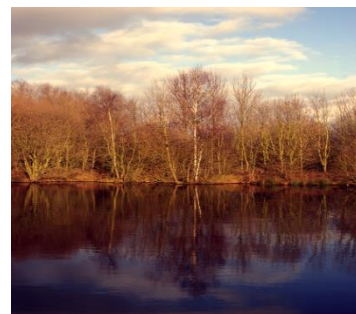


Welcome to the National Federation Newsletter Autumn/Winter 2015

Issue 45



Early Planning to meet the needs of school leavers in 2016 and beyond is essential

The National Federation of Voluntary Bodies is calling on the HSE to commence a planning process to meet the needs of school leavers over the period of 2016-2019. In doing so it is vital that the learning gained in the 2015 process is analysed and considered as an essential component of the planning process for future years.

According to HSE data all but 30 of the 1340 young people as requiring a day service have at this stage commenced in service.

A number of factors emerged in the 2015 school leavers project which require careful analysis:

- There have been successive cuts in the budgets available for Day Services every year since 2008 and inadequate funding has been provided for school leavers during the past ten years. In 2012 the needs of all school leavers were met in full in spite of the fact that no additional funding was allocated for this purposes at all in that year.
- As we look to future years a major focus is now required on both pay and non-pay costs of providing day service supports including multi-disciplinary services.
- Transport to enable people to access services is variable and inequitable across the country. Some of our member organisations are in a position to provide transport, others are not. This emerged as a key issue in 2015 together with poor, and in some cases non-existent supply of appropriate physical facilities, both of which require to be addressed in 2016.
- There is a heightened awareness of the need for increased focus on the “Safeguarding of Vulnerable Adults”. Overcrowded and inappropriate physical facilities give rise to the increased risk of harm to the people we support and to the staff, particularly when behaviours which challenge arise. Furthermore, the safe transportation of people with disabilities is of concern both in the context of an aged transport fleet and the requirement for escorts on transport especially where people needing transport have complex needs.
- Boards of Directors of Voluntary Organisations have become much more aware of their governance responsibilities. Annual Compliance Statements require to be signed and services and supports are provided on the basis of signed Service Arrangements with the HSE, all impacting on

the flexibility which the voluntary agencies have historically enjoyed in responding to urgent unmet need.

- Many organisations who provide day services also provide residential and respite services. Costs associated with compliance with the HIQA standards in residential services has resulted in scarce resources being pulled from day services to address the residential and respite deficits identified by HIQA.

The lack of capital investment since 2008 has led to significant infrastructural deficits. Many providers simply do not have appropriate physical facilities available to them to respond to the needs of school leavers including those with intensive support needs. The scale of the problem is starkly illustrated by the fact that over this ten year period when there has been no capital investment in the sector over 6,000 young adults availing of day supports have been accommodated in existing buildings.

The introduction of Interim Standards for day services will place even further pressure on service providers already struggling with unbearable funding deficits. A central tenet of the New Directions policy is that people be supported in local communities and not campus-based centres. It is an incontrovertible fact that inadequate funding for school leavers and lack of capital investment will severely hamper effective implementation of the New Directions policy.

Staff wellbeing and welfare is a critically important element in the implementation of any project on policy. Many of our own member organisations are confronted with the challenges of implementing Labour Court rulings with regard to the payment of increments without the necessary funding to do so. It is vital that this long-standing issue is addressed as a matter of urgency.

Clearly in planning to meet the needs of school-leavers and those young adults exiting RT training in 2016 and in future years it is vital that full consideration, analysis and focus is placed on the learning gained from the 2015 process. As outlined in this piece there are serious issues which require to be addressed in the context of any meaningful and constructive planning process.

Brian O'Donnell, Chief Executive National Federation of Voluntary Bodies

Launch of the Inclusive Research Network's Report 'Our Homes'



Dr. Nancy Salmon, University of Limerick; Mr. Brian Donohoe National Federation of Voluntary Bodies; Minister Kathleen Lynch, TD and Dr. Edurne Garcia, Trinity College Dublin at the launch of the Inclusive Research Report 'Our Homes'

Minister Kathleen Lynch, Minister of State at the Department of Health with special responsibility for Primary Care, Social Care (Disabilities & Older People) and Mental Health, launched the Inclusive Research Network (IRN) Home and Independence Project report entitled ***Our Homes*** on Tuesday, 17th November in the Castletroy Park Hotel, Limerick. The Inclusive Research Network (IRN) is made up of a group of self-advocates with an Intellectual Disability who carry out their own research on issues that affect their lives. This report provides an opportunity to present the evidence-based research that reflects strongly the voices of

people with disabilities and their experiences of moving to new homes and supports that were provided to them in these transitions.

Speaking at the launch of the report, Minister Lynch spoke about a line in the sand having to be drawn in relation to the type of service people with disabilities receive. She also committed to having the Capacity legislation completed by this Christmas. Photos were taken with the Minister and the IRN Steering Committee.

the

*'Don't leave
your dreams to
others'*

Participant in the 'Our
Homes' study



The event was attended by a large number of self-advocates, with over 140 people in attendance altogether. It was a very empowering event with self-advocates organising, presenting and chairing all aspects of the day. Copies of the report will shortly be available on the National Federation website. Please contact irn@fedvol.ie if you would like any further information.

“Working in a Challenging Environment – Promoting Employee Engagement, Health and Well Being” Tuesday, 13th October, 2015



**John Ryan, Chief Executive, Great
Places to Work Institute**

A very successful conference was held by the National Federation on October 13th last on the theme of employee engagement, health and well-being. In recent years the pace of change within services has escalated considerably and staff well-being has become an increasingly relevant and necessary consideration within organisations. This conference provided an opportunity for those working in the disability / social care sector to network, share information and hear from a range of experts on the theme of employee engagement and wellbeing.

**How do you create an
environment where
employees skip into
work rather than run
out?**

**John Ryan, Great
Places to Work**

In his opening address **Mr. John Ryan, CEO, Great Place to Work Institute**, focused on the key to well-being at work. At the outset of his presentation John asked delegates to reflect on the question *'if you had a magic wand what are the 2 changes you would introduce in your workplace?'* He then focused on what are the key elements of a 'great place to work' – from both an employees and managers perspective.

Dr. Sarah MacCurtain, Kemmy Business School, University of Limerick, in her input concentrated on the theme of employee engagement – what fosters positive engagement? & what is a realistic level of engagement to expect from employees? She focused on the concepts of 'trust' and 'organisational justice' as these are key in developing sustained employee engagement and commitment.

