

An abstract, textured painting in various colors including red, blue, green, yellow, and purple, with visible brushstrokes and a halftone dot pattern.

Callan Institute

ANNUAL REPORT 2015



Saint John of God *Hospitaller* Ministries

Hospitality • Compassion • Excellence • Justice • Respect

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.

In Ireland, 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.

Message from the Co-ordinator

Welcome to our Annual Report for 2015. This year we undertook a number of new initiatives. We now have a series of videos introducing Positive Behaviour Support (PBS) on our own YouTube Channel, and together with Facebook, Twitter and our website allows our information to be much more accessible for everyone.

We continue to recognise how important it is for people to be able to discuss questions and practice issues so we have developed PBS Practice Support Clinics and workshops on a variety of topics, including a 6 week Reflective Practitioner group. In this way we have been able to meet with and provide support to many more people than before.

Our new service policy on Positive Behaviour Support identifies how critical it is for everyone to have a 'good life'. The Policy outlines a more accessible approach to providing PBS and many thanks to everyone who contributed to it.

We continue to support the introduction of the model of School Wide Positive Behaviour Support (SWPBS) in mainstream schools and Saint John of God Special Schools and acknowledge the innovative work being undertaken by the schools involved.

Since 2001, Dublin Institute of Technology (DIT) has accredited many of our training courses. However, due to their new quality assurance requirements our courses are currently not accredited by DIT. This provides us with an opportunity to review the educational needs in PBS and Relationship and Sexuality Education (RSE) and we plan to have a new suite of courses available in 2016.

As we continually aim to improve our service and become more creative in our approach, we value your feedback and appreciate your support. We would like to thank our former Director, Ms. Anna Shakespeare, for her leadership over the last number of years and wish her well for the future. We welcome Behaviour Specialist Pádraig Walsh, who recently joined our team. We look forward to working with you in 2016.



Caroline Dench

Caroline Dench (Co-ordinator)

Our Mission:

To support a Human Rights Based Approach (HRBA) to service delivery through the use of Positive Behaviour Support and positive approaches in the area of relationships and sexuality.

Positive Behaviour Support (PBS):

PBS is based on the principle that all behaviours of concern have a message hidden in them. It is committed to ensuring that each person is living a meaningful life, shared with their friends, family and their community. Callan Institute uses the Multi-Element Behaviour Support (MEBS) Model of PBS. In 2007, Ireland recognised PBS in law as best practice.



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

RUA advocates that individuals with extra support needs have the same human rights in friendships, relationships, sexual health and personal safety as everyone else. RUA assists professionals and families to be comfortable and skilled in providing Relationship and Sexuality Education (RSE) and support using the PLISSIT and High 5 Alive© models.

OUR WORK: Supporting Individuals

This year, Callan Institute supported a total of 52 individuals (children and adults) with PBS using the MEBS Model. 32 individuals were supported directly by Callan Institute and an additional 20 individuals were supported by staff undertaking a MEBS training course. A further 56 individuals participated in learning new skills and over 50 adults participated in RSE programmes.

Supporting Families

We facilitated a number of family workshops and discussion groups in PBS and RSE. Our workshops run over 3 to 8 weeks, and this year we met with 44 parents. In these settings, parents can gain specific knowledge and skills and share their experiences. We also work closely with families in the development of PBS plans.

What parents said:

'Loved the sharing of information by other parents' (RSE)

'Made me think more about strategies' (PBS)

'My child is not difficult, just not understood' (PBS)

Supporting Schools

In 2015 we developed and delivered a new training course on 'PBS in the Classroom' to 80 staff (Teachers and Special Needs Assistants) in Saint John of God Special Schools and in mainstream schools. This course is accompanied with

on-going consultation and support through which we promote an evidence-based model called School Wide Positive Behaviour Support (SWPBS). This focusses on changing systems, practices and policies to enhance children's wellbeing and learning.

What teachers said;

'It's common sense, you would want to be treated with respect, given choices and helped with communication skills'

'I'm looking forward to using what I have learned'

Supporting Staff

Training

This year we provided a range of courses and workshops within Saint John of God Services. These include Communication and Play skills for Children, Workshops on Autism, Relationships and Sexuality Education, Need Driven Behaviour in the Elderly and Skills Teaching.

Longitudinal Training Courses: 20 students developed Multi-Element Behaviour Support plans for individuals through the MEBS training course. 15 students completed the RSE training 'Facilitating a Friendship, Relationship & Sexuality Education Programme' (FRSEP) and delivered 8 week RSE programmes to over 50 adults in various settings.

E-learning: 77 students completed our three month foundation e-learning course on PBS and the Multi-Element Behaviour Support Model (MEBS), an increase of 30% on last year.

We would like to congratulate the 611 students who completed workshops and courses with us in 2015 and the graduates who received accreditation with Dublin Institute of Technology (DIT).

