

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

Welcome to the National Federation Newsletter

Winter 2016



HSE Social Care Service Plan 2017

On Wednesday 14th December, 2016, the HSE published its Service Plan for 2017. An amount of €1.69 billion has been allocated to the Disability Sector and while this represents a welcome increase of €100 million over the €1.59 billion 2016 allocation, details of funding allocations for specific services and supports are not outlined.

I am assured that these details will be outlined in the Social Care Operation Plan 2017. This Operational Plan is currently being drafted and Dr. Cathal Morgan, Head of Operations Social Care HSE, has agreed to present the Operational Plan to a meeting of the National Federation of Voluntary Bodies once finalized.

Charities Regulation

Mr. John Farrelly, CEO of the Charities Regulator, presented to the General Assembly at our meeting on 7th December, 2016. In a wide ranging presentation Mr. Farrelly outlined the work of his office which has as its overall vision “a vibrant, trusted charity sector that is valued for the public benefit it provides”.



An Rialálaí Carthanas
Charities Regulator

He explained that its mission is to regulate in the public interest so as to ensure compliance with the law and support practice in the governance, management and administration of charities. The primary objective of effective regulation is to ensure that the charities:

- ✚ Have the trust and confidence of the public;

- ✦ Act to advance their charitable purposes;
- ✦ Deliver public benefit;
- ✦ Are both transparent and accountable.

Mr. Farrelly outlined the priorities of his office as:

- ✦ The registration of charities;
- ✦ Monitoring and oversight of charities;
- ✦ Annual reporting by registered charities;
- ✦ Accounting regulations;
- ✦ Fundraising;
- ✦ Monitoring of compliance;
- ✦ Protection of charities;
- ✦ Act in an advisory role.

The Charities Act 2009 enables the appointment of inspectors to investigate the affairs of charitable organisations and to prepare a report of its findings. Under this legislation, charity trustees are required to produce all documents and records relating to the charitable organisation that are in their possession, control or with their procurement. A person who fails to comply with this requirement is guilty of an offence.

The Draft Accounting and Reporting Regulations will cover:

- ✦ The format of accounts for registered charities;
- ✦ Audit or independent examination requirements;
- ✦ Format of Annual Reports for registered charities;
- ✦ Provision of information to the Charities Regulator.

In conclusion, Mr. Farrelly stated that he intends to implement a system of regulation that is effective, proportionable, promotes good practice and protects charities from abuse, mismanagement or fraud.

For further information please refer to the website <http://www.charitiesregulatoryauthority.ie/>

New Directions – Policy for the provision of Day Service Supports

During a presentation by Ms. Anne Melly, National Lead New Directions, HSE, at the recent General Assembly on 7th December it was noted that a National Implementation Group is actively working to implement New Directions as the approved policy for the provision of Day Service Supports. The objective of the New Directions Policy is to develop Day Services which are person-centred, high quality, community integrated and respects each individual as a citizen of the state.

The key targets for the National Implementation Group in 2017 are:

- ✦ The establishment of a CHO implementation structure;
- ✦ Implementation of a Person Centred Planning Framework;
- ✦ Implementation of Interim Quality Standards;
- ✦ Analysis of current resource allocation for Day Services Provision;
- ✦ Provision of new services for school leavers in line with New Directions;
- ✦ Development of Transition and PCP programmes for those existing Rehabilitative Programmes.

For more information please refer to <http://www.hse.ie/eng/services/list/4/disability/newdirections>

National Conference “Safeguarding – Everyone’s Responsibility”

On 17th November last a very successful conference entitled ‘Safeguarding – Everyone’s Responsibility’ was held in The Heritage Hotel, Portlaoise. The conference was held as part of a Pobal / Dormant Account Funded Project managed by the National Federation, St. Michael’s House and the Open Training College. The Project focused on the development of an online module on the theme of safeguarding, targeted at staff working within disability services, and also the hosting of a national conference which would provide an opportunity for key stakeholders to come together and discuss the main issues and challenges arising for service providers in ensuring that people are supported to the fullest extent to live ordinary lives whilst safeguarding them from potential harm.



L-R: Breda Crehan-Roche, Chairman, National Federation and speakers Patrica Rickard Clarke, Tim Hanly, HSE and Phelim Quinn, HIQA.

The conference aimed to provide delegates with an opportunity to hear from leading experts in the field of safeguarding, to network and discuss issues relating to adult safeguarding. In her opening address **Breda Crehan Roche**, Chairman, National Federation of Voluntary Bodies, highlighted that this is a time of significant policy and practice development in the area of Safeguarding Vulnerable Adults and stressed the importance of service providers and staff being fully aware of their roles and responsibilities in relation to safeguarding. She also highlighted the importance of empowering individuals so as they are fully aware of what safeguarding is and the action they need to take if they think they are being abused. Breda welcomed the

establishment of the National Safeguarding Office and stressed the importance of effective inter-agency working which requires mutual understanding of each other's responsibilities, capabilities and constraints.

Patricia Rickard Clarke provided a comprehensive overview of key pieces of legislation pertaining to safeguarding and outlined the role of the National Safeguarding Committee, of which she is Chairperson. In her presentation Patricia highlighted the need for a legislative framework for safeguarding and this was echoed by various speakers throughout the conference. A key component of such legislation is the right to have access to an independent advocate.

Tim Hanly, National Safeguarding Office, HSE, provided an overview of the progress and challenges which have emerged since the introduction of the National Safeguarding Policy in 2014 and the establishment of the National Safeguarding Office in 2015. The aim of the National Safeguarding Policy is *'to provide a consistent approach to safeguard and protect clients of disability services and older person's services from abuse and neglect'*. Tim stressed that the Policy must be underpinned by a culture and philosophy which respects and enhances people's human rights. He provided an overview of some of the key statistics emerging since the introduction of the safeguarding policy and provided headlines in relation to the review of the Safeguarding Policy which is due to commence in early 2017.

'Final thoughts – Safeguarding is everyone's responsibility: Empowered and supported older people and persons with disabilities are more likely to speak out about concerns and live safely in a socially valued way', - Tim Hanly, National Safeguarding Office.

