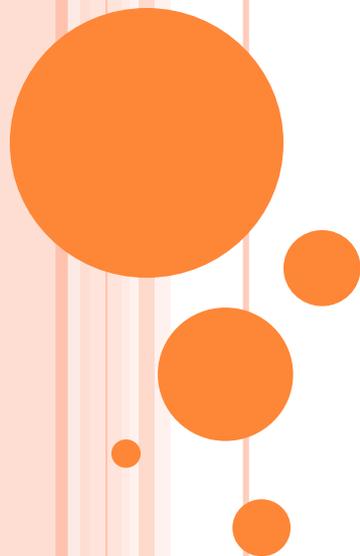


**Next Steps Project –
Sharing the learning**

Alison Harnett

National Federation of Voluntary Bodies

March 2014

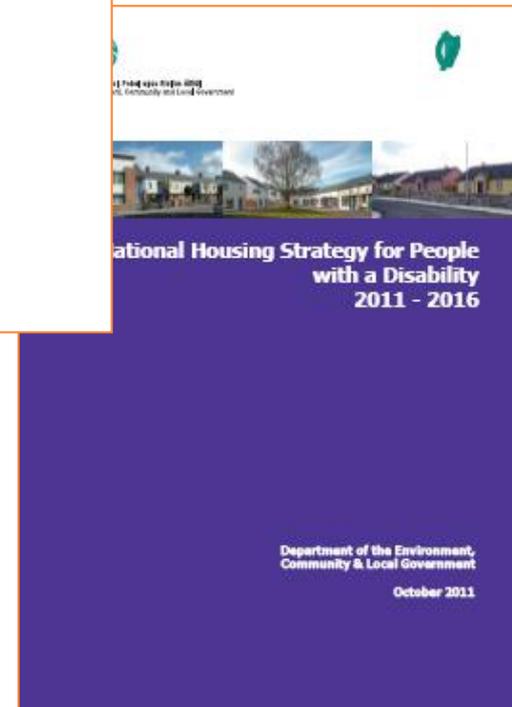
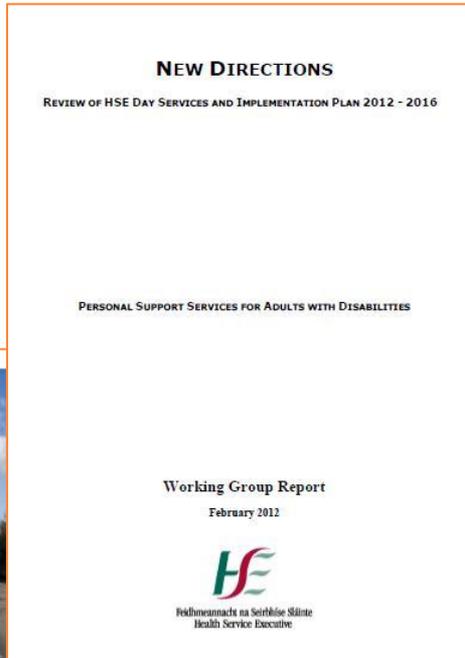
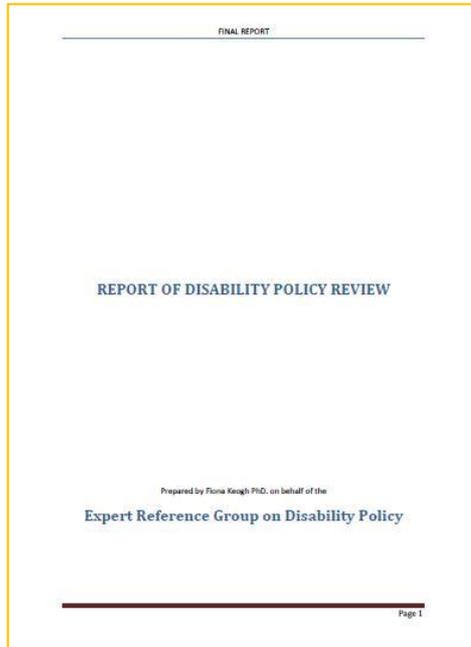


OVERVIEW

- National Federation providing leadership and support for our members in the implementation of national policy
- Through sub-committees, working groups, Shared Innovative Learning Events, representation at national level and project work.
- Project work
 - Next Steps Project
 - Immersion Event
 - Enabling Excellence
- Today is an opportunity to expand our community of learning and share our experiences



Focus on implementation of four key policies, whilst moving to more **individualised supports**



FOCUS OF THE NEXT STEPS PROJECT

- How can we build capacity together so that our organisations can respond...
 - ...to what **each individual person** wants and needs
 - ...to live the **life of their choosing**?
 - How can people be supported to **choose where they live**, choose **who they live with** and have choices to live **in the community**?
 - What do people do during the day?
- How can we ensure that supports are tailored for each individual?



