# Transformation: Responding to Changing Contexts and Cultures

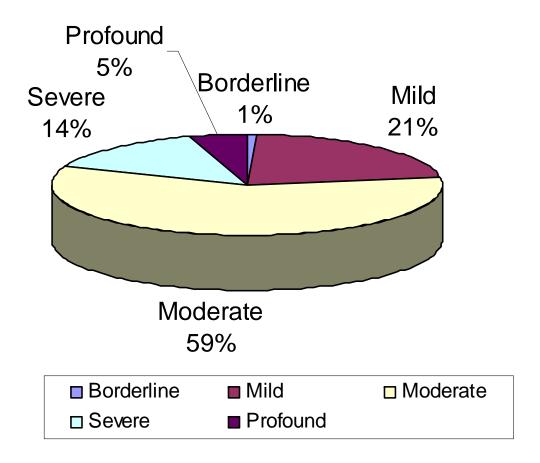


## **Ethos**

"The Brothers of Charity Services are committed to working with people with intellectual disability to claim their rightful place as valued and equal citizens. In keeping with our Ethos, we work to develop individualised supports and services based on the needs and choices of each person."

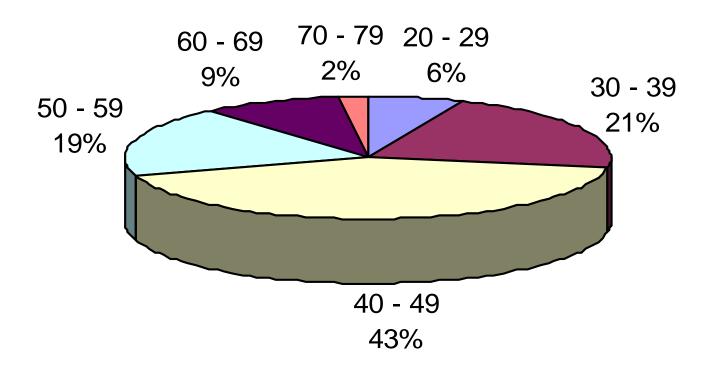


## **Level of Ability - Day Services**





## **Age Profile - Day Services**



**20 - 29** 

**30 - 39** 

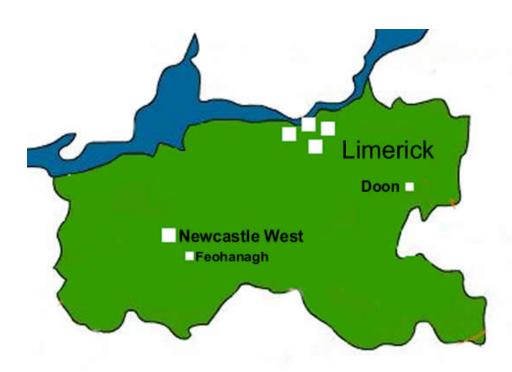
**40 - 49** 

**50 - 59** 

**60 - 69** 

**70 - 79** 

#### Day Service Locations, Brothers of Charity Services, Limerick



8 Day Services Locations

Across Limerick City & County



### **Day Services**

221 Individuals (Includes 79 individuals attending on a day-basis only



## **Community Residential Services**

142 Individuals in total

27 of the above, living semi or fully independently





## **Day Services Focus – BOC Limerick**

- Supporting Attainment of Personal Outcomes
- Supported Employment
- Life Skills/Social Skills
- Local & Regional Advocacy
- Activities of Daily Living
- Mainstream Community Participation
- Activity Programs/Recreation





## Activity Programs / Recreational Pursuits (a sample!)



Computer Skills
Gym Activities
Walking Club
Work Activities
Numeracy & Literacy
Training
Horticulture
Multi Sensory Room

T'ai Chi
Dance
Horse riding
Swimming
Cinema
Cooking classes
Gardening

Yoga
Music Therapy
Drama
Sports/Special Olympics
Arts & Crafts
Keep Fit/Gym

## Looks Good,

so what's the issue?



## **Evolution vs. Transformation**



## Pockets of Best Practice Vs

## **Culturally Ingrained Best Practice**



Services have evolved over time, as a result of:

Personal Outcomes Planning Process

## and

- New Admissions & associated funding / staff numbers
- •Ad hoc Funding Opportunities ie Lottery Funding/Pobal etc.
- •Staff "Champions"



Pockets of Best Practice In different areas of the organisation



## **Drivers for Change**

**Personal Outcomes** 

Our own ethos!