In supporting the call for safeguarding legislation **Phelim Quinn**, Chief Executive, HIQA, stated that *'...HIQA recently submitted a proposal to the Oireachtas Committee on the Future of Healthcare, which included our proposal to develop new adult safeguarding legislation. HIQA undoubtedly has an impact on the quality and safety of services but it must be bolstered by the introduction of strong and effective safeguarding legislation.'* However, he went on to highlight that even in the event of safeguarding legislation, the role and responsibility of service providers remains crucial and that it is essential they put in place robust systems and structures aimed at providing a safe, person-centred service. He outlined how three years into the regulation of residential services for people with a disability they are still finding examples of how abuse and safeguarding issues are institutionalised and not being addressed and *'...include the continued existence of some outdated and outmoded services; cultures that have not moved on from the days of wholesale institutional care.'*

However, he also stressed that HIQA inspectors do see, on a regular basis, significant improvement and progress in a range of services and encounter excellent examples of how services have improved residents quality of life by facilitating their resettlement into community based services, ensuring that independence and autonomy are promoted and that people using services have more opportunities to integrate with, and, participate in, their local communities.

In her address to conference delegates **Leigh Gath** spoke about her role as Confidential Recipient for Vulnerable Persons and her experiences since taking up this role in 2015. She stressed the importance of not losing sight of the person and not over regulating people's lives.

A highlight of the conference was the presentation by members of **The Clare Advocacy Platform** whose presentation was entitled: *'Keeping Safe.....Our Journey so Far'*. Members of the Platform, who were supported by Jo Rynne and Rob Hopkins, Brothers of Charity Services Clare, spoke about the importance of

people being able to recognise abuse and report it. The group emphasised the role of drama in supporting people to talk about different forms of abuse and a series of short video clips were shown which focused on different forms of abuse – sexual, financial, etc.

When we are supported to recognise abuse we will be able to keep ourselves safer

'The advocacy group took us all back to the reason we were there. I had several discussions during the day with different groups and individuals attending the conference, and all expressed the benefit of seeing such an excellent presentation'
– Comment from a delegate



Members of The Clare Advocacy Platform L-R: Courtney O'Sullivan, Rob Hopkins, Ger Minogue, Robbie McNamara, Elizabeth O'Connell, Jo Rynne, Nuala Coughlan

There were two key presentations during the afternoon session of the conference, which was chaired by **Dr. Bob McCormack**, Member Áras Attracta Review Group. The first presentation was from **Raymond Watson**, Head of Online Learning, Open Training College, who provided an overview of the Pobal Project which the College was a partner in along with St. Michael's House and the National Federation. A primary aim of the Project was to support organisations in meeting their safeguarding obligations via the development of an online Safeguarding Module targeted at both staff and volunteers, in particular those in the role of Persons-in-Charge and Designated Officers.

'This is an exciting development, I am looking forward to January when the eLearning (Module) will be launched' – Comment from a delegate

Raymond provided an overview of the development of the Online Safeguarding Module and the feedback from the pilot of the module which took place during October 2016 and involved almost 250 learners, from across 19 organisations. The online Module consists of 4 key sections relating to safeguarding: definitions and indications; importance of a positive organisational culture; raising and responding to concerns and an assessment section. The feedback from the

Pilot Programme was very positive with 91 per cent of participants indicating that they would use the resource within their respective organisations in a variety of ways, for example, as part of induction / in-house / refresher / just-in-time training, for discussion at team meetings, etc. In his summary Raymond outlined the future plans for roll out of the online Module to all National Federation members – this will commence early in 2017.

The final presentation of the afternoon was by **Dr. Eddie Molloy** who concentrated on the theme of ‘culture’ in a very thought provoking input entitled ‘*Institutional Reform: The Central Role of Character and Culture.*’ Dr. Molloy emphasised that changing culture is everyone’s responsibility and it is the existence of a positive organisational culture that has the greatest impact of the quality of service provided. In his view the key to ‘everyone being responsible for safeguarding’ is that they imbibe the right culture. No matter how advanced the legislation and other surrounding infrastructure, none of these elements will deliver a widely spread commitment to safeguarding, if individuals do not live out in their everyday work the espoused values. There was a very positive reaction to Dr. Molloy’s presentation with many of the delegates indicating that they would like to explore the issue of organisational culture further.



Dr. Bob McCormack, Member Áras Attracta Review Group, Anna Shakespeare, CEO, St Michael's House, Raymond Watson, Open Training College and Dr. Eddie Molloy

In her closing address **Anna Shakespeare**, CEO, St. Michael’s House summarized key points arising from the various presentations and reiterated the importance of having robust safeguarding measures in place with organisations. Anna welcomed the launch of the online Safeguarding Module and thanked those involved in developing it. She also thanked the presenters and the organisers of the event which was informative and timely.

‘Eddie Molloy’s presentation has made me think about what we need to do to truly meet people’s needs and not just address regulations.’



Copies of the presentations made at the conference are available on the National Federation’s website – www.fedvol.ie – videos of the conference presentations are also available.

We would like to acknowledge that photographs of the conference are by Mr. Arun Asan, Arun Asan Photography Services - arunasan@gmail.com

Review of “Safeguarding Vulnerable Persons at Risk of Abuse – National Policy and Procedures 2014”

The HSE National Safeguarding office recently announced details of the review of the Safeguarding Policy which is due to commence in January 2017. The following briefing provides details in relation to the review process.

Initial Briefing on Review of “Safeguarding Vulnerable Persons at Risk of Abuse - National Policy and Procedures 2014.”

Purpose of the Review

The HSE is committed to safeguarding vulnerable adults who may be at risk of abuse. The HSE launched its safeguarding policy - “*Safeguarding Vulnerable Persons at Risk of Abuse - National Policy and Procedures*” in December 2014 and it is now both timely and appropriate to commence a review of that policy. The policy has been operational in all CHO areas since 2015 and key operational strengths, as well as challenges, have emerged. The terms of reference for this review covers all aspects of the current policy and its operation, including scope, prevention, definitions and procedural systems.

