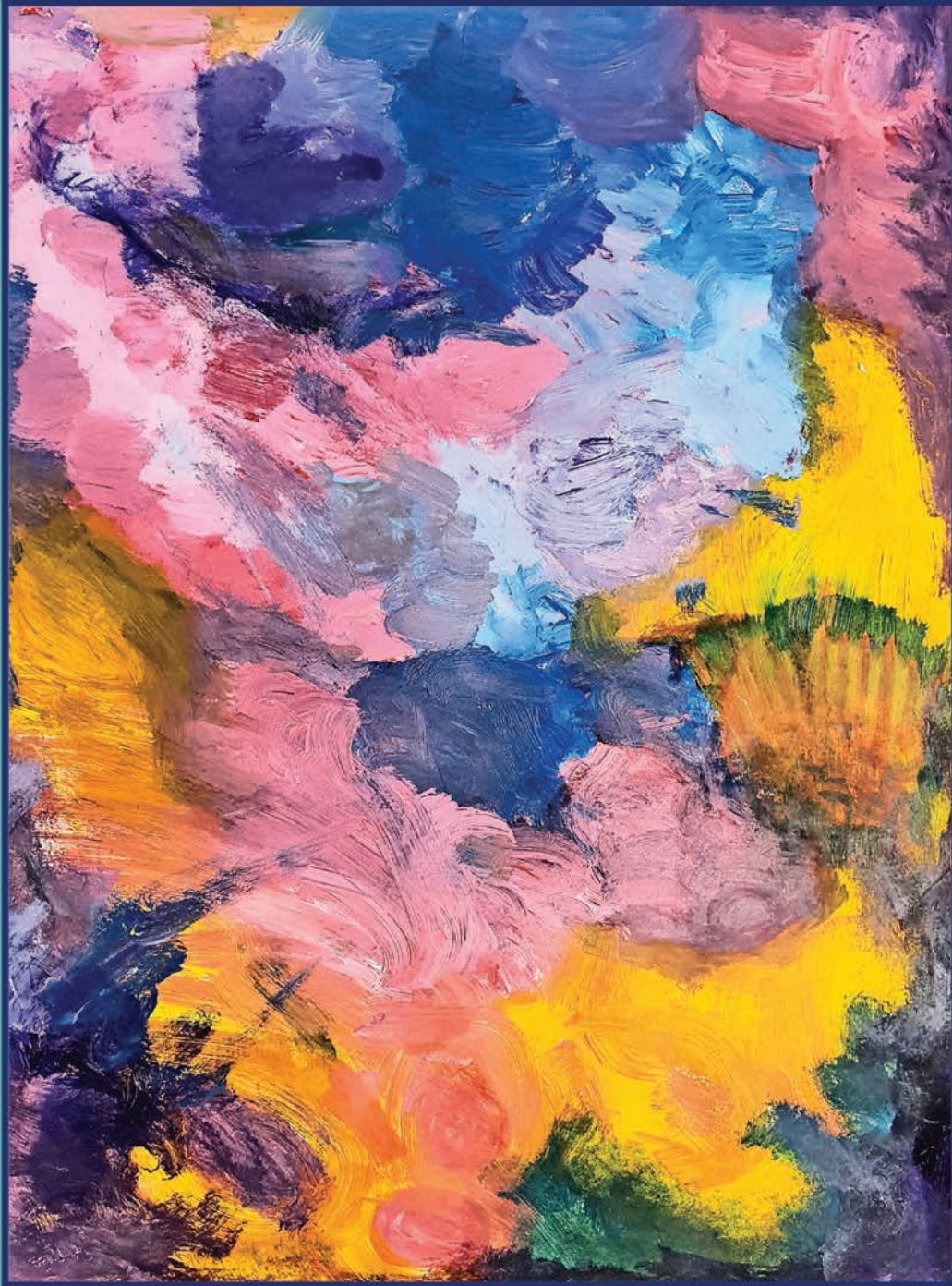


# CALLAN INSTITUTE ANNUAL REPORT 2020



**Saint John of God Community Services clg.**

Hospitality | Compassion | Excellence | Justice | Respect



**Callan Institute, as part of Saint John of God Community Services (SJOGCS) clg., provides consultation, training and support in Multi-Element Behaviour Support (MEBS) and in Raising Understanding and Awareness (RUA) about Oneself, Friendships, Relationships and Sexuality. In Ireland, SJOGCS clg. provides supports and services to approximately 3,000 adults and children with intellectual disability in Community Healthcare Organisations (CHO) Areas 4, 6, 7 and 8, and provides services and supports to 5,613 children, adolescents and adults experiencing mental health illnesses in CHO Areas 6 & 7.**

