



# National Federation of Voluntary Service Providers

*Supporting people with intellectual disability (CLG)*

## Welcome to the National Federation Newsletter



Summer 2019

### Editorial

2019 is proving to be an extremely challenging year for the disability sector in Ireland. The opportunities and potential created through the launch of the Independent Review Group Report on the role of Voluntary Organisations in Publicly Funded Health and Personal Social Services and the wealth of some very positive and constructive policy and service developments, are being eroded by the serious financial pressures being experienced by member organisations and their primary funder.

This has resulted in some organisations engaging with the HSE to highlight their precarious financial situation. Boards are concerned to meet their legal and fiduciary obligations in light of inadequate resources. Pay restoration to staff in S39 organisations is being progressed slowly for some staff but many others have not yet even commenced a process. The need for services and the changing needs of people within services, against a backdrop of regulation, inspection and compliance, exceed the capacity of providers and the HSE to respond.

These are the areas that the Federation is focussing on in 2019, along with providing a wide range of other supports to member organisations. However, for us to be effective, it is essential that we work together to develop, agree and implement our strategies. It is through our unity of purpose that we can achieve results. We need every member organisation to be part of advancing the key areas of:

- Promoting our role as voluntary organisations
- Securing the funding needed to provide quality services
- Ensure autonomy while being accountable for the use of public monies

It is also important that the Federation, where appropriate, forge alliances with other umbrella organisations and the wider community and voluntary sector.

Bernard O'Regan, Chairman

# Inclusive Research Network

## What we have been doing - January-March 2019



The IRN had a busy start to 2019 with the election of a new Steering Group in February. It also created vice roles for Secretary, PRO (which was changed to IRN Spokesperson by a vote of the members) and Treasurer. At the January meeting we went over all the roles again so everybody was clear about them and the former IRN Officers talked about what it was like to do the roles of Chair, Vice Chair, Secretary and Treasurer over the previous 3 years. Nancy Leddin our then Chair said she was very nervous and sometimes flustered at the start but then got into the role over the three years and got used to it - by the end of the 3 years she was a different person. The Vice chair Joan Body told a similar story, she was a quiet person at the start but got more confident as time went on. The Treasurer Laura Murray enjoyed being on the Steering Group and making decisions but felt it would have been better if she actually had money to manage. For Brian Donohoe, the Secretary, it was the same as his previous term of 3 years except that he felt the profile of the IRN had changed over the 3 years and that the IRN had become more known internationally for its work. Potential candidates were given time to think it over and talk with supporters and family before deciding to run

In February the IRN had its election and elected the new Officers for the main roles and also the Vice roles the following are the new Officers and the roles:

**Chair Michael Sullivan; Vice Chair Derek Murphy; Secretary Brian Donohoe (not Elected Role)**

**Vice Secretary James Delaney; IRN Spokesperson Carol-Ann; Vice IRN spokesperson Christina Burke**

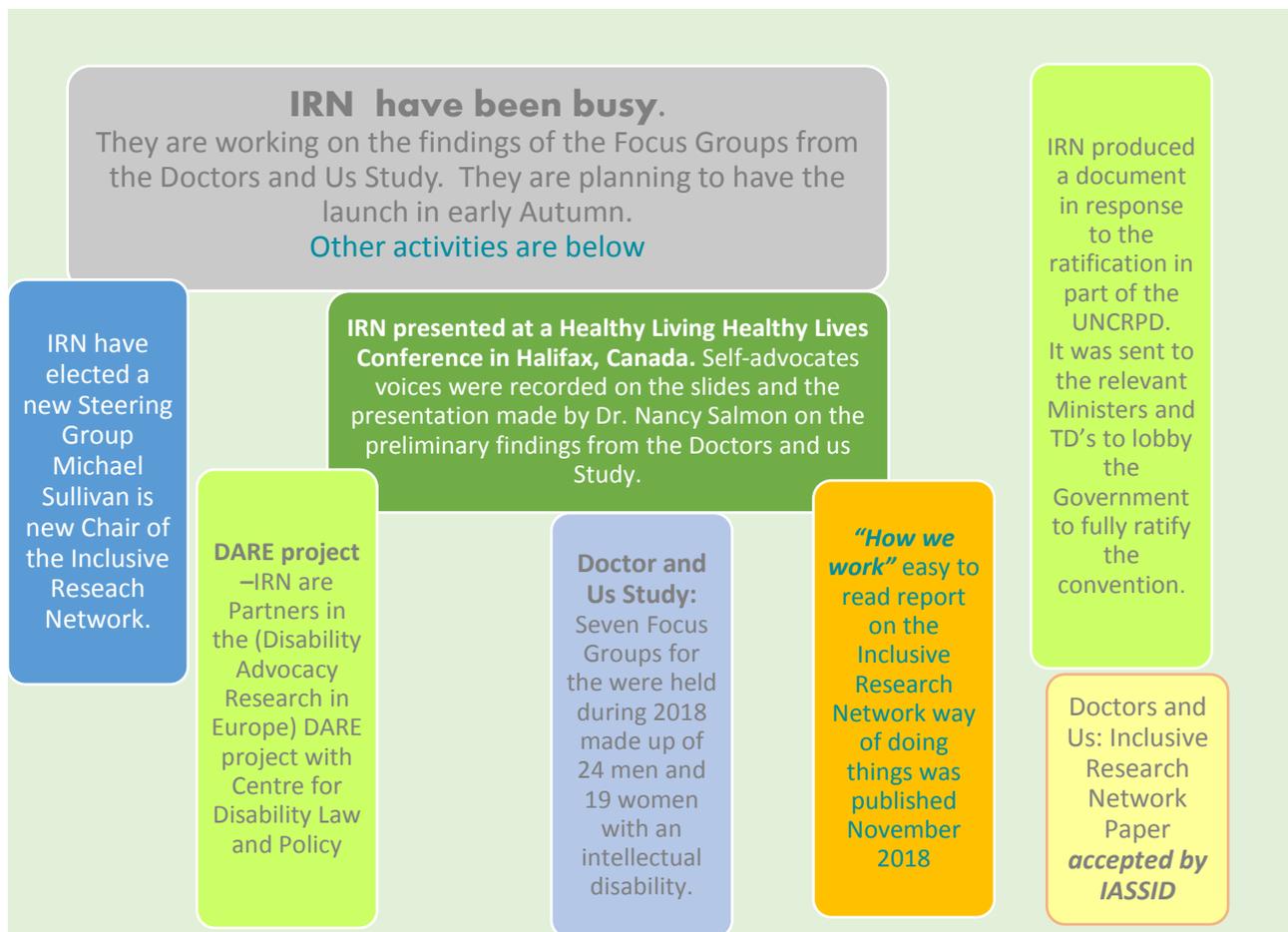
**Treasurer Martin Dooher; Vice Treasurer Kathleen McMeal**



In March IRN Secretary Brian Donohoe & Vice IRN Spokesperson Christina Burke gave a workshop along with Academic supporter Dr. Nancy Salmon to the Association of Occupational Therapists of Ireland on the IRN and how it works and it was very well received. Nancy Leddin and IRN Spokesperson Carol Ann O'Toole did another talk to students in UL Limerick and it also went well. Secretary Brian Donohoe & Treasurer Martin Dooher are looking into opening a bank account for IRN funds in the future

Three more focus groups were done in March in Clare for the *Doctors and Us* Study which has been underway since last year - the final focus group is planned for May 2019 in Limerick and then the information from all the focus groups can be written up over the summer and the launch of the *Doctors & Us* report can take place in Late August or early September. The IRN had also sent an Abstract to IASSID on *Doctors & Us* earlier findings for their conference in Glasgow in August this year and it has been accepted. This is all being talked about and decided by the IRN at the moment. So IRN expects to have a busy summer and autumn.