Mr. Malachy Corcoran, Healthy Ireland Framework, Dept. of Health, highlighted the role that each of us has to play in maintaining our personal physical and mental health and achieving a healthy Ireland. He concentrated on the important role that workplaces have to play in promoting health and well-being and outlined the key enablers in the development of a Healthy Workplace Culture.

A series of parallel workshops took place which concentrated on key themes related to health and wellbeing at work: mental health; staff resilience; dignity at work; mindfulness and sharing of experience as managers. These workshops were facilitated by experts in their respective fields and provided an opportunity for delegates to focus in more depth on the particular topics.

In the final address of the conference **Dr. Fergus Heffernan** gave a very moving and thought provoking address which focused on the impact that our 'family' has on each of us – our family of origin and our wider family. He concentrated in particular on the theme of 'belonging' and how we all yearn for closeness and highlighted the need for honesty and openness in how we relate to each other and how we need to take responsibility for the quality of our relationships – both with ourselves and others.



Dr. Fergus Heffernan

Exhibition area:

As part of the event a range of organisations related to the theme of health and well-being were invited to attend the conference and meet with delegates.

'Each presentation was given to us with enthusiasm, belief and passion. Dr. Heffernan was inspiring and together with all the presenters left us with lots to think about.'



Ms. Dolores Kavanagh & Ms. Hazel Whelan, Sea Change

Copies of the presentations from the conference are available to download from the National Federation's website – www.fedvol.ie

Launch of the Next Steps Project report on outcomes: “The Journey So Far”

The National Federation of Voluntary Bodies published an important report **“Next Steps – The Journey So Far”** on 29 September 2015. The report, which details the outcomes of the Next Steps Project to date, was launched by Minister for State at the Department of Health, Ms. Kathleen Lynch, T.D.

The Next Steps Project was begun by the National Federation in 2012, with support from the Social Care Division of the HSE. The primary objective of the project is the development of individualised supports for people with intellectual disability who receive support from the member organisations of the National Federation in their day to day lives.

Comprising 23 Service Provider participants, the Next Steps Project is essentially a Community of Practice and Learning through which the participants have the opportunity to share experiences and identify meaningful solutions to challenges which arise in supporting people with intellectual disability to live a life of their choosing.

[You can click here to download a copy of the report.](#)



Alison Harnett, National Federation of Voluntary Bodies; Emily Meagher, Self Advocate and Minister Kathleen Lynch, TD

Commenting on the launch of the report, Mr. Brian O'Donnell, Chief Executive, National Federation of Voluntary Bodies stated *“The Next Steps Project is a very exciting initiative which has received international acclaim. Of significant importance is the fact contained in the report that 739 people with intellectual disability in Ireland are now receiving individualised supports provided by organisations participating in the project. As a National Federation of Service Providers, we look forward with much hope and anticipation to the next phase of the journey which I am certain will continue to bring real change in the lives of people with intellectual disability in the State”.*

Briefing Sessions on Individualised Funding and Inclusive Vocational Education - 16th September 2015

On 16th September 2015, the National Federation organised a 1 day information briefing - hosting two international speakers, and hearing from Irish contributors in relation to the topics of individualised funding, and inclusive approaches to vocational and post-secondary education and training. The event took place in the Ashling hotel in Dublin. The 1-day information briefing provided an opportunity for those working in the disability and education sectors to network, share information and hear from a range of experts on these themes.



Ms. Marsha Marshall, CEO Manawanui; Mr. John Hannigan, Chairperson of National Federation & CEO Sunbeam House Services; Dr. Wolfgang Plaute, Professor of Special Education & Inclusion, University of Education, Salzburg

Ms. Marsha Marshall, CEO of Manawanui, New Zealand shared ***“The New Zealand Experience of Individualised Funding”***. Having worked in the New Zealand Department of Health on the development of policy in relation to individualized funding, Marsha is now CEO of the largest provider of self-directed budgets and supports in New Zealand.

Ms. Anne Melly, HSE and Mr. Dharragh Hunt, National Disability Authority, provided an insight into the current context in Ireland in relation to individualized budgets and individualized supports, to set the scene at the beginning of the

seminar. Marsha’s presentation then set out the experiences and learning that she has gained through the work that has been taking place in New Zealand. A very interactive debate with the audience followed, exploring the aspects of individualized budgets that are of key interest to those working on the ground in this country.

In the afternoon, Dr. Wolfgang Plaute, Professor of Special Education and Inclusion at the University of Education, Salzburg and a partner in the ‘INVESTT’ European Project, presented ***“Inclusive Vocational & Education Training: Sharing a European experience of good practice”***. His presentation focused on a project that developed an inclusive vocational training programme in Austria, Belgium, Norway and Slovenia. The educational approach used is directly connected to the principles of universal design.



L-R Dr. Wolfgang Plaute, Mr. Mark Smith and Ms. Saranne Magennis

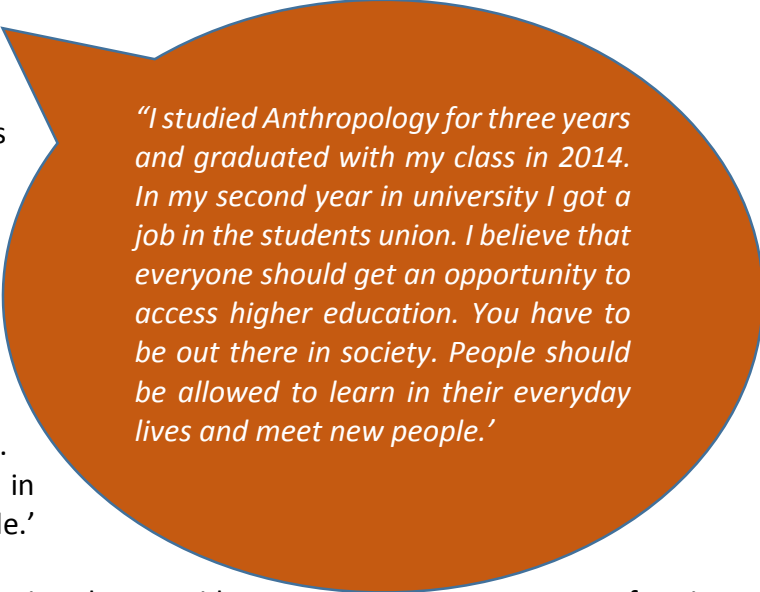
This was followed by an inspirational input from Ms. Saranne Magennis and Mr. Mark Smith on the Inclusive Learning Initiative (ILI) that has been taking place in the National University of Ireland, Maynooth. Ms. Saranne Magennis is Director of the Higher Education Policy Unit in NUI Maynooth, and she shared information with us about the ILI, which is a collaborative project which facilitates the inclusion



Maynooth University
National University of Ireland Maynooth

of students with intellectual disabilities in higher education. She described how five students participated in the pilot phase from 2011 to 2014. Saranne described how the students attended lectures and tutorials, completed assignments and took part in social activities on campus. The ILI is underpinned by the 'fully inclusive' or individualized support model of inclusion. The focus in this model is that the university experience for students with intellectual disabilities mirrors, as closely as possible, the experiences of the rest of the student body. There are no separate courses or modules and the students are not identified as a group – students are part of their chosen academic departments, just like their peers. Flexible assessment, focussed on what the students learn, rather than what they do not learn, is a core element of the initiative. Seven academic departments participated in the pilot.

