



# Callan Institute

**ANNUAL REPORT 2012**



Hospitality • Compassion • Respect • Justice - Excellence

Illustration by Ber Wall





# Callan Institute

Annual Report 2012-2013



## Callan Institute Team



Anna Shakespeare  
Director



Sharon Balmaine  
Administrative Manager



Caroline Dench  
Co-ordinator

### Positive Behaviour Support (PBS)



Carol May  
Administrator



Gillian Martin  
Behaviour Specialist



Christina Doody  
Behaviour Specialist

### Raising Understanding & Awareness (RUA)



Adrianne Pullen  
Administrator



Helen Crowley  
RUA Co-ordinator

Springing from the Christian values and holistic approach advocated and practised by its founder, the *Hospitaller* Order of Saint John of God is dedicated to the provision of social, education, welfare and health services.

## About Callan Institute

Callan Institute was established in 1994 as a service of Saint John of God Community Services Ltd. Over the last 18 years, Callan Institute has operated primarily as a consultation and training organisation in Positive Behaviour Support (PBS) and more recently in Raising Understanding and Awareness about One-self, Friendships, Relationships and Sexuality (RUA).

Callan Institute's work is affiliated with the Institute of Applied behaviour Analysis (IABA) in Los Angeles, California and is accredited with the Dublin Institute of Technology (DIT).

From January 2013, Callan Institute Saint John of God Community Services Ltd., will be known as Callan Institute, Saint John of God Hospitaller Ministries.

## Our Mission

To support a human rights based approach to service delivery through positive approaches to behaviour support, human relationships and sexuality.





Hospitality



Compassion



Respect



Justice



Excellence

## Values of Saint John of God

### Hospitality

Hospitality is a welcoming openness to all, to the familiar and the mystery of self, people, ideas, experience, nature and to God.

### Compassion

Compassion is feeling with another in their discomfort or suffering, striving to understand the other's experience with a willingness to reach out in solidarity.

### Respect

Respect is the attitude which treasures the unique dignity of every person and recognises the sacredness of all creation.

### Justice

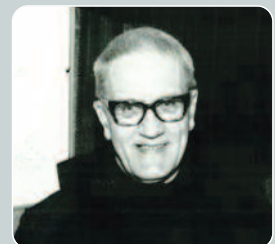
Justice is a balanced and fair relationship with self, our neighbour, all of creation and with God.

### Excellence

Excellence is giving the optimum standard of care and service within the scope of available resources.

### Brother Benignus Callan

Brother Benignus Callan (1903-1990) entered the Hospitaller Order of Saint John of God in November 1922. He was elected Provincial of the Order in 1946 and in this role he encouraged the Irish Brothers to undertake pioneering work in the United States and Australia. As General Councillor from 1953 to 1965 he assisted the government of the Order world-wide. He was a deeply religious man with a sense of humour, tremendous patience and kindness. He had a quiet tenacity and perseverance when it came to getting things done and Callan Institute was founded in 1994 in memory of his spirit.





Dear Friends and Colleagues,

## Welcome to Callan Institute Annual Report 2012-2013

Callan Institute provides training and consultation in Positive Behaviour Support (PBS) and Raising Understanding and Awareness about Oneself, Friendships, Relationships and Sexuality (RUA) within Saint John of God Community Services Ltd. As you will see from the report it has been a busy year. New developments in training saw additional modules, e learning, provision of training to parents and expansion of mentoring support within the organisation.

An outstanding highlight is the 'Emerging Voices Initiative' which presented awards for five unique projects piloting sustainable and strategic activities in Multi-Element Behaviour Support.

For the coming year the primary goal will be to start implementing the 2012 Callan Strategic Review. This will see Callan Institute move from Community Services to Hospitaller Ministries and significantly, increased integration of PBS and RUA under the umbrella of Callan Institute. With this new approach we will aim to respond to the needs of the organisation differently and to increase partnership within our Services on specific projects. We hope this will benefit Saint John of God Service Users and staff in relation to in learning, good practice and quality of life. We look forward to these new directions in 2013.

On behalf of all in Callan Institute, I would like to thank our sister service Saint John of God Carmona Services for their ongoing administrative support in 2012.

*Anna Shakespeare.*

Anna Shakespeare  
Director, Callan Institute

### 2012 Highlights

*The Inclusive Learning Initiative (ILI) - informally known as "Going to Uni": Callan Institute has participated in this initiative since 2010 and in 2011, 5 students with intellectual disabilities enrolled in a 3 year programme of study in National University of Ireland, Maynooth.*

### Graduates 2012







## Supporting the Work of Saint John of God Hospitaller Ministries

In 2012 Callan Institute supported 48 individuals directly by providing consultation, assessment, supervision and mentoring services in Multi-Element Behaviour Support and Relationship and Sexuality. A total of 1,305 participants attended workshops, conferences and accredited training courses.