The Review Process:

- A Review Development Group is currently being established and is scheduled to have its initial meeting on the 26th January 2017. The Review Development Group will have membership across the various sectors with involvement in adult safeguarding. This Review Group will agree the work plan of the review including consultation with stakeholders. Dates for written submissions and focus groups will then be posted as widely as possible following the initial meeting of the Review Development Group.
- A wide consultation process will be undertaken including service user feedback. The Review Development Group will avail of guidance from external expert(s) with knowledge in the field of safeguarding vulnerable adults and the National Safeguarding Committee to give advice on draft revisions of the policy. The Review Development Group will also consult with an appropriate academic body or bodies to help identify best practice in safeguarding. Legal advice will be sought in drafting the final document. As part of the review the Review Development Group will undertake a literature review on best practice in safeguarding which will inform the review of the policy.

- The National Safeguarding Office (NSO) will undertake the practical administrative tasks involved in the review, i.e., communicate with stakeholders, receive and collate feedback, answer queries, arrange meetings, etc. A communications plan will form part of the review process and briefing updates will be posted to the HSE Change Hub and the HSE Safeguarding web page www.hse.ie/safeguarding. The National Safeguarding Office will circulate a regular briefing update to stakeholder groups.

- The final recommended policy revision will be agreed by HSE leadership.

- A dedicated email for submission is being developed and will be operational early in the New Year.

- Any further queries on the Review of the Safeguarding policy please contact safeguarding.socialcare@hse.ie

Home Sharing in Intellectual Disability Services in Ireland



Dr. Donal Fitzsimons, National Disability Specialist, HSE Social Care Division presented to the members at our most recent General Assembly Meeting on 7th December in Monasterevin. Donal gave a brief presentation on the overall picture of Home Sharing.

Home Sharing was formally recognised as a model of service provision by the HSE in 2012 with the publication of the Working Group Report 'Respite/Residential Care with Host Families in Community Settings' (HSE, 2012).

€1m was identified in the HSE National Service Plan (NSP) 2016 to provide alternatives to centre based respite for people with intellectual disability.

A specific commitment to develop respite with host families was made in the HSE NSP. In preparation for this, a National Disability Specialist was allocated responsibility to carry out a review of the current status of Home Sharing nationally.

- Donal Fitzsimons

The final report of the National Expert Group was completed in June 2016 and the report was approved and published by the HSE in October 2016. The report 'Home Sharing in Intellectual Disability Services in Ireland' (HSE, 2016) is available on:

<http://www.hse.ie/eng/services/Publications/Disability/respite%20care.html>

Human Resources Matters

Operational Human Resources Group:

The Operational HR Group meets on a quarterly basis and meetings are open to human resources personnel from across National Federation member organisations. The next meeting of the group is scheduled to take place on 1st February 2017. For further information please contact Jillian Sexton at jillian.sexton@fedvol.ie

Heading Health Sector National Staff Survey 2016: 'Your Opinion Counts', HSE:

The second Health Sector National Staff Survey "Your Opinion Counts" was carried out during September and October, 2016. Employees from across many members of the National Federation of Voluntary Bodies took part in the survey and the returns are currently being analysed by Ipsos. The overall results from the survey will be available in early 2017.



European Working Time Directive (EWTD):

In September 2016 the Department of Health submitted the second update report to the European Commission outlining its progress and future plans for reaching compliance with the provisions of the European Working Time Directive within the social care sector by December 2020. National Federation members will be required to provide regular updates to the HSE regarding their level of compliance with the EWTD and reporting in relation to same will commence in earnest early next year. A national template is currently being drafted and a guidance document on the completion of the required template will be made available by the HSE in the New Year.

National Director of Human Resources:

A meeting was held with Ms. Rosarii Mannion, National Director of Human Resources, HSE, on 28 September, 2016 and a range of matters of critical importance to National Federation members were discussed. These included - funding issues; establishment of the National Investigations Unit; Paternity Leave and benefits; links with occupational health; the serious physical assault scheme; access to training opportunities; consolidated pay Scales and on-call rates. This was a very productive meeting and it was agreed that there would be value in such meetings taking place on a regular basis.

Recruitment and Social Media

At the November meeting of the Operational HR Group meeting a discussion took place in relation to employee recruitment and the most effective means of recruiting staff. A small sub-group is currently reviewing how best to attract candidates and the usefulness and pitfalls of social media.

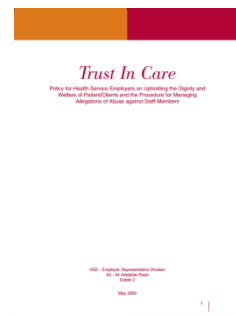
Human Resources National Investigations Unit:

One of the key actions outlined in the Health Services People Strategy 2015-2018 Leaders in People Services is the establishment of a ‘...unified National Investigations Unit which provides a timely and efficient response and uses learning outcomes to continuously improve performance.’ A Working Group was established to support the establishment of the Unit and the development of a reference manual on establishing and conducting human resources investigations. Ms. Pauline Brennan, Human Resources Manager, Western Care Association, is the National Federation’s nominee on the Working Group and a draft of the reference manual has now been published and is being reviewed by the National Federation.

Review of Trust in Care Policy

Corporate Employee Relations Services, HSE, has recently commenced work on a review of the Trust in Care Policy. National Federation members have been invited to submit feedback to the HSE in relation to the operation of the Policy and to propose amendments. In order to progress a review of the Policy, management is required to present the health service unions with specific details of the proposed changes sought and the rationale for same.

For further information please contact Jillian Sexton – jillian.sexton@fedvol.ie



Policy Update

Assisted Decision-Making (Capacity) Act – Update on implementation

The Assisted Decision-Making (Capacity) Act 2015 establishes a new legal framework to assist people in making decisions – with appropriate supports where required. In preparation for the commencement and implementation of the Act a number of initiatives are underway that are relevant to the member organisations of the National Federation, and the people we support.

Dr. Philip Crowley, National Director, HSE Quality Improvement Division, has recently established a National Assisted Decision Making Steering Group to support implementation of the Act. Dr Donal Fitzsimons, National Disability Specialist, Office of Programme Reform – Disability Services is the HSE Disability Services lead on the National Assisted Decision Making (ADM) Steering Group. Four working groups will be established by the Steering Group, namely:

1. Guidance and documentation;
2. Information and communication;
3. Training and education;
4. Advance Healthcare Directives.