## Message from the Director

Dear Friends and Colleagues,

'2020 was a year like no other'. This is what it will say in the history books. The COVID 19 Pandemic which we continue to live with has demanded togetherness, resilience and endurance on behalf of us all. We have shared experiences, some of which may yet be unspoken, and we have also had many losses. For those bereaved, we hope that the memories you hold will give you comfort in the days and months ahead.

With loss and uncertainty, comes change. Our annual report reveals how change influenced not only the supports we provide but also the manner in which they were provided. We were all asked to work from home, something we never would have dreamed of doing. Catapulted into tele-health, tele-education and tele-consultation we had to quickly adapt. For Callan Institute, tele-health is the provision of therapeutic consultation, support and educational inputs using a phone, computer or tablet.

Tele-health facilitated continuity and access to Callan Institute's supports and services. Zoom became a verb and a noun. We supported 144 individuals with behavioural support needs and facilitated a total of 37 workshops/courses in a variety of areas to 245 participants. 282 participants completed our e-learning course. These learning inputs facilitated 9,522 hours of Continuing Professional Development learning hours.

We also launched a new course co-facilitated with a practitioner in Saint John of God Kerry Services called STEP 2 MEBS. We participated in the development of COVID 19 national guidance documents for people with intellectual disability and presented on a number of webinars. Our fora for peer support and supervision proved invaluable as we all shared our new learning with each other. Two significant policies were completed, namely SJOGCS Person Centred Approach Policy and a review of SJOGCS Sexuality and Intimate Relationships Policy. Callan Institute was actively involved in the review of and roll out of the new policy on Equality and Human Rights for Adults. We also chaired a group which is currently in the process of developing the first SJOGCS Policy on the Rights of Children.

In line with becoming an environmentally friendly office we have gone 'paperless' and our monthly risk meetings continue to limit the impact of COVID 19.

As we reflect on 2020, we know that together we have been able to ensure continuity in the provision of our supports and services, while adhering to the public health guidelines. We would like to acknowledge and thank all the front-line essential workers, our colleagues in SJOGCS services who never faltered and we are hopeful for the possibility that next year will be a better year.

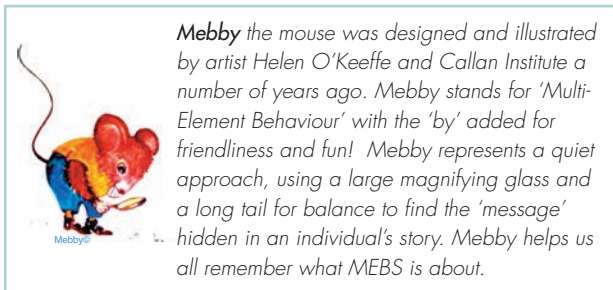
Teresa Mallon, Director

## OUR MISSION:

To support a Human Rights Based Approach (HRBA) to service delivery through the use of Multi-Element Behaviour Support (MEBS) and positive approaches in the area of relationships and sexuality for children and adults with intellectual disability.

### Multi-Element Behaviour Support (MEBS):

Callan Institute uses the MEBS model of behavioural support. This model is unique in its comprehensiveness, commitment to using functionally informed interventions, including the reactive strategies, and the non-use of aversive strategies.



### 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 terms of 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 Hi 5 Alive© models and RUA’s 9 guiding principles -



## OUR WORK:

### Supporting Individuals

This year we supported 64 individuals (23 adults and 41 children) with behavioural support needs. Behavioural Support always involves getting to know each individual and the people who are important to them. A MEBS plan is then agreed with everyone in order to achieve the best outcomes. Loving, caring and empathic relationships are key. ‘Talk Space’ supported 3 individuals to attend weekly therapy, a total of 132 sessions.

