

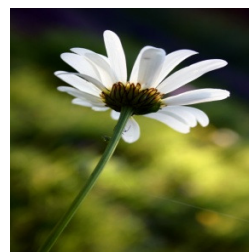
NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

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Welcome to the National Federation Newsletter Summer 2015

Issue 44



**National Federation of Voluntary Bodies Meets Dr. Leo Varadkar, T.D.,
Minister for Health and Ms. Kathleen Lynch, T.D., Minister for Primary Care,
Social Care (Disabilities/Older People) and Mental Health**

A National Federation delegation comprising John Hannigan, Brian O'Donnell, Breda Crehan-Roche, Brother Alfred Hassett and John Pepper met with Ministers Varadkar and Lynch in Leinster House on Wednesday 24th June, 2015.

Both Ministers were reminded that Voluntary Organisations have a long and rich tradition, not only in the direct provision of services to people with intellectual disability in Ireland, but also in contributing to the formulation and development of policies and strategies for the progression of those services. As a consequence of that continuing contribution in recent times, disability policy in Ireland has seldom, if ever, been richer, more exciting, ambitious and full of potential.

The National Federation of Voluntary Bodies was very happy to have been involved in the development of the most recently formulated policies through participation on Working and Consultative Groups and, in some cases, in the actual writing of the Policies e.g. Time to Move on – Policy on Congregated Settings; Comprehensive Employment Strategy for People with Disabilities; Progressing Disability Services for Children and Young Adults; and New Directions - the blueprint for Adult Day Services.

However, it was pointed out to both Ministers that the capacity of many voluntary organisations to implement existing and emerging policies on the ground is seriously compromised due to the acute financial crisis affecting the sector. The incremental and recurring budget cuts since 2008, combined with inadequate capital and revenue investment over this time, has brought us to a situation where there is now unbearable pressure on organisations to maintain essential services.

The Member Organisations of the National Federation of Voluntary Bodies welcome the introduction of HIQA's Standards/Regulations in Residential Disability Services. These standards/regulations offer a much needed protection to existing quality standards and are a support to enhancing quality standards for persons with an intellectual disability who are

supported in residential settings. Members are using best endeavours to ensure compliance with the standards/regulations. However, there are significant resource requirements, both capital and revenue, in achieving compliance. Organisations have had to make investment in their service settings in order to achieve compliance despite their deficit situations.

Voluntary Organisations were as ready as other sectors in the community to play their part in the difficult economic climate. We know, however, that the extent to which we were required to carry the burden of the difficult economic times has been very significantly disproportionate. In this context the report of the former Children's Ombudsman, Ms. Emily Logan, which stated that people with disabilities were disproportionately negatively impacted by the austerity measures implemented since 2008, was informative.

It is time that this was put right and we are calling on Government to address the severe financial crisis in the sector as a matter of urgency, and to introduce a new investment programme in Budget 2016 to address the unmet needs of People with Intellectual Disabilities in this country.

Brian O'Donnell
Chief Executive.

School Leavers and Those Exiting RT - 2015

An additional €13.5m funding (€6m in 2015, €13.5m full year effect) was allocated to address the needs of school leavers and those exiting RT in 2015. A new cost banding was introduced which the National Federation very much welcomes, however in discussions with HSE officials it was acknowledged that in the case of a number of people with significant support needs, the amount of €34,000 may be insufficient and where such is the case a specific service programme for these individuals will be agreed between the provider and HSE at CHO level.

With regard to transport, this will only be provided when all other options have been exhausted and where it is accepted that an individual will be unable to avail of a Day Service unless transport is provided. Where such a situation arises, transport costs will have to be met from within the funding allocation and it was accepted that this may involve a reduced day service for the individual concerned.

Where member organisations have already highlighted difficulties regarding the availability of physical facilities to accommodate school leavers they should engage with the relevant HSE personnel to discuss and agree how these issues can be resolved.

Subject to satisfactory resolution of the above issues where they arise, every effort will be made by providers to ensure that school leavers and those exiting RT receive their required day service as has been the practice in previous years

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 **September 16th at 11am in Muiriosa Foundation.**

Sleepovers:

Work is continuing on the implementation of the Labour Court recommendations in relation to sleepovers under the auspices of the Labour Relations Commission. The HSE has formally written to both service providers and the health sector Trade Unions to confirm that payment of the increased sleepovers rate is to commence from June 1st 2015. Further funding will have to be secured by the HSE in relation to the payment of the arrears due to staff arising from the introduction of the increased rate from Sept. 18th 2014. The HSE Social Care division has also established a Management Working Group to progress the issues arising in relation to the Labour Court recommendation regarding achieving compliance with the provisions of the Organisation of Working Time Act. The LRC process is due to be completed shortly with an update provided to the Labour Court on progress to date in the implementation of its recommendations.