### Key areas covered in this report:

1. Training Courses
2. Conferences and Workshops
3. Clinical Support
4. Accreditation and Awards
5. Research
6. Staff Development

### 2012 Highlights

*Tralee IT - Final year Physical Education students who undertake work in disability services attended a PBS workshop – It was very lively and positive*

In 2012, RUA conducted 13 courses, workshops and seminars in Relationships and Sexuality. These were attended by 261 staff and family members from Saint John of God Community Services with a further 101 staff and family members participating from around Ireland, giving a total of 362 participants.

### 1. Training Courses

PBS conducted 15 training courses/modules.

These training courses/modules were attended by 257 staff and family members from Saint John of God Community Services with a further 109 staff and family members participating from external services, giving a total of 366 participants.

#### These courses consisted of:

- P. B. S. : Multi-Element Behaviour Support (MEBS)
- P. B. S. : Multi-Element Behaviour Support (MEBS): Additional Casework & Mentoring.
- P. B. S. : Implementation and Maintenance Factors.

#### RUA training consists of:

- Facilitating friendships and sexuality education for people with intellectual disability (FRESP)
- Introductory one day workshops
- Training in RSE for parents of children with disabilities
- Facilitators Fori
- Mentoring for Facilitators
- Bespoke Training as requested

A comprehensive description of all courses can be downloaded from our websites: [www.callaninstitute.org](http://www.callaninstitute.org) and [www.rua@sjog.ie](mailto:www.rua@sjog.ie)

### Graduates 2012





## 2. Conferences and Workshops

A total of 18 conferences/workshops were hosted, co-presented and presented by Callan Institute. A total of 577 participants attended these events, with 258 attendees from Saint John of God Community Services Ltd., and 319 attendees from external agencies.

### Callan Conference Presentations

The following is a list of conference presentations made by Callan Institute in 2012;

- Policy in Action: Therapeutic intervention or Rights Restriction? Federation of Voluntary Bodies Conference, Portlaoise, Ireland, Christina Doody, Callan Institute.
- 'Understanding Difficult Behaviour and Positive Behaviour Support' Angelman Syndrome Ireland Conference, Dublin, Ireland, Caroline Dench, Callan Institute.
- 'Maximising Capacity in Cognitive Ageing: Can we translate experience from intellectual disability and adult mental health?' AFaR Congress (Associazione Fatebenefratelli per la Ricerca) Brescia/Italy, Dr Mary Clarke, Dr Elizabeth Lawlor, Cluain Mhuire Services, Caroline Dench, Callan Institute, Sean Shanahan, Saint John of God Kildare Services.
- Emerging Voices Initiative 2007-2012. Saint John of God Innovations Day, Christina Doody, Callan Institute.
- 'Proactive Management Improving lives and Minimising Stress through Positive Practice' Lodon Training Consultancy UK. Caroline Dench, Callan Institute.

### 2012 Highlights

The 1st Irish Conference on Angelman Syndrome, attended by Families, Caregivers and people with Angelman Syndrome, occurred on May 13th 2012. Callan Institute spoke on 'When words fail us, problem behaviour is used as a way to communicate'.