You can see more about what we have been doing in the graphic below



## Human Resources Matters

### Restoration of Pay – Section 39 Agencies:

The National Federation’s ‘S39 Restoration of Pay Task Group’ has been meeting over recent months to monitor the implementation of the WRC agreement relating to the restoration of pay. This process has presented significant challenges for agencies involved in Phase 1 in relation to the data required by the HSE and considerable time has been required by the HSE to validate the information received and to audit a sample of these agencies. The Task Group will continue to work closely with the HSE to ensure the necessary funding is allocated to agencies to enable them to make the necessary restoration payments to relevant staff. The National Federation is also continuing to liaise with the HSE and other key stakeholders in relation to the extension of the restoration of pay process to Section 39 agencies that have not been part of Phase 1.

workplace  
relations

# Safeguarding Updates

## Safeguarding Ireland – Public Awareness Campaign, May 2019

Safeguarding Ireland is leading a national public awareness campaign, which commenced on May 20<sup>th</sup> and running over a 2 week period. The campaign is focused on 'calling out abuse, raising better public understanding of what abuse is & what to do if someone suspects it'.

For further information on the campaign please refer to the Safeguarding Ireland website: [www.safeguardingireland.org](http://www.safeguardingireland.org)

If your organisation would like to get posters / leaflets for the Campaign please contact Jillian Sexton – [jillian.sexton@fedvol.ie](mailto:jillian.sexton@fedvol.ie)



## Review of HSE Adult Safeguarding Policy

The review of the HSE Adult Safeguarding Policy which commenced in 2017 is nearing completion. The National Federation held a workshop event which sought the views of Service Providers in relation to their experience of implementing the existing Policy and feedback on how the Policy could be improved. Further information in relation to the review of the Policy can be accessed from the National Safeguarding Office website:

<https://www.hse.ie/eng/about/who/socialcare/safeguardingvulnerableadults/>



## National Adult Safeguarding Policy for the Health Sector

The Department of Health is currently developing a new national adult safeguarding policy for the health sector and as part of that process wishes to consult with key groups about what the contents of the policy should be. It has asked the Institute of Public Health to carry out focus groups with the following cohorts to get their views: 1) people with intellectual disabilities; 2) people with cognitive impairments (including dementia and acquired brain injury); 3) people with significant mental health difficulties and 4) residents of nursing homes. The aim is to get an understanding of what people in these cohorts understand by different types of harm, what kind of procedures they would like to see in place for preventing, reporting and investigating harm, and how they would like to be consulted if a concern arises. Through the work of the National Federation's Safeguarding Group 3 organisations have volunteered to host Focus Group sessions to feed into this process and these will take place during June / July 2019.

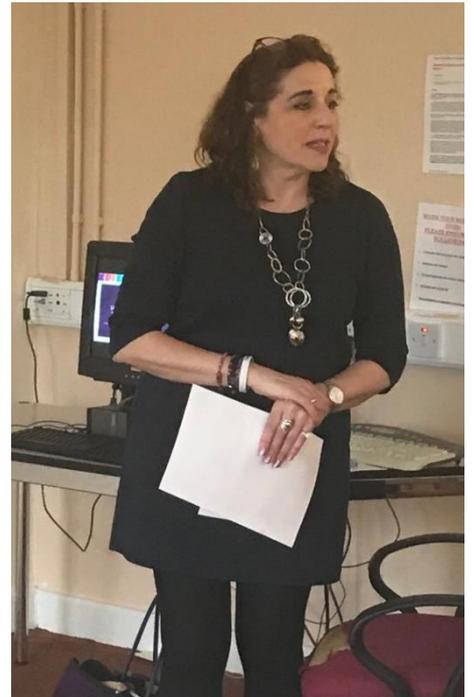
The National Federation is also keen that Service Providers will have an opportunity to feed into the development of the National Adult Safeguarding Policy.



# Safeguarding (Children & Adults) Group

## EPIC – Empowering People in Care

Fiona Murray, Advocacy Manager with Empower People in Care (EPIC) was invited to make a presentation to the National Federation Safeguarding (Children & Adults) Group on the work of the organisation. EPIC is a national child rights based organisation that works with and for children and young people who are currently living in care or who have experience of living in care. This includes those in residential care, foster care, relative care, hostel, high support and special care. EPIC also works with children and young people preparing to leave care and in aftercare, and with adults with care experience. EPIC is the only independent national organisation providing direct 1:1 advocacy support to children and young people in care; to enable them to have their views and concerns heard, to empower them to speak for themselves, to resolve the issues and problems they raise, to help them get the services and resources they need and bring about positive change in their lives. <https://www.epiconline.ie/>



## Children First – HSE Children First Lead

Ms. Marion Martin, HSE Children First Lead, HSE, provided an overview of the work being undertaken by the National Children's First Office at the May 15<sup>th</sup> meeting of the National Federation's Safeguarding (Children & Adults) Group. The meeting was also attended by Ms. Ann Bourke, Chair, National Community Services–Disabilities & Older Persons Children First Oversight Committee. The meeting was very useful in ensuring that Federation members are fully updated on developments nationally in relation to Children First and their obligations in relation to same. A positive discussion was had in relation to the challenges facing organisations in ensuring they are meeting their child protection and welfare and legislative obligations.