Marion Meany, Head of Reform for Disability, HSE, is establishing a **National Disability Team** incorporating members from statutory and non-statutory service providers, to support and drive the implementation of

the Act and inform the National Steering Group from a disability perspective. The National Disability Team will be responsible for the following:

- Overseeing an impact assessment of the Act on Disability Services through consultation with key services and stakeholders (with the support of the National ADM Project Team);
- Ensuring key issues arising from the impact assessment inform the national work-streams including the national guidance, the national training and education programme and the national communications plan;
- Engaging with the targeted consultation process on the draft national guidance and training plans;
- Developing an ADM Implementation Plan for Disability Services once national guidance and documentation is complete.

Martina Doyle, Head of Social Work, Brothers of Charity Services, South East and Alison Harnett, National Federation Secretariat will represent the National Federation on this team.

Shared Learning Event

It is the intention of the National Federation to hold a shared learning event for members and the wider stakeholders in 2017, when the Decision Support Service (DSS) is established as provided for in the Assisted Decision-Making (Capacity) Act. The recruitment for a Director for the DSS is underway and it is estimated that this process would be concluded by April 2017, at which time plans for a National Federation event will be confirmed.

Comprehensive Employment Strategy – Making Work Pay Strand

The National Federation took part in a forum on 19th September, 2016 at the National Disability Authority, as part of a consultative process on Strand 3 of the Comprehensive Employment Strategy for People with Disabilities (Make Work Pay). Following on from this forum, feedback was gathered by the National Federation and a written submission on the issues identified by members in how this strand of the Strategy is working was prepared and submitted to the Department of Social Welfare on 30th September. The National Federation Secretariat will keep members informed of any further developments in this area.



NEXT STEPS
COMMUNITY OF
PRACTICE
Growing the Change

Next Steps Project – Growing the Change

The second phase of the National Federation's *Next Steps Community of Practice*; "Growing the Change" is now underway, with 25 member organisations participating. The member organisations have recently completed 'Description Documents' which set out the work that they plan to undertake over the next two years in developing, growing and maintaining individualised supports for people using their services.

A range of supporting initiatives will also be undertaken by the community to facilitate shared learning, including the introduction of the 'Voice Box Video Booth' in which self-advocates have an opportunity to have their voice heard and their lived experience shared on important and relevant topics. Further information will be shared as this work proceeds.

National implementation of the 'Informing Families' Guidelines

The National Federation has been advocating strongly for the national implementation of the evidence-based *Best Practice Guidelines for Informing Families of their Child's Disability* for a number of years, following on from the successful piloting of implementation within the Cork region. Funding



was secured through the Department of Health's National Lottery Funding Scheme, and work on the implementation began to take place on the ground during the autumn.



Ms. Alison Harnett, Ms. Julie O'Neill, Ms. Katherine O'Leary and Ms. Moira King Fitzgerald at the Informing Families Training session in Tralee

The National Federation is working in partnership with Dr. Ciaran Browne, General Manager Acute Services HSE, to lead out on the implementation plan. Meetings have taken place over the past two months with the Masters of the National Maternity Hospital and the Coombe, as well as representatives from

the Rotunda maternity hospital to agree implementation within maternity services, whilst meetings are planned within paediatric services for the New Year.

Further work with medical and nursing education; and in maternity and paediatric settings around the country, along with a range of other implementation initiatives will take place in the coming months.

As part of these initiatives, a training session was organised in partnership with Ms. Moira King-Fitzgerald - Team Manager with Kerry Intervention & Disability Services to share the learning from the research of the Informing Families project. The training session took place in Tralee Institute of Technology on 31st August 2016 and was attended by 57 people from across the Disability Teams in Kerry. Ms. Katherine O'Leary, (parent and Chair of the Cork Implementation Project) shared her life experience, having two grown up children with disabilities and looking back at what worked and did not work in terms of the communication of their diagnoses.

Inclusive Research Network Update



The Inclusive Research Network (IRN) is working on a new project on the topic of Health. The group came up with 3 different topics and a lot of points were discussed about each different topic. Following a vote it was agreed to work on the topic **Health** in the next research project. At the October meeting the group came up with some **Research Questions** for the project - Do people with Intellectual Disability like to exercise? How do people find

making appointments with their doctor? How do they get to their doctor? What support do they need to visit their doctor? What do people with ID think of the Health Service?

The Group also discussed different *Research Methods*

- Interviews
- Surveys
- Focus Groups
- Photo Voice



IRN members working in groups planning their next research project

At the recent meeting in November the IRN Members Voted for **Focus Groups with photos** as the method for the next project.

The group looked at what research title they might use and talked about *“We learn from Doctors & Doctors learn from us”*

The IRN sent an add-on to the *submission* made by the IRN members in 2014 on the Sexual Offences against Vulnerable Persons. This was to reinforce the point made in their original submission that they don't want a **‘special law’** for people with disabilities and don't feel the term 'protected person' is appropriate.

Nancy Leddin , IRN Chairperson , Carol Ann O’ Toole and Brian Donohoe presented on behalf of the IRN at the recent Brothers of Charity Advocacy Conference. Their presentation was about the results of our last project the *“Our Homes”*. The presentation received great feedback.



Written By Brian Donohoe
Secretary of IRN

Health & Safety / Employee Wellbeing Working Group

The Health and Safety / Employee Wellbeing Working Group of the National Federation of Voluntary Bodies met three times in 2016 and was attended by health and safety personnel from various organisations.



- ✚ Aidan O'Connor from the HSE attended the meeting in May and gave a lengthy informative presentation on Fire Safety in the HSE and outlined the forthcoming Code of Practice for Fire Safety in Community Dwellings.
- ✚ Pat Reidy, Xyea Systems provided a demonstration on an Incident/Accident tracking, Risk Management and Audit & Compliance Assessment System which is currently being used by Ability West and St. Hilda's Services.
- ✚ A health and safety audit tool focused for disability service providers was finalised and circulated to members and plans are in progress to launch the audit tool among the National Federation members formally.
- ✚ Various health and safety topics were discussed including Employee Wellbeing, National Indemnity Scheme (NIMS), Health and Safety training, Incident/Accident and Risk Management. Information sharing included HIQA audits/issues raised by HIQA, queries raised by members of the group in relation to their own organisations, patient safety alerts, safety notices and changes in legislation.