## 3. Clinical Support

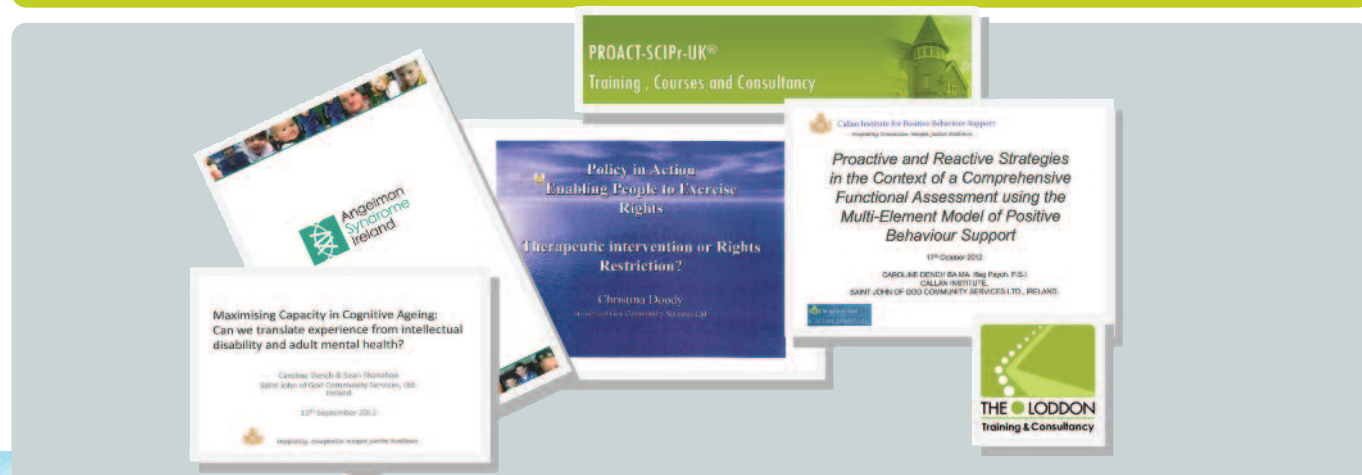
A total of 12 individuals were referred for positive behaviour support. 11 were referred from within Saint John of God Community Services, (6 children and 5 adults). One child was supported from an external agency.

A further 14 cases were supported through clinical support and supervision provided by Callan Institute to behaviour practitioners within Saint John of God Community Services Limited.

10 individuals (adults) from within Saint John of God Community Services Ltd., were seen directly for Comprehensive Behaviour Assessment, Risk Assessment and Multi-Element Behaviour Support Plans related to supports required in the area of relationships and sexuality.

A total of 36 people were provided with Clinical Support by Callan Institute.

## 2012 Our Year in Pictures







## 4. Accreditation and Awards

### P.B.S.

A total of 23 students successfully completed a module in 'Multi-Element Behaviour Support: A Short Course' and were awarded 5 credits/ECTS (European Credit Transfer System), 1 student completed the 'Application and Review' module (5 ECTS credits) and 5 students completed the Multi-Element Behaviour Support: Application, Competence and Review module (10 ECTS credits) and all were accredited by Callan Institute and Dublin Institute of Technology (DIT) on 6th December 2012.

Callan Institute and the Limerick Institute of Technology (LIT) have now completed a successful franchise agreement, of 7 years, whereby the Longitudinal Training Programme in Multi-Element Behaviour Support was delivered by LIT in accordance with the accreditation quality assurance practices in place with DIT, LIT and Callan Institute. In 2012, 6 graduates achieved accreditation from LIT.

### RUA

A total of 23 students successfully completed a module in 'Facilitating a Friendship, Relationship and Sexuality Education Programme (FRSEP) for Men and Women with an Intellectual Disability and were accredited by Callan Institute and the Dublin Institute of Technology on 6th December 2012.

## 5. Research

Callan Institute meets changing demands by keeping abreast of new methods, developing research projects and theories. The incorporation of ideas, research and techniques enhances the quality of our services. The following represent a sample of projects and pilot activities in place in 2012:

### 2012 Highlights

Completed an exciting collaboration with Brothers of Charity Services Cork, that enabled over 400 staff to attend RUA's Relationship and Sexuality one day workshop and 12 students achieve FRSEP accreditation.

- **A review of Behaviour Practitioners in post** – This nationwide survey aims to identify the skills, responsibilities and professional accreditations and needs of behaviour practitioners.
- **'Emerging Voices' Initiative 2012:** This project supports the sustainable and strategic development of Multi-Element Behaviour Support through the establishment of local pilot activities in Saint John of God Community Services Ltd.

### The 5 awards funded under 'Emerging Voices' in 2012

- **"Bringing the Outside in"**. Sinead Whelan and Audrey Bainton – Saint John of God Kerry Services.
- **"Supporting the communication of emotions through drama"**. Ann O'Brien – Saint John of God Menni Services.
- **"Embracing the Positives"**. Deidre Conway - Drumcar Park Enterprises, Saint John of God North East Services.
- **"My Journey in Colour"**. Marian Cooper – Saint John of God Kerry Services.
- **"P.A.L.S."** - Promoting Active Lifelong Supports. Josephine McLoughlin and Conor Kenny - Saint John of God Kildare Services.