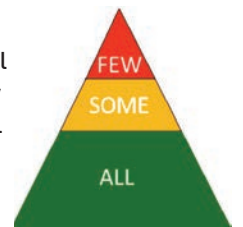
Callan Institute also uses a model called Practice Support. This is an effective and efficient model for providing staff mentoring, education, support and clinical input. In 2020, clinician(s) from Callan Institute, and at times with clinicians from other SJOGCS, provided 36 half hour case work specific Practice Support sessions, supporting a total of 30 individuals and mentoring approximately 60 staff members.

This year we had the opportunity to provide workshops and facilitate conversations with individuals with intellectual disability (together with their support staff) as part of Liffey Region On-line Engage Programme. We facilitated over 30 sessions on a variety of topics, including, human rights, relationships, dating and internet safety involving over 974 contacts with approximately 50 individuals.



### Supporting Children and Families in Early Services, Respite and Schools

School Wide Positive Behaviour Support (SWPBS) using the MEBS Model advocates a tiered model of behavioural support in schools. We have supported a number of Saint John of God Schools for many years now with the PBS toolkits proving to be an invaluable resource. More recently we have implemented the Team Consultation Model alongside SWPBS as part of the School Inclusion Model. We also had the opportunity to speak on SWPBS to a team within National Educational Psychological Service (NEPS). In addition to providing support to children through SWPBS, we also provided clinical input to 8 children in one SJOGCS respite service. This was provided through 9 Practice Support sessions. These sessions were held with staff groups, thus supporting approximately 27 staff members in their understanding of MEBS. In one SJOG School, the Practice Support Model has been integrated with SWPBS to create a child centred approach where family, school and respite work together. These initiatives have enabled support for 130 children and over 70 teaching, Special Needs Assistants (SNA), respite and early services staff and many families.



Tiered Model of SWPBS

“The PBS toolkits are super”

What Schools said:

### Supporting Staff

This year, we had a number of new initiatives. The Continuing Professional Development (CPD) summary for workshops, courses and mentoring saw 9,522 learning hours recorded this year. We developed and co-facilitated a new ‘STEP 2 Course in MEBS’ in one SJOGCS region. This course aligns with step 2 of our SJOGCS Positive Behaviour Support policy and enables a local clinician to co-facilitate this educational input with Callan Institute as part of their clinical model of care. We launched a tele-education service for staff, facilitating staff to access 30-60 minute consultation to reflect on their practice in the context of policy and research. We delivered a Practice Certificate in MEBS and a Management of MEBS workshop for line managers; we provided inputs on SJOGCS Policies namely Sexuality and Intimate Relationships, Human Rights and Restraint Reduction and we also facilitated a number of RUA and MEBS 1-day introductory workshops. Our E-Learning PBS Module (MEBS) supported 282 students. Our E-learning platform was upgraded providing a more streamlined experience for students. We would like to congratulate the 520 students who completed workshops, courses and mentoring with us in 2020.

[www.callaninstitute-pbs.ie](http://www.callaninstitute-pbs.ie)



“Very informative”  
“Good to be able to reflect on the importance of the wheel of optimal living”.

What Staff said:

## Supporting Collaborative Practices in Our Services

### SJOG Research Study Day 30th Anniversary:

As a member of the organising committee we worked with colleagues to celebrate and share the learning of 30 years of Research in SJOG services. We made a presentation to 50 attendees.

### Equality and Human Rights:

We have always embraced and aligned our work with a Human Rights Model and a Human Rights Based Approach (HRBA). Now more than ever, in the context of the COVID 19 pandemic, human rights require attention. Below is a link to a talk on rights in the context of COVID 19 which was shared with Liffey Region On-line Engage Programme with over 50 people with intellectual disability participating on Zoom. This talk embraces kindness as the key driver in maximising the rights of all.