The National Federation's Health & Safety Working Group has been meeting over the past 5 years and is a very valuable forum for health and safety personnel to meet, share information and address specific health and safety issues of concern to National Federation member organisations. Should any member of the National Federation of Voluntary Bodies wish to propose a nominee to attend meetings please contact ciara.donnelly@carrigleaservices.com as new members are always welcome.

The next meeting of the group will take place on Thursday, 2nd March at 11am in the offices of the National Federation.

Member's News

Walk

WALK PEER selected as Zero Project Innovative Practice 2017

As a result of a multi-stage selection process, where a multitude of experts from all around the world participated, **WALK PEER** has been selected as one of ZERO Project's "Innovative Practices for 2017" and will be presented at an international conference in Vienna on 23rd February, 2017.



WALK PEER – Providing Equal Employment Routes – supports young people with special educational needs to successfully transition from school to mainstream further education, training and employment. The model bridges gaps in supports and services, facilitating equal access to mainstream opportunities for school leavers. **WALK PEER** was developed by the WALK organisation and is currently supported by the Department of Social Protection.

The Zero Project is a large group of world experts that come up with ideas to help persons with intellectual disabilities live without barriers and get around the problems of daily life. Each year, the Zero Project focuses on a different area of the United Nations Convention on the Rights of People with Disabilities (UNCRPD). In 2017 they will work to give persons with disabilities equal chance at getting jobs as everyone else.

St. Michael's House

Strutting their stuff to support Annual New to You Fashion Sale In Aid of St. Michael's House



Cathy O'Connor, Stylist; Kate Gleeson, "Diffusion By Kate" ; Sarah Boyne and Tracy Turner , St. Michael's House service users; Claudia Carroll and Clelia Murphy, Fair City actresses.

This year the 'New to You' fashion sale event, organised in aid of St. Michael's House, one of Ireland's largest providers of community-based services for children and adults with an intellectual disability, has raised €40,000. The event was held earlier this month at the RDS, Dublin. St. Michael's House goal is to promote service user inclusion.

The 'New to You' fashion sale started in 2012 by a team of ladies from Sandymount lead by Niamh Hanratty, inspired by their friends, the Nolan Family whose daughter Ivana is a St. Michael's House service user. Over the last 5 years, the 'New to You' fashion sale has raised more than €100k, encouraging communities to work

together with people with intellectual disabilities to ensure they are fully involved and supported by their

local community. This year, service users Sarah Boyne and Tracy Turner took part in the show, modelling during the day, inviting people to buy clothes and accessories and donate the money to the charity.

This year, all the funds raised will enable the development of purposely adapted bathroom facilities that will benefit eighteen service users from St. Michael's House Baldoyle Day Service for those with profound intellectual disabilities. This renovation will enhance comfort and enjoyment for all service users during their daily activities and promote dignity in care. Funds to date have facilitated the development of a children sensory room in St. Michael's House school and an adult sensory room in St. Michael's House day service. A much needed wheelchair adapted bus for the service has also been purchased.

Stylist Cathy O'Connor hosted the event and Fair City ladies Claudia Carrol and Clelia Murphy modelled in the fashion show.

St. Michael's House, Jacqui McDonnell, Fundraising Executive, said: *"The past seven years have proved challenging for St. Michael's House with significant cuts to funding. We are delighted to receive this community support and very grateful to the team behind the event for the trojan work that has made 'New To You' a new calendar favourite. "*

St. Michael's House pop up - Run in the Dark - International Sporting event

Our service users took part in our version of the Mark Pollock Trust International sporting event **'Run in the Dark'** last week. Mark Pollock met with service-users at the St Michael's House leisure centre in Belcamp, to officially launch the day-long sporting event. This is the first charity event for people with disabilities that the Trust has associated itself with.

The Mark Pollock Trust 'Run in the Dark' 10km event sees up to 25,000 people participating worldwide in order to raise funds for a cure for paralysis each year. To support the event our Leisure Centre ran their own 'pop up' sporting event.

The Leisure Centre event, supported different sporting events from 9.30am-7pm on Wednesday, 16th November. Service users, together with their families, friends and staff set their own distance target through walking, running, wheeling or swimming, with each distance completed by an individual being added to a total count.



L-R- Alison Jennings, Lynn Conroy and Mark Pollock.

Speaking at the launch, Mark Pollock commented; *"It was lovely to meet Lynn, Alison, John Paul and Mark at St. Michael's House Leisure Centre. I am delighted that they are going to participate in the Run in the Dark Challenge. They are working to their own capabilities and pushing their own boundaries to be part of this international event. They are showing the ability of disability. It is great to see people of all different ability levels join forces to celebrate our differences and enjoy sport."* Our Leisure centre group completed a whopping 32.6km throughout the course of the day.

Cheeverstown

Towards a future which respects the contribution and inclusion of people with an intellectual disability



CHEEVERSTOWN

Why Inclusion matters

We often hear politicians, presidents and organisations talk about the importance of inclusion to the individual and to society as a whole. But what do we mean when we talk about inclusion? I often think that the people who discuss the issue of inclusion are the ones already included. The voices of the marginalised are rarely heard in the discussion, by the very fact that “they the others” are seen as not being like those on the inside, but who decides, how those on the margins become full members of their community?

I believe we start with respect, seeing each and every person with their unique gifts and capacities. How do we support people to contribute to their community, creating opportunities to cast people in roles which add value and status to their lives. When people are seen as respected and contributing real inclusion can take place.

In a sense inclusion is seen more practically as that connection we have with the people who we care about, for most of us it is the “X factor” in our lives, being connected, if only one person, increases our sense of wellbeing and security.

So why does inclusion matter? Because people matter, our community is made stronger when all are included and, above all, we need a constant awareness that the 'other' is not really different from the 'self'

Gerry O'Connor
Socialisation Co-ordinator

Brothers of Charity Clare

The Rising Ambition of People with Extra Support Needs

“Ambition” was the word on the lips of advocates, supporters and a crew of Clare service professionals who donned volunteer T-shirts to ensure the smooth running of an advocacy conference hailed by delegate attendee Inclusion Ireland Maynooth officer Barry Lynch as “potentially life changing.”