## National Federation – Safeguarding (children & adults) Group

The National Federation's Safeguarding Group meets on a quarterly basis and focuses on issues arising for Service Providers in relation to child protection and welfare / adult safeguarding. The next meeting of the Group will take place in September 2019 and further information may be obtained by contacting: [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie)

# Quality & Standards Update



## HIQA – Provider Forum Meetings

The HIQA Providers Forum was established to facilitate communication between the Authority and representative organisations of service providers. Membership of the Forum includes the National Federation, the Disability Federation of Ireland, the Not for Profit Business Association, the Irish Council for Social Housing and the Health Services Executive. In particular the work of the Forum focuses on the provision of updates on the implementation of the regulatory processes, policy direction and registration programme for residential services and presentation by service providers of wider queries and information items generation by members. The next meeting of the Provider Forum will take place in spring 2019 – further information can be obtained from Jillian Sexton – [jillian.sexton@fedvol.ie](mailto:jillian.sexton@fedvol.ie)

## New Directions – Programme of Work

Ms. Anne Melly, National Disability Specialist, HSE Social Care Division, made a presentation at the May 8<sup>th</sup> 2019 meeting of the National Federation’s Quality & Standards Sub Committee. This very informative input provided an overview of the work of the New Directions Implementation Group and the comprehensive programme of work which is underway. Discussion focused on:



- Roll out of the Evaluation, Action and Service Improvement (EASI) process to support the implementation of the Interim Standards for New Directions.
- The New Directions eLearning Module which will support Day Service Staff in the development / provision of day service supports as envisaged by the New Directions Policy. This is due to be launched in June 2019.
- New Working Groups focusing on ‘Community Inclusion and Active Citizenship’ and ‘Service & Service User Funding’.
- The challenges facing Service Providers in relation to the development of Day Services and the need for funding to support service enhancement and infrastructure development.

Further information on the HSE New Directions Programme of Work is available at:

<https://www.hse.ie/eng/services/list/4/disability/newdirections/>

## Quality Improvement Division, HSE

Ms. Marie Kehoe-O’Sullivan, National Disability Specialist, Quality Improvement, HSE, also provided an input at the May meeting of the Quality & Standards Sub Committee. This focused on the Quality Division’s action plan for 2019 and the work being undertaken to promote quality enhancement and the development of quality services across the HSE.

# National Federation IT Sub Committee

The IT Sub Committee has held two meetings in 2019 so far, welcoming the newly appointed Chair Tom MacArdle who started his role at the first meeting in February.

The meetings covered a wide range of topics:

- Office 365 highlighting the uses and challenges that members are experiencing
- IT involvement across departments in organisations
- Keeping IT on the recruitment agenda
- Encouraging inclusion and involvement across all departments
- Assistive Technology and useful apps
- Wi-Fi concerns
- Anti-virus systems
- Mobile device management
- Client Information Systems

The IT Sub Committee members share a wide variety of IT expertise and knowledge. New members are invited to get involved and participate in this committee and we would encourage any Federation member that has an interest in taking part in this committee to express their interest by emailing [Niamh.mcgauley@fedvol.ie](mailto:Niamh.mcgauley@fedvol.ie)



Members of the National Federation IT Sub Committee attending meeting in Daughters of Charity Dublin

Eddie Carmody-St.Cronan's Association Ltd, Denis Clancy-KARE, Jason Browne-KARE, Kevin Dunne-Brothers of Charity Services Ireland, Tom MacArdle-Daughters of Charity Services, Clinton Quinless-St. John of God services, Kevin Mc Hugh-Western Care Association, Brian Delaney-St. Michael's House, Declan Noone-Ability West, Sean Corcoran- Cheeverstown

## Policy Update

### Gathering data in line with National Federation Priorities

A key priority for the National Federation in 2019, identified by the Board, is the gathering of evidence to support the requirement for funding to address the significant crisis in the sector. A lot of the focus of work under the policy brief so far this year has been on gathering and analysing data to support this priority.

A detailed analysis of the **Statements of Strategy of each Government Department** was undertaken in March 2019. A paper with a summary of this analysis and a more detailed description of how these strategies impact on disability services was circulated to members and is available through the National Federation Secretariat ([info@fedvol.ie](mailto:info@fedvol.ie)). It is clear that as the Government works through the implementation of the United Nations Convention on the Rights of Persons with Disabilities, it will be the work of *all* Government Departments to make certain that the policies and strategies they put in place ensure equal citizenship for people in Ireland with disabilities. This will require cross-Departmental co-operation and collaboration if the person is to be truly placed at the centre of policy implementation. The provision of appropriate funding to adequately implement policies relating to disability has been a key deficit over recent years, which has been a significant contributing factor to current funding difficulties. The information gathered through the analysis will continue to inform the work undertaken in lobbying for appropriate funding and policy implementation over the coming year.

Following on from the analysis of the Statements of Strategy, a set of **Key Messages for the Local Election Candidates** was developed and circulated to members, reflecting the important issues to be dealt with by candidates to ensure that the needs of people with intellectual disabilities and their supporters are met at Local Authority Level.



Work is currently underway to prepare the evidence for the **National Federation's Budget 2020 campaign**, and this data includes an examination of the key cost drivers for disability services currently, looking at contributory factors to budget deficits and providing information on what is required to improve the funding position – in order to support the lives of people with intellectual disabilities in Ireland.

### Assisted Decision-Making (Capacity) Act 2015



The National Federation's ADM Reference Group spent some time at the start of the year studying the text of the ADM Act in detail and considered the potential implications of its implementation specifically for people with ID and ID services. A paper setting out these considerations was provided to the Director of the Decision Support Service, Ms. Aine Flynn, who then met with the Reference Group in February 2019. A series of queries and requests for clarification were included in the document, some of which could be clarified by Aine and others require the input of a range of stakeholders including the HSE and Department of

Justice, Equality and Law Reform. The clarifications that Áine was already able to provide were summarized into a briefing paper for Federation members which will be circulated shortly, along with a presentation made by Aine at the meeting.

## Education Update

The past number of months has been a busy time in terms of consultation and engagement with the Department of Education and Skills and the National Council for Special Education on behalf of members:

- Member organisations participated in the NCSE Review of educational provision and lifelong learning for adults with disabilities accessing day services and we await the outcome of this review.
- Alison Harnett attended the Department of Education & Skills consultation on the development of the new School Inclusion Model on behalf of members. The presentations from the event have been circulated via email. Contact [Alison.harnett@fedvol.ie](mailto:Alison.harnett@fedvol.ie) for any further information required or to provide feedback which can be passed on to the Department. The provision of nursing supports for children with complex needs – which is an issue that has been raised previously by Federation members - will be provided for under this model.
- The National Federation responded to the Department of Education & Skills regarding the Independent Review of Career Guidance, registering our concern that provision had not been recommended for career guidance counsellors in special schools, highlighting the inequity of this aspect of the report and requesting a review of provision in this regard to ensure equality for all students.
- National Federation members put forward two names in response to the NCSE's call for nominees to the soon-to-be established NCSE Forum following the end of term of the previous Forum.

## In other policy news....

The 'Next Steps' community of practice continues its work in developing individualised supports to facilitate people to live lives of their choosing, with a wide range of shared learning taking place. At its April meeting, a presentation was shared by NALA (The National Adult Literacy Agency) about online resources that can help people to achieve their potential in literacy and numeracy skills, and you can read more about this below in our 'Training and Education' section. At



our June meeting, there will be a transatlantic sharing of information, as one of the *Immersion* event experts, Patti Scott, will join us via Skype to discuss how the community of practice that she supports in the US has been working in supporting people in complex decision-making circumstances.