Wellbeing at Work Workshop – Human Resources Personnel:

Following a recent meeting of the Operational Human Resources Group a workshop was arranged for participants on the theme of promoting ‘wellbeing at work’. The session was facilitated by Ms. Faye Conway of ‘The Counselling Team’ – www.thecounsellingteam.ie – and it aimed to provide participants with time to reflect on their own wellbeing and explore ways in which they can promote their wellbeing at work. This session followed a morning meeting of the Operational HR Group which provided a networking opportunity for members to meet colleagues from across other Federation member organisations as a number of new staff have recently taken up human resource related posts.

Save the Date - Employee Wellbeing Event, October 13th 2015!!!

The National Federation will be holding an ‘Employee Wellbeing’ event on October 13th 2015. The aim of the event will be to look at ways in which employers can support the health and wellbeing of employees. A working group has been established to finalise the event programme which will aim to address issues relating to: promoting mental health in the workplace; supporting employees on their return to work; and wellbeing initiatives. Further details in relation to the event will be available over the coming weeks.

HSE – Launch of HR ‘People Strategy’:

The HSE has developed a Human Resources ‘People Strategy’ which was formally launched on June 26th last in the Royal Hospital Kilmainham as part of the HSE’s ‘HR in Health’ Conference. The conference was opened by Mr. Tony O’Brien, HSE Director General, who outlined his vision for the health and social care service while Mr. Ian Tegerdine, HSE National Director of Human Resources, provided an overview of the development of the people strategy. Key amongst the

presenters at the event were John Purcell, Bath University, who spoke about the importance of values being embedded at all levels of the organisation and being connected to policy and being proactive, enduring and measured. Paul Sparrow, University of Lancaster, focused on the theme of 'human capital management' while the afternoon session concentrated on a number of workshops: The value of HR, HR Legal Updates; Talent – Key trends and current thinking; and 'Mindfulness and Resilience'.

Children First:

The Children First Bill 2014 is going through the Oireachtas at present and it is not expected to be passed into law until early 2016. The HSE has established a National Children First Office and the recruitment of a number of Children First Training & Development Officers will be taking place over the coming months. The HSE recently published its Children First Implementation Plan (which may require some amendments when the Children First Bill is enacted) and has also issued a draft of its Child Protection and Welfare Policy. The HSE is also working on the development of a dedicated Children First website.



The Children First e-learning module which is under development will be available on HSELand from September 2015 onwards – and this will be made available to all HSE funded agencies. The HSE has also been undertaking a comprehensive children first training needs analysis with all funded agencies and the results of this on-line survey are currently being analysed with the intention being to ensure that the training needs of staff within these organisations will be addressed.

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 and discuss issues of mutual interest and concern. For further information on the work of this group contact jillian.sexton@fedvol.ie

Tusla – Meeting with Director of Policy & Strategy:

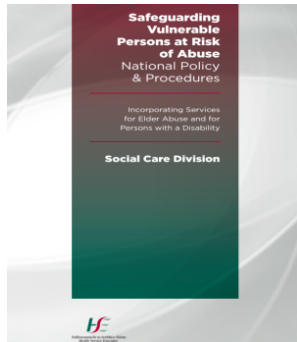
The National Federation held a meeting with Mr. Paul Harrison, Director of Policy & Strategy, Tusla, on April 28th last to discuss the priority issues arising for Federation members in relation to engagement with the Child and Family Agency. These issues included:



- *Relationship between Tusla and voluntary organisations providing care to children with intellectual disabilities*
- *Threshold levels for acceptance of referrals by Tusla – assessments / responsibilities*
- *After-care for children with intellectual disability in care on reaching the age of 18*
- *Training for Tusla staff - intellectual disability*
- *Parents with an intellectual disability*
- *Respite and family support*

The meeting was very productive and a number of key actions were agreed which the National Federation will be following up on over coming months.

Safeguarding Vulnerable Persons at Risk of Abuse Policy



*Nothing corrupts like
loyalty & friendship*

*Pascal Moynihan,
National Safeguarding Office, HSE*

A briefing session took place on May 14th last with Mr. Paschal Moynihan and members of the National Safeguarding Office, HSE, in relation to the Safeguarding Vulnerable Adults Policy. At the beginning of his presentation Paschal provided 2 quotes which highlight the significance of organisational culture – ‘*what we permit we promote*’ and ‘*nothing corrupts like loyalty and friendship*’. In his presentation Paschal provided an overview of the provisions of the Policy and its implementation. Considerable discussion took place following the presentation at which Federation members expressed their concerns in relation to the implementation of the Policy. Arising from the meeting these concerns were communicated to Mr. Pat Healy, National Director Social Care, HSE, and a meeting subsequently took place with Mr. Healy and Mr. Moynihan. The primary outcome of this meeting was that a Reference Group will be established to work through the issues outlined.