Inputs Included:

- The rights activist / Minister for Children & Youth Affairs, Katherine Zappone, as opening speaker by video (despite budget setting commitments);



- the ambitions of two married couples on the disability spectrum;
- Inspirational speakers and live interview with Clare advocates Ger Minogue and Orla McMahon;
- Ambition students Aine Carey and Kate Crotty from Brothers of Charity young people's support service, "Streetwise" on graduating at Mary Immaculate College Limerick. Quotes from students - "My brothers and cousins went through the college experience. I wanted the same," Aine pointed out. "Whenever I go on a trip now I visit art galleries and museums. It gives me a deeper understanding of life around me."
- Challenging the label 'learning disability' which implies "unable to learn", people now claiming the nomenclature "extra support needs" also featured in a project called "the three minute short film challenge".

Advocates emerged from The Rising films as....

- **movie stars:** lead actress Karen McDonnell introduced her Irish Times award winning comic movie, Silent Moves;
- **satirical comedians:** Galway self advocates drew howls of laughter for their spoof *RTE News* expose outing service users kissing in the park and, shock-horror, a wedding proposal live on camera;
- **choreographers:** Speckled Hen Theatre Co. showcased self devised multimedia performances and led the audience in an impro-dance warm up;
- **film makers;** Patrick Meehan propelled us into a world of camera phone adventures;
- **wheelchair mountaineers:** as the centre of a 30 strong volunteer effort John Tobin realised his dream - the first wheelchair conqueror of Croagh Patrick



Blue Teapot performance arts students graduate in Galway

Galway 2020 Capital of Culture participation in sight for artists with intellectual disability



Graduate Maitiú Quinn watches Aoife King tying Damien Graham's tie ahead of the ceremony.
Photograph: Andrew Downes/Xposure

WHEN student Aoife King applied for a place on a performance arts course three years ago, her family had no idea how much it would transform her life. But then Blue Teapot Theatre Company's training is out on its own, as one of the only programmes of its type in the State. *"Creative, fun . . . with outstanding tutors"* is how Aoife's father, Jack King, sums it up.

Ms King (26) was one of seven participants with intellectual disability (ID) to receive graduation certificates in performance arts at a ceremony in the G Hotel, Galway, in November 2016. Along with classmates Alan Keady, Amy Clarke, Damien Graham, Eilish Lee, Katie Dillon and Maitiú Quinn, she is among the second cohort of graduates on the Blue Teapot training programme initiated six years ago. *"Drama is the main focus, but it embraces dance, mask-making, puppetry, costume design – all underpinned by the performing arts,"* the company's director, Petal Pilley, explains.

The QQI certification to level two and three ensures the highest professional standards, and the graduates can then join the Arts Alive programme, established by the Brothers of Charity Services in Galway. *"It means there is a progression, and the whole experience has given Aoife an inner and outer confidence, and an independence – along with a knowledge and appreciation of the arts,"* Mr King says of his daughter's experience.

Blue Teapot was initiated by Fiona Coffey and Claude Madec within the Brothers of Charity Services in Galway in 1996.

Creative outlet

The aim was to provide a creative outlet for adult clients, and one of the company's early highlights was Millennium Fable, which played in Galway and Limerick and received a Better Ireland award. Since then, the company has established its own theatre space in Galway's Munster Avenue, and has staged shows at the Galway International Arts Festival and Dublin Fringe. Productions have ranged from Shakespeare to the company's first specially commissioned work by Christian O' Reilly. The playwright's romantic comedy *Sanctuary* was written in collaboration with participants. The company receives no Arts Council funding for its training, and relies on grants totalling €6,000 annually from Galway city and county councils, along with fundraising. *"We just keep going with what we do, as it is too important not to,"* Ms Pilley says. Blue Teapot is collaborating with like-minded arts organisations for people with ID across Europe to stage a special festival during Galway's 2020 European Capital of Culture year. The Crossing the Line festival in Galway will involve companies which have also pioneered inclusivity in the arts, including Mind the Gap in Bradford, England.

Training News

Open Training College (OTC) wins International eLearning Award

Chosen from over a hundred entries from universities and colleges across the globe, the Open Training College (OTC) was recently awarded a prestigious First Place by the International E-learning Award committee in the category 'Blended Learning - Academic Division'.

The International E-Learning Awards are given each year for the best work in e-learning, mobile learning and blended learning, in two divisions: Academic and Business/Industry. All submissions are evaluated by the IELA Awards Committee, who look for a variety of attributes. These include, among others, educational soundness and effectiveness, usability, and overall significance. The judging committee is made up of eLearning experts from around the world.

At the awards ceremony held in Belfast in September, the College received the award for their online module devised for Social Care students, entitled 'Professional Practice and Ethics'.

Blended learning is the combination of face to face (classroom learning) with online learning. The model provides a strong model for learning. The College has students from all over Ireland and the online model allows the students to stay in contact with the College and to engage with other students, who are all practitioners, in a supportive, well-resourced learning environment in between their days in the classroom.



Dr Karen Finnerty, College Director, and Raymond Watson, Head of Online Learning, Open Training College

'A lot of hard work has gone into the fine tuning of the blended learning model over the years. Listening to the students and actioning their feedback has all helped improve the model, so I think it's as much their award as ours,' states Raymond Watson, Head of Online Learning at the Open Training College. 'I would also like to acknowledge the crucial work done by my colleague Níav McEvoy, our Online Tutor, and Alan Murphy, our eLearning Consultant, which definitely gave us the edge in this competition over many others, such as the University of Vienna and the University of Porto.'

Raymond recently presented a paper on an online resource on Safeguarding, for National Federation agencies (in an An Pobal funded project from the dormant accounts fund, in partnership between the Open Training College, St. Michaels House and the National Federation). He says that *'online learning has been slow to start within services for people with disabilities, mainly due to the IT structures within organisations, the costs in recent austere times and the fact that starting to learn online has a fear factor and involves a training culture change for many of the staff. But in specific stages of learning, online learning has many strengths including the ability for it to be 'Just in Time' training, having the training immediately available when things happen at a local or national level. Despite challenges faced by some disability organisations, E-learning options are continuing to grow and make a positive impact on staff training in Ireland. It is now known and understood that the advantages far outweigh any*



negatives and this is evidenced by the greater demand from organisations seeking to pilot e-learning training initiatives with the OTC in 2017.'