ORGANISATIONS IN THE NEXT STEPS PROJECT

- There are **23 organisations** from all around Ireland who provide services to people with intellectual disabilities taking part in the project
- Each organisation has a **representative** on the national group
- All of the organisations are part of the National Federation of Voluntary Bodies



NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability



Participating Organisations in Next Steps Project

- Ability West
- Brothers of Charity Clare
- Brothers of Charity Galway
- Brothers of Charity Limerick
- Brothers of Charity South East
- Brothers of Charity Roscommon
- Carriglea Cairde Services
- Cheeverstown
- Co-Action West Cork
- COPE Foundation
- Daughters of Charity Service (Dublin)
- KARE
- Muiriosa
- Prosper Fingal
- RehabCare
- SOS Kilkenny
- St. John of God Community Services
- St. Joseph's Foundation
- St. Margaret's Centre Donnybrook
- St. Patrick's Kilkenny
- Sunbeam House Services
- Walk
- Western Care

23 organisations....

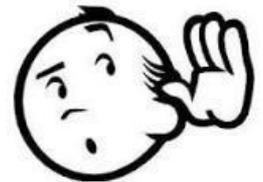
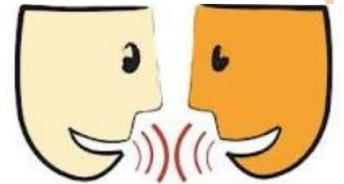
- Who between them support over 12,000 people with intellectual disabilities
- From across all 4 HSE regions
- Representing Section 38 and Section 39 service providers
- Mix of residential, day and respite supports
- Religious organisations and parent & friend organisations



NEXT STEPS IS A COMMUNITY OF LEARNING



- That means that the organisations and people involved in the project talk together
- We listen to what the people using services, staff and families would like to see happening
- Enthusiasm to **share our learning & listen to good practice**



PROJECT THEMES

- Staff and Management Development
- Being involved in decisions that affect your life
- Family leadership and engagement
- Community involvement and inclusion
- Reconfiguration of service provision
- Reconfiguration of budgets
- Evidence of change in people's lives



CASE STUDIES

- Each organisation has chosen a case study
- We look at what is being learned to see how we can help each other move towards **individual supports**
- These are **not pilot projects**, but ongoing work that supports individuals in the lives of their choosing whilst simultaneously **forging new ways of working** for the organisations



CASE STUDIES

- Every two months we ask how everyone is getting on in their case study



- What has worked?



- What has been difficult?



- What have we learnt?

- How can we implement this more widely? Is there action required at a national level?



SHARING INFORMATION

- We come together every two months to share learning
- As a **COMMUNITY of LEARNING & PRACTICE**
- We link with other stakeholders to help overcome challenges (e.g. Housing Agency)
- Work outside meetings
- Federation approach to solution creation



OUR STEERING COMMITTEE

- We set up a committee to guide our Next Steps Project
- “Nothing about us without us!”
 - We have two self advocates on the Committee



