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# NATIONAL FEDERATION OF VOLUNTARY BODIES

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*Providing Services to People with Intellectual Disability*

## Welcome to the National Federation Newsletter

Summer 2017



### WHY RATIFICATION OF THE UNITED NATIONS CONVENTION ON THE RIGHTS OF PEOPLE WITH DISABILITIES IS SO IMPORTANT AT THIS TIME

As we move through the life cycle, the range of Government Departments that have significant responsibility for maintaining the vision of a life lived to its full potential in line with the UN Convention, grows. For children of school age, for instance, the National Federation warmly welcomes the implementation of a new policy for allocation of special needs teaching resources in mainstream school settings which will come into effect in autumn 2017 - as a very positive example of the potential of Government Departments to influence positive change. Similarly, as young people move into the transition from school to post-school options, the **Comprehensive Employment Strategy** provides a framework which must be implemented in order to ensure that a range of Departments meet their responsibilities to enhance inclusion and develop the potential of individuals to access work, and that of employers to recognise the value of people with disabilities as employees. The 2011 Census provides stark evidence of the extent to which people with disabilities are currently much less likely to have employment than other people of working age, and for people with intellectual disabilities this is even more acute. The National Federation strongly advocates for the implementation of the Comprehensive Employment Strategy through cross-departmental collaboration to ensure that current barriers to employment are removed so that the vision of the Strategy - that people with disabilities are supported to maximise their potential and enabled to have jobs, earn a living, and to make a contribution; is fully realised in line with the State responsibilities set out in Article 27 of the UNCRPD.

#### **Living in the Community**

Article 19 of the UNCRPD unequivocally recognizes *'the equal right of all persons with disabilities to live in the community, with choices equal to others'*, and places responsibility on States to take *"effective and appropriate measures to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community, including by ensuring that: (a) Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and are not obliged to live in a particular living arrangement."*

Very positive work has taken place under the ***National Housing Strategy for People with a Disability***, which is a joint strategy of the Department of Health and the Department of Housing Planning, Community and Local Government - to mainstream the assessment and allocation of housing resources to meet the needs of people with disabilities. Under the Strategy, pathways for people with disabilities to access mainstream housing options through funding schemes such as the Capital Assistance Scheme, the Capital Advanced Leasing Facility, and the HAP payment have been improved, and Housing and Disability Steering Groups have been established at Local Authority level to ensure an ongoing cross-sectoral focus on the meeting of the housing needs of people with disabilities.

However, at this time there are very significant barriers which mean that many people are not enabled to access the opportunity to live in community settings, in line with the UNCRPD. There has been a lack of provision of funding for residential supports in the community over the past 8 years which means that even with the mainstreaming of housing options, the funding for *the supports* to enable people to take up these options is currently severely limited. The numbers of people with disabilities requiring support and the increased age of carers is leading to built-up emerging need. In just one of our member organisations for example, there are 285 people living in their childhood home with family support in which the primary carer is over 71 years of age; 98 of whom are over 80 years of age. Additionally in this one service provider organisation, there are 205 carers in the 61-70 age range – and these represent significant emerging need for residential support to come.

Due to the lack of residential supports available, most people who access new residential support at this time present as emergencies – which often leads to decreased availability of respite support for families, since respite places are then taken up in addressing emergency need. Meeting residential support needs in this crisis-driven model does not allow for the kind of freely chosen, planned life that people with intellectual disability aspire towards.

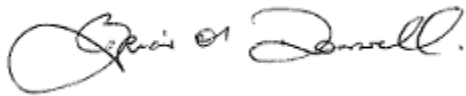
The evidence is clear that people with all levels of disability can live in the community and benefit greatly from the exercising of their right to do so. The *‘Time to Move on From Congregated Settings Report’* provides clear evidence of the need to support people currently living in institutional settings to move to inclusive community-based living; however implementation of this report is currently behind schedule. In the context of supporting people with disabilities to live in the community, it is essential that the changing needs of older adults with disabilities are factored into planning and resourcing. It is essential that resources are put in place to ensure that the fundamental driver of a fulfilling life – living in a place that you are happy in, with people you have chosen to live with – is available to people with disabilities on an equal basis as for all citizens.

### **Budget 2018**

Achieving the exciting aspirations set out in the UNCRPD will require significant resourcing. After the years of austerity during which there was little investment and substantial funding cuts there are now worrying waiting lists for Residential Supports, Day services, therapeutic supports and Respite care. Emergency cases arise on a daily basis and as people with disabilities grow older their support needs are changing. Many families are in crisis as carers also grow older. Many of our member organisations are also in crisis struggling with funding deficits at a time when the regulatory compliance requirements have never been greater and the demand for essential services continues to grow exponentially.