Mr. Mark Smith is a graduate and member of staff of Maynooth University. He shared with us his experience of an inclusive approach to 3rd level education. He told us that he feels people are isolated because people are visualised in a certain way. People should have a chance to study and go into college individually, he says, but you need a strong team and access. You need more freedom. 'Individuals should be allowed to learn in their everyday lives and meet new people.'



"I studied Anthropology for three years and graduated with my class in 2014. In my second year in university I got a job in the students union. I believe that everyone should get an opportunity to access higher education. You have to be out there in society. People should be allowed to learn in their everyday lives and meet new people."

Mark told us about his experiences of learning about a wide range of topics in his anthropology studies, including the Irish Famine, and how other students had been very helpful to him, particularly in sharing learning about presentation skills and technology.

All of the presentations made on the day are available to download from the following link: http://www.fedvol.ie/Presentations_now_available_to_download_from_oneday_information_session_1_6_September_2015_Default.2112.html

Human Resources Matters

Operational Human Resources Group:

The Operational Human Resources Group is a forum for human resources personnel across Federation member organisations to meet and address issues of common concern. The next meeting of the group is scheduled to take place on **November 26th at 2pm in Muiriosa Foundation.**

Sleepovers/ Achieving Compliance with the European Working Time Directive:

Work is ongoing under the auspices of the Labour Relations Commission in relation to sleepovers and the implementation of the recommendations arising from Labour Court Recommendation 20837. Funding has now been allocated by the HSE, to agencies with sleepovers in place, to the end of 2015 and the validation exercise which was to be undertaken by the HSE in relation to this is now almost complete. Work will commence shortly in relation to reaching compliance with the provisions of the European Working Time Directive (EWTD) and organisations will be required to engage in a process aimed at demonstrating how they are working towards reaching compliance.

Children First:

Work is continuing within the HSE in preparation for the introduction of the Children First legislation which is expected to be enacted by year end. The following are the main areas of work being concentrated on:

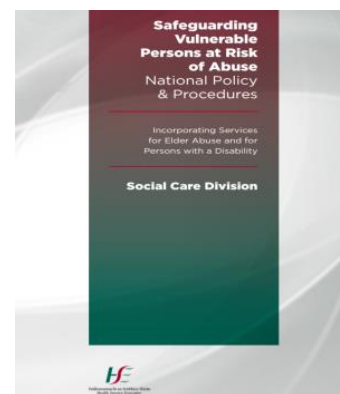


- The HSE has established a National Children First Office, led by Ms. Marie Faughey, and the recruitment of a number of Children First Training & Development Officers is underway;
- A Children First Implementation Plan has been finalised by the HSE which details the key actions to be undertaken in promoting child protection and welfare;
- A Children First compliance checklist for HSE funded organisations has been developed and included as part of the SLA process;
- An editorial Board has been established which is concentrating on the development of a Children First communication plan - key elements of this include the development of a dedicated website and information leaflets / factsheets for key target groups;
- A comprehensive Training Strategy for HSE staff and staff in HSE funded agencies has now been completed which sets out the process to ensure that staff receive the appropriate level of training to fulfil their obligations under the Children First legislation when it is placed on the statute books. A Children First e-learning module has been developed and is due to be launched by year end.

The **National Federation's Children First Implementation Group** is continuing to meet and this provides a very useful forum for those involved in children's services / child protection and welfare issues to meet – for further information on the work of this group contact jillian.sexton@fedvol.ie

Safeguarding Vulnerable Persons at Risk of Abuse Policy:

A Reference Group has been established between the National Safeguarding Office, HSE, who hold overall responsibility for national implementation of the Safeguarding Vulnerable Persons at Risk of Abuse Policy and representatives of the National Federation of Voluntary Bodies. The overall remit of the group is to support implementation of the Safeguarding Policy, address issues arising for agencies and to participate in the formal review of the Policy. The Group has met on three occasions to date and the National Federation is represented on the group by Ms. Colette Daly, Head of Social Work and Family Services, Ability West, and Mr. Tom Hughes, Head of Evaluation and Training, Western Care Association. Mr. Paschal Moynihan and Mr. Tim Hanly are the HSE National Safeguarding Office representatives on the Reference Group.



The following is a brief update on the work which is underway:

- Training – provision of training to Designated Officers / Train-the-Trainers programme;
- Development of a checklist for agencies to complete in order to establish their level of compliance with the Safeguarding Vulnerable Persons at Risk of Abuse National Policy and Procedures;
- The Safeguarding & Protection Teams have now been established in each CHO area with Principle Social Workers appointed.
- Standardised Reporting Forms have been developed which will be circulated to all agencies by mid-November.

The Reference Group will be meeting on a bi-monthly basis to support the implementation of the Safeguarding Vulnerable Adults Policy and if you would like to get additional information in relation to the group please contact jillian.sexton@fedvol.ie

Áras Attracta Swinford Review Group – Consultation Process:

During July the Áras Attracta Swinford Review Group (ÁASRG) published a consultation document entitled “Building Confidence, Improving Lives, Delivering Change” and sought feedback in respect of same from persons with a disability, families, advocacy groups, service providers and members of the general public. In order to develop a National Federation response a workshop was organised for member organisations to discuss the 17 consultation questions and this took place on September 17th in Muiriosa Foundation. In addition, written comments were received from a number of individual organisations which were incorporated into the overall submission. The Review Group propose to publish their final report before the end of 2015.

Quality and Standards Matters

Appointment of new Chairperson – Quality & Standards Sub-Committee

Dr. Bob McCormack has stepped down as Chair of the National Federations Quality & Standards Sub-Committee – we thank Bob most sincerely for his commitment and the expertise which he brought to the work of the Sub-Committee and we wish him the very best on his retirement from Dara Residential.

The Board of the National Federation has appointed Ms. Anna Shakespeare, Chief Executive, St. Michael’s House, as the new Chair of the Quality & Standards Sub-Committee.

