define suitable tasks : Earthwatch was able to provide a range of tasks for Fellows, ranging from helping with mailshots to inputting data onto databases or doing basic book keeping. The tasks given to Fellows depended on their starting point and their areas of interest. Overall, the close working relationship developed between Fellows and individual staff members meant that this was a successful part of the programme.
- 1.2.4 ability to supervise tasks : level of supervision required depended on the needs of the individual Fellows and the tasks in which they were involved. Generally this worked well, although certain Fellows did require levels of supervision which were beyond the charity's capability because their levels of concentration and ability to complete office based tasks were low.
- 1.2.5 ability to provide useful training : Earthwatch obtained Investors in People accreditation during the course of this programme, indicating its interest and commitment to providing training. However, the charity is not a Back – to – Work training centre per se, and thus was undoubtedly learning as the programme progressed. Initial aspirations for training, for example, giving each Fellow a good level of IT skills, proved unrealistic. However, it did become clear that there was a very great learning potential in many of the ongoing office tasks which involved Fellows, if they were presented in the right way. For example, the use of basic office equipment, handling of money and the completion of tasks to a timetable are generally transferable skills.





1.2.6 ability to adapt to individual needs : as noted above, this was one of the most significant achievements of the programme due to the buy – in of Earthwatch staff.

1.2.7 reaction of residents : the feedback repeatedly received from Fellows was the enormous confidence boost derived from working in a “normal” working environment, where they were treated with encouragement, openness and respect.

1.3 Objective: to test Earthwatch’s ability to work in partnership with an organisation in a non-environmental sector

This was a new type of relationship for Earthwatch since previous partnerships, although often built on the idea of partners providing Fellows for Earthwatch field projects, had always been strictly educational or environmental. Earthwatch’s knowledge of the type of issues that might be encountered in such a partnership was extremely low even though it had had a loose working relationship with the Ley Community previously. In the course of the programme, many difficult issues arose such as the flexibility of the Community in releasing Fellows at times when Earthwatch had work available, the difficulties in communication between two organisations which were both working under the pressure of low resources, for neither of whom this was a core activity. However, due to the strong personal relationships developed between key staff members in both partner organisations and increasing mutual respect as the programme progressed, this did not become a significant problem although it was always a significant issue. A particularly positive point of the relationship was that certain tasks in the programme management, which could have been administered by either partner, were allocated as resources allowed, with great sensitivity shown by both organisations for the needs of the other partner.

1.4 Objective: to test what skills can be learnt from participation in an Earthwatch project

1.4.1 what skills are particularly relevant to people from disadvantaged backgrounds seeking work : it became clear during the course of the programme that the great benefit of participation in the project was not to do with skill development, except in the area of communication, knowledge and social skills. The following became apparent throughout the programme:

- self confidence in working with a team of people from different nationalities and backgrounds
- self esteem from being able to take on entirely new tasks in an entirely new subject area



- the opportunity to test community skills with people who might be typically seen as potential employers in a secure and non-threatening environment
- the opportunity for Fellows to present themselves as non-users for the first time since starting rehabilitation
- an understanding of how change in physical environment can contribute to an individual's well being.

1.4.2 what general skills are learnt : the following general skills were typically learnt:

- an understanding of scientific methodology and its importance in such projects
- an understanding of the roles of individuals in teams
- an understanding and appreciation of a completely new subject area.

1.4.3 to what extent can these skills be enhanced or reinforced by a “before and after” support package : it was convincingly proved by the programme that given an appropriate type and period of briefing and debriefing, Earthwatch field projects can be used for people from different constituencies to achieve different objectives while still fulfilling Earthwatch's fundamental requirement of being a useful resource for the field scientists. In this programme, the specific element of before and after which were important were:

- preparation for the project by:
 - working in a friendly environment
 - through briefing as to what to expect from the project
- debriefing by:
 - talking through the project experiences, highlighting lessons learnt/ achievement
 - presenting the knowledge and skills learnt to an audience

2 Other impacts on Earthwatch

- enhanced credibility of the organisation in the eyes of its members, staff, trustees and funders
- enhanced self esteem of the charity
- development of new programme on the “before and after” theme
- integration into local community despite being a global charity
- developed skills of individual staff members in Human Resources and contributed to the Investors In People process



- greater understanding of how Earthwatch's resources can be used to help the local community
- Greater focus on precise benefits individuals can obtain from joining a project because of the importance of the individual Fellows of maximising the opportunity.