The **Older Person's Working Group** is continuing its work in addressing the changing needs and health inequalities of older persons with ID. At its most recent meeting, Kathy Stack from the HSE's National Screening Programme provided a presentation on the work of the Bowel Screening Programme. Together with the National Screening Programme, the Working Group is examining how to ensure that people supported by our services can access and participate in the programme to the best possible extent. The Working Group were also delighted to participate in an important conference on dementia and Down Syndrome organised by the Trinity Centre for Aging and Intellectual Disability, which took place in St. James Hospital on 21<sup>st</sup> March 2019. 'Dementia in people with Down syndrome: The state of the science' provided an opportunity to hear key insights into leading research on dementia from national and international experts.

# Community Connection - Links with the National Gallery of Ireland

Hello,

My name is Brina and I work in the Education Department of the National Gallery of Ireland. We're based in Dublin and we hold paintings by some of Ireland and the world's most famous artists. I'm really lucky because I get to work with lots of artists, as well as art historians and teachers. We regularly run talks, tours, workshops and art classes so that people can get involved with art and learn more about the paintings that we have here. Some of our programmes happen here in the Gallery in Dublin, but we also love going out to places such as libraries and community centres to work with people.



This year, for example, we worked with people supported by St John of God Community services in Dun Laoghaire, and with people supported by the Daughters of Charity on the Navan Road. Each group worked with one of our artists over a number of weeks here in the Gallery. They had tours of the collection and learnt about our paintings, and then created some of their own artworks in our studio space. We are looking forward to working with the National Federation over the coming months to share information about our programmes and access to the national collection.

## Contact Info:

Brina Casey, Community & Access / Education Department

National Gallery of Ireland

Merrion Square West

Dublin D02 K303. Telephone: (01) 663 3509 Mobile: (087) 718 9450 E: [bcasey@ngi.ie](mailto:bcasey@ngi.ie)

## Farewell to Tony Darmody, Pension Scheme Trustee, and former Chairman of the National Federation of Voluntary Bodies' Pension & Life Assurance Scheme

We would like to extend our sincere thanks and gratitude to Mr. Tony Darmody, who has recently stepped down as Pension Scheme Trustee, and former Chairman, to the National Federation of Voluntary Bodies' Pension & Life Assurance Scheme. Tony was very influential and one of the key players to the establishment of the Pension Scheme which was set up in 1996 and has grown significantly over the years both in membership and overall fund value.

Tony has made an enormous contribution to the Pension Scheme over the years and has brought a wealth of experience, knowledge and expertise. We wish Tony every happiness and health in his retirement and he will always be remembered for the legacy he left to all of us who are members of the Pension Scheme and for that we are truly grateful.



**Tony Darmody**

## Are you a member of the National Federation of Voluntary Bodies' Pension & Life Assurance Scheme and due to retire over the next 5 years?

The Trustees of the National Federation of Voluntary Bodies' Pension & Life Assurance Scheme have organised a one day Retirement Planning Seminar for members of our pension scheme who are nearing retirement age over the next five years, and also extend an invitation to their spouse / partner to attend, which will be beneficial to them in respect of knowing more about:

- Developing a positive approach to retirement;
- Learning more about their social welfare entitlements;
- Getting their tax affairs in order;
- Developing financial plans;
- How to improve their pension situation through AVC's etc.;
- What options are available to members at retirement in respect of accessing their pension fund;
- Continuing a healthy lifestyle in retirement;
- The importance of wills inheritance and estate planning.



All these topics are addressed in detail and in a practical common sense way to help members better plan for their retirement. A member doesn't have to be about to retire to start planning for it, in fact, the sooner a member understands their options, the more relaxed they'll feel about the whole process and hopefully be better placed to make the right decisions about this important phase in their life.

The next Retirement Planning Seminar is scheduled to take place as follows:

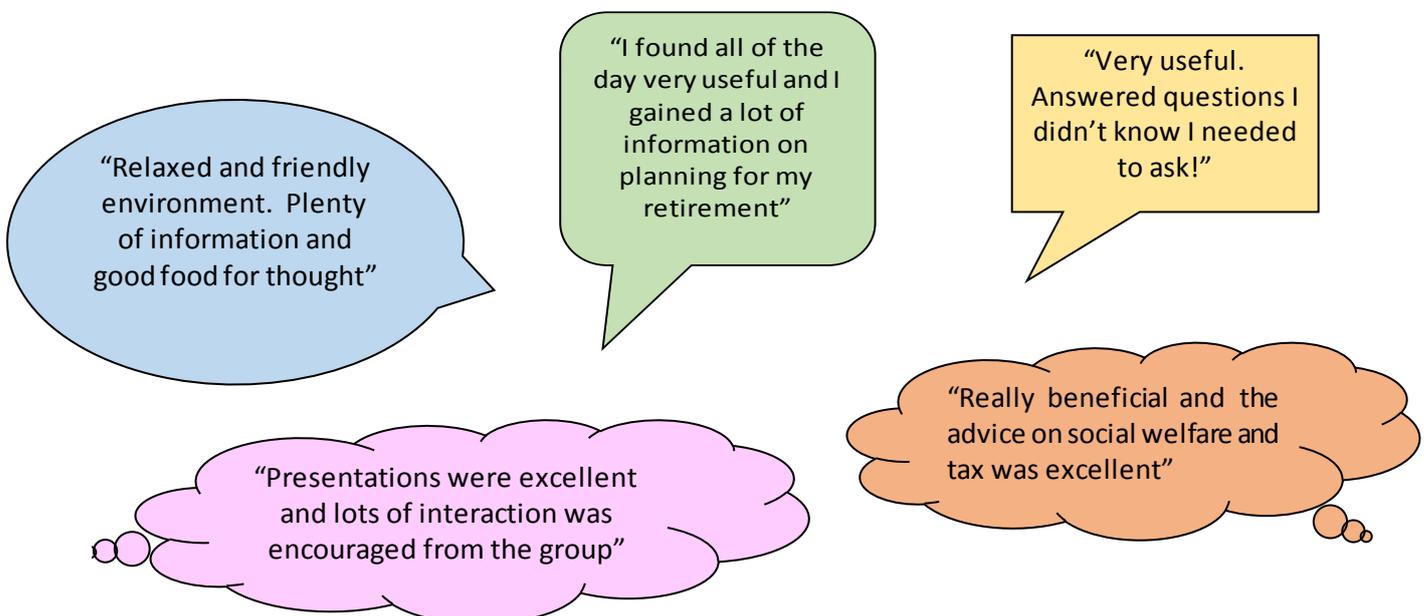
**Date & Time: Tuesday, 11th June, 2019 from 10am – 4.15pm**

**Venue: Midland Park Hotel, Portlaoise**

The above seminar has a very limited number of places still available. To reserve your place please contact your Pension Administrator within your organisation. The fee to attend these Retirement Seminars has been waived for members of the Pension Scheme.