There are also worrying staff recruitment and retention issues. Staff in our member organisations accepted the pain of pay cuts following implementation of the FEMPI legislation in 2011. There is now a moral imperative around pay restoration for all staff employed in both Section 38 and Section 39 agencies. There are serious concerns about the absence of funding for pay restoration in Section 39 agencies in particular.

It is vitally important that this matter is addressed by Government as a matter of urgency. **What is required as a matter of urgency is a commitment by Government to a Multi-Annual Investment Programme commencing with Budget 2018.** We have clear evidence that accessing the human rights set out in the UNCRPD to live in the community, to be seen as a contributing member of society and to reach one's full potential is transformative in the lives of people who have had an opportunity to do so already. **We look forward to the day when all citizens with disabilities in this State are given the opportunity to reach their full potential and access their human rights as set out in the UNCRPD.**



**Brian O'Donnell,**  
Chief Executive.

## National Disability Inclusion Strategy 2017-2021



National Disability  
Inclusion Strategy  
2017-2021

Minister of State with Responsibility for Disability Issues Finian McGrath recently launched the new National Disability Inclusion Strategy. The 47-page strategy sets out 114 actions to be taken over the period 2017 - 2021, across eight areas, including education, employment, housing, transport and accessible places, and person-centred disability services. Some €1.654 billion will be invested in services underpinning the Strategy. The strategy will, if implemented, impact positively on the lives of over 600,000 people.

Also at the launch were Minister for Health-Simon Harris, Minister for Social Protection-Regina Doherty, Minister for Transport-Shane Ross and Minister of State-Kevin Boxer Moran. They indicated that their presence reflected the “all-of-Government” support for the new strategy.

**The National Federation welcomes the specific commitment in the Strategy to implementation of the ‘National Best Practice Guidelines for Informing Families of their Child’s Disability’.** This commitment will serve to support the implementation strategy that the Federation is currently rolling out in collaboration with the HSE.

You can access the full document via the link below, and also a link to the Easy to Read version.

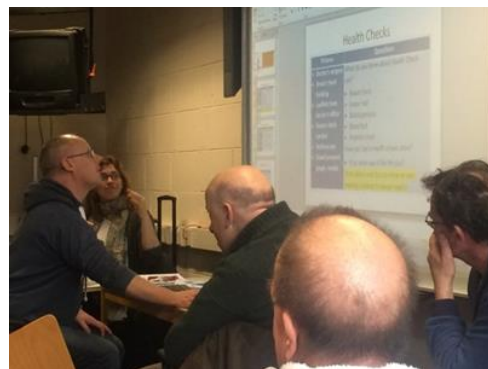
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<http://www.justice.ie/en/JELR/national-disability-inclusion-strategy-easy-read-booklet-web.pdf/Files/national-disability-inclusion-strategy-easy-read-booklet-web.pdf>

## Inclusive Research Network wins first prize at the CDLP Summer School Poster Competition

The Inclusive Research Network (IRN) Poster won the Best Poster Competition at the Centre for Disability Law and Policy School in NUIG for their poster based on the recent findings of 'Our Homes' Study. Brian Donohue & Christina Burke were presented on behalf of IRN with first prize on Friday 23rd June 2017 the final day of the Summer School.

The event was attended by people of many Nationalities including China, Kenya, Zambia, Iceland, Europe and the U.S. There were 36 different posters being exhibited all related to disability projects. Brian and Christina presented the poster on behalf of IRN. They had hand-out sheets which made it easier for them to explain the poster as they could hand people an A4 sized copy of the poster with the link to the Our Homes Report for people to look up themselves. The IRN were complimented on their poster for its layout, colour and how easy-to-read it was. There was a lot of interest in the Inclusive Research Network and how it functions. All members of the IRN received a certificate. A celebration for the IRN members will take place at the next meeting. Written by Brian Donohue, Secretary of Inclusive Research Network (IRN)



Bottom right: Brian O'Donnell (Chief Executive), Brian Donohue (Secretary IRN), Mary Barrett (Administrative Officer)

Above right: Christina Burke, Charles O'Mahony & Brian Donohue with winning poster



## National Federation IT Sub Committee

At the National Federation Board meeting held on the 30<sup>th</sup> November, 2016, it was agreed to establish an Information Technology Sub Committee, which it was felt would be of great benefit and support to IT Managers working within member organisations. Members from various organisations came together at an inaugural meeting on 1<sup>st</sup> March, 2017 to develop the terms of reference and to highlight the main areas of work going forward.



At the second meeting of the Sub Committee on 21<sup>st</sup> June Declan Noone, Ability West, was appointed Chairperson. The meeting welcomed Mr. Noel Crabbe who presented on 'Sytorus-Data Protection Specialist' and spoke about the General Data Protection Legislation.



