

Brothers of Charity Services Ireland

Policy on Access to Education, Training and Development for Adults Supported by the Services


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Ethos

'We are committed to working with people with an intellectual disability to claim their rightful place as valued citizens. Inclusion is a fundamental principle that underlies all aspects of our work. We believe in the intrinsic value of every person and we aim to further the dignity of all associated with our services.'

'We continue the Brothers of Charity Services' tradition of being open to the best contemporary influences. We want to be inspired by the most creative ideas ...and to ask how we give them concrete expression.'

The Brothers of Charity Services Ethos (2001), Going Forward Together.

1.0 Introduction

The Brothers of Charity Services Ireland endeavour to offer services/supports in local communities. This enables each person who is supported by our services to positively engage in the social and economic life of their local towns and villages and in doing so, develop a range of relationships that enhance their quality of life.

Our responses are based on the recognition of each person (who is supported by our service) as an individual, an equal citizen with equal rights and an absolute respect of that status. We, therefore, support each person to live their lives based on their own personal visions and choices, to identify and select their personal goals in life and to develop their personal plan to achieve those goals.

2.0 Policy Statement

The Brothers of Charity Services Ireland aim to provide full opportunity for people to participate in all aspects of life, including education, training and employment, in a supportive environment. We aim to ensure the person is supported to access appropriate facilities and support in order to undertake their chosen activities and to develop roles in their community.

3.0 Purpose

3.1 This policy was developed to ensure that the individual is engaged in meaningful activity and is supported in accessing education, training or employment. It is also designed to ensure that the Service has a clear mechanism of identifying and planning for the range of supports the individual should have access to equip him/her to:

- make choices and plans to support personal goals;
- have influence over the decisions which affect their lives;

- achieve personal goals and aspirations; and
- be active, independent members of their community and society.

4.0 Scope

- 4.1 This Policy applies to all staff who provide supports to adults with disability in day/residential settings

5.0 Legislation/other related policies

- 5.1 The Health Act 2007 (Care and Support of Residents in Designated Centres for Persons (Children and Adults with Disabilities) regulations
- 5.2 The report of the Commission on the Status of People with Disabilities,
- 5.3 The National Disability Strategy (NDS)
- 5.4 New Directions 2015 – Personal Support Services for Adults with Disabilities Report

6.0 Glossary of Terms and Definitions

Services: refers to the Brothers of Charity Services Ireland

Staff: Refers to the Brothers of Charity Services Ireland staff includes all persons paid or unpaid who support individuals in our services.

Personal Plan: this term is used to refer to person centred plans, person centred daily activity plans or individual plans.

7.0 Roles and Responsibilities

- 7.1 All staff, students and volunteers must adhere to this policy.
- 7.2 All Services Managers, Heads of Department and Team Leaders are responsible for ensuring that all staff, volunteers and relevant others are informed of this policy and adhere to its requirements.

8.0 Procedure/Protocol/Guideline:

The Brothers of Charity Services Ireland are committed to ensuring that every individual we support can enjoy the benefits of inclusion in education, training and vocational opportunities. The Services is committed to the concept of life long learning and respects and values the steps each individual takes in their life

to realise their goals. As an organisation, we encourage each individual supported to avail of access to life-long learning and where possible we will provide appropriate supports to facilitate their learning needs.

- 8.1 Individuals will be supported in completing their Personal Plan ensuring that the plan identifies goals in areas of training, education and employment to include the following where applicable:
- Making choices and decisions
 - Making transitions and progression
 - Inclusion in local community
 - Accessing education and formal learning
 - Maximising independence
 - Personal and social development
 - Health and wellbeing
 - Accessing bridging programmes to vocational training
 - Accessing vocational training and work opportunities
 - Personal expression and creativity
 - Developing meaningful social roles
 - Opportunities to influence policy and practice on issues of importance to the person
 - Skills Development
- 8.2 Access to mainstream activities/ training/employment is always promoted as the first preference of the individual unless it is clearly demonstrated otherwise.
- 8.3 The Personal Plan should be reviewed on an annual basis or more frequently if required
- 8.4 A person centred approach to risk should be adapted that both enables the individual to have control over his/her life and encourages citizenship.
- 8.5 The individual's skill in practical tasks should be developed in real life situations
- 8.6 In so far as is possible individuals will be supported and encouraged to attend education/ training/ employment and facilitated to participate in Supported Employment if they so wish.
- 8.7 Staff should actively work to ensure that natural support networks are developed with each individual.
- 8.8 If the person disengages from education/training employment, other options should be explored with them.

9.0 Revision and Audit:

- 9.1 This policy will be reviewed after 12 months of its operation and thereafter at intervals not exceeding three years to ensure it is in line with best practice and legislation.

10.0 References/bibliography:

New Directions 2015 – Personal Support Services for Adults with Disabilities Report