For further information on the work of the Quality & Standards Sub-Committee please contact mary.barrett@fedvol.ie

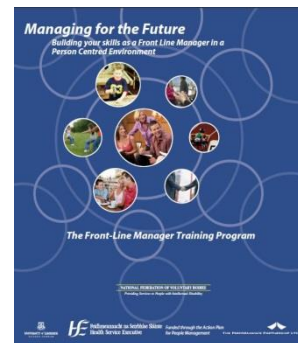
Engagement with HIQA – Providers Forum:

The Health Information and Quality Authority is responsible for the inspection and registration of designated centres for adults and children with disabilities. HIQA is one of the key stakeholders which the National Federation has been engaged with in recent years, in particular since the commencement of the registration / inspection process in November 2013. The National Federation meets with HIQA through the Providers Forum meetings which take place on a quarterly basis and this provides a forum through which key issues and concerns arising for Service Providers can be addressed. A meeting is taking place in November with a HIQA Inspector Manager to discuss issues arising for National Federation members in relation to the inspection and registration of children’s services.



Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment - January 2016:

The National Federation of Voluntary Bodies has developed a comprehensive training programme for Front Line Managers working in the intellectual disability sector. Seven successful cycles of the programme have been run to date in the University of Limerick with very positive feedback from programme participants. The programme is seen as being central in building the capacity of Front Line Managers to lead the development and implementation of excellent person centred services and supports. The Programme will also assist organisations in meeting obligations outlined in the HIQA Regulations / Standards, particularly those related to the provision of accredited training for new managers of front-line staff and supervisory (theory and practice) training for managers.



Congratulations!! Graduation Ceremony, University of Limerick, August, 2015.

The National Federation of Voluntary Bodies is now running a further cycle of the Front Line Managers Training Programme which will commence in **January 2016** and run over 10-days. Full details in relation to the programme, along with the booking form, are available from Ms. Jillian Sexton: jillian.sexton@fedvol.ie. The closing date for receipt of completed applications is **Friday, December 11th 2015**.

Health & Safety Working Group

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 Federation member organisations. The Group has met with the Health & Safety Authority on a number of occasions with the aim of developing a good working relationship and ensuring that the Authority is fully aware of issues arising for organisations. Recent meetings have included a specific focus on 'transport' and 'food safety' with excellent presentations being made by staff from a number of organisations. This sharing of information, policies and expertise is a key feature of the work of the Group.

As part of its work plan for 2016 the Group will be undertaking a review of its activities since its inception and consulting with all Federation members regarding its work priorities for the year ahead.

The Group is open to health and safety personnel / those with responsibility for health & safety matters within their organisation and new members are welcome to join - the next meeting of the Health & Safety Working Group is scheduled for Thursday, March 3rd, 2016 - for further information please contact Jillian.Sexton@fedvol.ie.

Member's News

Brothers of Charity Services Galway receives CQL International Award of Excellence



Orla Coppinger, Let's Get to Work Outreach Worker, Ann Loughney, Sector Manager, Brothers of Charity Services Galway and Cathy Ficker Terrill, President and CEO CQL.

The Brothers of Charity Services Galway recently received an International Award of Excellence for their innovative project *Let's Get to Work*. This award from the Council on Quality and Leadership (CQL) was presented at the 2015 CQL Conference, themed 'Outcomes: the Gateway to Quality,' in recognition of best practices in human services. The award recognises the *Let's Get To Work* project which came about when the Brothers of Charity Services Galway sought to find ways to support a number of individuals with intellectual disability and high support needs who, because of the complexity of their needs, were unable to meet the criteria set out by the

current network of Supported Employment Services.

In presenting the award, Cathy Fricker Terrill, President and CEO of CQL said *"We are so proud to present the Brothers of Charity Services Galway with this prestigious award. They are truly committed to person-centred approaches that lead to employment outcomes for people with disabilities."*

As part of the project, four Outreach Support Workers were employed to help to identify the specific needs of the participants to access employment opportunities. By developing individualised support plans, appropriate training and sustainable support systems, the aim is to assist participants in accessing and maintaining employment, and give them the opportunity to realise their dreams and goals and thus improve their quality of life.

The *Let's Get To Work* project was delivered in five areas of County Galway including Athenry, Ballinasloe, Connemara, Galway City and Gort. The Project outcomes are impressive especially in this challenging economic climate, with 27 participants engaged in work or self-employment, 17 working as volunteers and 30 involved in further education and training. The accessible, flexible and supportive nature of the *Let's Get To Work* project, through both one-to-one and group support, has been very effective and will have significant long-lasting benefits for participants. A family member of one of the participants summed up the change that the project has brought to her life: *"It changed how I see her now, how her siblings see her. She is so happy, so independent, so confident going to work, it's amazing. I now realise what she can do rather than what I felt she can't do. It has changed our family not just her"*.

In developing the *Let's Get to Work* project the Brothers of Charity Services have had great support from a partnership with employers and community and voluntary organisations. They have also worked with the Galway and Roscommon Education and Training Board in developing relevant and appropriate

education and skills development modules which have been hugely beneficial to the participants. Speaking about his experience with the project one employer said *"It has worked really well. She works away at her own pace. When she was on holiday we got someone else in to carry out her duties and her replacement wasn't able to do it to the same standard!"*

The *Let's Get To Work Project* was one of fourteen projects nationally to access funds under the Disability Activation Project (DACT) which was co-funded by the European Union under the European Social Fund (Human Capital Investment Operational Programme 2007 – 2013), and the Irish Government. The funding for the project has now ended and the Brothers of Charity Services have been in discussion with the Department of Social Protection seeking support to sustain it into the future.

According to CQL the main achievement of the project has been the development of a matrix of innovative actions and practices that is based on the individual needs of the participants and the involvement of people to support the project in local communities. CQL was impressed by the organisation's commitment to finding solutions that work. In presenting the award CEO, Cathy Ficker Terrill said *"We are so happy to present this prestigious award to such a well-deserving organisation. Their focus on outcomes and individualized supports around employment are a major accomplishment, which can be modelled by other organisations."*

* * * * *

KARE's involvement in GAISCE -The President's Award



"Gaisce's mission is to contribute to the development of all young people through the achievement of personal challenges".

Since 2011, The President's Award is now part of the language in KARE, to date over 30 individuals have been supported to achieve their Bronze or Silver awards with two individuals working towards their Gold award. Individuals challenge themselves in the areas of community, physical, learning a new skill and an Adventure Journey.