Members present engaged in rich conversation and open discussion on areas such as data protection, Microsoft 365, child protection-HSEland web portal, safeguarding and IT, record management systems and other relevant areas in their field.

**The next IT Sub Committee meeting will be held on October 19<sup>th</sup> in the Brothers of Charity Services, Limerick.**

## NIID Cover – Art Competition 2017

St Michael's House was a location of much celebration and excitement on Wednesday 21<sup>st</sup> June, 2017. The Annual Reports of the main findings of the National Intellectual Disability Database and Physical and Sensory Disability Database for 2016 were launched by Minister Finian McGrath and the launch coincided with the presentation by the Minister of the prizes to the winning artists in the annual art competition which is organised by the National Federation of Voluntary Bodies to design the covers of both reports.

The quality of the art work submitted by over 100 entrants was, as always, of an exceptionally high standard and the winning covers designed by artists Olga Forde and John Murphy received much favourable comment and high praise from Minister McGrath. The presentation was followed by a party which was kindly hosted by Anna Shakespeare and colleagues in St. Michael's House and which was thoroughly enjoyed by Olga, John and their respective families and friends.

Brian O'Donnell, Chief Executive, National Federation of Voluntary Bodies, thanked Minister McGrath for taking time out of his exceptionally busy schedule to launch the reports and present the prizes to the winning artists. He commended Sarah Craig, Anne O'Donoghue and colleagues in the Health Research Board (HRB) for the high quality of both reports which play a key role in service planning and resource allocations. Finally, he thanked all in St Michael's House for hosting such an excellent event.



Top left: Minister Finian McGrath & John Murphy

Bottom right: TD Finian McGrath & Olga Forde

## General Data Protection Regulation

The General Data Protection Regulation (GDPR) will come into force on the 25<sup>th</sup> May, 2018, replacing the existing data protection framework under the EU Data Protection Directive. As a regulation, it will not require transposition into Irish law, so organisations involved in data processing need to be aware that these regulations apply directly in terms of the obligations they impose. The GDPR emphasises transparency, security and accountability by data controllers and processors, while at the same time standardising and strengthening the right of European citizens to data privacy.

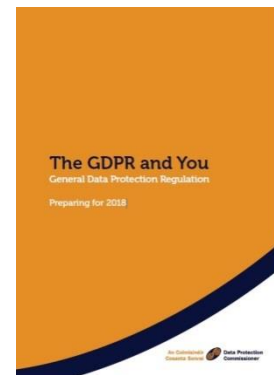
As organisations that hold substantial amounts of data on individuals and groups National Federation member organisations will be monitored and audited by the Data Commissioner's Office and so need to be prepared to meet the standards set out in the GDPR as there are serious financial penalties for non-compliance. It is thus timely that organisations embark on preparing for this important piece of legislation.

In this regard, the National Federation organised a half day Information Session on April 5<sup>th</sup> 2017 for CEO's and Senior Management to raise awareness of the implications of the GDPR and the level of preparatory work involved in ensuring compliance. Following this event, an intensive one day training session on the GDPR was organised for both Data Officers and other staff members who will be involved in ensuring organisations compliance with the Regulations.

The National Federation consulted with a company that has considerable expertise in this area to assist members in preparation for the GDPR. They demonstrated a 'Privacy Engine Tool' and have agreed to offer very competitive rates to members who subscribe to this tool. A 2-day Data Protection Officer Training programme has also been organised for Federation members that will take place in September 2017. If you require further information please contact our office on 091 792316.

The Data Protection Commission has also developed a useful guide entitled: *The GDPR and You – Preparing for 2018* – which is a very useful resource for organisations. You can access the document via the following link:

<https://www.dataprotection.ie/docimages/documents/The%20GDPR%20and%20You.pdf>



## Human Resources Matters

### HSE – Human Resources Directorate

A meeting took place on June 29<sup>th</sup> last with HSE personnel to address the human resources issues of concern arising for Federation members. A small National Federation delegation met with Rosarii Mannion, National Director HR, HSE and her colleague Niall Gogarty to outline a range of concerns arising for Federation members.



Please follow link below to find the most recent edition of the HSE HR Staff Newsletter, June 2017, which is packed with information on various HR related projects:

[http://www.hse.ie/eng/staff/Resources/HR\\_publications/HR-Newsletter-June-2017.pdf](http://www.hse.ie/eng/staff/Resources/HR_publications/HR-Newsletter-June-2017.pdf)



### VHI Employee Assistance Programme

The VHI Employee Assistance Programme (EAP) Group Scheme established for National Federation member organisations in 2010, is a confidential counselling and information support service. The service can provide assistance in coping with a variety of issues, including those related to working in the health profession, voluntary sector and concerns at home. Key Features of Employee Assistance Programme are that it is:

- Available 24/7
- Confidential
- Independent
- Solution Focused &
- Available to both employees and family members

The service is widely used by many Federation members and during 2016 issues focused on included work stress, emotional health, finances and anxiety. VhiCorporate Solutions follow strict ethical guidelines and codes of practice, which means that any contact between the EAP and employees / family members remains confidential.