Quality and Standards Matters

Quality & Standards Sub-Committee

The National Federation’s Quality & Standards SubCommittee meets bi-monthly and the main focus of work over recent months has been the issues arising for member organisations in relation to the HIQA registration and inspection process. Key amongst the work activities of the group are the following:

- *Sharing of experiences and providing practical supports to member organisations in relation to the implementation of the **HIQA regulations** and dealing with **HIQA inspections**.*
- *Inputting into the **NDA Review** which is underway and is due to be completed in early summer.*
- ***New Directions Draft Interim Standards:** Arising from the consultation process on the New Directions Draft Interim Standards an updated standards document has been submitted to the HSE Social Care Directorate for approval but there is no date set for publication of same.*

- *Discussion on the issues of seclusion and restrictive practices and agreement to establish a Federation Working Group to develop a Guideline / Policy document for Federation members on this issue (see item below).*

The work of the Sub Committee has been expertly guided by Dr. Bob McCormack, Chief Executive, Dara Residential Services, over the past year. Bob will be stepping down shortly as Chairperson and we would like to express our sincere thanks to him for the expertise and commitment which he brought to the group over this period. At the meeting of the Board of the National Federation held on 8th July 2015, Ms. Anna Shakespeare, CEO, St. Michael's House, was appointed as the new Chair of the Quality & Standards Sub Committee. We wish Anna every success in this role.

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

Call for Members - Establishment of National Federation Working Group - Development of Guideline Document / Policy on Seclusion & Restrictive Practices.

At a recent meeting of the National Federation's Quality and Standards Sub Committee a discussion took place on the issue of seclusion and restrictive practices. Mr. Brian McDonald, Positive Behaviour Support Manager, Ability West, provided a comprehensive input at the meeting on this topic and the issues arising for service providers, particularly within the context of the HIQA regulations and inspections. Arising from the discussions it was agreed that a National Federation Working Group would be established with the remit of developing a guideline document / policy for Federation members on this topic.

If you / someone within your organisation who has particular interest or expertise on this subject who would be interested in participating in the group please contact Ms. Mary Barrett - mary.barrett@fedvol.ie

Engagement with HIQA:

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 Federations has been engaged with in recent months and key actions include:



- ***HIQA Providers Forum:*** In 2014 the Authority established a forum to enable communication between the Authority and representative organisations of service providers. The overall aim of the forum is to facilitate discussion of the issues pertaining to the regulatory framework for services for people with disabilities and the National Federation uses this forum to raise concerns and seek resolutions.
- ***Submission to HIQA in relation to the guidance document on “what constitutes a designated centre?”*** The updated guidance document was published on the Authority's website on June 23rd 2015.

- *Submission to HIQA of the National Federations draft Policy on 'Person Centred Medication Management' and collated responses on the **draft medication management guidance document** as issued by HIQA;*

NDA Review - implementation of the system of regulations and standards for residential disability services by the Health Information and Quality Authority (HIQA).

In late 2014 the Minister of State at the Department of Health, Kathleen Lynch TD, requested the National Disability Authority (NDA) to conduct an independent review, one year on, following the implementation of the system of regulations and standards for residential disability services by the Health Information and Quality Authority (HIQA). The overall aim of the review is to capture the experience, impact and learning from the introduction of the system of regulation, standards and monitoring of residential disability services, and also highlight the range of good practices which are in place. The review consists of a number of key elements:

- An analysis of a sample of HIQA inspection reports, published within the relevant timeframe.
- A series of engagements with key stakeholders. This element of the review has focused on engagement with those who have had direct experience of the inspection process. This has included one to one engagement with CEOs, Persons in Charge and Residents in a sample of residential and respite services, in addition to engagement with family/significant others.
- Engagement with disability umbrella organisations; HIQA; HSE and Department of Health.

The National Federation has inputted into the above review, which is due to be finalised shortly.

