



Annual Report
2001/2002

Director's Report.....	1
Background and Context.....	2
History of IPT.....	2
IPT in 2001/2002	
Criminal Justice.....	4
Safety in Education.....	5
Work in rural communities.....	6
Consultancy work.....	7
Publications, Trustees, Personnel.....	8



As IPT embarked on its second decade of operation our efforts have been increasingly refined to focus on work within the criminal justice sector. Over the last two years we have

established ourselves as a credible force within this sector through the implementation of the first phase of a long term Criminal Justice Strengthening Project. This saw our previous work with the South African Police Service expanded into an initiative with the KwaZulu-Natal Prosecuting Authority and local government crime prevention initiatives. We also published *Owning Safety: A Profile of Community Initiatives* during this period which recorded the successes and challenges faced by a range of community based crime prevention projects in KwaZulu-Natal. The book is now being widely used as a reference work.

The criminal justice sector niche was further affirmed through the work that IPT conducted in the education sector with particular focus on safety in schools. In addition to funded programmes that contribute to the reduction of crime and violence within the school environment, IPT was contracted by the Department of Education to conduct school safety workshops for 400 school representatives drawn from across the province.

Political party leadership and residents of the formerly violence-stricken Richmond area have been at the centre of our peacebuilding work in rural communities. IPT is in the process of establishing a

network of rural mediators from across political lines who will bear source to the community and will assist in establishing mechanisms for sustainable peace in the Richmond area.

Research on the relationship between amaKhosia and local government became the focus of another book published by IPT, *Traditional Leaders: AKwaZulu-Natal Study 1999 to 2001* which was well received and we continue to receive requests for copies. The research was followed by training and information to local officials in the requirements and implementation of the Administrative Justice Act.

Our consultancy work included a literature review for the Dian Fossey Gorilla Fund and an assessment of the factors that hindered effective service delivery within the Department of Water Affairs and Forestry. We also contributed to the Cato Manor Development Association's documentation project through a paper entitled "Community Safety and Public Security" and supported the activities of the Peace to the City Campaign of the World Council of Churches, Gun Free South Africa and Playing For Peace.

My thanks go to everyone who has worked so hard to assist IPT as we've moved wholeheartedly into our second decade. This includes the commitment and support of our funders, the communities with which we work, our Trustees and dedicated staff and the contracted specialists who provide expertise within our projects.

Background & Context

IPT is based in Durban, the largest city in South Africa's most eastern province, KwaZulu-Natal. Mozambique, Swaziland and Lesotho share borders with the province, as do the South African provinces of Mpumalanga, Free State and the Eastern Cape.

Key information about KwaZulu-Natal:

- The land area of KwaZulu-Natal makes up 7,55% of South Africa.
- 21% of the population of South Africa live in KwaZulu-Natal. Of the province's population, approximately 57% live in urban areas.
- KwaZulu-Natal is the fourth poorest province in South Africa.
- The unemployment rate in KwaZulu-Natal is estimated to be about 40%.
- Important urban centres are Durban, Pietermaritzburg, Richards Bay, Empangeni, Estcourt, Ladysmith and Newcastle.

- The province has a history of political violence, which dates back to the 1980s. In an election in 1999 the two rival political parties, the African National Congress and the Inkatha Freedom Party, formed a coalition government. Late in 2002 Premier Lionel Mtshali from the Inkatha Freedom Party formed a cabinet consisting of his own party, the African National Congress and the Democratic Alliance. The relationship between the Inkatha Freedom Party and the African National Congress continues to be turbulent at times.
- Political violence in the province does not claim as many lives as in the past but crime rates continue to be high.
- There is a high prevalence of HIV/AIDS in the province, but precise figures are contentious.

History

IPT was established in Durban in 1990 with core funding from Alusaf in Richards Bay. The original objective of the organisation was to provide cross-cultural and life skills workshops to youth in segregated schools. IPT also offered conflict resolution training for political organisations and communities and many of the early interventions were concerned with political parties caught in the violent cycles of the early 1990s. IPT has worked with rural communities in KwaZulu-Natal since 1993 and during its history has had operational offices in Empangeni, Ulundi and Port Shepstone to further facilitate work in rural areas. IPT now co-ordinates projects from an office in central Durban,

with trainers and facilitators travelling to project sites.

Since it was formed IPT has endeavoured to remain relevant within a constantly changing environment with the work of the organisation primarily focused on safety and security, education, peace building and democratisation in addition to other smaller focus areas.

In 1996 IPT management realised that while research was often conducted for funders it was not fully utilised by the organisation. Since then the dissemination of research findings and programmed data has been a key focus of the work conducted by IPT. This is done

via web-based publications, public information briefings and more recently, books.