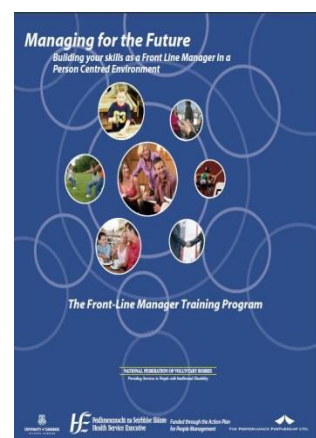
The services available through the VHI Employee Assistance Programme include the following:

- **Telephone Counselling:** 24 hour, 7 days a week telephone counselling.
- **Face to Face Counselling:** “Solution Focused Short Term Counselling”, working with current issues in a goal orientated manner.
- **Information Service:** The VHI EAP also provides access to a Specialist Information Service from 8:00am to 10:00pm, Monday to Friday and 9am to 5pm Weekends and Bank Holidays.
- **Career Coaching:** If an employee has questions or concerns about their career then performance coaching can support members in utilising their skills and competence more effectively.
- **Parent Coaching:** There are times when we can all use a little extra support and information to get us through normal parenting challenges and the parent coaching service can assist with same.
- **LiveWell website:** The website is an extensive resource of fact sheets and articles across a wide range of areas including finances, property, legal, mental health, parenting and working concerns.

If you are a member and would like to access the EAP Services, please phone 1800 995955 or if you are a Member of the National Federation of Voluntary Bodies and are interested in putting in place EAP Services for your organisation then please email [info@vhics.ie](mailto:info@vhics.ie) or call (01) 7994120.

## Managing for the Future: Building your skills as a Frontline Manager in a Person Centred Environment

The National Federation of Voluntary Bodies is now running a further Front Line Managers Training Programme which will commence in **September 2017** and run over 10-days. The National Federation of Voluntary Bodies developed a comprehensive training programme for Front Line Managers in the intellectual disability sector and eight 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 training for new managers of front-line staff and supervisory (theory and practice) training for managers.

**Who Should Attend?** The programme is targeted at Managers – Front Line Managers, Team Leaders, Unit Managers, Social Care Leaders and Supervisors.

**When/Where?** The programme will run over 10 days commencing on 12th September 2017, in the University of Limerick.

**Booking form:**

Completed booking forms should be returned to [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie) by Wednesday 23<sup>rd</sup> August, 2016.

## Quality & Standards Matters

### Safeguarding Public Awareness Campaign

In June 2017 an adult safeguarding public awareness campaign was launched by the National Safeguarding Committee – a number of campaign graphics and radio adverts have been developed by the NSC and these can be accessed via the link below or the NSC's Website - [www.safeguardingcommittee.ie](http://www.safeguardingcommittee.ie)

National  
**Safeguarding**  
Committee  
Promoting the rights of adults  
who may be vulnerable.



Further information: <http://safeguardingcommittee.ie/index.php/public-awareness-2/>

A second phase of the advertising, media and social media awareness campaign is planned for September 2017.

### Safeguarding: A short film made by people with intellectual disabilities, about keeping safe – DVD available for sale.

Members of the Brothers of Charity Clare Advocacy Group and Rob Hopkins in partnership with the Designated Officer Jo Rynne, Brothers of Charity Clare, worked on a project to make Safeguarding information more accessible to people we support. This was done using the medium of drama and film. The film Safeguarding is approximately 15 minutes long and we hope it will be used by many services throughout the country. We made the film generic in that we did not give contact details of local services as we hope the film could be used by many services.

For more information or to order a DVD please contact Jo Rynne at [jorynne@clare.brothersofcharity.ie](mailto:jorynne@clare.brothersofcharity.ie)  
Tel: 087 7991005

The DVD can be purchased at a cost of €20 and all monies go towards Advocacy Services.



Elizabeth O'Connell, Actress, Bill Chambers, Lord Mayor of Clare & Robbie McNamara, Actor, at the launch of the Safeguarding DVD

## Research Study



Can you take part in a survey to help understand the early information needs of families of children with disabilities?

We are carrying out an online survey to evaluate the 'Informing Families' website; [www.informingfamilies.ie](http://www.informingfamilies.ie).

The aim of this study is to gather the views of users of the website so that we can have a better understanding of how the early information needs of families of children with disabilities can be met. We need to gather the views of users of the website - both families and professionals.