All-Party Parliamentary Group

The National Federation set up an All Party Parliamentary Group with the purpose of highlighting key issues in relation to people with intellectual disability in Ireland. Each political party was invited to inform their elected colleagues about the Group and in order for them to participate in the meetings. The Inaugural meeting of this Group was held in January where it was agreed that the National Federation would prepare a work plan and present on a different topic for each meeting and have time for discussion afterwards. Deputy Regina Doherty, TD, Fine Gael was elected Chairperson of the Group. Deputy Doherty is a Member of the Joint Oireachtas Committee on Health & Children, a Member of Joint Oireachtas Committee on Finance, Public Expenditure & Reform and a Member of the Constitutional Convention. The National Federation made a presentation on the needs of children and young people aged 0-18 at the recent meeting of the All Party Parliamentary Group held on 23rd June 2015, in the first of three presentations that will follow a lifecycle approach, as agreed in the workplan of the Group. At the request of the Chair, a copy of this presentation is being circulated to each member of the All Party Parliamentary Group. To date three meetings of the Group have been held and another is scheduled for September 2015. For further information contact caroline.looney@fedvol.ie.

Zero Project Award Celebration for Next Steps Project Participants

As we described in our last newsletter, the National Federation's **Next Steps Project** has received an international "Zero Project Innovative Practices" award 2015 at the UN Headquarters in Vienna in February of this year.



"The project was highlighted at the 2015 Zero Project Conference, an international summit on independent living and political participation attended by more than 400 experts in the field from around the world, for its achievements in supporting people with intellectual disabilities to live lives of their choosing and sharing the learning from developing individualised supports as a community of practice."

This award recognises the hard work of each of the member organisations who are participating in the Next Steps Project and working towards supporting people in living lives of their choosing, designing new self-directed and individualised supports. The award has been achieved because of the people who have made new choices and changes in their lives and allowed us the privilege of sharing the information so that we can learn from it; because of families who have taken a leap of faith to try something different; and because organisations have provided support to facilitate these changes as they work towards the implementation of national policies.



(L-R Back) John O' Dea - Chairperson Next Steps Project, Suzanne Moloney - HSE, Brian O'Donnell- NFVB, Rachael O'Donoghue - Department of Health, Gerry Tully - HSE, Mary Seymour - Self Advocate, William Seymour Self Advocate.
(L-R Front) Kathleen Greaney & Alison Harnett - NFVB, Martin Doohar - Self Advocate, John Hannigan - Chairperson NFVB

To celebrate and recognise the people who have been sharing these changes with us an event took place on 28 May 2015 in Tullamore for all of the participants – self advocates, families and staff members. At the event each of the self-advocates who participated, or their family members, were presented with their certificate from the Zero Project award. These certificates were individually created by the Zero Project team in Austria and sent over for the occasion.

An overall certificate of the Zero Project Award was presented to each participating organisation.

At the event, following the usual format of the Next Steps project meetings, we heard from individuals and staff members from two of the participating organisations – CoAction and RehabCare, as they shared the learning from the changes that have been happening in their lives and the changes in support that have facilitated this transformation.



Martina Turley (supported by RehabCare); Martin O'Mahony (supported by CoAction, pictured with Con Lucey) and Dympna Fee (supported by RehabCare) sharing stories of the changes that have happened in their lives and the supports that they receive

The event provided an opportunity to celebrate and highlight the significant achievements of the individuals, their families, and the organisations in moving ahead with real changes in people's lives. MEP Marion Harkin was on hand to join in the celebrations, to recognise the achievements of the participants and to provide a helping hand in cutting the cake! Ms. Harkin was instrumental in providing the link between the Next Steps Project and the international Zero Project Awards.



The Next Steps Project looks forward to continuing with the work of moving to individualised supports and plans to publish a report in September that describes the progress and learning gained so far, and the outcomes achieved in people's lives over the life of the project to date.

Marion Harkin, MEP



Members of the Next Steps Project celebrate at the Zero Project Award Ceremony

A Better Life For Me or A Service Job For You?

The Clare Self-Advocacy Platform and their research arm, the Clare Inclusive Research Group, have been involved in giving feedback to HIQA's co-ordinators this year. Following work as paid self advocate trainers with Inclusion Ireland they used the HIQA standards to inform people of their rights in services: like "support to understand and make decisions about your money" and "support to decide where you live and who you live with" doing role plays to make their ideas accessible. From these workshops around the country the trainers reported common areas of concern:

1. Staff are overwhelmed with training about HIQA and filling in tick-box admin forms while people using services know very little about what HIQA was about; that it was meant to be giving people more control over their own lives but was in effect taking control away from them.
2. A lot of money was being spent on fire proofing doors and emergency lighting in houses. This was turning back the clock for many people who had begun to create personal homes out of community houses and who lived in big institutions in the past. People said their homes were becoming more like mini hospitals.
3. People said there should be self advocates at the heart of the HIQA process involved in giving training to none-disabled inspectors and actually being inspectors on teams. This would give a powerful message to all service providers that people with a learning disability have increased status and a most important understanding as they have the experience of being on the receiving end of support.