We work to include and accommodate a diverse group of people to take part. For any person not able to take on the distance challenge of the Adventure Journey (25km for Bronze, 50 km for Silver and 100km for Gold), there is the Exploration aspect. This involves research, photographing and recording the experience of the group as they venture away for home.

The challenges take time and commitment and there are times when people think of giving up, but through the group meetings we encourage people to keep going and offer support and advice if people are struggling. The support of family is vital to individuals in particular with their community challenge. We would like to express our thanks to all the families, staff and community groups and organisations for supporting individuals to achieve their awards.



RehabCare's Resource Centre featured in the new-look Angelus on RTÉ One



Martina Murray with Michelle Tremewren

RehabCare's Resource Centre in Dundalk is featured on the new-look Angelus tonight on RTÉ One. The new format of the traditional Angelus is made up of six one-minute features which hope to retain the spirituality behind the traditional Angelus, without excluding from the moment, those people of other faiths and none. The six new features are being shown in daily rotation. Martina Murray, who uses the services provided by RehabCare in Dundalk, Co. Louth is the star of one of the features. Martina is shown baking bread, something which she loves to do. She even has her own bread-making oven! She is a member of the Baker's Dozen in the centre – a group of service users who produced their own cookbook. Martina is joined by Michelle Tremewren,

Programme Facilitator, and a baker by trade. She led the Baker's Dozen cookbook project in the centre. Seamus Callagy, director of the new-look Angelus said, "The making of bread has many resonances, both in Christian terms but also in the simple Irish tradition of the quiet, unseen work of the hands that fed and cared for families for generations. In this Angelus the sense that 'at the table all are equal' emerges in the gentle touches and the fun and friendship that Michelle and Martina shared for the filming. The rest of the resource centre's baking group The Bakers Dozen aided in the project and sampled the produce at the end of the filming to add an unseen smile to the proceedings at the end of a wonderful day's filming." You can watch the clip here: <https://vimeo.com/144349150>

Narrative 4 Story Exchange – a collaboration between the Daughters of Charity and the University of Limerick

Last November Colum McCann, author and founder of the charity Narrative 4, launched Narrative 4 Ireland in Dublin, Belfast and Limerick. He was joined by fellow authors Joseph O'Connor and Roddy Doyle and members of the Narrative 4 staff based in Ireland and the USA.



Narrative 4 is a programme whereby school and community groups experience a story exchange. The objective of this exchange is to increase empathy and understanding in the community, finding common ground. In February 2015, the Daughters of Charity (TEES) in Limerick commenced an eight week story exchange collaboration with students from the University of Limerick through the Community Liaison Office. Our people were Fergal Enright, Fergal McDermott, Diane Moore, John Casey, Diarmaid Burke, Kay O'Sullivan and Rose Servitova.

At the end of the eight weeks, our story exchange took place in Teach Failte Chaplaincy in the university. We were joined via Skype by Colum McCann in New York. We had a great celebration after receiving our certificates. In September of this year, Gabriella Hanrahan, Community Liaison Officer, invited us back to UL to attend the President's Volunteer Awards in the University Concert Hall. Afterwards we got our photo taken with UL president, Don Barry.

Carmel Curran, supported by Carriglea Cairde Services wins the art competition to design the cover of the 2014 National Intellectual Disability Database Report



A celebration to mark Carmel winning the painting competition to design the cover of the 2014 National Intellectual Disability Database Annual Report!

On Thursday, 12th November, 2015 Minister of State at the Department of Health, Ms. Kathleen Lynch visited Carriglea Cairde Services. Minister Lynch's visit was organised in conjunction with staff of the Health Research Board (HRB) who produce an annual report of statistical information based on the National Intellectual Disability Database. Carmel Curran, who avails of services at Carriglea Cairde Services, Dungarvan won the art competition to design the cover of the Annual Report for 2014. The competition is run in partnership by the HRB and the National Federation of Voluntary Bodies. Carmel's entry entitled 'Surge of Colour' was selected from over 300 entries nationwide.



Minister Lynch presented Carmel with her prizes which included a trophy and a framed copy of the cover. This was a wonderful achievement for Carmel who was joined at the event by her family, staff from Carriglea Cairde Services and colleagues who are also supported by the organisation.. Teachers and students from Ard Scoil na nDeise were also present as Carmel completed the painting during an integrated art class with transition year students at Ard Scoil na nDeise. Representatives from the HRB and the National Federation of Voluntary Bodies were present to formally launch the 2014 Annual Report, which is now available on the HRB website.

News from Co Action – Connecting with your local community

Two Day Festival leaves people ‘Feeling Good’



October 9th and 10th saw Bantry celebrate the first ‘West Cork Feel Good Festival’ in support of World mental Health day 2015, with CoAction centrally involved in the festival. Giving and sharing were at the heart of the event which welcomed people to ‘come and try’ at a sports morning in Coláiste Pobail and at a ‘Big Sing’ on Bantry Square. Over 12 community groups, including the West Cork Multicultural Network added spice to the festivities by offering their own unique bowl of stew and bread to visitors.

There was a strong sense of inclusion around the festival with twelve primary schools displaying an array of over 500 pieces of artwork on ‘Feeling Good in West Cork’, while the Coláiste Pobail TY students joined voice in song and poetry with the residents of Deerpark and St Joseph’s Bantry on Friday 9th.

The festival opened on Friday at 7.30 am with a spirited and colourful community wakeup call led by the Morning Gloryville dance group. A busy day of activities followed featuring artists Rebecca Keyser and Sarah Ruttle, dance and music with West

Cork Inclusive Dance and The Happiness Ensemble, and a wide variety of talks and workshops from gardening and herb planting to knitting! Music and song featured again on Friday night at the ‘Live Life and Sing’ concert, featuring the local Bantry musical artists delighting an audience of 250 people. On Saturday, a welcome and information was available throughout to visitors at the HSE Comas or Wellness Bus, with demonstrations and information contributed by a range of community groups including West Cork Development Partnership, National Learning Network, CoAction, Employability, Rehabcare’. Bantry Chamber and businesses were key contributors adding to the colour and comfort of the occasion which included the input of the Ballingeary pipe band on Saturday morning for an award of pennants to local sporting heroes by GAA star Conor Moynihan. Munster Branch IRFU, Cork Sports partnership and the GAA were core partners to this first festival which celebrated the gifts and strengths inherent to the communities of West Cork. The festival closed in song at the community ‘Big Sing’ on Bantry Square on Saturday afternoon. Over 200 people, who had travelled from Cork city and county, joined together in song and celebration as part of a fitting finale, to two special days of community and celebration in Bantry.