The College prides itself on supporting their students through online learning from the moment of their application. Online learning supports give busy practitioners access to flexible learning - that ability to study anytime, anywhere. *'The model of delivery has been developed and implemented over a number of years for our students. We have certainly seen our students benefit from its use, so it's an honour to now receive the formal recognition from such a respected organisation as the IEA,'* commented Dr Karen Finnerty, College Director at the Open Training College.

Open Training College - Courses Calendar - Spring 2017

January 9th, 2017

Online application deadline for the [Certificate in Applied Management](#). This 6-module, Level 6 course is perfect for PICs and those in, or aspiring to, supervisory and managerial positions within disability services.

February 5th, 2017

Application deadline for the [Training and Development](#) (formerly Train the Trainer) Special Purpose course. This course is scheduled to deliver in Cork during February - April 2017 and is aimed at individuals already involved in designing and delivering training as part of a project; and team leaders, supervisors and managers required to plan, deliver and/or evaluate training in their organisation.

March 1st, 2017

Online application process opens for candidates wishing to study the [BA in Professional Social Care \(Disability\)](#) course commencing in Autumn 2017. This recently revalidated degree programme will help to prepare Social Care Workers for registration with CORU.

April 1st, 2017

Online application process opens for candidates wishing to study the [Certificate](#), [Higher Certificate](#) and [BA in Applied Management \(Nonprofit/Human Services\)](#) courses commencing Autumn 2017.

Ongoing in 2017

Customised training options for disability organisations looking to upskill a group of unqualified staff with the [Certificate in Intellectual Disability Practice](#) course. This 8-module, Level 5 course is delivered over 12-18 months at the employers location at times that are convenient for staff. It will provide participants with the tools to take a person centred approach to supporting a person with an intellectual disability.

All OTC courses are delivered using the award winning Supported Open Learning model that allows students to continue to work while studying an accredited QQI award.



Ciara Dooley, recent graduate of the BA in Social Care (Disability) from the Open Training College.

Please contact Conor Murray on 01-2990580 or cmurray@opentrainingcollege.com for more information about any of the courses and the application process.

SUPPORTED SELF DIRECTED LIVING (SSDL) - DISABILITY 2017



Genio is delighted to offer a range of training programmes for 2017 in Supported Self-Directed Living (SSDL).

Genio has developed a range of training courses in SSDL approaches. We continue to work closely with SSDL participants and to respond to their feedback to improve our courses each year. In 2016 we spent time listening to the issues people encounter in implementing SSDL approaches. We learned that there continues to be a growing need for more intensive, practice-based training, and to provide shorter, more customised training specifically for family members and senior leaders. In light of this we are offering a range of training programmes for the upcoming year, 2017. Our new brochure is now available to download and information on 2017 SSDL disability courses is available on our website.

- **SSDL Disability Practitioner Training 14-Day Programme:** [applications are now open.](#)
- **SSDL Disability Change Exchange:** [register your interest.](#)
- **SSDL Family Workshops-Striving For Valued Lives:** [register your interest.](#)

The SSDL Disability Practitioner Training (14 Day) course has been accredited by the Athlone Institute of Technology (AIT) and all future successful applicants will be registered as AIT students for the duration of this course. Upon successful completion students will be awarded a Certificate in Supported Self-Directed Living (40 ECTS). This is an accredited level 6 Special Purpose Award. Please note places on this course are limited. The 2017 brochure is available to download here

[Download our brochure for SSDL 2017.](#)

Launch of Specialist College for Frontline Practitioners Providing Support to Individuals with Intellectual Disabilities in Ireland

There is an on-going need for the development of specific, tailored, home-grown training for staff working in intellectual disability services here in Ireland. Every day thousands of frontline staff and those who supervise them, work in these services providing person centered support, personal care, practical assistance, education, driving, safeguarding, medical services, among a host of other supports to enhance independent living and community participation. However, in July 2016, the Irish Times analysis of 741 HIQA inspections of 561 disability services showed that only 8% of services were fully compliant with HIQA regulations. While some inspections show evidence of high quality services, there are still



frequent instances of failure to provide effective care and support. What is clear from these reports is that most frontline supervisors and staff are trained in more generalist areas of practice, such as social care or healthcare.

The National Institute of Intellectual Disability Studies (NIIDS) was established in 2016 in response to an unprecedented demand for high quality, specialized training designed for the Irish context. It is now offering two major QQI (FETAC) awards, one at level 5 for frontline staff and one at level 6 for nurses and supervisors. The purpose of these awards is to provide recognised national qualifications designed for the Irish Market. The learning outcomes of all the modules are linked to the NIIDS competency framework, ensuring that staff and frontline supervisors can cope with and comply with their roles. The focus of these programs provides a unique holistic modern focus on the needs of individuals with intellectual disability. Both programs provide an understanding of relevant legislation, national regulations, organisational policies and procedures. They have also developed a specific major award which prepares those for the role of Persons in Charge.

Both programs are designed as blended learning, cutting down on the amount of contact time, with a range of alternative teaching methodologies. They are thought provoking, challenging and enjoyable, providing learners with the skill and competence to empower persons with disabilities in their daily lives and deliver high quality care and support which is in keeping with the ethos and expectations of The UN Charter of Rights for Persons with Disabilities 2008, The Health Care Act 2007, HIQA Regulations 2013, The Assisted Decision Making (Capacity) Act 2015, and many more. The next QQI Major Awards will commence in January 2017, places are filling so contact info@nationalinstituteofintellectualdisabilitystudies.ie or www.niids.ie/home or 045-844243 to secure a place.

Safeguarding & Me

A Practical two ½ Day Programme that Empowers Disabled People to Keep Safe from Abuse & Neglect

Learning Objectives:



Topics Covered

- Your right to keep safe - human rights & the UN Convention on the Rights of People with Disabilities
- Good support verses poor support – differences and outcomes
- Different types of abuse
- Complaining and your right to be safe when using disability support services in Ireland

Contact: Fiona Weldon Msc Disability Activist/Advocacy/Bullying Facilitator

Email: fionawelly@gmail.com



Crisis management courses available throughout 2017

Management of Actual or Potential Aggression (MAPA®) programmes support your organisational safeguarding approaches; ensures restrictive interventions are not misused or abused; and are designed to give staff the skills to deal with behaviours of concern, equipping them with the suitable responses and correct interventions. The courses are designed with a focus on delivering Health Information and Quality Authority (HIQA) essential standards of quality and safety.