Martin Doohar from Galway and Mary Seymour from Co Action

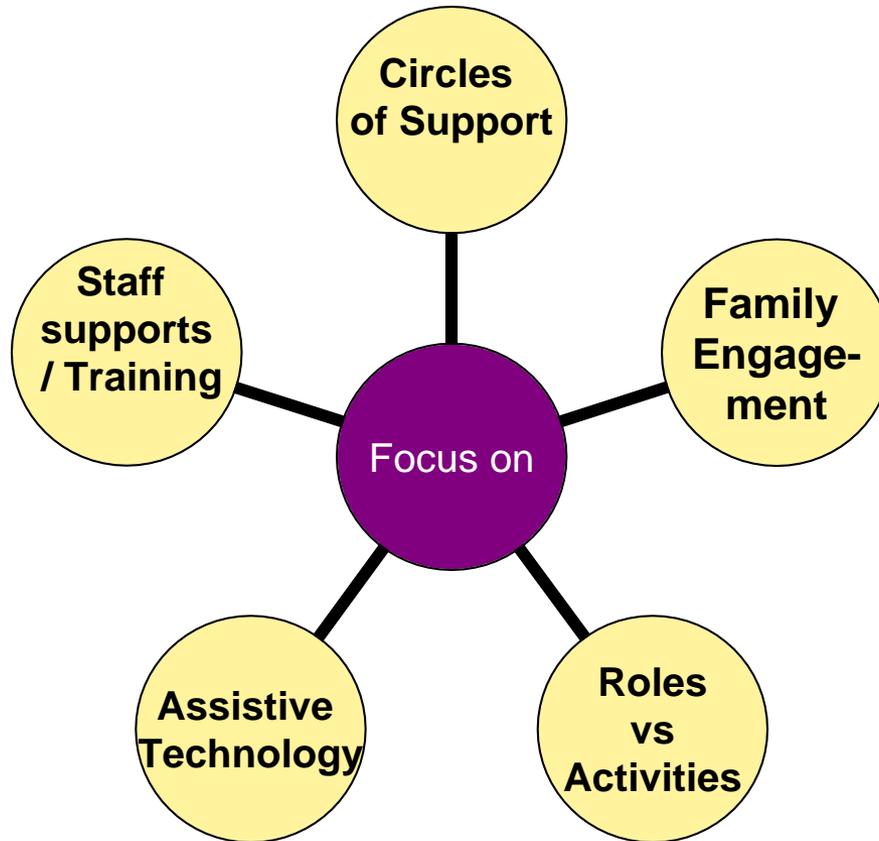
- The committee also has staff members, the HSE, parents, the Department of Health and the National Disability Authority



Current focus of case studies looking at....



To help services support people in a more individual way, we are focusing this year on....



NOT LIMITED TO WHAT ONE SERVICE PROVIDER CAN SUPPORT – FOCUS ON LIFE CHOICES

- Ivan Deacon's story
- Mark Harrington's story
- Simultaneous focus on vision for individual choice maintained and value for money principles
- Key focus of the learning has been that sustainable community involvement is achieved best when the person has **valued roles and contributions**. The presentations today show valued roles are possible for **people of all abilities**.



STRATEGIC APPROACH

- Sunbeam House Services
- Cheeverstown
- CoAction

SUPPORTING PEOPLE WITH SIGNIFICANT SUPPORT NEEDS

- Brothers of Charity South East
- Muiriosa
- Daughters of Charity





Bernie from Kildare will tell us about moving out to **live independently** and how it was a struggle initially to persuade her family that this was possible.

I always wanted to live independently. It's something I would have told staff over a number of years. My family never thought I could live independently.

I am independent now, happy, content and where I am living is my home now.

People often ask me 'would I like to move back home', or 'are you sorry you moved out' My answer is **no!**"



Bernie's mother explained **her initial anxiety, conflict** with the service provider, the struggle in 'letting go' and the **trust built**

"Theresa (*Bernie's support person*) kept working with me and kept me informed. It's very important for staff to keep working with the family and keep trust.

Theresa worked with the family and talked and talked. We had many arguments but we got over all of that. Theresa supported Bernie all the way in what she really wanted to do.

Parents, please believe in your son or daughter's ability. Let them achieve their achievements and support them in what they want to do."



iPlanit system used by Sunbeam House to make sure **the goals Sam wants to achieve** are at the centre of all his supports

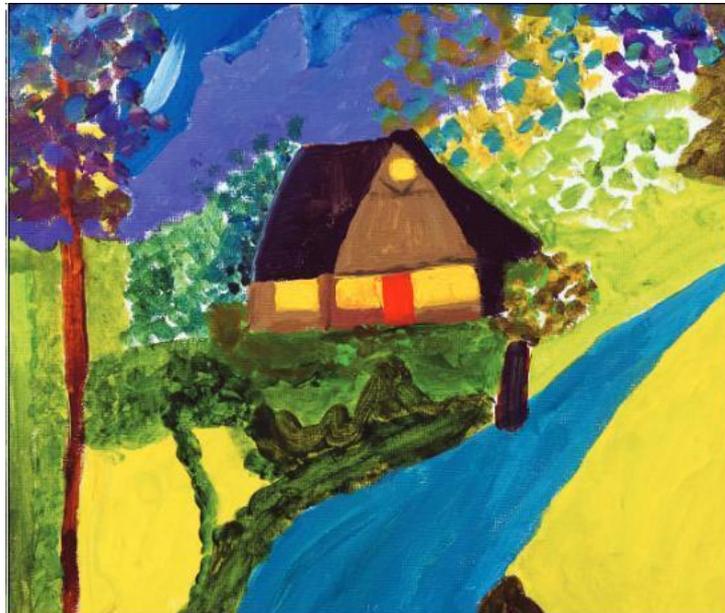
It's my decision but you can help me.