## 2012 Our Year in Pictures



Emerging Voices

Grant Recipients







## 6. Staff Development

To continue to enhance the services provided by Callan Institute the staff team identify and attend relevant courses or workshops in order to update their skills. Courses attended that had particular significance for our work this year included:

- Moodle training on e-learning - Synergy Belfast
- HIQA Audit Training - Joe Wolfe and Associates
- Organisational Transformation of Individualised supports – Michael Kendrick
- A deficit of Protection, Economic, Social and Cultural Rights in Ireland - Amnesty International.
- Safeguarding Vulnerable Adults - SJOG Policy Training
- Legal capacity - Consent and Vulnerable Adults, La Touche Training
- Speak Easy for Parents Irish Family Planning Association

### Other Services Provided by Callan Institute

- We provide ongoing clinical supervision, research support, mentoring and consultation services to Saint John of God Community Services Ltd., and to National and International Services.

#### (i) We have active participation:

##### In Saint John of God Services

- Saint John of God Research Strategy Group
- Accessible Communications Committee
- ID Research Committee
- Positive Behaviour Support Committees – Kerry and North East
- Rights Review Committees – Menni & North East
- Provincial Human Rights Committee
- Physical Interventions and Governance
- Social Media Working Group

## 2012 Highlights

*'Connecting Rainbows' is a new support group for Lesbian, Gay, Bi-sexual, Transgender people with extra support needs started by Connect People Network (CPN) under the chair of Helen Crowley, RUA.*

### In other services and organisations

- Psychological Society of Ireland Division of ABA Committee
  - British Psychological Society
  - Inclusive Education NUIM
  - Towards a Restraint Free Environment in Elderly
  - Residential Services
  - Ann Sullivan Centre Rights Review Committee
  - Connect People Network. (CPN)
  - Dublin City University Co-operative Learning
- (ii) Facilitation of a number of individual site visits from national and international Services interested in learning about our work.

#### (iii) Emerging Voices Art Competition:

It was another successful year for the Emerging Voices Art Competition, with some very talented and colourful submissions. The winners of the Art Competition in 2011 were: Julie Hart, Saint John of God Carmona Services and Dylan Ward, of Laurel's Pre-school, Saint John of God Kildare Services.

In 2012 Julie Hart participated as a judge on a panel with Padraig Naughton, Director of Art and Disability Ireland and Artist Danny Kelly to select the 2012 Emerging Voices Art winner:

## 2012 Our Year in Pictures



Julie Hart



Dylan Ward

## 2011 Art Competition Winners



- (iv) Guest Lectures in Irish Academic Institutions e.g. UCD, Mary Immaculate College, Tralee IT and Carlow IT.
- (v) Provision of one student/volunteer placement for a period of 6 months.
- (vi) Behaviour Specialist Forum: this forum offers practitioners an opportunity to review current issues in Positive Behaviour Support. This forum shares resources, discusses current research and serves as an education and information sharing platform.
- (vii) Facilitators Forum: this forum provides accredited RUA facilitators with an opportunity to review current issues in relationships and sexuality education and share experience and resources. This forum also hosts expert speakers to update participants on best practice.

## 2012 Highlights

2012 Art Competition winner Ber Wall will represent Saint John of God Community Services Ltd in a national art competition hosted by the Federation of National Voluntary Bodies. Her picture features on the cover of this Annual Report

## Top 5 Goals 2013

- Commence implementation of Callan Strategic Review plan
- Develop HIQA compliant audit tools
- Facilitate reviews of Policies in Positive Behaviour Support and Sexuality and Intimacy
- Build relationships with stakeholders to identify and update training requirement
- Develop accessible information materials

## Funding Statement 2012

Expenditure	2012	2011
Pay	394,150	397,678
Non-Pay	74,507	78,548
Total Expenditure	468,657	476,226
Less: Sundry Income	65,593	64,079
Net Expenditure	403,064	412,147

## 2012 Our Year in Pictures









# Saint John of God Community Services Ltd.

## **Provincial and Council**

Brothers: Laurence Kearns, O.H., - Provincial;  
Stanislaus Neild, O.H.; Fintan Brennan-Whitmore, O.H.;  
Gregory McCrory, O.H.; Tom Osorio, O.H.

## **Intellectual Disability Services**

The Callan Institute for Positive Behaviour Support (Dublin)  
Saint Augustine's School (Dublin)  
Saint John of God Carmona Services (Dublin)  
Saint John of God Kerry Services  
Saint John of God Kildare Services  
Saint John of God Menni Services (Dublin)  
Saint John of God North East Services (Louth, Meath, Monaghan)  
STEP and City Gate Services (Dublin)

## **Children**

Suzanne House (Dublin)

## **Mental Health Services**

Cluain Mhuire Community Mental Health Services (Dublin)  
Lucena Clinic (Dublin and Wicklow)

## **Callan Institute**

Crinken House, Crinken Lane, Shankill, County Dublin.  
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