Safety and Security

From 1995 to 2000 IPT provided conflict management training to all SAPS station commissioners in the province followed by numerous projects in conjunction with the SAPS and other role players, like Business Against Crime, aimed at improving service delivery and supporting the transformation process being undertaken by the SAPS.

A year long project supported the SAPS Victim Empowerment project in the Eastern Cape as well as KwaZulu-Natal. During this time IPT prepared and distributed maps of police areas which provided station details and demographic information. An audit of external training services which were provided to SAPS was conducted by IPT on behalf of the provincial commissioner.

Community policing fora received training as IPT endeavoured to promote dialogue between the SAPS and the community in areas that had been disrupted by political conflict.

In 2000 IPT facilitated an exchange between the Royal Ulster Constabulary and the SAPS which focused on the key challenges to policing in a transitional society. This exchange pulled together the transformation teams from the two services and IPT created an environment for dialogue and the exchange of experiences.

Education

Following from IPT's early work with schools, the organisation's first peace education programme was launched in 1995 and involved the provision of peer mediation training to numerous schools in KwaZulu-Natal. High levels of violence in the province continued to be a concern and schools were the focus of much of this violence. In response the Community Alliance for Safe Schools (Cass) was initiated a briefing held by IPT in 1997. This alliance consisted of government, non-government, community based and voluntary organisations. The work of IPT in the education field continued when the organisation was appointed in 1998 to a committee advising the Culture of Learning, Teaching and Service (Colts) campaign of the national Department of Education. The following year IPT, in collaboration with Media in Education Trust, launched a school teaching aid called Peace Begins With Me which enabled teachers to teach conflict resolution and peacekeeping skills with the assistance of visual aids. The organisation also developed *Protecting your School from Violence and Crime*, a user friendly guide for school governing bodies, which was used nationally. A school safety pilot project was initiated in three schools in the Durban area in 1999/2000 and an assessment by Dr Clive Harber from the Centre for International Education and Research at the University of Birmingham in the United Kingdom was made available on IPT's webpage. IPT also conducted a literature review for the national Department of Safety and Security, which examined the culture of youth violence in urban schools in South Africa and which was also made available on the web.

IPT in 2001/2002: Criminal Justice

IPT formed a partnership with the KwaZulu-Natal Prosecuting Authority (KZNPA) during this period to develop and test an intervention designed to improve institutional culture and the delivery of services within the KZNPA. An initial needs assessment found the problems that needed to be addressed included racism, poor communication, the absence of a strong sense of common purpose among staff and few systems for internal stress management and support.

Interventions, which included skills development workshops, team building initiatives, management development training and strategic planning sessions were provided to prosecutors based at the High Court and the Durban Magistrates' Court. A special emphasis was placed on units where stress levels of staff are exceptionally high, particularly those dealing with sexual offences and offences perpetrated against children.

As part of this programme, a project to monitor absenteeism was implemented at the Durban Magistrates' Court. The project reduced absenteeism amongst prosecutors by 50% through the integration of human resources, industrial relations, health and social services. It assisted managers to identify poor performance and to develop processes that prevent sick leave and absenteeism from becoming unmanageable.

This project will form the basis for an expanded Criminal Justice Strengthening Project to be run over the next five years.

IPT also documented community based crime prevention initiatives in a project

conducted in 2001 and 2002 with funding from the Open Society Foundation for South Africa.

The project culminated in the publication of a book entitled *Owning Safety: A Profile of Community Initiatives*. The research was conducted in the context of the National Crime Prevention Strategy, which was adopted in 1996 as a new approach to crime fighting in South Africa. The strategy emphasised the importance of community participation in crime prevention and IPT identified a need for the documentation of the successes, challenges and scope of community based crime prevention initiatives that have been implemented in KwaZulu-Natal.

In addition to documenting the initiatives, IPT created simple and user friendly guidelines for communities that want to establish crime prevention initiatives or improve on initiatives set up previously.

IPT in 2001/2002: Safety in Education

In 2001 and 2002 IPT worked extensively with school management teams in 14 Durban schools in an effort to contribute to the reduction of crime and violence within the school environment.

During the early stages of the project, which was funded by the Open Society Foundation for South Africa, research established that schools believed that they would benefit from school management training. Primary needs identified related to team building, motivation, planning and strategy development and stress management techniques.

Training workshops for school management teams focused on creating school improvement plans, building school communication networks and enhancing leadership capacity.

IPT distributed regular pamphlets, which highlighted debates on management issues and encouraged discussion among the various bodies involved in school safety issues.

A programme entitled Character Building in the Classroom was also run during this period. It aimed to assist schools to provide learners with a range of tools to help them choose a path in life that resists violence. This programme was implemented in three schools in the Durban area and focused particularly on core values of refraining from harming others, helping others, fairness to all and honesty.

