

# Callan Institute

## ANNUAL REPORT 2014



Saint John of God *Hospitaller* Ministries

Hospitality • Care • Compassion • Dignity • Excellence • Justice • Respect • Trust

**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 Director**

Welcome to our Annual Report for 2014. Callan Institute is named after Brother Benignus Callan (1903-1990), who was known for saying “Do everything well”, and as we head into our 21st year we continue to strive to honour his legacy. Our strategic review, facilitated by the Centre of Effective Services, identified ‘Accessibility’ as a priority direction for our work.

In keeping with this, we have increased the number of people we reach with the addition of new workshops, community partnerships and outreach to families. While our primary commitment is to people with an intellectual disability and their circles of support, we are now working with a greater variety of client groups. We have started a new initiative with School Wide Positive Behaviour Support (SWPBS) and we are also providing supports to a nursing home for people with a diagnosis of dementia.

In terms of accessibility, we have reviewed many of our materials to make them more user-friendly to families, service users and the general public. Additionally, in order to make information more available, we have collaborated with community based agencies such as libraries and education centres.

Sharing with colleagues is critical in ensuring our work is peer reviewed and this year we have presented at a number of conferences. This has also given us a chance to learn from other professionals to be inspired to ‘Do everything well’.

We sincerely thank everyone who supported and worked alongside us this year and we wish our colleague Christina Doody the best of luck as she undertakes a 2-year secondment as a Quality Advisor with the Department of Programme, Quality and Safety at Saint John of God Hospitaller Ministries.

We look forward to continuing our connections and partnerships in 2015.



**Anna Shakespeare**  
Director, Callan Institute

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 (PBS):**

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

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

RUA advocates that individuals with intellectual disability have the same human rights as the non-disabled population in friendships, relationships, sexual health and personal safety. RUA assists professionals and families to be comfortable and skilled in providing relationship and sexuality education using the PLISSIT and High 5 Alive© models.

### **OUR WORK: Supporting Individuals**

This year, Callan Institute undertook direct casework with 24 Individuals with an intellectual disability using MEBS.

We continue to work closely with Saint Joseph's Centre, a Saint John of God nursing home for residents with a diagnosis of dementia. In an exciting initiative this year, we have applied PBS in this setting and it is proving to be an effective and creative approach to support need driven behaviour. We work directly with residents and their families, and we also provide staff education, mentoring, and guidance.

### **Supporting Families**

We facilitated family workshops and discussion groups in PBS and Relationships and Sexuality Education (RSE). Our workshops are run over 3 to 8 weeks, and this year we met with 48 parents in total. In these settings, parents can gain specific knowledge and skills as well as have valued opportunities to exchange experiences.

What parents said:

*'It made me think more about "why" and not just to react.'*(PBS Workshop)

*'Really liked the discussion with other parents and thought the booklet Hi 5 Alive© was fantastic.'*(RUA workshop)

### **Supporting Teachers and Schools**

PBS and RSE play an important role in how a child learns and participates in school. In 2014 we provided consultation to teachers in Saint John of God Special Schools and in schools linked to Saint John of God Community Services.

We provided PBS workshops to 52 teachers. We worked closely with Saint John of God School in Islandbridge to develop a School Wide Positive Behaviour Support (SWPBS) approach. This approach examines and changes practices to be consistent with PBS. This happens at every level, from an individual student, in classrooms, with teaching and support staff, families and organisational structures. As a result, the school is now developing a positive learning environment.

RUA collaborated with the Multi-Disciplinary Team and students in Saint Augustine's School to develop a Hi5 Alive© Booklet in an accessible format. RUA created Hi5 Alive© as a framework and learning tool to assist decision making in friendships and relationships. Along with accompanying lesson plans, this booklet will now feature as a resource in the RSE curriculum in the school. Thank you to all involved.

What teachers said;

*'It will make me more aware of the message...what they are conveying.'*

*'Try to keep my 'PBS Hat' on at all times' (SWPBS Workshop)*

### **Supporting Staff**

We provided a range of PBS and RSE training, workshops and mentoring to 411 staff.

**Long Courses:** Our longer courses are accredited with the Dublin Institute of Technology. As part of the accreditation standards, students apply learning to their practice so that service users, staff and service providers all derive benefit from each student's achievement. As a result of the MEBS course, 30 students were able to provide MEBS plans to the service users they were supporting. Ten students commenced our RSE training, 'Facilitating a Friendship, Relationship & Sexuality Education Programme' (FRSEP), and will deliver educational programmes within their services in 2015.



**E-learning:** 60 students completed our three month foundation e-learning course on Positive Behaviour Support.

**Skills Teaching:** We re-launched our 3-day training course, 'Skills Teaching Using Systematic Instruction'. As a result of this course staff have the 'know how' to assist service users develop meaningful new skills in their own areas of interest; for example leisure pursuits like zumba or

gardening, or more essential skills such as communication, independent travel or career planning. 27 staff attended this course, supporting a total of 54 individuals to learn new skills.

We would like to congratulate all the students who completed workshops and courses with us in 2014 and the graduates who received accreditation with Dublin Institute of Technology.

**Establishing PBS Clinics:** In 2014, Callan Institute worked alongside several services to support staff in the practice and provision of PBS. Staff received advice and support on their practice. This has proved a very efficient way of supporting staff, as often these brief clinics can be sufficient for the team to mobilise the required supports.