PBS Practice Clinics

In 2015, Callan Institute worked alongside several Saint John of God Services and schools to support staff in the practice and provision of PBS. Staff received advice and support on their PBS practice and this has proved a very efficient way of supporting staff in their work.

Reflective Practice Based Learning

This initiative brings together workplace learning and reflective practice for frontline staff. Using discussion combined with issue based input from facilitators, staff members attended a weekly 2 hour meet-up over 6 weeks where they were supported to problem solve, be creative and think about their practice.

What Staff said:

'I have found this course so enjoyable, informative and very worthwhile. I have personally gained so much information that I can and will use in the future' (FRSEP Supervisors' Workshop)

'Everyone should have the chance to do this' (Reflective Practice Based Learning)

Supporting Links and Projects within the Wider Community

Callan Institute is committed to developing and maintaining meaningful links beyond our own organisation. In 2015 we were delighted to work in the following ways:

Dun Laoghaire Rathdown County Council Libraries (DLCOCO)

RUA, along with Saint John of God South East Region Children's Outreach Team, have been working closely with DLCOCO to facilitate evenings for parents to review and discuss resources for RSE. We have also worked with two libraries to develop their material in this area.

Deansgrange Library kindly hosted an exhibition of the entries to our annual art competition, Emerging Voices. This year's theme was 'The Great Outdoors'. Congratulations to the winner, Mr. Terry Black from An Sli, Saint John of God North East Services whose work features on the cover of this report.



Winner Artist Terry Black with judge Margaret Walker from KCAT Art & Study Centre, Kilkenny

Connect People Network (CPN)

RUA maintains an active committee membership with the CPN and played a key role in facilitation of the CPN monthly meet-ups. Meet-ups take place in Dublin city centre, and provide opportunities for adults to come together to explore issues related to friendships and relationships.

Irish Family Planning Association (IFPA)

In its on-going work with IFPA, RUA delivered a second six week 'Speakeasy Plus' course for parents in Relationships and Sexuality Education at the Dublin West Education Centre. We also collaborated with County Library, Tallaght, to complement this programme with accessible educational materials and resources.

Sharing our Work

In sharing our work we also have the opportunity to learn from others, and this year we participated in the following initiatives and events:

Social Media

We have developed several social media platforms including a YouTube channel and a Twitter feed. This

complements our existing Facebook page and website which we will continue to develop. Thank you to National Lottery Funding which has supported this work.

MEBS Practitioner Forum

This is a new initiative whereby staff members who have completed the Longitudinal Course in MEBS come together twice a year to update their skills. In 2015, 50 MEBS practitioners attended this forum.



MEBS Practitioner Forum: L to R: Pádraig Walsh, Mathew Spicer and Caroline Dench

Behaviour Specialist Forum

This has now been running for 11 years, meeting four times a year, and currently has a membership of 21 Behaviour Practitioners. It provides an opportunity to reflect on practice, obtain peer supervision and share current developments.

RUA Facilitators' Forum

This Forum meets twice a year to support RSE Facilitators with educational tools, tips and new resources.

Student Placement

We were delighted to support one Clinical Psychology Doctoral student from National University of Ireland (NUI) Galway on placement with us this year.

University Courses

We presented lectures on PBS and RSE to students completing their Doctoral Studies/Masters Programmes in a number of universities in Ireland.

Conferences and Research

In 2015 we presented and co-presented papers at conferences in Ireland, England and Australia. Visit www.callaninstitute.org for more information and the presentations.

What Participants said:

'Reflected on my own practices, food for thought!'
(MEBS Practitioner Forum)



EABG Conference 2015: L to R: Gillian Martin, George Sugai, Marianne Bond Wooldridge, Jonathan Beebee, Linda Hume and Hazel Powell

Number of People we engaged with in 2015

Area	Number
Supporting Individuals	158
Supporting Families	44
Supporting Teachers & Schools	80
Supporting Staff	611
Supporting projects within the Community	177
Sharing our Work	408
Total	1,474

Funding Statement

Expenditure	2015
Pay	406,271
Non-Pay	54,529
Total Expenditure	460,800
Less: Sundry Income	32,729
Net Expenditure	428,071

2016 Goals

- To develop new courses and workshops in PBS and RSE
- To provide PBS and RSE Practice Support Clinics
- To facilitate Reflective Practice Based Learning for staff

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



Compassion



Excellence



Justice



Respect

Management Team:

Anna Shakespeare, Director (November 2009 - May 2015)

Lonan Durand, Financial Controller

Rosaleen McCabe, Human Resources Manager

Caroline Dench, Co-ordinator

Staff Team:

Caroline Dench, Co-ordinator

Gillian Martin, Behaviour Specialist

Pádraig Walsh, Behaviour Specialist

Helen Crowley, RUA Co-ordinator

Carol May, Administrative Assistant

Adrianne Pullen, Administrative Assistant



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Cover Illustration by Terry Black