I have peace of mind because I know who I can talk to if I need it. Using iPlanit I can see and read and know what's happening.

When you are supporting me to make big changes in my life **go at 10 miles an hour, not 100 miles an hour.**



The Next Steps National Project links with the work of the Housing Agency in implementing the National Housing Strategy for People with a Disability 2011-2014



NATIONAL HOUSING STRATEGY FOR
PEOPLE WITH A DISABILITY 2011-2016



Comas hool, Pobal agus Riadas Áirithe
Environment, Community and Local Government

EASY TO READ

- The Housing Strategy is working on how to make options available to help people live more independently.
- We have been feeding into the development of new housing assessment protocols for Local Authorities (represented on national Housing Sub Group)
- The options include Long term leasing, the Rental Accommodation Scheme, and CAS funding
- With help from Co Action's advocacy group we supported the Department of Environment to produce the Easy to read version of the Housing Strategy.
- Currently working on Easy to Read version of Draft Standards for New Directions

We have been looking at Assistive Technology



We have been looking at Assistive Technology to see if it can **help people live more independently**

We went to visit a **demonstration house** in Athlone. This lock can be opened with a finger print.



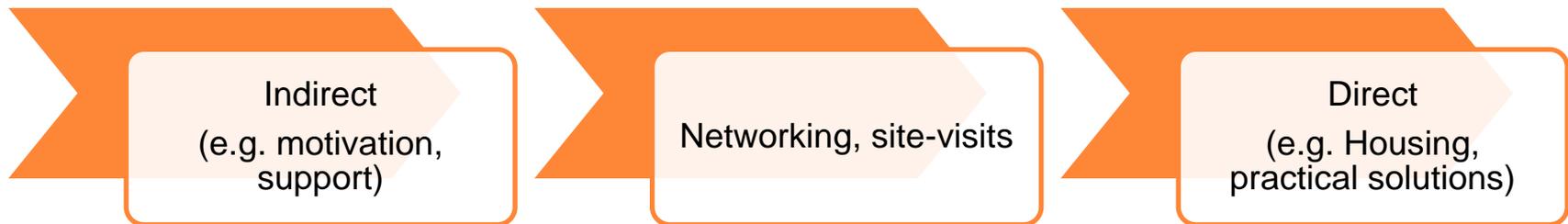
We invited **Assistive Technology providers** to come today to share information

We also set up an **online forum** where people can talk about a Assistive Technology to other people around the country



TOWARDS THE VISION OF INDIVIDUALISED SUPPORTS...

- Range of supports provided by the Next Steps project



WHAT IS THE NEXT STEPS PROJECT?

- A community of learning & practice
- Sharing of information
- Honesty
- Case studies
- Benchmarked against the vision
- Moving towards **individual supports**
- Changing the way we provide supports – building capacity of our member organisations
- Supports
- Barriers
- Solutions



IMMERSION PROJECT – INTENSIVE TRAINING IN INDIVIDUALISED SUPPORTS

- April 2013 – 5 day intensive training programme
 - Making sense of how we can deliver individualised supports – specifics for implementation
 - Twenty five organisations participated in Immersion – estimated 54 individual lives changing.
 - Central involvement of key stakeholders – individuals, their families, staff, community
 - Key experts who have years experience in delivering individualised supports in different jurisdictions:
- 

IMMERSION EVENT

- The Personal Journey to Citizenship
 - (Hope Leet Dittmeier and David Pitonyak)
- Supporting Relationships
 - (Janet Klees and Pat Fratangelo)
- Exploring the different dimensions of the transformation challenge
 - (John O'Brien, Michael Kendrick and Patti Scott)
- Organisations reported individual, and wider service changes.