Both the NDA's review of inspections on behalf of HIQA and Finbar Colfer, National Head of Inspector of Residential Services for People with Disabilities have been presented with these concerns. A major shortfall is accessible information; even easy read pictures have to be explained to someone who doesn't read by support staff given time to do the explaining or....

People can help do it for themselves: they can role play situations that make the guidelines real and effective. To this end the Clare Advocate Platform is creating a video film of role plays on the New Directions guidelines to services and would be keen to share this film with similar efforts by other self advocates.



*Rob Hopkins,
Advocacy and Inclusive Research Coordinator Clare Brothers of Charity*

Inclusion Ireland

Inclusion Ireland

In late May a very productive meeting took place between Paddy Connolly, CEO, Inclusion Ireland and members of his team and the Secretariat in the National Federation. The aim of the meeting was to provide an overview of the work priorities of the respective organisations and to

identify ways in which the organisations can work together to progress the priority issues of concern to people with an intellectual disability and their families. Key issues under discussion included: implementation of the HIQA regulations and the inspection process; promotion of advocacy services and in particular self-advocacy; supports to families and family fora; training opportunities and how we can support cultural and organisational change in the move to individualized services.



INCLUSION IRELAND
National Association for People
with an Intellectual Disability

Member's News

RehabCare Dundalk wins European Innovation Award



The RehabCare Dundalk Football Supporters Club project was honoured with a prestigious Innovation Award at the European Platform for Rehabilitation (EPR) in Spain on May 28, 2015. RehabCare's members had expressed a real desire to go to a football game but needed some support to do so and their families were not in a position to support them. Dundalk Football Club play in the premier league of Ireland.

Relationships were formed between RehabCare and the Co-ordinator of the Supporters Club. The staff explained to the co-ordinator about the members person centred plans and their desire to go to a football match and to play a part locally. The co-ordinator of the supporters club came to meet the individuals. Once the plans were agreed all parties were happy for the members to join the supporters club.

The supporters became known around the country as they attended all local games and travelled to all the away games supporting their Dundalk FC team. The initiative between RehabCare and the supporters club has been an outstanding success and made a big difference in the lives of those involved.

For those involved in the project, it's not just about being fans of football, it's about the lasting friendships they make, recognition, being part of a club, the social life and most of all being a key part of the Dundalk community.

Journeys In Partnership - CoAction West Cork.

We in CoAction have become increasingly conscious in the last year of two key issues around families /guardians / non-service advocates. Firstly that this group are looking for a lot more information around the changing environment and associated language that is part of the conversation in services – including Next Steps NFVB 2011, New Directions HSE 2012, Supported Self Directed Living (SSDL), Review of Disability Policy VFM 2010. Secondly and more importantly that we needed to find ways not just of informing but of engaging with families if the ambition of our 2012 CoAction Vision *“To support people to live their own lives in the way they choose”* is to progress as a lived reality for more people over time.



Paul Henry and Martin O'Mahony presenting about Supported Self Directed Living to families in CoAction

Acknowledging this also meant stating to families that as a service provider we are not experts on the individual life of each person. While there are things which we do well there are other things like discovering and describing a vision of a personal “good life” which we cannot do without the person, their family and others deep engagement. We need relationships with families and others which are ambitious, creative, and are even willing to share risks together in achieving that “good life”.

Next steps in CoAction responded to this via two strands. We held a series of five information evenings for families across

our regions to help with the ‘information sharing’. There was a lot of interesting comments and suggestions gathered through these evenings. This was followed by a day for families in Bantry on June 5th. This was set as a ‘safe space’ for families to gather and explore the concepts of “the good life” and the need for deeper engagement and partnering with families on this journey. We were privileged to have the day facilitated by John Armstrong (SRV Australia) and Willie Walsh (Clan Beo Ireland) with additional group facilitation supported on the day by Lynn Armstrong and Alison Harnett, National Federation of Voluntary Bodies. This has been a valuable experience and an occasion which will assist us in continuing to deepen this essential partnership with people and families on their journey in a good life.



Some Family Comments from the Day:

What we need to work towards: "A clear destination a shared goal"
"Being honestly able to say what needs to be said"
"A large amount of trust"



Seasamh Meeting with Carlow-Kilkenny By Election 2015 Candidates



Seasamh is a group representing several thousand people with an intellectual disability. Seasamh has been working towards progressing quality of life issues in areas such as choice, privacy, health and decision making, since its inception in 2003.