Click on this link: [Human Rights in the context of COVID 19](#)



This talk was part of a series of workshops with SJOGCS Liffey Region On-line Engage Programme. We facilitated 24 weekly sessions of 1 hour each with an average of 26 individuals with intellectual disability attending each week. These sessions were also attended by family members and staff.

We also contributed to the SJOGCS Equality and Human Rights Policy for Adults with an intellectual disability which was approved by the board and will be launched in 2021. The Children's Human Rights policy is to be finalised in 2021.

### Support and Supervision:

Callan Institute clinicians provided monthly supervision to 3 MEBS practitioners all working in SJOGCS. We also initiated the 'MEBS Peer Support and Supervision Group' for practitioners specialising in MEBS, with 20 practitioners attending. This group replaces the Behaviour Specialist Forum.

### Committee Participation:

This year, Callan Institute represented disability services on the Saint John of God Research Advisory Committee (RAC); was a member of the SJOGCS Kerry Services Positive Behaviour Support Committee; the Institute of Hospitality Programme Development group and participated in policy review groups for the Person Centred Approach; Open Disclosure, Sexuality and Intimate Relationships; Standard Operating Policy for Safeguarding and the Equality and Human Rights Policy.

### Sharing and Learning Fora:

Our Sharing and Learning Fora in MEBS, RUA Facilitator's, RUA Conversation Evenings and De-escalation and Resolution (which brings together practitioners skilled in MEBS and the Management of Actual and Potential Aggression (MAPA) ) programme all continue to occur. Our RUA Forum had one guest

*"Great to have access by Zoom in the current climate so think it is very effective"*  
*"To touch base with other facilitators and have a shared learning forum is great"*

What Staff said:

speaker from an Irish University sharing a research study on reproductive rights for individuals with disability. These Fora supported a total of 108 staff.

## Supporting Links and Projects within the Wider Community

### Working with National Agencies:

In 2020, we continued to work with Health Service Executive (HSE) National Disabilities Quality Improvement Office and contributed to two guidance documents; namely Behavioural Support and Preventing the Need for Restriction as well as many guidance documents related to COVID 19 and people with disability.

### Academic Links:

This year, 3 staff members in Callan Institute were appointed Adjunct positions, 2 as Associate Professor and 1 as Assistant Professor in University College Dublin. As part of these appointments we will lecture on two core modules on the MSc Disability course, namely 'Multi-Element Behaviour Support' and 'Identity, Sexuality, Mortality and Trauma' commencing in September 2021. These core modules will also be available as standalone non-accredited Continuing Professional Development (CPD) modules.



[MSc Disability - Module Listing - UCD Graduate Studies](#)

### Emerging Voices Art Classes, Competition and Exhibition:

The title 'Emerging Voices' recognises our commitment to support individuals with intellectual disability to be heard. This year, art classes were provided on-line in collaboration with Saint John of God Liffey Region On-Line Engage Programme. These were facilitated and were enjoyed by up to 45 individuals at every session.

Our Art competition and exhibition had 13 submissions, interpreting the theme of 'Home'. Congratulations to the overall winner Patricia McCafferty whose work features on the cover of this report. 25 people joined us for our on-line exhibition, a new experience for us all. Thank you to Cregal Art for sponsoring the prize. We would like to thank our judges: Mr. Danny Kelly, Artist; Brianna Hurley, Studio Artist, KCAT and Fintan Kelly, Studio Artist, KCAT. Thank you to Deansgrange Library (as part of the Dun Laoghaire Rathdown County Council Libraries (DLRCOCO) who showcased the winner on their Facebook page also.

### Psychological Society of Ireland:

As a committee member of the Intellectual Disabilities Special Interest Group, we joined colleagues to develop a webinar exploring Tele-therapy and supported 4 themed 'Zoom Meet Ups' for psychologists. We also contributed to the CORU 'Psychology Registration' consultation call.

**Disability Psychotherapy Ireland (DPI)** is an interest group committed to the progression and advancement of disability psychotherapy in Ireland. It was established to support professionals providing psychotherapy for children and adults

with intellectual disability. In 2020, we developed a 6 month webinar series entitled 'Emotional Wellbeing and Disability during COVID 19' which will commence in January 2021 opened by Dr Valerie Sinason.