For further information on the Pension Scheme in general please contact your pension administrator or alternatively email [maria.mcmahon@fedvol.ie](mailto:maria.mcmahon@fedvol.ie)

**Feedback from previous Retirement Seminar attendees:**



# Member's News

## Ability West Galway

### 'Rock the Boat' with Ability West in Galway

Ability West is attempting to break the Guinness World Record for the largest 'Rock the Boat' on the Salthill Prom, Galway, on the 15<sup>th</sup> June 2019. This event is aimed at bringing our friends, supporters and visitors to Galway together to have fun, along with breaking this world record. The record attempt will *set sail* at the Blackrock Wall on the Salthill Prom. The well-known song 'Rock the Boat' by the Hues Corporation will involve everybody sitting on the ground in rows, swaying back and forth and side to side in time with the music for 10 minutes.

Be part of history and join us on the 15<sup>th</sup> June. Keep updated on our story via our website and social media platforms.

**BE PART OF HISTORY!**

**GUINNESS WORLD RECORDS**

**OFFICIAL ATTEMPT**

**HELP REACH OUR GOAL**

**ROCK THE BOAT!**  
*Challenge*

**2,000 PEOPLE WILL SHATTER THE RECORD!**

**12 PM SATURDAY 15TH JUNE**

**SALTHILL PROM, GALWAY**

**ABILITY WEST**  
enabling people with disabilities

Registered Charity Number: 20011161

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# Cope Foundation

## Cope Foundation launches new Ability@Work Programme.

Cope Foundation is on a mission to “make Cork the Inclusive Capital of Ireland”. The new Ability@Work programme plans to help sixty young people move through education and training towards paid employment. Ability@Work promotes the importance of diverse workplaces and is working with local businesses to make Cork the Inclusive Capital of Ireland.



Ability@Work held a very positive Employers Breakfast Event in the Republic of Work, 12 South Mall, Cork City on the 28<sup>th</sup> March, 2019, to launch this exciting new programme. The event was a huge success, with over thirty Cork companies in attendance. The event was hosted by Jonathan Healy from Healy Communications and Red Business.

Cope Foundation’s Ability@Work Programme is a specialised supported employment service linking employers and people with intellectual disabilities and /or autism aged 18-29 years who have been referred to us because they are ready for work and are keen to find paid employment.

The programme is part of the National Ability Programme, which is co-financed by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020.

Jonathan, together with panel members consisting of Cork employers and job seekers kept the audience captivated with uplifting success stories told by the people themselves. The panellists were made up of President of Cork Chamber Of Commerce Mr. Bill O Connell; Mr. Tony McNamara, CEO, Cork University Hospital; Mr. Conor O Donovan, Head of HR Munster Region, Lidl Ireland; Ms. Derval McDonagh, Head of Living & Learning, Cope Foundation; Ms. Breda Creedon, Senior Manager, Lilly, Little Island, Cork, and Ms Marian Hennessy, Co-ordinator Ability@Work Programme Cope Foundation.

This very real approach to the subject matter generated the interest of several employers on the day, resulting in many job opportunities being made available to our ready and willing jobseekers.

Speaking at the launch Mr. Sean Abbott, Chief Executive of Cope Foundation said, *“We work with amazing people every day who would be an asset to any workforce. They do not see their disability as a reason why they cannot work, and this programme works to reinforce that. The reports we receive from participating companies about how their new employees have made such a positive impact on the entire workforce is heartening and reinforces our view that inclusivity is the way forward.”*

Conor O’Donovan from Lidl Ireland, collaborated with Ability@Work to employ Amy Begley in their Kanturk store: “At Lidl our core values are trust, respect, recognition and responsibility. Our involvement in Ability@Work allows us to really live these values by providing employment opportunities to people who, ordinarily, face barriers to gaining access to employment”.

For her part, Amy Begley says *“I am so happy that Ability@Work was invented, it is a great organisation to be with. With Ability@Work I find that I can work towards my dream job. Support is everything in life, there is nothing wrong with getting support. Thank you Ability@Work for all the possibilities”*.

The Ability@Work Team: Job coaches: Lynn, Daragh, Noelle, & Marian Co-Ordinator.



Kenneth Kiely, Gerard Whealey, Amy Begley, & Jonathan Healy, Healy Communications & Red Business



Sean Abbott CEO, Derval McDonagh & The Ability@Work Team



Conor O'Donovan Head of HR for Munster, Lidl Ireland & Brid Creedon, Manager Lilly, Little Island



Steven O Leary employed with Lidl Ireland in Fermoy Co. Cork



Sheila Connolly employed by Dukes Coffee Co. Cork City pictured with the Dukes Team: Nathan, Lucy & Manager, Jeff.

If you would like any additional information about the Ability@Work Programme, please contact Marian Hennessy Ability@Work Co-Ordinator, 54 Penrose Wharf Business Centre, Penrose Wharf, Cork City. Tel: 021-4552557 or Email: [hennessym@cope-foundation.ie](mailto:hennessym@cope-foundation.ie)

Ability@Work is funded by the National Ability programme.

Web: [www.ability@work.ie](http://www.ability@work.ie)



**Ability is co-financed by Irish Government and the the ESF Programme for Employability, Inclusion and Learning 2014-2020.**



**EUROPEAN UNION**  
Investing in your future  
European Social Fund

**the European Social Fund as part of**



**An Roinn Gnóthai Fostaíochta agus Coimirce Sóisialaí**  
Department of Employment Affairs and Social Protection

# Laura Lynn

## LauraLynn's Volunteer Buddy Programme

Volunteers are key members of Team LauraLynn. Some of the activities that they are involved with, include facilitating group activities, reading and driving. In 2017, a new volunteer initiative was designed where volunteers were matched with individual children and adults as a 'buddy'. This 'Volunteer Buddy Programme' offers the child or adult with a disability an opportunity to build a friendly one to one relationship with the volunteer. The volunteer coordinator meets with the person with a disability, their families, staff and keyworkers to ascertain what they would like from this programme and this in turn informs the volunteer coordinator as to the key characteristics to be considered when matching the volunteer with the child or adult.



The adults and children meet with their 'buddy' weekly and over time a deep and meaningful friendship develops. The staff report that these buddy relationships are very important, they offer the child or adult with a disability one to one personal attention away from the group setting, they describe how the individuals are more relaxed and calm and look forward to the visit every week.

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Lisa Murphy, CNM1

Theresa Culligan, Recreation and Activities Coordinator

Lorna Collins, Volunteer Coordinator



Niall MacAodha and Sean Long at the Laura Lynn Christmas Ball

# Brothers of Charity Services Ireland

Brothers of Charity Services Ireland – West Region, in collaboration with acute and community services, have developed an information poster and a leaflet on the Role of the Health and Social Care Professional in Supporting People with Dementia.