Martin Mulchrone of the West Cork Mental Health Forum comments: “The organising committee wish to thank all those, who contributed in so many ways to the festival. Our hope was to have a celebration ‘of community’, by ‘community’ and we are delighted this is what happened over the two days. The ‘Feel Good Festival’ has opened new opportunities and relationships for enhancing the wellbeing of the people of the area and we hope, that even more individuals and groups in our community, of all backgrounds and ages, will become involved in future celebrations to mark World Mental Health Day. **CoAction’s involvement in the Feel Good Festival developed from the CHAT groups where people were identifying local events in which they could become involved. Participating in the organizing of the festival provided numerous and often unexpected opportunities for developing new relationships with other community groups. Many of these new links have sustained beyond the festival and are evolving into reciprocal community relationships which are already developing into further community possibilities!!!** The joyful spirit of the festival was infectious and everyone is already looking forward to 2016.

Cope Foundation and Sundays Well Rebels



Cope Foundation and Sunday's Well RFC in Cork formed a partnership and the Sundays Well Rebels mixed ability rugby team was born. Mixed ability rugby is when players with intellectual disabilities and players without disabilities play together in full contact rugby. Sunday's Well Rebels are the first mixed ability rugby team in Ireland. The team competed in the Mixed Ability Rugby World Tournament in Bradford, UK in August 2015, beating Bradford Bumbles in the final to win the cup!

In the World Tournament, 400 players represented 10 countries. Sunday's Well Rebels are the first ever and only representatives from Ireland and they want to break down barriers in sport for people with intellectual disabilities. Since their fantastic win on a world stage, the team have been training and raising awareness about mixed ability rugby and they want other organisations and clubs to get involved so that they will have plenty opposition to play against. The most important fact about mixed ability rugby is that it is not an adapted sport; it is rugby as you know it with players of different abilities and skill levels playing together and enjoying their sport. Well done Sunday's Well Rebels! You will find Sunday's Well Rebels on Facebook and Twitter for more information.

* * * * *



GAP currently have places available in some of our weekly SOCIAL CLUBS.

Teens youth cafe

Age 11 - 14, tuesdays 6.30 - 8.30

Age 14 - 17, wednesdays 6.30 - 8.30

A safe place for your teen to have fun & be themselves, make friends, and use their abilities in a supportive and positive environment.

Please contact Julie on 083 1445999 for info on available places at GAP Youth Cafe or coordinator@galwayautismpartnership.com



Upcoming Events

Tuesday 24th November 2015 - Mental Health Reform's Seminar on Review of the Mental Health Act.



Mental Health Reform is hosting a seminar on the above topic in Wood Quay Venue, Dublin City Council Civic Offices, Wood Quay.

The Expert Group on review of the Mental Health Act published its report in March 2015. This seminar will explore the recommendations of the Expert Group, based on Mental Health Reform's analysis. International speakers will also present on key elements of the review. This is a free event, but places are limited so please reserve your place early. Please send an RSVP to lmccormack@mentalhealthreform.ie at your earliest convenience. Full details on the seminar will be circulated shortly.

Venue: Wood Quay Venue, Dublin City Council Civic Offices, Wood Quay, Dublin 8

Date: Tuesday 24th November 2015

Time: 9.00am - 1.00pm

Consultation on the National Disability Inclusion Strategy

The National Disability Authority is organising a series of regional meetings at the end of November and in early December on behalf of the Department of Justice and Equality, to consult people with disabilities and their families on objectives for the forthcoming National Disability Inclusion Strategy.

Full details of the consultation document are being finalised, but the NDA invites members to note the dates and times:

Tuesday 24 November 2015	Cork	10am to 1
Thursday 26 November 2015	Dublin	10am to 1
Wednesday 2 December 2015	Tullamore	10am to 1

Further information and registration details will be made available shortly. Queries about this process should be directed to Ms Damhnait O'Malley, Administrator, Policy & Research, National Disability Authority, 25 Clyde Road, Ballsbridge, Dublin 4. (Ph: 01 608 0400)

Winter Wonderland of WALK



In recognition of the need to build stronger community ties, strengthen partnerships and to provide opportunities for the people we support to engage more in their local communities, WALK has developed a series of community events.

Our recent Halloween Frightnight saw 440 people welcomed by WALK when we made the historic local landmark, Drimnagh Castle come to life on 29th October.

Our 3rd Winter Wonderland promises to be its best ever. Christmas is a time of great celebration and joy for some and yet huge isolation for others. To respond to this, WALK hosts a festive-filled Winter Wonderland. This brings the local community together in a fun and high-spirited fashion that enables people to re-engage with each other and their community.

Join Santa and Mrs Claus from 3rd - 6th December 2015. Enter the archway through the spectacular Drimnagh Castle and savour the smell and sounds of Christmas while browsing WALK's Christmas market which provides a lovely mix of seasonal gifts, local artisan wares and tasty treats.

Tickets available from Louise McCarron in WALK or on <http://www.eventbrite.ie/o/walk-community-events-4912731067>. Volunteering opportunities for this event are also available. Contact louise@walk.ie or (01) 465 0388 for more details.



The Path to Quality for the Voluntary Disability Sector

Continuing & Professional Education at the University of Limerick, the Disability Federation of Ireland (DFI) and Johnson & Johnson are delighted to invite you to attend:

The Path to Quality for the Voluntary Disability Sector

A Symposium on Quality and the Launch of SOLA, The Centre of Excellence for Sustainable Quality in the Community and Voluntary sector.

Friday 27th November 2015, 10.30am – 3.30pm

The Pavilion, University of Limerick.

[Click Here to Register for this Event](#)

Speakers at this event will include **Senator Martin Conway**, Seanad Spokesperson on Justice, Disability and Equality, **John Dolan**, CEO DFI, **Barry O' Sullivan**, Plant Manager, Johnson & Johnson, **Vision Care Ireland** and **Dr Maura Adshead**, UL.

Vincent Kearns, Inspector Manager, Disability Section, South Area, HIQA has now been confirmed as additional speaker at the symposium.

Student presentations will outline findings from research into:

- Using the PQASSO system to simplify compliance to the HIQA national standards.
- Would you like more time to spend on what matters?
 - Improving the processes involved in the PQASSO Champions Network.
- Addressing Inadequacies in the Garda vetting system.