A Seasamh meeting was hosted by the Kingsriver Community, on Tuesday 12th May, to invite the local Carlow-Kilkenny by election 2015 candidates (Bobby Aylward, David Fitzgerald, Breda Gardner, Patrick McKee, Malcolm Noonan, Willie Quinn and Adrienne Wallace attended) to address an especially invited group of people, with an intellectual disability from around the South East region, regarding their manifesto.

Organisations represented included Kingsriver Community, SOS Castlecomer, Access Employment Services, Carriglea Services, Anne Le Roy, Windmill TTU, L'Arche, Camphill Community, SOS Kilkenny Killure, Spring Garden, Delta Centre, National Learning Network Kilkenny, with representation from five counties, Wexford, Waterford, Kilkenny, Tipperary, and Carlow.

Issues raised at the meeting included rural transport, disability allowance being returned to its original amount (it was reduced by €20.00 during the recession), equality on the housing list, issues around lack of access to certain polling stations, general issues regarding lack of access in

and around Kilkenny City, being a medieval city. In relation to the medical card, being given to under 6s, it was generally agreed at the meeting, that people don't agree with this, and would rather it was given to people with a disability, and with lifelong illnesses. 3% of public service jobs, which should be allocated to persons with a disability, are currently not employing this minority.

In excess of one hundred people were in attendance, for this interesting and lively debate. Hopefully those present, left with a more informed and enlightened idea of who will best represent people with a disability in the Carlow-Kilkenny area.

Grand Job – Cope Foundation

Cope Foundation has launched a targeted advocacy campaign called Grand Job which focuses on getting real paid employment for people with intellectual disabilities. The campaign runs for 12 months from May 2015 until May 2016. Grand Job will highlight the benefits of inclusive workplaces and show the meaningful contribution that people with intellectual disabilities can make in employment.

The aims of Grand Job include finding paid jobs for at least 10 people, which will involve matching the right people to the right jobs. Throughout the campaign, Cope Foundation will work in partnership with employers all over Cork city and county so they know and understand all the positives about working with people with intellectual disabilities and encourage employers through awareness to employ people with intellectual disabilities on full-time, part-time or flexible basis.

Cope Foundation will be liaising directly with employers, providing job facilitators as support to both employers and employees and leading a comprehensive social media campaign. Grand Job is proudly sponsored by Cork Chamber of Commerce. Cope Foundation also has a dedicated webpage for Grand Job at www.cope-foundation.ie/GrandJob where you can find out more information.

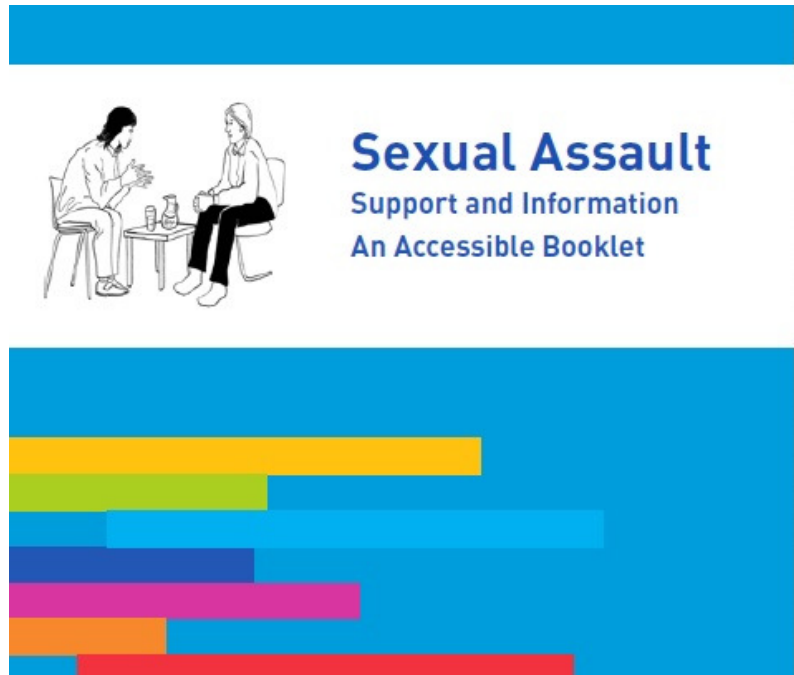


Photo: Conor Healy, CEO Cork Chamber of Commerce, Annmarie Connolly who works in Fields Supervalu Skibbereen, Colin Sugrue who works in Bracken's Bakery, Colette Kelleher CEO Cope Foundation and Mary Good of Pepsico at the Launch of Cope Foundation's Grand Job

Recent Publications – Easy To Read

Minister of State at the Department of Justice and Equality Aodhán Ó Ríordáin TD launched **'Sexual Assault – Support and Information Accessible Booklet'** at the Inclusion Ireland Office on Monday 29th June 2015.