The poster and leaflet provide information for the person with dementia, their carers and other health care professionals on the role of Health and Social Care Professionals (HSCPs) to support the person to live well with dementia. The poster and leaflet will help the person with dementia and their carers to connect with the right supports, at the right time, as close to home as possible. People with an intellectual disability are five times more likely to develop dementia than the general population, with a prevalence rate as high as 55% in people with Down Syndrome between the ages of 60 and 69. The poster and leaflet are now available to download from [www.understandtogether.ie](http://www.understandtogether.ie) and will soon be available to order from the Health Promotions website.

**Supporting People with Dementia**

People with dementia can continue to live practical and fulfilling lives. Supports from Health & Social Care Professionals may help.

**Living Well**

Speech and language therapists help with communication including understanding others and finding words.

**Talking**

Occupational therapists and physiotherapists can advise on ways to adapt your home to help maintain your independence.

**Home**

Psychologists and occupational therapists help with supporting memory and understanding changes in behaviour.

**Memory**

Role of Health & Social Care Professionals

For further information, please contact your doctor, public health nurse or local primary care centre.

**Eating & Drinking**

Speech and language therapists and dietitians help to support eating, drinking and swallowing.

**Future Planning**

Social workers help you to plan for the future, and help with financial, legal and welfare questions.

**Staying Active**

Physiotherapists help you to stay physically active and can help prevent falls and injuries.

**Healthy Eating**

Dietitians can provide advice on healthy eating and advice on maintaining a healthy weight.

dementia  
National Dementia Centre

Health & Social Care Professionals

Brothers of Charity Services Ireland

Health & Social Care Professionals

## Supporting People with Dementia



The Role of Health and Social Care Professionals

# WALK

## WALK achieves International Accreditation.

WALK are the only organisation in Ireland to have achieved the Trusted Charity Mark award at level 2. Joe Mason, CEO of WALK, said, "We wanted to achieve this to demonstrate our ongoing commitment to providing excellent quality supports to people through managing our resources effectively".

Trusted Charity is managed through the United Kingdom's National Council for Voluntary Organisations (NCVO). The quality standard was designed to help community and voluntary sector organisations operate more effectively and efficiently. WALK was assessed against the 11 standards of effective practice in Trusted Charity, including governance, leadership and management, managing staff and volunteers and managing money.

Nadeem Razvi, Trusted Charity Programme Manager, NCVO, said "We are delighted for the trustees, staff and volunteers of WALK that they have achieved the Trusted Charity Mark. We know that organisations using this standard benefit by having better governance, better systems and procedures and better quality of services for their users"



# CUMUS New Ross

## **Integrate Performing Arts Group**

Integrate is a new, inclusive, community based, performing arts group that was formed just over six months ago in New Ross, Co. Wexford. Members include people from mainstream community as well as individuals with Intellectual disabilities, all of which share a common interest in dance. Integrate focuses very much on people's abilities as opposed to their disabilities and aims to develop a more inclusive society in which people with disabilities have the opportunity to use their skills and talents on an equal level to those within the mainstream performing arts sector. Integrate will stage their first performance 'Inspirations' in St. Michael's Theatre, New Ross on the 31<sup>st</sup> of August. Integrate hopes to work towards breaking down the stigma that is sometimes attached to people with intellectual disabilities and to act as a new model of creating a more inclusive and equal society.



Integrate also hosted a 'Dancer for Cancer' day, in conjunction with Today FM, in Cumas New Ross, on Tuesday the 30<sup>th</sup> April, 2019 and helped raise funds for the Irish Cancer Society.

# St Michael's House

## Sibshops

The St. Michael's House Social work department in the North, North East and South Dublin regions have been running sibshops for many years. In Goatstown, Sibshops have taken place on an annual basis and this year we celebrated its eighteenth birthday. A recent Ballymun-based Sibshop was celebrated over the Easter break 2019 with 40 children in attendance. It is hoped that the Sibshops will run twice a year organised through the Social Work Department and facilitated by a mixture of clinical team members. For the first time, Parents enjoyed an information session and follow up evaluation/feedback sessions.

### *What are Sibshops ?*

A Sibshop is a structured 'fun day' for siblings of children who have a disability.

It provides an opportunity for siblings (usually between 8-12 years) to meet each other, to realise that there are others who experience similar situations as themselves and to meet some of the clinicians working with their sibling.

Through activities siblings can

experience and develop an understanding of the issues that may affect their brother/sister. A favourite is always the 'obstacle course' –designed to test perception, agility, communication ability etc. *Thank you to Domino's Pizza in Raheny and Fire house Pizza in Ballymun for their generosity at the recent Easter Break sibshops.*



### **'I am' photographic exhibition**

St. Michael's House, one of Ireland's largest providers of community-based services for children and adults with intellectual disabilities, is delighted to announce a new photographic portrait series exhibition entitled 'I Am'. The portrait series was created by Bryan James Brophy, a Dublin-based photographer for his MFA in Photography at the Belfast College of Art, Ulster University. The exhibition took place in the St Michael's House Ballymun Head Office on 15th May 2019 from 11am and was launched by Deputy Lord Mayor of Dublin, Cathleen Carney Boud.

The photographic series features portraits of adults with intellectual disabilities who avail of services provided by St. Michael's House in Dublin. The goal of Bryan's work is to create a greater visual awareness of people with intellectual disabilities in society, to advocate for greater inclusion and to challenge stereotypical attitudes.

Photographer Bryan James Brophy said: *"I've chosen to photograph people with Intellectual Disabilities because I believe that they are under-represented visually in society. Inclusion is central to people's identity and being visible is essential to being considered and included. By making this work and increasing the visual representation of people with intellectual disabilities through the photography, my intention is to advocate for greater inclusion. With the portrait series being on display initially in*

*Ballymun, and in future public exhibitions including the upcoming Belfast Photo Festival we hope to communicate to the wider community the importance of being seen, being visible and being included."*



The exhibition coincided with the UN International Day of Families, which aims to highlight different areas of interest and importance to families, and service users and their families from various St. Michael's House Units in Dublin were brought together.

Commenting on the exhibition, Conor Kenny, Director of Adult Services St. Michael's House added: "We were delighted to work alongside Bryan James Brophy to display the 'I Am' portrait series in our Ballymun Unit on 15th May. The creative portrait series features 20 adult service users from across Dublin, and we were delighted to welcome them and their families to our Ballymun Unit to celebrate the exhibition on the International Day of Families."