[Click here to view full details of the Symposium on the DFI website.](#)



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Training & Education opportunities

POSITIVE BEHAVIOUR PRACTICES: FROM CORE VALUES TO CORE PRACTICE

A guide to the application of positive interventions for challenging behaviour

8 — 10 FEBRUARY 2016 | DUBLIN



Create a Safe, Effective and Enjoyable environment for all involved

18-Hour Positive Behaviour Support workshop: This hands-on workshop covers the basic concepts of behaviourism and Positive Behaviour Support practices, along with implementation of strategies based on IABA's Multi-Element Model, including skills teaching and behaviour reduction strategies. The workshop will also provide orientation to generic Positive Behaviour Supports applicable to a variety of situations. In addition data collection strategies and behaviour incident reports will be discussed and practiced and role-plays of various situations will provide hands-on experience. Participants will receive a Certificate certifying they have completed a 18-Hour workshop in '**Positive Behaviour Support: From Core Values to Core Practices**' and passed the associated knowledge tests.

The **Positive Behaviour Support** training provides an evidence-based, person-centered, non-aversive model and methods to prevent and respond to behaviours of concern. The training is designed to facilitate service providers as they creating and deliver safe, effective, and enjoyable supports for individuals with behaviours of concern.

DAY 1: BASICS OF APPLIED BEHAVIOUR ANALYSIS

DAY 2: THE MULTI-ELEMENT MODEL

DAY 3: POSITIVE BEHAVIOUR PRACTICES AND ROLE-PLAYS

VENUE

Talbot Hotel Stillorgan, Stillorgan Road, Stillorgan, Co Dublin

REGISTRATION FEE

Before 08 January 2016: € 500 per person | After 08 January 2016: € 600 per person

Register ONLINE at www.iaba.com/seminar.htm | Space is Limited

Fee includes handouts, morning and afternoon tea. Lunch is "on your own."

Program begins promptly at 9:00 AM and ends at 4:30 PM each day.

QUESTIONS

E-mail John Marshall, jmarshall@iaba.com



Callan Institute
Saint John of God Hospitaller Ministries

Hospitality • Compassion • Excellence • Justice • Respect

IABA

Institute for Applied Behaviour Analysis
www.iaba.com

10 Key Components of PBS

Values

1. Prevention and reduction of challenging behaviour occurs within the context of increased quality of life, inclusion, participation, and the defence and support of valued social roles
2. Constructional approaches to intervention design build stakeholder skills and opportunities and eschew aversive and restrictive practices
3. Stakeholder participation informs, implements and validates assessment and intervention practices

Theory and evidence base

4. An understanding that challenging behaviour develops to serve important functions for people
5. The primary use of applied behaviour analysis to assess and support behaviour change
6. The secondary use of other complementary, evidence-based approaches to support behaviour change at multiple levels of a system

Process

7. A data-driven approach to decision making at every stage
8. Functional assessment to inform function-based intervention
9. Multicomponent interventions to change behaviour (proactively) and manage behaviour (reactively)
10. Implementation support, monitoring and evaluation of interventions over the long term

Gore, Nick J.; McGill, Peter; Toogood, Sandy; Allen, David; Hughes, J. Carl; Baker, Peter; Hastings, Richard P.; Noone, Stephen J.; Denne, Louise D. (2015), 'Definition and scope for positive behavioural support', *International Journal of Positive Behavioural Support*, vol. 3, no. 2, pp. 14-23(10)

Open Training College commences customised Level 5 training option

The Open Training College (OTC) is delighted to announce the commencement of an essential QQI, level 5 programme for care staff working at the Daughters of Charity, Roscrea.

"We are thrilled to have a Third Level College actually delivering the accredited training at our own location. The OTC has a great reputation in our sector and the fact that all the tutors have experience of frontline disability services themselves has been a really positive influence on the staff and their learning" commented Michelle Doyle, Training Coordinator for the Daughters of Charity.



This *Certificate in Intellectual Disability Practice*, supports staff in meeting the HIQA standards to deliver person centred services. OTC courses are created by and for people from the disability sector, and the flexible and accessible approach helps staff to study while balancing their work and family commitments.

"The College is well known for delivering the [BA in Applied Social Studies \(Disability\)](#) programme but fewer people know that we have delivered QQI FET Level 5 training to hundreds of students over the years working in disability services nationally" says Claire Hopkins, Course Director. "Watching students revel in getting the opportunity to study and learn together, and make a difference in their practice, is hugely rewarding for them and for us."

The OTC has been delivering accredited training since 1992 to over 120 agencies working in the sector.

"This programme brings us back to our roots - working in partnership with services, to help staff make a difference in the delivery of services in Ireland" according to Aine Melinn, Assistant College Director.

For more information about the *Certificate in Intellectual Disability Practice* or any other training options, contact Conor Murray on (01) 2990580 or cmurray@opentrainingcollege.com or visit www.opentrainingcollege.com where you can view other OTC collaborative training projects.

Disability Research Seminar Series



Trinity College Dublin

The M.Sc. in Disability Studies organises this seminar series to showcase state-of-the-art disability research conducted by faculty and students at Trinity College Dublin. All with an interest in disability research are welcome.

Seminars take place on
Tuesdays, 5-6 pm
 Venue: 3.04, 3 College Green
 (29 Sep – 8 Dec)

November 17 th :	Assessing Irish attitudes to people with disabilities Prof. Roy McConkey, Emeritus Professor, University of Ulster & Visiting Professor, TCD
November 24 th :	The use of interpreters in courtrooms in Ireland for Deaf people between 1816 and 1924 Cormac Leonard, PhD Candidate, School of History, TCD
December 1 st :	Sexual surveillance and control in a community based intellectual disability service Dr. Michael Feely, School of Social Work and Social Policy, TCD
December 8 th :	A guided tour of the international architecture for empowering people with disabilities: Bright lights and shady conversations Prof. Mac MacIachlan, Centre for Global Health, TCD




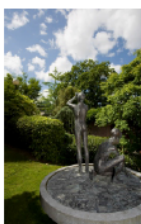

December 15 th :	Human rights and disability Emily Logan, Chief Commissioner of Human Rights and Equality & Book launch: "Disability and Human Rights: Global Perspectives" Venue: Room 4.03, 3 College Green, TCD
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Seminars take place on
Tuesdays, 5-6 pm

Venue: TSSR Seminar Room, Arts Block
 (19 Jan – 16 Feb)

January 19 th :	Reflections on EU Disability Equality in the context of Inclusive Education Dr. Sarah Arduin, School of Law, TCD
January 26 th :	An exploration of the transition to adulthood for young people with hemiplegic cerebral palsy Michelle Spirtos, Assistant Professor in the Discipline of Occupational Therapy, School of Medicine, PhD Candidate, School of Social Work and Social Policy, TCD
February 2 nd :	Word of mouth: Research into oral health of adults with disabilities in Ireland Dr. Caoimhin Mac Giolla Phadraig, Ussher Assistant Professor, School of Dentistry, TCD
February 16 th :	Transition to motherhood for women with disability: the relationship of process on the self Dr. Denise Lawler, Assistant Professor in Midwifery Head of Discipline of Midwifery, TCD