**If you would be willing to take part, please click on the following link which will bring you to the survey:** [http://survey.az1.qualtrics.com/jfe/form/SV\\_9TFbCcSFIiKWfwF](http://survey.az1.qualtrics.com/jfe/form/SV_9TFbCcSFIiKWfwF) You can also click on the green banner on the Informing Families website as shown in the picture below.



The study is being carried out by the National Federation of Voluntary Bodies as part of the wider Informing Families Project and in collaboration with the School of Psychology in University College Dublin. Please do not hesitate to contact [alison.harnett@fedvol.ie](mailto:alison.harnett@fedvol.ie) should you wish to discuss or if you would like more information.

**\*\*\*\*Please pass on the link to any families or staff who may be interested\*\*\*\***

## Member's News

The WALKways project is an exciting and innovative project that will support job seekers with intellectual disabilities to gain relevant and meaningful work experience, be accredited for their practical learning and, ultimately, to access paid employment in the open labour market.

WALK and Tallaght Hospital have teamed up to develop this new venture that will facilitate a minimum of 10 trainees to learn through experience within a challenging yet rewarding work environment. Each trainee will complete three four month work rotations and will be able to choose from a myriad of roles across 10 hospital departments. The work placements are as varied as possible in terms of tasks and expectations in order to facilitate a wide range of choices and options for trainees. WALK's expert Job Coaches have developed the roles and respective tasks in collaboration with Tallaght Hospital faculty members so as to support trainees to develop their skills and confidence.

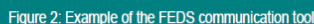
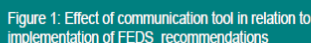


**B. Harold, E. O’Keefe, S. Cronin, G. Reynolds, S. Murugesan. Peamount Healthcare. bharold@peamount.ie**

**B. Harold, E. O’Keefe, S. Cronin, G. Reynolds, S. Murugesan. Peamount Healthcare. bharold@peamount.ie**

Feeding, eating, drinking and swallowing (FEDS) disorders can occur in 36% in adults with an intellectual disability, and can increase the risk of malnutrition. The rate of malnutrition in residential care homes is reported as between 25 – 32%. The aim of this project was to develop multidisciplinary mealtime placemats to facilitate easy access for care staff and residents to all the FEDS information required for a successful mealtime experience.

Staff practices versus therapist FEDS guidelines were audited and a training programme was developed based on the audit. Mealtime placemats were developed for residents, indicating the level of supervision needed using a traffic light system. Level of risk was assessed using the INDI/ASLT Guidelines on Management of FEDS. Practices were re-audited at 3 months and 1 year post intervention.



The results (figure 1) show an improvement in the implementation of FEDS guidelines, in particular nutrition guidelines from 31% to 87.5% 3 months post implementation of the multidisciplinary mealtime placemats. This change was also sustained 1 year post intervention. In addition to the improvement of implementation of FEDS guidelines with the mealtime placemat tool, the nutritional status of residents at risk of malnutrition also improved by a mean weight gain of 3.3kg (6.6% weight gain).

Effective communication tools in the form of a multidisciplinary mealtime placemat for carers can help improve adherence to FEDS guidelines and improve nutritional status of older people with an intellectual disability at risk of malnutrition

Peamount Healthcare Intellectual Disability Service MDT launched an initiative to get nutrition guidelines from paper to practice. To help communicate the complex mealtime needs of an older ID population, the team implemented mealtime placemats which detail a service users FEDS (feeding, eating, drinking, swallowing) guidelines (April 2015). This poster is the evaluation of the project at 3 months and 1 years post intervention.

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## *Brothers of Charity Clare*

### **Graduation ceremony**

19 people with disabilities from across Co. Clare who attended the initiative funded by LCETB and run by Brothers of Charity Clare have been presented with a QQI level 3 Major Award in Employability Skills.

The programme is targeted at people with intellectual disabilities who are currently unemployed and /or wish to engage in further education/ training.

It is a centre/employer based training programme, where learners are provided with the essential skills for future employment through various opportunities. Training is provided in specific work skills, both practical and personal, in an on-the-job setting. Mr Ronan Keane, a graduate stated that he is '...happy (he) now has a part time job in Shannon and (he) likes it.' All learners



From left to right, Breda Lane, Deirdre Geoghan, Ronan Keane, Kelly McNamara, Brian Cusack, Brian Mulqueen.

went on to either further education, part time employment or a socially valued role. The efforts of the support and tuition team were acknowledged, as were the employers that worked with the Vocational Training Programme who have subsequently offered these learners a role within their companies. It is an initiative we hope to continue with for the future and a great example of how partnership can deliver for community members with disabilities that need additional support for access and progression in education and employment.

