

Sharing our Work

- In keeping with social media trends our **Facebook** page was launched in Spring 2013.
- **National Sexual Health Awareness Week Conference** “Lets talk about Sex” hosted by the Royal College of Physicians of Ireland. RUA made a presentation in partnership with Irish Family Planning Association titled ‘Toolkits for communicating sexual health matters with individuals of mild and moderate intellectual disability’. This was a ‘first’ for intellectual disability on the programme and 28 people attended the session.
- **The Institute of Applied Behaviour Analysis** (www.iaba.com) international conference September 2013, in Manchester, England. A joint paper with the Dublin Institute of Technology was delivered on the development, dissemination and accreditation of training in Positive Behaviour Support using the Multi-Element Model to over 40 practitioners from around the world.
- A Research project was presented at the **Psychology Society of Ireland**; Division of Behaviour Analysis Annual Conference. This paper examined ‘The Role of a Behaviour Practitioner in Services in Ireland.’

Number of People we engaged with in 2013

Area	Number
Supporting Individuals	139
Supporting Families	60
Supporting Teachers & Schools	42
Supporting Staff	148
Supporting projects within the Community	33
Sharing our Work	348
Total	770

Funding Statement

Expenditure	2013	2012
Pay	384,882	394,150
Non-Pay	66,524	74,507
Total Expenditure	451,407	468,657
Less: Sundry Income	46,605	65,593
Net Expenditure	404,802	403,064

Goals for 2014

1. Redevelop our website making it accessible for all.
2. Introduce ‘Hi5 Alive©’ as part of an RSE curriculum.

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

The Saint John of God Values that guide our work are:



Hospitality Care Compassion Dignity



Excellence Justice Respect Trust



Callan Institute

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Illustration by John McElhane

Callan Institute

ANNUAL REPORT 2013



Saint John of God *Hospitaller* Ministries

Callan Institute, as part of Saint John of God *Hospitaller Ministries*, provides consultation and training services in **Positive Behaviour Support (PBS)** and in **Raising Understanding and Awareness (RUA)** about **Oneself, Friendships, Relationships and Sexuality**.

Saint John of God *Hospitaller Ministries* supports up to 7,000 children and adults with a range of needs including intellectual disability, mental health difficulties and problems associated with getting older.

Dear Friend,

Welcome to our Annual Report for 2013.

This year we moved from the governance of Saint John of God Community Services Ltd., to Saint John of God *Hospitaller Ministries*, and now our remit has widened to include both Child and Adult Mental Health Services and Services for the Elderly. This is very significant as we have since been inspired by the benefits we have seen with the use of Positive Behaviour Support in the area of Dementia Care.

In the report we also bring to your attention our support initiatives with individuals with disability, families, schools, community agencies and in social media, all of which form part of the new directions in our current strategic plan.

Critically this year, The Health Act 2007 and the subsequent Standards of the Health Information and Quality Authority (HIQA) for Intellectual Disability Services and Elderly Services were enacted and these are now fully integrated into our practices.

We sincerely thank everyone who supported and worked alongside us this year and we look forward to continuing our connections and partnerships in 2014.



Anna Shakespeare
Director, Callan Institute

Management Team: Anna Shakespeare, Director; Lonan Durand, Financial Controller; Rosaleen McCabe, Human Resources Manager; Caroline Dench, Co-ordinator.

Staff Team: Caroline Dench, Co-ordinator; Gillian Martin, Behaviour Specialist; Christina Doody, Behaviour Specialist; Helen Crowley, RUA Coordinator; Carol May, Administrative Assistant; Adrienne Pullen, Administrative Assistant.

Our Mission:
To support a Human Rights Based Approach (HRBA) to service delivery through positive approaches to behaviour support; human relationships and sexuality.

Positive Behaviour Support

Positive Behaviour Support (PBS) is based on the principle that all behaviours of concern have a message hidden in them. If we can find and understand the message, we can support the person to have their needs met in a better way. PBS aims to assist individuals improve their quality of life through developing new ways of communicating and learning new skills. It also promotes the importance of adapting environments to accommodate the specific needs of each individual. PBS emphasises the role that staff, families and the wider community play in facilitating a meaningful life. Callan Institute uses the Multi-Element Behaviour Support (MEBS) Model of Positive Behaviour Support.

Raising Understanding and Awareness about Oneself, Friendships, Relationships and Sexuality (RUA)

RUA advocates that individuals with intellectual disability should have the same fundamental human rights as the non-disabled population, and that these are essential for wellbeing, sexual health and personal safety. RUA promotes this by providing workshops, training and consultation.

RUA aims to assist professionals and families to be comfortable and skilled in providing relationship and sexuality education and supports. This encompasses sexuality topics, positive identity, confidence building, decision making and values.

Supporting Individuals

Callan Institute provided Positive Behaviour Support to 27 individuals with an intellectual disability in 2013, using Multi Element Behaviour Support (MEBS) plans. Callan has developed particular expertise in developing plans for individuals with sexual behaviours of concern. MEBS is a model whereby an in-depth assessment is completed in conjunction with the person, their family and their circle of support. Once the message in their behaviour is understood, a detailed plan is put in place to address their specific needs and enrich their lives.