Reducing restraint and improving the management of behaviours of concern

Protecting patients, residents and staff is paramount to ensuring a safe, secure and quality care environment. When it comes to the management of behaviours of concern, all front-line staff deserve to receive the highest standard of training in order to deliver the best possible quality of support to those in their care, and ensure their own safety.

For your organisation, MAPA® will

Demonstrate compliance and commitment to quality regulations.

Reduce your risk of liability.

Provide your staff with an investment in their professional well-being.

For you, MAPA® will

Boost your confidence to defuse potentially challenging situations.

Equip you with the skills to appropriately physically intervene.

Reduce the risk of physical injury and accidents.

For those in your care, MAPA® will

Maintain their dignity at all times.

Provide a positive and respectful environment.

Guide them towards making positive behaviour choices.

Develop their coping skills for difficult situations.

Instructor Training Dates 2017

If the dates below don't work for you, please contact us to find out about training in your area or specific training for your organisation.

MAPA Foundation Programme

16 th – 20 th January	Dublin
6 th – 10 th March	Dublin
3 rd – 7 th April	Cork
5 th – 9 th June	Dublin
2 nd – 6 th October	Dublin
4 th – 8 th December	Dublin

MAPA Advanced Programme

15 th – 19 th May	Dublin
27 th Nov – 1 st Dec	Dublin

PLEASE NOTE. To be eligible for the Advanced Programme you have to have completed the Foundation Course.

To find out more or to book, call our Freephone 1800 551 578 or Email enquiries@crisisprevention.com

Other News

Is there a Lámh Sign for...?

Lámh is the manual sign system used by children and adults with intellectual disability and communication needs in Ireland. Lámh are currently reviewing the Lámh sign vocabulary, with a focus on adding some new signs. This review is looking particularly at the categories of Sport, Advocacy, Culture and Technology as well as general signs.

An online survey about Lámh signs for Lámh users, families and other communication partners has gathered lots of responses, and focus groups have been organised

around the country in order to make sure adults who use Lámh and other stakeholders can let us know which signs they would like to have in the Lámh vocabulary.

We don't anticipate that any existing Lámh signs will change, just that some new ones will be added. The Lámh sign vocabulary was last reviewed in 2004. 2017 will see the development and launch of those new signs, with materials to accompany.

Other Lámh News...The Lámh Time App is a play and learning app for children who use Lámh signs, developed by Lámh and Down Syndrome Ireland. It won Best App at the Irish Digital Media Awards earlier this year...See Lámh Sign channel on YouTube for videos about Lámh...

See www.lamh.org for more information or to contact Lámh



Conference: The 1st World Conference on Supported Employment – “Employment for All - A Global Perspective”

The 1st World Conference on Supported Employment – “**Employment for All - A Global Perspective**” will be held in Belfast, Northern Ireland, from 14th – 16th June, 2017.” It is co-hosted by EASPD and EUSE (European Union for Supported Employment) and organised by NIUSE – the Northern Ireland Union on Supported Employment. The conference is also being organised in partnership with World Association of Supported Employment, Canadian Association for Supported Employment, Disability Employment Australia and Association of People Supported Employment First (APSE).

It is a pleasure to announce that the website for the 1st World Conference on Support Employment “**Employment for all – A Global Perspective**” is now live! You can find it at: <http://www.employmentforall2017.com/>

Specialist Clothing now available online

A specialist clothing range is now available on line for children who require appropriate nightwear and underwear garments to wear. This specific clothing range has been the result of parents who have children with varying special needs requesting appropriate underwear and night clothing suitable for their children's needs. For more information click on the link

<http://www.dunnesstores.com/search?productsPerPage=18&key=words=specialist+clothing>

Dunnes Stores have introduced a range of specialist clothing, exclusive to dunnesstores.com. This range covers sizes 3-14 years, printed in soft pink and blue stripes and also a subtle grey star design. We offer both short and long sleeve bodysuits and sleepsuits with easy open poppers and a soft bib with an absorbent backing. All products are made in pure cotton and are easy to care for.



Bodysuits	Sleepsuits	Bibs
Made in comfortable pure cotton, this short-sleeved and seamfree bodysuit features a soft striped design and convenient snap-button closures. An ideal choice for children with special needs, it is available for ages 3-14.	Made in comfortable pure cotton, this short-sleeved sleepsuit features a soft striped design and convenient snap-button closures. An ideal choice for children with special needs, it is available for ages 3-14.	Made from pure cotton, these soft stripe and plain coloured bibs feature a snap-button fasten at the back and are machine washable. A functional and practical set. They come in packs of two bibs.

Survey of light touch services for those who are deemed ineligible for social care support



The UCD Centre for Disability Studies is pleased to support a survey of 'light touch' services being undertaken by Prof Julie Beadle-Brown, Tizard Centre, University of Kent. While this survey is being managed from the UK, the authors are keen to hear from service providers in other jurisdictions.

With the continuation of cuts within social care the threshold at which people become eligible for social care support has risen in the UK, meaning that many people with less substantial needs are getting very little support, if any. This includes those with mild intellectual disabilities, those with Asperger syndrome/autism spectrum conditions, and people with mental health conditions. Although these people can manage their day to day affairs for the most part, they remain vulnerable to becoming victims of crime and victimization, to developing mental health conditions and have poorer health status, or to living in poverty with inadequate support to find or keep jobs. There is a substantial need for "light touch" services that are primarily preventative in nature and which ultimately can reduce costs in the long-term. Some of these light touch services already exist in the UK but not in any systematic way.

If you commission, provide, use, or know of such services / supports, you may be interested to take part in this survey. Further details and access to the survey are available at this link (https://kentsspsr.eu.qualtrics.com/SE/?SID=SV_9yvuiG9knx6iBqR). The survey remains open to January 15, 2017.

Message from Brian O'Donnell, CEO – ‘On behalf of my secretariat team and on my own behalf I would like to wish all our readers, their families and friends a very happy Christmas and a year of health, happiness and success in 2017!’



Christmas themed day in the office in aid of the Simon Community

L-R Alison Harnett, Maria McMahon, Brian O'Donnell, Mary Barrett, Caroline Looney (& Santa!!), Jillian Sexton, Brian Donohoe & Niamh McGauley