Other speakers at the launch included Mr. Paddy Connolly (CEO Inclusion Ireland), Ms. Ellen O'Malley-Dunlop (CEO Dublin Rape Crisis Centre) and Ms. Phil Davy (Committee member The Connect People Network).



Inclusion Ireland launched the booklet in partnership with Cosc, the National Office for the Prevention of Domestic, Sexual and Gender based Violence. This project was funded under the disability stream of the Cosc Awareness Raising Grant Scheme 2014 relating to domestic, sexual and gender-based violence.

'Sexual Assault – Support and Information Accessible Booklet'.

To order a copy of the booklet you can email admin@inclusionireland.ie or ring (01) 8559891.

The Cosc website lists local and national domestic and sexual violence services, for more information contact the official Cosc website at www.cosc.ie.

Upcoming Events

Compliance and Corporate Governance Workshop

A Governance Development Workshop has been arranged for CEOs and Board Members of Member Organisations of the National Federation of Voluntary Bodies.

This workshop will take place on **Friday 24th July**, from **10.30am to 4pm** in **Muiriosa Foundation, Moore Abbey, Monasterevin.**

Workshop Facilitation – Ms. Patricia Quinn

Please confirm your attendance by sending your name, title and contact email address to maria.mcmahon@fedvol.ie

Places are limited and will be allocated on a first come first served basis.

NCSE - DIARY NOTICE



NCSE Annual Research Conference 2015

9am – 4pm Wednesday 25th November

Hogan Suite, Croke Park Conference Centre, Dublin

This year's conference will include a focus on teacher education for inclusion.

Invitations, booking forms and agendas will issue in October.

DELAROSE 'Certificate in the Management of Work-Related Stress' – Pilot Programme Underway!!



The 'Certificate in the Management of Work-Related Stress' Programme which is being piloted as part of the DELAROSE Project - Delivering E Learning Accreditation to Reduce Occupational Stress in Employment commenced in early June. DELAROSE is an EU funded Project which is led by Waterford Institute of Technology and project partners include the National Federation of Voluntary Bodies and other organisations from across Europe. The Certificate Programme is an on-line programme, targeted at staff / managers who work in the health and social care sectors, which aims to assist employees to manage their own work related stress and to provide information and tools to workers and service managers to help them to create a less stressful working environment. There were 20 places available on the pilot programme and on completion participants will receive a 20 credit special purpose award 'Certificate in the Management of Work-Related Stress'.

DELAROSE promotes a shared understanding of work-related stress in the health and social sector across Europe and facilitates the transfer of skills and knowledge between educational establishments. The programme is cross-referenced to the European Credit System for Vocational Education and Training (ECVET), enabling learners to acquire academic credits through the ECVET and ECTS credit systems. This will contribute to learner mobility and enable the mutual recognition of qualifications between institutions across Europe.

Further information is available from www.delarose-project.eu/moodle/ or by contacting jillian.sexton@fedvol.ie



DELAROSE Steering Committee Meeting, Graz, Austria (May 2015)

DREAM's Remarkable Journey Comes To An End

The three year DREAM project has come to a close. It has been a remarkable journey for all the early stage researchers/PhD students. All of them took a cue from the UN Convention on the Rights of Persons with Disabilities and, in their own field of work, developed ideas and insights about how to move European reform process forward. Throughout this journey that attended many inter-disciplinary network-wide events and seminars, they had the benefit of secondments at key opinion formers in Europe (such as the European Disability Forum) and, through this, gained tremendous experiential learning opportunities. Many of them have already contributed directly to processes of change.

[Click here for more information about this fantastic milestone and to read the reports.](#)

Gerard Quinn
Director
Centre for Disability, Law and Policy
NUI Galway



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Lámh Tutor Training Programme 2015

The Lámh Tutor Training Programme is a long-established course for professionals who wish to train to deliver Lámh Courses to families, staff members and other communication partners. During the intensive 4 day course, participants will gain the skills to deliver a range of standardized Lámh Courses including:

- The Little Lámh Workshop;
- Module One Lámh Course;
- QQI Level 5 'Using Lámh in a Total Communication Approach'.



Previous participants said:

"I found the course really useful... I found myself reflecting on my practice and getting excited about future plans."

"I liked the way Lámh was addressed as part of total communication throughout."

"Excellent course and excellent materials provided."

Applicants will have a background in supporting people with intellectual disability, be fully trained in Lámh and will have a qualification in a relevant discipline. See all details at <http://www.lamh.org/training/!%C3%A1mh-tutor-training-programme>

The course will be delivered at the Marino Conference Centre, Dublin 9, on 24th & 25th September and 5th & 6th November 2015, 9am-4.30pm each day.