For more information about the portrait series, please visit: <https://www.bryanjamesbrophy.com/blog/i-am>

To Download Hi-Res Imagery for press use, please visit: <https://i260.tifmember.com/v/photos/85876hcp>

### **Young adults at the computer gym!**

The 'Digital Skills for Citizens' training course, which provides digital skills training for citizens who are new to the internet and digital literacy tools, was held for service users of St. Michael's House by Training Manager Sandra Moran, Computer Gym and supported by the IE Domain Registry. The course was held as part of St. Michael's House comprehensive range of services and supports to men, women and children with intellectual disabilities. It culminated in an awards ceremony at Coolock Development Centre this week. Digital Skills for Citizens is a programme developed and supported by the Department of Communications, Climate Action and Environment.



Pictured (L-R) are Michael Farrell, Director of Adult Services St. Michaels House; David Curtin, CEO of IE Domain Registry; Sandra Moran, Training Manager, Computer Gym; Alan O'Reilly, Digital Skills Trainer; Barbara Wiseman, Head of Communications and Fundraising, St. Michael's House; Lauren Bacon, St. Michaels House with Lorcan Barry, Joel Caffrey, Courtney Richardson, Stephen Conroy, Cora Sexton and Kevin Ipe, graduates of the 'Digital Skills for Citizens' programme.

## Training and Education

### **Managing for the Future: Building your Skills as a Front Line Manager in a Person Centred Environment**

#### **University of Limerick 2019 / 2020**

The National Federation of Voluntary Bodies runs a comprehensive training programme for Front Line Managers in the intellectual disability sector in University of Limerick. Several successful cycles of the programme have now been completed 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 Front Line Manager's Training Programme (Certificate in Management) is a Level 6 Award on the National Framework of Qualifications (60 ECTS Credits) and the next programme will commence in September 2019 in the Kemmy Business School, University of Limerick.

If you are interested in participating in this Training Programme please contact Mary Barrett for further information: [mary.barrett@fedvol.ie](mailto:mary.barrett@fedvol.ie)

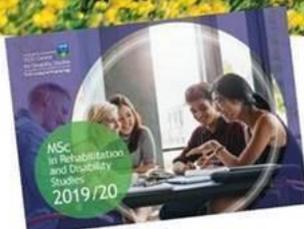


*Photo: Participants completing their studies, University of Limerick, May 2018*



**ARE YOU PASSIONATE  
ABOUT DISABILITY?**

**TAKE A LOOK AT UCD'S MASTER OF SCIENCE  
IN REHABILITATION & DISABILITY STUDIES**



**2019/2020  
prospectus out now,  
click here:**

  
**UCD Centre  
for Disability Studies**  
UCD School of Psychology

<http://www.ucd.ie/courses/MSc-Disability-Rehabilitation-Studies>

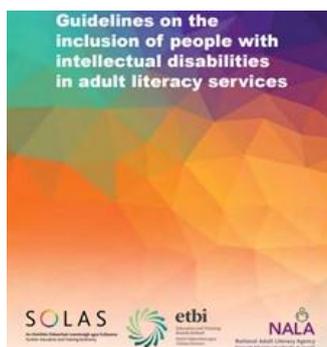
# National Adult Literacy Agency

At the Next Steps Community of Learning meeting on 11 April 2019, Caitiona Whelan from the National Adult Literacy Agency came to share with us a range of supports and initiatives designed to support adults in gaining literacy and numeracy skills.



National Adult Literacy Agency  
Áisíneacht Náisiúnta Litearthachta do Aosaigh

## Inclusion of people with intellectual disabilities in adult literacy services



The National Adult Literacy Agency (NALA) is coordinating a research project on inclusion of people with intellectual disabilities in adult literacy services. The project is funded by SOLAS and supported by Education and Training Boards Ireland (ETBI). The research is being carried out by Maynooth University's Centre for Research in Adult Learning and Education. The project is linked to published [Guidelines](#). For more information please contact Blathnaid Ni Chinneide [bnichinneide@nala.ie](mailto:bnichinneide@nala.ie) or Ann Hegarty [ahegarty@nala.ie](mailto:ahegarty@nala.ie).

## WriteOn.ie

**WriteOn** is a free eLearning platform for learners created by the National Adult Literacy Agency (NALA).

The platform contains content that maps to QQI awards from levels 1 to 4. Learners can also use the platform to get certification at levels 2 and 3. If any organisation is interested in using the platform to support learners please contact Caitriona Whelan [cwhelan@nala.ie](mailto:cwhelan@nala.ie) for more information.



## WAMDIA



Digitally accessible Europe

The Erasmus+ Programme [WAMDIA](#) introduces basic techniques to help people to make digital information accessible. This is a free course which provides an introduction to digital accessibility

The project consists of a webinar session followed by online activities in different areas: word processing, presentations, pdfs, media files, websites, email and social media to be completed in your own time.

If you are interested please send your name to David Cleary [david@dmc-metrix.ie](mailto:david@dmc-metrix.ie) to register your interest.

# Open Training College



## OTC now receiving applications for:

### [BA in Social Care](#)

3-year Social Care degree, designed for people who want to attain the standards of proficiency for social care workers as defined by CORU and engage in value-based education to empower service users

- General Social Care qualification allows students to work in services including community services, children services, addiction services, disability services
- 22 workshop days blended with an award winning elearning platform offers unrivalled flexibility in order to balance work/life/study commitments
- Cost for Year 1: €3,480

### [Certificate in Applied Management](#)

For supervisor/team leader/PICs in human services, or who are seeking to improve their professional practice promotion prospects, CAM is the popular choice. Cost: €2032



or

## Upcoming accredited short courses:

### [Training and Development](#) (formerly Train the Trainer) (QQI, level 6) €699

This programme provides participants with the tools to identify training needs and design, plan, deliver and evaluate quality and engaging training. Applications: 7-6-19.

### [Certificate in Supported Employment](#) (QQI, Level 7) €995

This course is suited to aspiring job coaches, employment officers, day centre staff, etc, who aim to assist people with employment support needs to make the transition into integrated paid employment. Applications: 1-9-19.

Enquiries: Conor 01-2990580 or [cmurray@opentrainingcollege.com](mailto:cmurray@opentrainingcollege.com)

## Upcoming Events

### Centre for Disability Law and Policy



11th International Disability Law Summer School

Persons with Disabilities and the Right to Family Life

17 - 21 June

You Can Register for Summer School [HERE](#)

The Centre for Disability Law & Policy is pleased to announce that registration is now open for the biggest Disability Law Summer School in the world, with a focus on the UN Convention on the Rights of Persons with Disabilities. The core focus this year will be Persons with Disabilities and the Right to Family Life.

**Confirmed Speakers include:**

**Alberto Vasquez** Office of the Special Rapporteur on the Rights of Persons with Disabilities,

**Silvia Quan** Irish Disability Alliance

**Freyja Haraldsdottir** Disability Activist

**Carlos Rios Espinosa** Human Rights Watch

**Velina Todorova** Member UN Committee on Rights of the Child

The Summer School will take place at the Institute for Lifecourse and Society (ILAS) at the National University of Ireland Galway.