## Sharing our Work:

### Supporting Practice Development in other Services:

This year we had approximately 71 enquiries and requests from other Services in Ireland and across the world, for example United Kingdom, Finland, Sweden, USA and Australia. These enquiries resulted in us sharing information, providing advice, consultation and resources for practitioners and some of these requests resulted in collaborative projects.

### Conferences and Education:

In 2020, we were invited to speak on a number of webinars. Two of these related specifically to COVID 19 and supporting individuals with intellectual disability; others related to using tele-health and tele-therapy. We also had the opportunity to guest lecture in a third level institution, attend a variety of workshops, webinars and trainings and also to liaise with service providers internationally.

### Social Media:

We currently have an online Callan Institute Community of 565 on Facebook and a Twitter following of 176. Our YouTube channel is also active, with some of our videos attracting up to 35,000 views to date. We also created a short video for children and their families to watch together on tips for supporting children during school closure in relation to COVID 19. We shared this on Facebook and with all Saint John of God Schools.



Click in the link to view the video

[Tips for Supporting Children During School Closure](#)

### Student Placement and Volunteers:

We had 2 students on placement, one in the area of behavioural support and one with RUA. Each volunteer contributed to specific projects in Callan Institute. If you are interested in volunteering with Callan Institute, please email us on [callan@sjog.ie](mailto:callan@sjog.ie)

### Administrative Support:

Carol May and Adrienne Pullen Administrative Assistants. 2020 completely changed how Callan Institute administrative team interacted with staff, families, students and indeed the Callan Institute Team members. Callan Institute offices in Crinken House remained open with telephones, post, security, maintenance and compliance with public health guidelines requiring attention on a daily basis. New skills in Microsoft LYNC

and Zoom were acquired, and laptops were available if working from home became necessary. The administrative team also supported the CEO SJOGCS office in a number of postal mail shots to individuals, their families and retirees. There was an increase in the number of staff accessing our e-learning platform. The admin team also collated RUA Resources on Marriage, Fertility & Genetic Testing.

### Number of People we engaged directly with in 2020

Area	Number
Supporting Individuals	144
Supporting Schools, Respite and Early Services	235
Supporting Staff	614
Supporting Practices in Our Services	291
Supporting projects within the Community	141
Sharing our Work	1,046
<b>Total</b>	<b>2,471</b>

### Team:

Teresa Mallon, Director; Caroline Dench, Coordinator; Christina Doody, Behaviour Specialist; Gillian Martin, Behaviour Specialist; Helen Crowley, RUA Coordinator; Carol May, Administrative Assistant and Adrienne Pullen, Administrative Assistant.



'A Recent Team Meeting' Top Row: Adrienne Pullen, Caroline Dench, Gillian Martin. Bottom Row: Carol May and Christina Doody

### Goals 2021:

1. Launch three new e-learning courses.
2. Develop a Relationship Sexuality Education and Support Resource for individuals with high support needs.
3. To conduct a pilot review of the STEP 2 MEBS Course.
4. To develop a Practice Certificate on the Wheel of Optimal Living.
5. To continue to support Regional Services with Positive Behaviour Support and RUA training & guidance.
6. To support the roll out of the Person Centred Approach Policy and Equality and Human Rights Policy with the provision of ongoing support and guidance to Services in these areas to inform practice and culture.



**Callan Institute Founder** Brother Benignus Callan (1903- 1990) entered the Hospitaller Order of Saint John of God in November 1922. He was elected Provincial in 1946 and as Provincial, 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. 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.

Callan Institute was founded in 1994 in memory of his spirit.

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



Hospitality



Compassion



Excellence



Justice



Respect

**Cover Illustration by Patricia McCafferty**

**CALLAN INSTITUTE**

Saint John of God Community Services clg, Crinken House,  
Crinken Lane, Shankill, Dublin D18 K2Y3.

Tel: +353 (1) 281 4139 or +353 (1) 533 3322;

Web: [www.callaninstitute.org](http://www.callaninstitute.org) Email: [callan@sjog.ie](mailto:callan@sjog.ie)