Certificate in Autism Studies ONLINE (Level 6), UCC

					
	<p style="text-align: center;">AUTISM STUDIES ONLINE</p> 		<p>ACE at UCC is delighted to offer this new and innovative course fully online. This course, which is identical to the live version of UCC's Autism Studies which was shortlisted for an Aontas STAR Award, and is designed to introduce you to the different ways in which people on the autistic spectrum experience the world. You will learn about the history of autism, the different strengths and challenges of autism, and how autism affects a person's mental health and their daily living. You will examine the various supports and interventions that are available for people on the spectrum across their lifespan and explore the legislation and policies that govern best practice.</p> <p>Online lectures, lecture notes, learning activities and readings will be released on a weekly basis. Each five credit module will run over a seven-week period. Lecturers will be accessible to every learner throughout each module. Online discussion boards will be widely used fostering open discussion and much Q&A on the topics.</p>		
<p>MODULES</p> <ul style="list-style-type: none"> • Autism in a Historical and Contemporary context • Strengths and Challenges of Autism • Interventions and Supports across the Lifespan • Policy and Practice • Autism, Mental Health and Wellbeing 		<p>Award: Certificate, NFQ level 6 Duration: 1 year, part-time Cost: €1250 Commencing January 2016</p> <p>For further information & to apply online: www.ucc.ie/en/ace-caus/</p> <p>E: ace@ucc.ie T: +353 21 4904700</p>		<p><i>I have gained resources and guidance that I can share with colleagues at work. This helps us work as a team along with our service users sharing our understanding and building tools to improve the service users' quality of life and independence.</i></p> <p>Kareti – UCC Autism Studies</p>	

We at Adult Continuing Education (ACE) at University College Cork have been running a highly successful Autism Studies programme for a number of years and we are delighted to be offering this identical programme online from January 2016.

How will the 'Autism Studies Online' programme delivery work?

Lectures will be delivered entirely online via UCC's virtual learning environment 'Blackboard'. All lectures will be pre-recorded for the online learner and released on a weekly basis as the course progresses. Lectures can be viewed at any time, from anywhere, and as often as desired. Detailed lecture notes will accompany each lecture as well as recommended reading. Each week a learning activity will be provided to the learner which will focus and foster active learning directly relevant to the weekly topic. This will usually take the form of a knowledge check quiz. Discussion forums will be used on a weekly basis which will involve the lecturer and the learners discussing various topics related to the module.

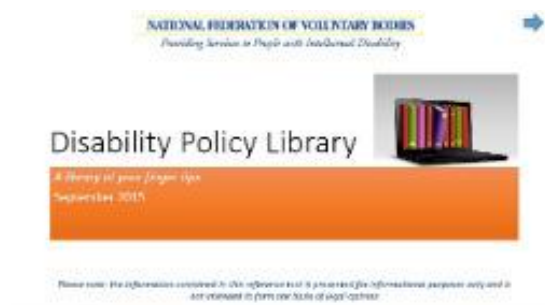
The application deadline date is the 15th of January 2016 and the programme will commence on the 25th of the same month. For further information see: <http://www.ucc.ie/en/ace-caus/> where you will find two short videos outlining and explaining the programme further. For further details in relation to the programme please contact:

Clíodhna O'Callaghan, LL.B, LL.M, Attorney-at-Law, CTE, Ed. D Candidate (QUB)
 Adult & Community Education Officer
 ACE (Centre for Adult Continuing Education)
 University College Cork
 Cork, Ireland - Tel 021 4904719 / 087 1403383 - c.ocallaghan@ucc.ie | www.ucc.ie/ace

Publications

The Disability Policy Tool – A library at your fingertips

A wealth of policy and legislative developments have taken place recently in Ireland that are relevant to people with disabilities and those that support them. Through our work at the National Federation of Voluntary Bodies we have found that there are many who have found it difficult to keep up to date on all of these areas and who can find the range of information overwhelming.



In response, the National Federation has developed a reference guide to provide information on the policy areas that are most relevant to people with disabilities, their families, staff and management in organisations. The tool was launched by Minister Kathleen Lynch, TD on 30 September 2015. The library tool gathers existing information on the policies and laws most relevant to people with disabilities and their families, including:

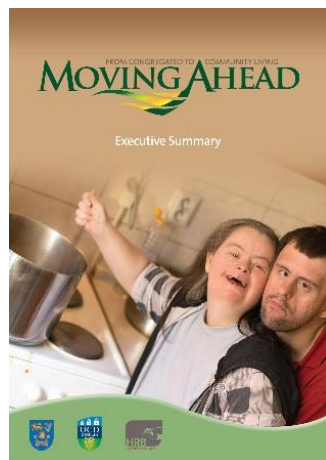
- the policies themselves and relevant legislation;
- information that is developed to inform families;
- easy to read and accessible information;
- updates on 'What is happening now?' in particular policy areas; and
- a summary of the key aims of the policy in question.

The tool will be updated on a quarterly basis and published on the National Federation website. We hope that the tool will be of benefit to people with disabilities, their families, staff and policy makers.

The tool is available to download online.

Please note - to ensure the tool works correctly you must first click on the link **and then download the PDF to your computer to ensure that the clickable buttons work.**

[Click on this link to access the Disability Policy Library Tool published in September 2015](#) – then click to download the PDF file to your computer to use the tool.



Final Reports of the Moving Ahead Project

Final reports of the 'Moving Ahead' project are now available to download. The '**Moving Ahead**' Project was a large Health Research Board 'Health Services Award Grant' which explored differences in the rates at which adults with intellectual disability in Ireland are moving to community living options. This research was led by Dr. Christine Linehan (UCD) and was undertaken by a team of researchers including Siobhain O'Doherty and Dr Mimi-Tatlow Golden (TCD), Sarah Craig (HRB), Prof Mike Kerr (Cardiff University), Christy Lynch (KARE), Prof Roy McConkey (University of Ulster) and Prof Anthony Staines (DCU). Four reports are available from the Moving Ahead project: a scoping review of research in this field; a review of recent Irish disability policy; a report presenting the findings from

Moving Ahead; and an Executive Summary. You can click on the links below to download all of the final reports of the project, or at the following link for a short overview [Moving Ahead Overview](#)

- (1) [Executive Summary](#)
- (2) [Main Report](#)
- (3) [Scoping Review of Research](#)
- (4) [Policy Review](#)