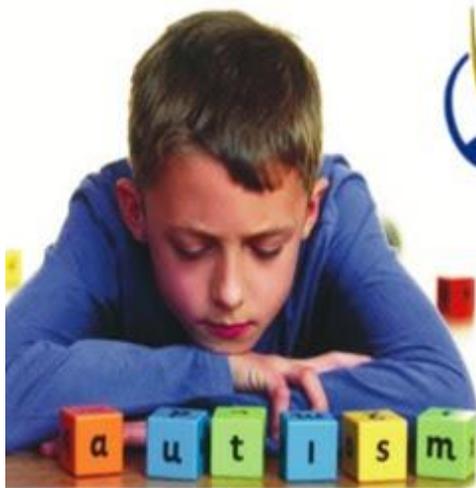
**Fees:**

Student/Unwaged:		€380
Standard rate :	22 March to 17 June	€475
Student/Unwaged:		€420

The purpose of the 4.5 day school Co-Directed by Prof. Eilionóir Flynn and Dr Catriona Moloney, is to equip participants with the insights and skills necessary to translate the generalities of the UN Convention on the Rights of Persons with Disabilities into tangible reform for persons with disabilities. Last year, the school attracted around 220 participants from over 50 different countries – from all over Europe, Africa, Asia, Latin America.

Participant accessibility (physical or communicational) requests are welcomed.

**Draft Programme available soon.**



**Cork Autism**  
Conference 2019

**AUTISM: NO LIMITS,  
JUST POSSIBILITIES**

SUNDAY SEPTEMBER 22ND,  
2019, 8:00 AM - 6:00PM

CLAYTON SILVERSPRINGS HOTEL, CORK

REGISTER TODAY

## Deep Down Arts

### A collective exhibition of artists with Down syndrome

Dear Colleagues,

I have the pleasure to inform you that finally our exhibition displaying the art of people with Down syndrome is in the final stages of development. This event will be hosted at the Museum Fernando García Ponce-MACAY in Merida, Mexico. Enclosed please find an invitation from our Executive Coordinator.

This is an exciting opportunity to explore art created by people with Down syndrome across countries and cultures, as for art there are no barriers. There will be a selection made by an international group of adjudicators of the most interesting and varied paintings.

In the first place we require a photograph of the picture you would like to be considered. Below you will see our website and how to send in the photograph.

Following the exhibition the event will tour several countries so that others can enjoy the art created by people with Down syndrome.

As chair of the Steering Committee and grandfather of a child with Down syndrome I would be honored to see your country represented. Please visit our website for further information:

[www.deepdownarts.org/en](http://www.deepdownarts.org/en) [exhibition@deepdownarts.org](mailto:exhibition@deepdownarts.org)

With my best wishes, Manuel I. Guerrero, Chairman Steering Committee

**Doctrid**

SAVE THE DATE

**19 & 20**  
**SEPT 2019**

**DOCTRID**

DAUGHTERS OF CHARITY  
TECHNOLOGY AND RESEARCH INTO DISABILITY

**DOCTRID VI CONFERENCE**  
**NATIONAL UNIVERSITY OF IRELAND, GALWAY**

**Transitions across the Lifespan for people living with  
Autism and/or Intellectual Disability**

**Key themes to be discussed:**

- Pre-natal - First 1000 days
- Pre-school to school
- School to 3rd level and/or employment
- Ageing

DOCTRID Research Institute will present their plans for the future and the ASSISTID Marie Curie and the Hegarty Research Fellows will provide updates and outcomes from their research projects.

## Research News

### Mary-Pat O'Malley shares her Speech and Language insights on her blog 'Talk Nua'

I am a registered speech and language therapist. I'm also a lecturer and researcher in speech & language therapy at NUI Galway. I have almost 25 years of experience of working with families & 15 years of experience teaching and researching in university. I started my blog Talk Nua ([www.talknua.com](http://www.talknua.com)) to give parents research-based information about raising multilingual children and to support them when they're worried if their child's speech and language is delayed or disordered. The focus is to help them understand the world of speech and language therapy. I often get questions about whether a child is slow to talk or has a speech problem or is mixing their languages. Other questions arise about having a diagnosis of autism or having Down syndrome or being born prematurely and being multilingual too. I also get questions about speech and language therapy interventions for multilingual children and how to best support their language development. On my bilingualism page, I have blog posts about a range of these issues. Here's the link to that page: <http://talknua.com/bilingualism/>



And I have a range of posts on research-based ways to stimulate language development in any language. For example, here's a post with 8 Simple Ways To Build Your Toddler's Vocabulary In Any Language <http://talknua.com/8-simple-ways-to-build-your-toddlers-vocabulary-in-any-language/>

I'm starting an on-line consultation service for parents who are worried about their multilingual child's speech and language development. The best way to contact me about this is to fill in the contact form on the website. Here's the link <http://talknua.com/contact/> .

I'm also in the middle of writing a series of e-books for parents of children who are multilingual and have Down syndrome, or autism or developmental language disorder, or dyslexia, or hearing impairment. The first book in the series is available at <http://talknua.com/free-stuff/> .

I also have a leaflet for parents called Growing Up with Two or More Languages available on the same page. This will be available in Irish, Polish, Russian, French, Spanish, and Italian over the coming months and in video format too.

Talk Nua  
For all your child's languages



[www.talknua.com](http://www.talknua.com)

# IHREC Student Bursary Scheme



Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas  
Irish Human Rights and Equality Commission

As part of its work in promoting the Public Sector Equality and Human Rights Duty, the Irish Human Rights and Equality Commission is delighted to announce the launch of the fourth year of a [student bursary scheme](#) for

prospective students of the **Professional Diploma in Human Rights and Equality** at the Institute of Public Administration.

The [Professional Diploma in Human Rights and Equality](#) is a one-year, part-time programme that has been developed in conjunction with the Institute of Public Administration.

The bursary scheme will cover all course fees for successful applicants. The bursary scheme will support applications from a wide variety of organisations and individuals working in public sector bodies and civil society organisations. There are 10 bursary places available and 40% of those have been reserved for people working in civil society organisations.

**The application process is open now and closing date is Friday 21<sup>st</sup> of June 2019 at 5pm (sharp).**

All information about the student bursary scheme and application criteria can be found here: <https://www.ihrec.ie/our-work/student-bursary-scheme/>

The 2019 application forms are available here: (select the appropriate form)

[Public Body Organisation – application form](#)

[Civil Society Organisation – application form](#)

Queries related to the bursary scheme can be sent to [bursary@ihrec.ie](mailto:bursary@ihrec.ie)

For all other queries related to the diploma programme, please contact the [Institute for Public Administration](#).

## Public Sector Duty Team

Public Sector Duty: Eliminating discrimination, promoting equality and protecting human rights

<https://www.ihrec.ie/our-work/public-sector-duty/>