An extension of this programme was the Self-esteem Building Programme that was piloted in one primary school in an effort to focus on younger children as opposed to the character building programme that was conducted in high schools. The aim of these programmes was to help develop the self-esteem of junior primary learners and to foster a classroom culture of mutual respect and acceptance. IPT believes that self-esteem helps to give young people the confidence to explore, learn and grow, while respect and acceptance are vital for the development of learners' social skills and for their ability to co-exist harmoniously within a diverse society.

IPT in 2001/2002: Work in rural communities

In 2001 IPT, with funding from the Charles Stewart Mott Foundation, completed a research project that examined ways for traditional leaders and local government structures to work together to improve the quality of life in rural communities. The research noted that uncertainty about the role of traditional leaders has contributed to tensions between government and traditional leaders and those who have suffered most are residents of impoverished rural communities who desperately need to benefit from local economic development. Instead, development has been delayed as a result of the tensions.

The research, which was published in a book entitled *Traditional Leaders: A KwaZulu-Natal Study 1999 to 2001*, found that solutions to the debate about the relationship between the two structures needed to be worked out at a very local level. IPT argued that the solutions should involve individuals from both structures holding discussions to determine their respective roles and functions in an effort to develop co-operative and constructive relationships that support rural development.

In 2001 IPT started a programme that focused on training amakhosi in KwaZulu-Natal. The training is concerned with a number of issues including democracy and decision-making, the South African Constitution, the Administrative Justice Act, fair procedure and customary law. This programme has promoted the relationship between amakhosi and local government and explored the complementary roles of traditional authorities and local government with

regards to the provision of services to the community.

IPT launched a two-year community based facilitators project in 2002 in Richmond, a rural area that recently emerged from a period of intense violent conflict. The project, funded by Joseph Rowntree Charitable Trust, is focused on offering new skills to build a climate of democracy. As part of the project, 35 locally based community facilitators will be trained in conflict resolution and peace-building to enable them to assist in creating an enabling environment for development and growth.

During this period IPT conducted an assessment of the factors that hindered effective service delivery within the Department of Water Affairs and Forestry. This involved interviewing almost 200 staff members and facilitating the strategic plan for officials from the department.

In addition, IPT produced a research paper on community safety and public security in Cato Manor for the Cato Manor Development Association. The paper was concerned with identifying the sources and types of crime and violence that emerged in Cato Manor during the mid-1990s. It also looked at the reasons for the rising level of crime and violence and measures taken by the Cato Manor Development Association and other role players to combat crime and violence as well as lessons that can be learned from the Cato Manor situation for other projects.

IPT also worked in KwaMashu and Inanda as part of the initial phase of a Presidential Pilot Programme which was commissioned by the South African Police Service. The phase was concerned with investigating social problems in the area in order to inform a community based crime prevention strategy and development programme. The report produced provided a baseline analysis and understanding of the environmental and social crime prevention constraints in KwaMashu and Inanda.

The Department of Education contracted IPT to conduct school safety workshops in Phoenix, KwaMashu and Inanda. About 400 school representatives attended these two-day workshops and learned how to make their schools safer environments for both themselves and their pupils. IPT also facilitated a school

safety seminar for about 140 people from Inanda. This gave role players, including the police, community policing forum representatives, teachers and parents, the opportunity to communicate with each other about school safety issues.

IPT was also contracted by the Lamontville HIV/Aids Support Centre to conduct a school safety workshop and participated in the provincial interventions of Gun Free South Africa.

IPT also housed the Playing for Peace initiative which contributes to sustainable peace through the development of cross cultural sporting activities.

Publications

insight@ipt

- March 2001 Safe Cities:
A Multi-Agency Approach
to Crime and Violence
- June 2001 Crimes I have Seen:
The Story of Youth, Guns
and Violence
- August 2001 HIV/Aids and Youth:
A School Based Response
- April 2002 Trauma: Coming Out of the
Shadows

Trustees

Bishop Ruben Phillip, who was enthroned as the ninth Bishop of Natal in February 2000, is the chairperson of the Board of Trustees.



Sue Britton, the manager of the resource team for the Diakonia Council of Churches and an active member of the Anglican Church.



Books

Traditional Leaders: AKwaZulu-Natal Study 1999 to 2001
© 2002 ISBN 0-620-28460-9

Owning Safety: A Profile of Community Initiatives
© 2002 ISBN 0-620-29597-x



Paul Graham, the executive director of the Institute for Democracy in South Africa (Idasa).



Dr Devi Rajab, a counselling psychologist and Dean of Student Development at the University of Natal, Durban.

Personnel and Associates

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Character Building in Schools:

HIV/Aids:

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