KEY MESSAGES

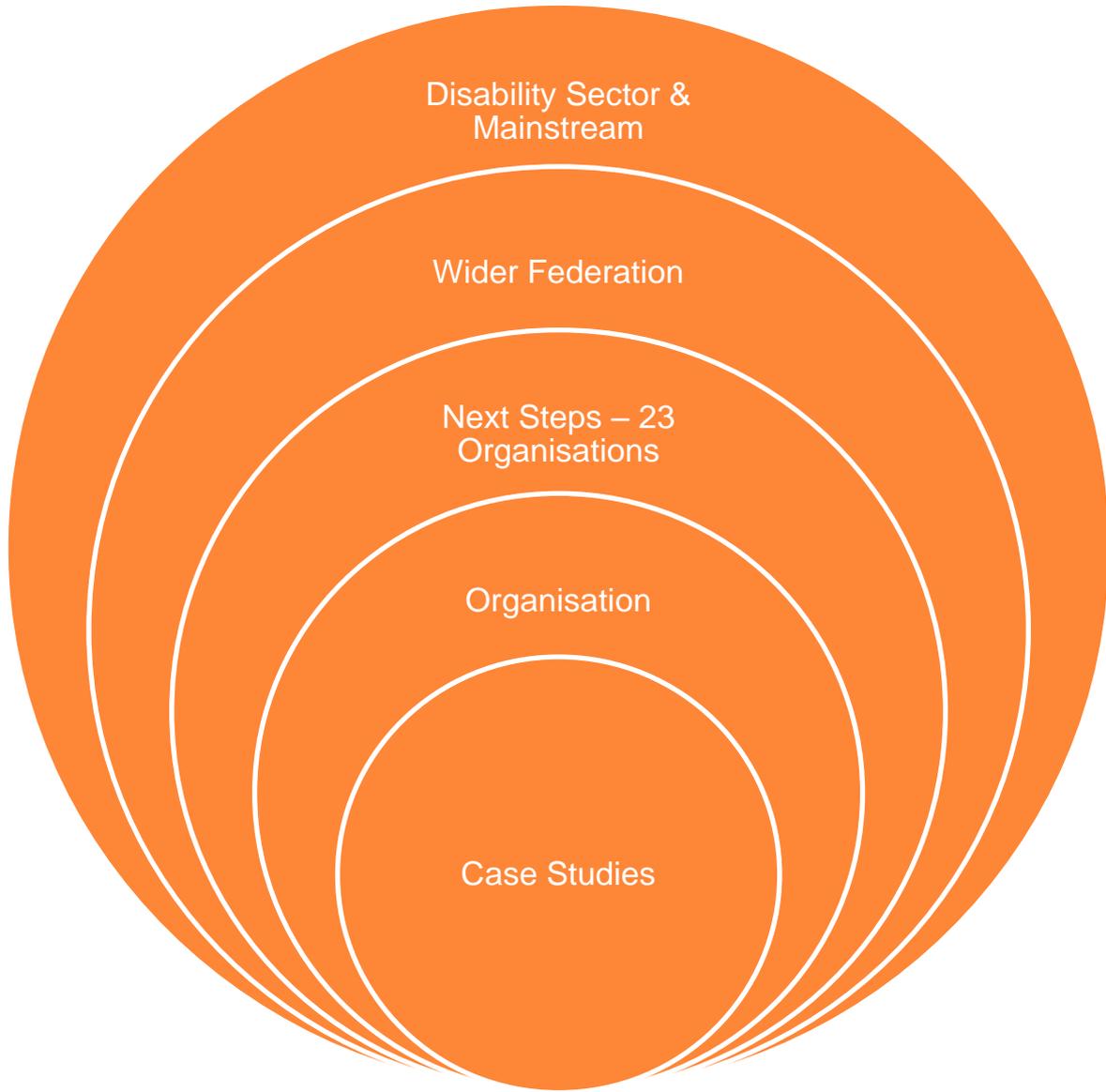
- **LIFE – not service**
- **Abilities and interests**
- **Get out of the way**
- **Support is bridge to relationships**
- **We are wired to be social creatures**
- **Voice and Choice**
- **Listen Slowly**
- **Loving relationships**
- **Roles**



ENABLING EXCELLENCE

- Training programme for Supported Self-Directed Living – follows on from requests coming out of the Immersion Event for in-depth transformative mentoring and practice training
- Provided by Genio in collaboration with the National Federation of Voluntary Bodies. Being delivered over 4 modules in 2 cohorts during 2014.
- 111 staff members from across 26 organisations - implementation of individualised supports using the Social Role Valorisation model
- Management and CEO meetings to ensure support present required to progress change on the frontline





SUMMARY

- A range of responses from the National Federation to the implementation of National Policy
- Focusing on strategic change, informed by transformation in individual lives and organisations
- Sharing of learning, communities of practice
- Feedback to key stakeholders on emerging issues critical to the success of transformation



TODAY'S CONFERENCE

- A chance to share the learning with a wider audience
- To foster networking between organisations and stakeholders
- To hear the voices of those living their lives and experiencing change in Ireland
- Ideas & reflection sheet
- **Thank you** to all who are sharing their experiences, particularly those who are telling the stories of their own lives, and family members
- **Thank you** for coming to share this learning with us