Five-year Strategy

New Directions

Costs of "Care" Approach/Funding Cuts

Evolving Models of Service Delivery (Figure 1988)

Payment)

Legal Context (Sheltered Work)



## Our Priority for an ENABLING approach to Day Services

Working Group established to review Day Service Provision within our Services ensure that Day Programs <u>underpin and support</u> the attainment of Personal Outcomes consistently throughout all areas and locations in the organisation





#### **Driving Community** Social Enterprise & Creative Connectedness **Pursuits** Technology Developing IT skills Promoting & Supporting As a mode of activitation Valued Social Roles To develop higher-value skills IT use for Leisure Signposting and As a creative outlet Using technology for brokering contact & more effective/enhanced As a route to community participation particpation - eg communication with wider community & Famers/Craft Market. Assistive Technology to As a Training Ground for relevant agencies support independence Supported Employment Maintaining **NB:** Using technology as connectedness with means of delivering LOCAL community training & new skills **Enabling, Capacity Building** Day Program egs. Budgeting and Money Man Social Skills Catering Personal Hygiene Literacy/Numeracy Preparing a CV Education Opportunities. Advocacy **NB:** Skills and Experience Necessary for Mainstream Community Participation Supported and Open Home & Leisure Health & Well-being **Employment** Activities Physio & Exercise Prepartion and On-going Day Excursions Programmes Support for individuals to After-hours/Weekend Diet & Healthy Eating secure and sustain Social and Leisure Participation in Sports employment opportunities in Activities & leisure Activities their local community Link between the Day Service and the Home **NB:** Maintaining & Applying Learned Skills Community Participation

#### **Key Points Identified: The Enabling Approach I**

Organisation support and "culture shift" toward focusing on ability and supporting and enabling individuals to achieve their goals.

Identification of the underlying skills enhancement and personal development requirements to achieve these goals.

Developing a more proactive, positive approach toward risk – with a focus on ABILITY



#### **Key Points Identified: The Enabling Approach II**

Formal Curriculum/Program for Skill Development and Skill Enhancement to enable

- •goal fulfilment,
- •mainstream community participation,
- •meaningful social roles
- •active citizenship.

Process is guided by PCP and with the full support of the multi-disciplinary team



## **Day Service Curriculum**

#### **Sample Skill Development Areas**

- -Personal Safety
- -Communication: Listening and Speaking
- -Personal Decision Making
- -Personal Care
- -Assertiveness, Rights & Respect
- -Appropriate Work Behaviour
- -Using Public Transport
- -Money Management & Budgeting
- -Home Cookery



## From Theory to Practice: Day Service Approach

**PCP Outcome:** Visit my family

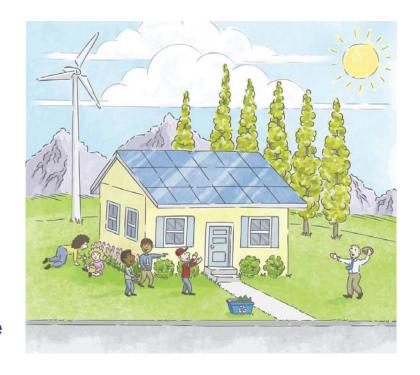
independently

**Underpinning Skill Development** 

**Requirement:** Using Transport Independently

**Developing Potential Assessment** 

(Focus on Identifying supports for practical demonstration and practice of skill in appropriate environment (ie Community)





Formal Time Tabled Programme

Day Centre-based (Groupwork)



Group Exercises in the Community

Individual 1:1 Time-Table

Progress Review Template

Task Break-down
Performance/skill rating
On-going
feedback/progress review



Team Review & Sign-off

**Assessment of Competence** 

**Ability (RISK) Assessment** 

**Ongoing Review Mechanism** 

Verification of Competence

Protocol around management of risk etc (feeds from above working document)















## **Outcome:**

Goal Achieved
Or



**Person Centred Plan Revised** 



### **NB: Staff Development**

Changing attitudes towards risk (Developing Potential Assessment)

Empowerment of Keyworker – Circle of Support Participation & Involvement in Decision-Making

Training/Skills Transfer (Inter-disciplinary skills transfer)

Becoming Frontline "Experts" and Instructors

Building up the Curriculum (Course Materials)

Continuous Review and Assessment (Multi-disciplinary approach)





#### What's Next? I

Road-show and Consultation with Frontline staff

Challenging established practices – care vs. enabling

Development of Core training Program for Key-working Staff

Review of Day Service Facilities – Locations and Equipment

Development of Core Curriculum & Centralised Resource Bank

Demonstrating Link to Organisational Strategy





#### What's Next? II

## **Engagement with Families**



**Wrap-around protective Service** 

Versus

**Enabling Mainstream Community Participation / Developing Valued Social Roles / Greater Independence** 