Background to the Ley Community

1. Background of the Ley Community

Over the last thirty years the Ley Community has helped hundreds of people struggling with serious problems of addiction to drugs and alcohol. The Ley has gained a national reputation for assisting the development and rebuilding of lives through a belief that learning to live a full life without drugs and alcohol is best achieved with the help and support of others going through the same process.

Anyone applying to the Ley Community has to have made a genuine decision to want to change. The programme is not easy. It is not a soft alternative to prison. No-one could go through the programme without profoundly changing their life, and discovering parts of themselves they never knew existed.

The Ley Programme provides a framework for residents to learn from each other, and to realise their potential for making considerate, constructive relationships with other people. This leads to an ability to achieve employment and the opportunity to undertake further education. Ultimately, the programme allows residents a chance to come to terms with themselves, and build up their own self – confidence and self – esteem. A Consultant Psychiatrist leads a fortnightly training seminar with staff to review Care Plans, and to ensure that each resident gets as much from the programme as possible.

The Ley Programme is deliberately highly structured. This provides a real sense of order for residents who have often been living chaotic lives. Five features are interwoven which are listed below.



2. The Ley Community's Approach

TIMETABLE: The daily routine is strictly followed, providing a solid framework for the security of all residents.

THERAPY: The most effective way to deal with anti-social behaviour is challenge by the peer group. Under the guidance of experienced staff, some of whom will themselves have been through a rehabilitation programme, residents are encouraged to talk openly about their feelings, earlier experiences and fears. The overall emphasis is on self and mutual help. Through this process, residents come to understand themselves better, gradually assume responsibility for themselves, and begin to establish trust in others.

WORK: Work revolves around the running of a large community divided into various departments: kitchen, gardening and maintenance, painting and decorating, and administration. It also includes daily chores, such as bedmaking and housekeeping. High standards are set in each department, which are maintained by staff and residents.

HIERARCHY: The structure provides purpose and meaning to the notion of a resident's career at the Ley Community. As he or she progresses, responsibilities grow accordingly with more senior residents supervising the work of junior residents, rising to become assistant managers and then managers of each department. At the top of the structure, the most senior resident acts as Co-ordinator and liaises between staff and residents. Promotion is awarded through both the work structure and the degree of personal progress achieved.

ACTIVITY: The programme depends on the balance between work, rest and play. Residents are encouraged to participate in a range of educational opportunities and recreational activities.





3. The Six Stages of the Programme

STAGE 1 – Safety Net

Duration – 2 weeks: This Stage enables residents to settle into the Community. Sleep patterns are stabilised and relationships with staff and residents established.

STAGE 2 – Induction

Duration – 8 weeks: This Stage enables residents to integrate themselves into the therapeutic programme. Residents attend seminars, participate in individual key work sessions, participate in groups and the work structure, and complete daily diary entries.

STAGE 3 – The Work

Duration – About 22 weeks: This Stage involves taking on increased responsibility. Residents participate in the full range of therapeutic activities. They are encouraged to explore the past with the purpose of coming to terms with their own feelings, beliefs, attitudes and behaviour, and thus to develop personal qualities of self-awareness, self – worth, self – confidence and self – discipline.

STAGE 4 – Preparing for the Future

Duration – About 8 weeks: This Stage enables residents to plan and prepare for their future, to start socialising outside the Community and go to voluntary work. During this stage, residents are expected to act as role models and undergo auxiliary staff training. They attend specific workshops aimed at preparing them for moving out of the Ley, which include finance and budgeting, alcohol use and cross addiction, education, leisure, voluntary work and employment.

STAGE 5 – Re – entry

Duration – About 12 weeks: At this stage, residents are expected to be in full time employment and living at the Ley but financially independent from it. Stage V residents attend a group once a week and act as auxiliary staff.

STAGE 6 – Aftercare

Duration – Open Ended: This stage is an open ended period, offering support to residents who have completed the programme and remain living in Oxford.





Earthwatch Institute (Europe), 57 Woodstock Road, Oxford OX2 6HJ, UK
Tel: +44 (0)1865 318838. Fax: +44 (0)1865 311383 e-mail: info@earthwatch.org.uk

Registered charity 327017



The Ley Community, Sandy Croft, Sandy Lane, Yarnton, Oxford OX5 1PB, UK
Tel: +44 (0)1865 371777. Fax: +44 (0)1865 842238 e-mail: enq@ley.co.uk

Registered charity 1074874