Supporting Families

Families play a central role in supporting individuals to live a rich and meaningful life. Callan Institute aims to reach parents and children with positive messages about living with disability and some of the challenges that this can present. Callan Institute provides family workshops and facilitated discussion groups to parents in PBS and Relationships & Sexuality (RSE). These 3 hour workshops are facilitated over 8 weeks and this year we reached 60 parents in total.

What parents said:
“I will use the information to protect, inform and empower my children to enjoy relationships with consent and respect.”

Talking Together About Growing Up (RUA Workshop)

“This workshop has shown me how frustrated my child is and if I changed my behaviour with the tools from this course we will have a positive relationship.”

(PBS Workshop)

Supporting Teachers and Schools

PBS and Relationship and Sexuality Education (RSE) can be critical aspects to a child's learning in the classroom. In 2013 we provided consultation and worked alongside teachers in Saint John of God Schools and in schools linked to Saint John of God Community Services. We provided workshops to 42 teachers in PBS, and mentored one teacher to create and maintain a PBS culture in her classroom.



RUA met with and shared educational tools and resources with teachers in mainstream education who support pupils with intellectual disability. RUA also collaborated on a project with students and professionals in Saint Augustine's School to adapt our decision making tool 'Hi 5 Alive@'. This project is making 'Hi5 Alive@' accessible to younger age groups as they think about relationships and sexuality in their lives.

What teachers said:
“It helped us work as a team in responding to behaviours in a positive way”

(PBS Workshop)

“We found the Circles Programme very helpful and have adapted it for the classroom”

(RSE Workshop)

Supporting Staff

Callan Institute provided various types of training and workshops in MEBS and RSE, and this year reached 148 staff.

Our nine month courses are accredited with the Dublin Institute of Technology, and as part of the accreditation standards, students apply their learning to practice in their services. In this way, both service users and service providers derive benefit from each student's achievement.

As a result of the MEBS course, 25 students were able to provide PBS support to the service users they were supporting. As a result of the RSE training, 'Facilitating a Friendship, Relationship & Sexuality Education Programme (FRSEP)', 11 students provided educational initiatives to 45 adults with intellectual disabilities over an extended period of time.

We also offer a three month foundation e-learning course on Positive Behaviour Support. An additional course in 'Skills Teaching – Using Systematic Instruction' enabled 10 staff

members to support 20 individuals in learning new skills. We would like to congratulate all the graduates who received accreditation with Dublin Institute of Technology in 2013.

More details of these courses can be found on our website www.callaninstitute.org

What staff said:
“So glad that I attended the workshop- very informative- well organised-current standards included, for example HIQA”

(PBS Introductory Workshop)

“Very worthwhile course in helping trainers to help and support service users with their sexuality”

(RUA One Day Workshop)

We continue to provide on-going facilitated support and consultation to practitioners in PBS and RSE in Saint John of God Services and other agencies in Ireland. We have quarterly meetings for 'Behaviour Specialists' and 'Facilitators in RSE'.

Supporting Projects within the Community

Callan Institute is committed to developing and maintaining meaningful links beyond our own organisation. In 2013 we were delighted to work in partnership in the following ways:

- RUA initiated a joint project with **Dun Laoghaire Rathdown County Council Library Service** at Deansgrange Library to ensure that resources and books related to intellectual disability, relationships and sexuality are stocked in the library. Over 60 new titles were purchased and are now available for library users of all ages.

- RUA continues to have an on-going commitment and committee membership with **Connect People Network** (CPN). CPN is an independent, voluntary charity led by people with extra support needs and disability activists. It acts a voice for people with disabilities in the area of relationships and sexuality. 2013 has seen an increase in membership of service users from Saint John of God Carmona and Menni Services.

- RUA in partnership with the **Irish Family Planning Association** (IFPA) and Blackrock Education Centre delivered a six week course for parents in RSE, called 'Speakeasy Plus'. Feedback from the 18 parents who attended showed a 60% increase in confidence in talking to their children about sex and relationships.

- Callan Institute's continued collaboration with **Dublin Institute of Technology** assures academic standards of excellence for our two courses. This year 33 students received certification of either 5 or 10 credits at Level 9.

- Emerging Voices:** This project has two parts; an art competition, and grants for quality initiatives in PBS.



- Congratulations to John McElhane, 2013 winner of the Art Competition, 'Sunny Days'. His work features on the cover of this annual report. 17 entries were submitted from across all Saint John of God Services and the standard was very high.
- We awarded 3 grants in PBS; 'Drama in Education', 'Learning in My Classroom' and 'The Lighter Touch'.

Our 2012 Grant awardees said:
“Everyone is benefitting – we have a lovely area outside that is relieving stress and tension day-by-day.”
“Bringing the outside in”, Saint John of God Kerry Services

“Individuals who rarely speak were vocal, expressive and cooperative”.
'Drama in Education 2012', Saint John of God Menni Services

“One person made a trip to see Boyzone in concert and one individual is planning a trip to Liverpool”.
'Personal Activities and Living Skills', Saint John of God Kildare Services

“The sense of teamwork, pride and confidence has increased tenfold. It may have been a small piece of equipment but it has led to a job well done.”
'Embracing the positives', Saint John of God North East Services