Please email Mary Cullen, Lámh Project Manager, at info@lamh.org for an application form or phone 059 913 9657

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LLM in International and Comparative Disability Law



Interested in studying a unique LLM with excellent career prospects?

Then consider the LLM in International and Comparative Disability Law and Policy, one of the first LLMs of its kind in the world. This LLM, now in its fifth year, aims to “equip students not just with the knowledge and insights but also with the skills and motivation to help transform the lives of 650 million persons with disabilities in the world” – Professor Gerard Quinn.

The introduction of the United Nations Convention on the Rights of Persons with Disabilities has resulted in significant changes in the area of Disability Law and Policy. The LLM in International and Comparative Disability Law and Policy addresses these changes and graduates from this programme will be the first to emerge skilled in this growing area of law and policy.

The programme can be completed full-time (1 year) or part-time (2 years).



Fully-funded prestigious internship opportunities available

The LLM programme is delighted to announce that they have secured two very prestigious internships exclusively available to students on the programme. The internships are based in Geneva with the United Nations Special Rapporteur on Disability. Students will be invited to apply to complete these prestigious internships and the successful candidates will be funded for the duration of the internships. It is intended to ensure that the internships coincide with the sitting of the UN CRPD committee, thus ensuring that the successful candidates will achieve unique access to the UN system.

For more information contact shivaun.quinlivan@nuigalway.ie

Open Training College - Upcoming Courses

You probably know that the Open Training College has been delivering disability focussed training to the sector for over 25 years using a blended model of delivery. The model offers the student unsurpassed flexibility in allowing students to continue to work and study at the same time. But did you know the range and extent of all the short/long term training opportunities? Please read on!



QQI accredited courses (now accepting applications for autumn commencement):

- ✓ BA (Ordinary) in Applied Social Studies (Disability), 3-years, (Level 7) - €3,080 pa
- ✓ Honours BA in Applied Social Studies (Disability), 1-year, (Level 8) - €3,095 pa
- ✓ Certificate in Applied Management (Community and Voluntary sector, 1-year, level 6) - €1,995 pa
- ✓ Higher Cert in Applied Management (Community and Voluntary sector, 1-year, level 6) - €2,595 pa
- ✓ BA in Applied Management (Community and Voluntary sector, 1-year, level 7) - €3,095 pa

Short Courses (12 weeks or less):

- ✓ Introduction to Person Centred Planning (workshop/seminar) - €95
- ✓ Person Centred Planning Skills (Level 5) - €450
- ✓ Focus on the Individual: Person Centred Planning (Level 6) - €595
- ✓ Skills for Positive Behaviour Supports (Level 5) - €450
- ✓ Cert in the Management of a Positive Behavioural Culture (Level 7) - €995
- ✓ Essential Supported Employment Toolkit (Level 5) - €450
- ✓ Certificate in Supported Employment (Level 7) - €995
- ✓ Foundation in Systematic Instruction (workshop/seminar) - €195
- ✓ Introduction to Systematic Instruction (Level 5) - €275
- ✓ Cert in Teaching Strategies for People with Disabilities (Level 7) - €595
- ✓ Exploring Disability – A Sociological and Historical Perspective (Level 6) - €595
- ✓ Effective Communication and People Skills (Level 6) - €595
- ✓ Social Policy and Legislation (Level 6) - €595

- ✓ Professional Practice and Ethics (Level 6) - €595
- ✓ Disability Understood (introduction, online, self-directed) - €49
- ✓ Understanding the HIQA Standards (workshop/seminar) - €120
- ✓ Managing the HIQA Standards (workshop/seminar) - €140
- ✓ Key Management Skills: Teamwork, Leadership & Communications (Level 6) - €395
- ✓ Introduction to Employment Law (Level 6) - €395
- ✓ Professional Development and Ethics (Level 6) - €395
- ✓ Managing Service Quality (Level 6) - €395
- ✓ Cert in Training and Development (Special Purpose Award (Level 6) €699
- ✓ Training Needs Identification and Design Component Certificate (Level 6) - €375
- ✓ Training Delivery and Evaluation Component Certificate (Level 6)- €375
- ✓ Certificate in Intellectual Disability Practice - Full Award, 8 modules (Level 5) - group discount

Please call or email Conor on (01) 2988544 or cmurray@opentrainingcollege.com for information on any of the courses listed above or check details on the Open Training College website opentrainingcollege.com

Thank you for reading our Newsletter and
may we wish you all a very enjoyable summer!!