What staff said:

*'I now have the knowledge and understanding as to why some of the service users I work with have MEBS plans and the importance of them.'* (PBS Workshop)

*'It has given me a better understanding of my role and how I can support people and help ensure policy is implemented.'* (RUA Workshop)

## Supporting Links and Projects within the Wider Community

Callan Institute is committed to developing and maintaining meaningful links beyond our own organisation. In 2014 we were delighted to work in partnership in the following ways:

- **Behavior Analyst Certification Board (BACB):** Callan Institute is an Approved Continuing Education Provider with the BACB. Throughout the year, we provided events that allow Board Certified Behaviour Analysts and Board Certified Associate Behaviour Analysts to accrue the Continuing Education Units required to maintain their certification. In 2014, we were delighted to offer coursework that allows students apply to become Registered Behaviour Technicians, which is the newest professional grade introduced by the BACB. This grade recognises the skills of staff who are directly implementing behaviour plans with Service Users.
- **Emerging Voices:** Congratulations to Philip Brophy, winner of the 2014 Emerging Voices Art Competition, which was themed 'A Great Night Out'. His work features on the cover of this annual report. 35 entries were submitted from across Saint John of God Services and were exhibited in Deansgrange Library giving the Public an opportunity to view these works for the first time. In previous years, we also



awarded a grant for quality initiatives in PBS. However, due to funding constraints, we were unable to do this in 2014.

- **RSE Resources and Meet-Ups in a Local Library:** RUA compiled a colourful booklet for parents in the area of RSE giving an overview of the books and resources purchased through last year's initiative with Dun Laoghaire Rathdown County Council Libraries. As part of this continuing outreach to parents, RUA together with Saint John of God Carmona Outreach Services hosted an event entitled 'Growing Up, Relationships and Keeping Safe' in Deansgrange Library.
- **Connect People Network (CPN):** RUA maintains 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 people to get together to explore issues related to friendships and relationships. A highlight of the social calendar this year was the Pub Quiz which proved to be a great night out and fundraising event.
- **Irish Family Planning Association (IFPA):** In its on-going partnership with IFPA, RUA delivered a second six week 'Speakeasy Plus' course for parents in RSE at the Dublin West Education Centre. We also collaborated with Tallaght Library 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:

- **Policy Reviews:** Callan Institute chaired a review of the Saint John of God Community Service's policy on Behaviours that Challenge with representatives from all Saint John of God Intellectual Disability Services taking part. The policy is now called 'Positive Behaviour Support' and will guide our practice into the future. RUA, along with representation from Carmona and Kildare Services, has been undertaking a review of the policy on Sexuality and Intimate Relationships which will be completed in 2015.
- **Social Media:** As recommended by our strategic review, we have focused on making information accessible. Our communication strategy includes revisiting many of our materials to ensure they are written in an accessible way, and we now distribute these through social media. Our Facebook page has grown this year, and we are making plans to enhance our social media presence with Twitter and YouTube in 2015.
- **Volunteers:** We were delighted to have two volunteers join our team in 2014, one in PBS and one in RUA. Both volunteers made a very valuable contribution to our work and we are grateful for their time and expertise. Information on future volunteer opportunities can be found on our website.

- **Behaviour Specialist Forum:** The Behaviour Specialists Forum has now been running for 10 years, and currently has a membership of 21 Behaviour Practitioners. It provides an area for behaviour specialists to reflect on their 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.
- **Site visits:** We welcomed colleagues from an Intellectual Disability Service in Finland interested in learning about PBS. RUA welcomed a five member study group from Romania who were part of an EU funded DAPHNE 111 project, 'Keep me Safe', hosted by the Irish Family Planning Association.
- **Conferences:** In 2014 we presented at a number of conferences in Ireland. These included:
  - The Healthcare Section of the Institution of Occupational Safety and Health: Positive Behaviour Support and the Multi-Element Model.
  - Dublin City University 3rd Annual International Sexuality Conference: Self, Selves and Sexuality: Can I have a Boyfriend? Intellectual Disability and Sexuality
  - National Association of Boards of Management in Special Education (NABMSE): School Wide Positive Behaviour Support.
  - The National Organisation for the Treatment of Abusers: Sexuality and Intellectual Disability: Approaches and Resources
  - Irish Association of Teachers in Special Education: Rationale for the inclusion of Relationships and sexuality - Education for Intermediaries and parents of children people with Intellectual disabilities; and Practical approaches to RSE in the classroom (joint presentations with the IFPA).
  - Saint John of God Annual Research & Evaluation Study Day 2014 – Poster presentation: A Review of Behaviour Practitioners in Post.

*'Caroline Dench from the Callan Institute gave a thought provoking input on A Whole School Approach to Positive Behaviour Management'*

## Number of People we engaged with in 2014

Area	Number
Supporting Individuals	116
Supporting Families	48
Supporting Teachers & Schools	52
Supporting Staff	429
Supporting projects within the Community	108
Sharing our Work	507
<b>Total</b>	<b>1,260</b>

## Funding Statement

Expenditure	2014	2013
Pay	365,789	384,882
Non-Pay	60,734	66,524
Total Expenditure	426,523	451,407
Less: Sundry Income	18,311	46,605
Net Expenditure	408,212	404,802



## 2015 Goals

- To continue to work alongside one Saint John of God school to implement a School Wide Positive Behaviour Support approach.
- To develop Twitter and YouTube as a resource for sharing information, and to relaunch our webpage.
- To develop a course on 'PBS for everyday practice'.
- To contribute to templates used for care and support or 'supporting a good life' in Saint John of God Community Services Ltd.

**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

**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 Co-ordinator;  
Carol May, Administrative Assistant;  
Adrienne Pullen, Administrative Assistant.



**Callan Institute**

Crinken House, Crinken Lane, Shankill, County Dublin.  
[www.callaninstitute.org](http://www.callaninstitute.org) Tel: 01 2814139 Fax: 01 2720129 Email: [callan@sjog.ie](mailto:callan@sjog.ie)

Cover Illustration by Philip Brophy