### **Track for Changes**

Clare Inclusive Research Group members Ger Minogue and Joe McGrath, supported by Rob Hopkins, recently made a presentation entitled "Track the Changes" at SIPTU's Intellectual Disability Sector Symposium. The presentation took place on June 13<sup>th</sup> in the Dublin Mayor's Mansion House residence, to an invited audience which included Minister Finian McGrath, Rosarii Mannion, HR Director, HSE and Brian O'Donnell, CEO, National Federation.

Entitled "The Forgotten Sector" we joked that we were possibly the "unknown sector" as we outlined work done with an inclusive research methodology dating back to 2006/7 which SIPTU's Paul Bell conceded represented a 'steep learning curve for many in the audience. Back in the mid-noughties Clare Brothers of Charity Services engaged Prof Kelley Johnson, the renowned Australian academic during her Marie Curie foundation placement at Trinity College and the intervening years have seen Ireland leading the way internationally in the inclusive research field firstly under Edel Tierney's leadership as the National Federation's Director of Research & Policy Development, alongside Prof Patricia O'Brien at the National Institute of Intellectual Disability at Trinity, with presentations at Cape Town Rome and Vienna IASSID congresses. Then subsequently under Profs Nancy Salmon and Edurne Garcia's leadership at the University of Limerick and Trinity College respectively who have now taken up the baton.



L to R: Martin Corry, Lisa Aechaeson, Danny Montgomery, Michael O'Keeffe, Katie Flynn, John Fitzgerald, Ronan Keane, Sarah Kirby, Robbie McNamara, Eileen Cahill, Patricia O'Dea, Peter Kavanagh, Brian Mulqueen, Brian Cusack, Stephen McInerny.

Ger and Joe gave assured accounts of their current and past work, with their campaigns for the repeal and replacement of discriminatory criminal laws, new capacity legislation and their persistent lobbying for ratification of Ireland's UN Disability Convention commitments through the Inclusive Research Network and the National Self Advocacy Platform.

Their strongest impact followed their featuring in the "Day in the Life" short film (a presentation of services in Galway and Clare BOC made especially for the day) as they outlined their "Track the Changes" strategy which outlined Clare advocates following up research based initiatives seeking relationship equality and promoting the idea of payment for advocacy work. In their group's latest project, "Advocacy in Action", the presentation at the Mansion House was the 4th presentation this year where CIRG advocates were paid a professional fee for their inputs.



Ger Minogue, Joe McGrath and Rob Hopkins speaking at 'Track the Changes'.

## St. Michael's House

### **Ireland & St. Michael's House in the I Karate European Championships**

We are delighted to congratulate both Darren Kidd and Nathan Doherty for representing Ireland in the recent I Karate European Championships. They were both awarded third place in their category.

Darren and Nathan, who attend St. Michael's House Santry Hall Centre, belong to the Larkhill Karate Club in Dublin 9. Along with their head coach, Brian Carroll and with the immense support of their families, both athletes put in months of extensive training in preparation for the I Karate European Championship.

Upon their return, they were again honoured at a prize-giving ceremony at Santry Hall Training Centre where, to the delight of their peers and staff, they were awarded Certificate of Excellence from St. Michael's House CEO Anna Shakespeare.



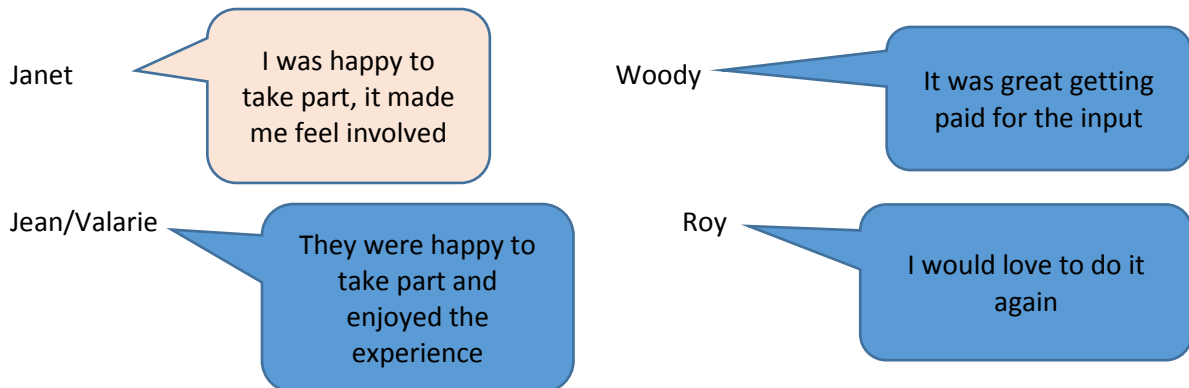
Darren Kidd & Nathan Doherty.

### **Provision of Information Policy #inclusion**

St. Michael's House recently developed a Provision of Information Policy. The Policy is to help ensure that everyone in St Michael's House gets information in a way they can understand and with enough time to make decisions. The Policy sets out that staff have a responsibility to share information in lots of ways, including LAMH, Symbols and Easy to Read documents and through discussions.



The policy was developed in consultation with an adult group from Moyle Road Unit with support from staff and a speech and language therapist. The policy was launched in April 2017. The service users who developed the policy came to the launch. This is what they had to say ...



A special thanks to Janet Kavanagh, Jeanne Garrigan, Valerie Nolan, Vivian Wood - known as Woody, and Roy Pickett.





Vivian Wood, known as Woody, Roy Pickett, Valerie Nolan, Janet Kavanagh and Jeanne Garrigan

## Open Training College

### Open Training College - finalist in The Education Awards 2017



Celebrating 25 years of delivering education and training to the health and disability sector, the Open Training College is excited to celebrate yet another milestone in the history of the College. The OTC is honoured to have been shortlisted in not one, but two categories of the national Education Awards 2017!

The Education Awards recognise, encourage and celebrate excellence in the third level education sector on the island of Ireland from both State and privately funded institutions.

The independent judging committee shortlisted the OTC in the following categories:

- Best Online Learning Experience
- Best Student Engagement and Communications

Full details of the shortlisted finalists can be viewed [HERE](#).



Iowan Macieik (OTC eLearning Team) & Viv Menzies (OTC Communications Team)



Raymond Watson, Head of eLearning at the Open Training College, states 'Having won the International eLearning award for blended learning with IELEA last year, it was a privilege for the College to be shortlisted for another award this year. The OTC eLearning team continues to develop our online educational supports to cater for the need for more accessible and flexible quality, educational opportunities for students and agencies; and I think individuals and organisations are seeing the benefits in their practice and service provision because of it. To be a shortlist finalist was very exciting and another indicator that we are progressing in the right direction, for both students and industry.'

More information about the Open Training College can be found [HERE](#).

## Certificate in Applied Management

Are your managers HIQA compliant regarding management qualifications?

To address concerns with regard to HIQA compliance, the Open Training College is delivering a fast track version of the current [Certificate in Applied Management](#) to a cohort of students from the sector who signed up in June. Modules such as 'Key Management Skills' (10 QQI HET credits)' and 'Managing Service Quality' (10 QQI HET credits) are now delivering to those students so that **certification of both these programmes, issued by OTC, can be on file for HIQA review by early September 2017.** QQI certificates can then be on file by end of October/November. PICS/PPIMs that avail of the fast track option may complete the remaining content of the full programme starting in October. Please contact Conor (01-2990580) to discuss a fast track management training solution for your organisation.



*Candidates for the BA in Professional Social Care (Disability) attend an information session*

The College is also currently recruiting students for:

### [BA and BA Honours in Professional Social Care \(Disability\)](#)

#### Benefits of an OTC course:

- Specific to the disability sector
- BA Social Care graduates will be in a position to apply to register as a professional Social Care Worker with CORU when the register commences
- They reflect the current regulatory and public policy environment (incl. HIQA and New Directions), the challenges driving the sector, and best practices
- Students will be supported throughout the course by a designated tutor with extensive front line experience

- Students can easily balance work, family and study commitments
- They are applied programmes dealing with real world challenges, where the assignments tackle issues that students are likely to face in the workplace

Please contact Conor on 01-2990580 or [cmurray@opentrainingcollege.com](mailto:cmurray@opentrainingcollege.com) should you require more information and a visit to your organisation. All course information is available on [opentrainingcollege.com](http://opentrainingcollege.com).

## Training & Events

**The UCD Centre for Disability Studies is delighted to announce its 2017 *Discussions in Disability* summer event.**

**Theme: Disability and Ethnic Minority.**

**Date:** Friday 28<sup>th</sup> July 2017

**Time:** 10.30 – 15.45

**Venue:** George Moore Auditorium, UCD O'Brien Centre for Science, Belfield, Dublin 4 (building 67)



To celebrate our 21st anniversary, the UCD Centre for Disability Studies is delighted to host our annual Discussions in Disability seminar on the topic of Disability and Ethnic Minority. We will be joined by numerous stakeholders in the field including Cairde, Disability Federation of Ireland, Economic and Social Research Institute, Health Service Executive, Immigration Council of Ireland, Inclusion Ireland, Irish Human Rights and Equality Commission, National Disability Authority, New Communities Partnership, Pavee Point and Trinity College Dublin. This seminar aims to provide a forum for discussion and networking among all those interested in supporting individuals from ethnic minorities who have disabilities. We encourage full audience participation at our discussions.

Details of registration can be accessed [here](#). Information on commuting and parking facilities is available [here](#).

### **Reforming Leadership in Healthcare: a seminar for healthcare professionals**

The School of Nursing and Midwifery, Trinity College Dublin is pleased to announce a one-day seminar which is open to all healthcare professionals:

**Date:** Thursday 7 September 2017, 9am-3.30pm

**Venue:** School of Nursing and Midwifery, Trinity College Dublin

Further details are available from the seminar webpage: [nursing-midwifery.tcd.ie/events-conferences/leadership-in-healthcare/Reforming-Leadership-in-Healthcare.php](http://nursing-midwifery.tcd.ie/events-conferences/leadership-in-healthcare/Reforming-Leadership-in-Healthcare.php)

## **Carmichael Centre's new Autumn / Winter 2017 Scheduled Training courses**



### **Time Management**

14<sup>th</sup> September 2017 (Thurs) 09.45am to 1.00pm

Target audience: Anyone needing to make the most of their time in a busy work environment.

### **Get ready for GDPR (General Data Protection Regulation 2018)**

19<sup>th</sup> September 2017 (Tues) 09.45am to 12.00pm

Target audience: Anyone needing more information about GDPR and its implications for their organisation.

### **Social Enterprise - Setting up a new Community, Voluntary or Charitable Organisation**

26<sup>th</sup> September 2017 (Tues) 09.45am to 1.00pm

This half-day workshop will help people who are thinking about setting up a new Community, Voluntary or Charitable Organisation.

Target audience: Anyone interested in setting up a new Community, Voluntary or Charitable organisation.

### **Child Protection - Children First Act 2015**

28<sup>th</sup> September 2017 (Thurs) 09.45am to 1.00pm

The main areas covered will be:

- An overview of Children First legislation – how this will impact ‘relevant services’ (as defined in Schedule 1 in the Children First Act 2015).

Target audience: Anyone needing guidance on this legislation.

### **Seminar - Challenges For Members, Directors and Trustees of Charities in a New Regulatory Age**

7<sup>th</sup> September 2017 (Thurs) 12.00pm to 1.00pm

The aim of the seminar is to equip participants with a clear understanding and knowledge of the role, duties and obligations on members, directors and trustees of charity companies or trusts.

Target Audience: Members, Directors and Trustees of Charity Companies or Trusts.

### **E-Learning**

We also provide eLearning courses which can be completed at your own pace and convenience. Our online courses cover a variety of useful topics including Risk Management, Outputs & Outcomes

**Full details on all of the workshops & seminars in our Autumn/Winter 2017 Programme available:**

**<http://www.carmichaelcentre.ie/content/training>**

## Advance Notice Praxis Care Autumn Conference 2017 Dublin

**Respond Housing Association Conference Centre.  
Grace Park Road, Drumcondra, Dublin 9.  
Friday 10<sup>th</sup> November 2017**

***"Positively Supporting People with Intellectual Disability and Autism whose Behaviours Challenge -  
Building the Right Supports"***

**Praxis Care** would like to give you early notice of this important conference on Friday 10<sup>th</sup> November 2017.

A significant programme of reform is underway in Disability Services as people are encouraged to receive their supports and services locally in their own community. While this programme of transformation is leading to new services and supports and better outcomes for people with intellectual disability, it is not without its challenges for those with complex additional needs.

This conference will look at these challenges from the perspective of the person, staff members and family carers. We are pleased to have Vivien Cooper CEO of the Challenging Behaviour Foundation UK as keynote speaker, Patricia Rickard Clarke, Chairperson of the National Safeguarding Committee and other key people working in this area to contribute to the discussion.

As there is no charge for this conference, we ask you to register your interest with Clodagh Conlon, Praxis Care, Ardee, Co. Louth at [clodaghconlon@praxiscare.ie](mailto:clodaghconlon@praxiscare.ie) or telephone 041 6871904 to allow for lunch and seating arrangements.

## NCSE Annual Research Conference 2017

**9am – 4pm Tuesday 21st November**

**Hogan Suite, Croke Park Conference Centre, Dublin**

The main focus of this year's conference will be on Initial Teacher Education. The keynote address will be given by Marleen Pugach, Professor Emerita of Teacher Education at the University of Wisconsin Milwaukee and formerly Professor of the Practice of Education at the University of Southern California. The conference will also feature findings from phases 1 and 2 of the NCSE's longitudinal research study on Initial Teacher Education for Inclusion.

**Please put this important date in your diary and feel free to pass this notice on to others who may be interested.**



## Specialist Clothing now available online

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

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

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



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

## SAVE THE DATE

***Working Together to Support Children and Families  
Progressing Disability Services for Children and Young People***

**National Conference  
1<sup>st</sup> December 2017  
Mary Immaculate College, Limerick**

**Further information & registration details to follow**

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