

# CALLAN INSTITUTE ANNUAL REPORT 2021



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

Hospitality | Compassion | Respect | Justice | Excellence

Remove  
Justice and  
Excellence



**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,

Welcome to Callan Institute's Annual Report 2021. This year we continued to provide support in the context of COVID 19, with tele-health enabling a safe service to be facilitated.

The concept of behavioural support is best understood in the context of the HSE's 8 Guiding Principles on 'A Rights Based Approach to Behavioural Support' published this year. The MEBS model is aligned to these principles. This year we supported 80 individuals (and their circles of support) with behavioural support needs. We also facilitated a 30-week input on the Convention of Rights for Persons with Disabilities through the SJOGCS Liffey Region Online Engage Programme with 30 disabled individuals attending this each week. We developed a Relationship and Sexuality Education and Support resource pack for individuals with high support needs, which includes learning as part of naturally occurring moments and the use of sensory banks.

Over the years we have provided a range of supports to children attending SJOG Schools and Services. This has been an interim measure as we awaited the establishment of the Children's Disability Network Teams (CDNT) as part of the Progressing Disability Service (the national programme reorganising access to clinical supports for children and their families). The CDNT's are now all in place and Callan Institute transferred all casework to the appropriate teams. We will continue to provide consultation and training to SJOGCS staff working in children's respite and outreach services, and all case work with children and their families will now be provided by the Local CDNT.

We facilitated in total a combination of 34 workshops and courses for 485 staff. All workshops and courses have a practical element which enables participants to apply the theory to practice. The Practice Certificate in Skills Teaching (Using Systematic Instruction) was redesigned, and this enabled 30 staff to support approximately 60 individuals. A Continuing Professional Development document is shared with each participant, and we recorded 5,500 hours of learning using the CPD process. We supported the development and launch of a number of policies, namely, Sexuality and Intimate Relationships, Equality and Human Rights, and Person-Centred Approach using live webinars which were also recorded thus enabling ongoing access.

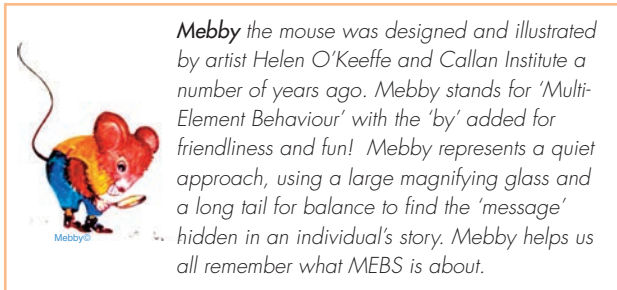
I would like to acknowledge Helen Crowley, RUA Coordinator who retired this year. We wish Helen well in her retirement and thank her most sincerely for the leadership she provided. Thank you also to our SJOGCS colleagues who continue to guide us and ensure that together what we do makes a difference.

**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 with individuals with behavioural support needs. This model is unique in its comprehensiveness, and its commitment to using functionally informed interventions, including the reactive strategies, and the non-use of aversive strategies.



*Mebby the mouse was designed and illustrated by artist Helen O’Keeffe and Callan Institute a number of years ago. Mebby stands for ‘Multi-Element Behaviour’ with the ‘by’ added for friendliness and fun! Mebby represents a quiet approach, using a large magnifying glass and a long tail for balance to find the ‘message’ hidden in an individual’s story. Mebby helps us all remember what MEBS is about.*

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

RUA has an ambitious programme for a future where identity, friendships, relationships and sexuality of children and adults with intellectual disability are supported and recognised as central to a good life, social stigma and discrimination are challenged, and each individual is supported to express their sexuality and make decisions regarding their sexual expression. RUA assists professionals and families to be comfortable and skilled in providing Relationship and Sexuality Education (RSE) and Support using PLISSIT, Hi 5 Alive© and RUA’s 9 guiding principles -



**OUR WORK:**

**Supporting Individuals**

Callan Institute provides behavioural support in two ways: the first way involves direct case work, where we work collaboratively with the individual and their circle of support; and the second way is called Practice Support. Practice Support is focused on providing mentoring, education, and clinical support to staff. In 2021, clinicians from Callan Institute, and at times in partnership with clinicians from other SJOGCS, supported 80 individuals (33 adults and 47 children) with behavioural support needs.

This year we facilitated an on-line input as part of the Liffey Region On-line Engage Programme. This input was based on the United Nations Convention on the Rights of Persons with Disabilities and was facilitated over 30 weeks with approximately 30 disabled adults and a number of staff members attending for 1 hour each week.



**Supporting Children and Families in Early Services, and Respite.**

Callan Institute supports staff working in early services and children’s respite services.

As Children’s Disability Network Teams (CDNT) are now established in the relevant SJOG CHO areas, Callan Institute has now transferred all clinical case work



to the relevant teams. Prior to transferring all clinical cases in June 2021, we provided clinical input to 21 children. We also provided clinical support to 10 children (and their respective staff team’s) in two children’s respite services. This was provided through monthly Practice Support sessions.



Prior to the CNDT’s, Callan Institute previously provided School Wide Positive Behaviour Support (SWPBS) to a number of Saint John of God Schools, using the tiered model of SWPBS. SWPBS is an evidence based whole school approach for behavioural support needs.

**Supporting Staff**

Staff want practical advice and input. Here in Callan Institute, we work hard to ensure that concepts and skills are easily transferable for practical application.

This year, we facilitated a Practice Certificate in MEBS, a Practice Certificate in Skills Teaching, and a Management of MEBS workshop for line managers. We also provided inputs on SJOGCS Policies namely Sexuality and Intimate Relationships, Positive Behaviour Support Policy (including workshops on the Wheel of Optimal Living) Person Centred Approach (PCA) (including PCA in Practice workshops and webinars), Equality and Human Rights (including policy workshops and webinars) and Restraint Reduction. We facilitated a number of RUA and MEBS 1-day introductory workshops. Our E-Learning Positive Behaviour Support (PBS) Module (using MEBS) supported 113 students. We provided a number of bespoke trainings focused on specific need areas, for example Autism and Neurodiversity; Skills Teaching for children; Communication and Intensive Interaction workshops

The Continuing Professional Development (CPD) summary for the 34 workshops/courses had 5,500 learning hours recorded this year. We would like to congratulate the 448 students who completed workshops/courses with us in 2021.



*‘I enjoyed being able to ask questions and getting ideas on what support I could use back in the workplace.’ MEBS 1-day workshop*

*‘Practical discussions with valuable input from tutor and peers’ RUA 1-day workshop*

**What Staff said:**

## Supporting Collaborative Practices in Our Services

### Support and Supervision:

Callan Institute clinicians provided regular supervision to 3 MEBS practitioners and 2 RUA practitioners all working in SJOGCS. We initiated the 'MEBS Peer Support and Supervision Group' for practitioners in SJOGCS and other agencies specialising in MEBS, meeting three times a year with approximately 13 practitioners attending each meeting; and lastly, we facilitate a Clinician's Forum for all practitioners providing MEBS in SJOGCS.

### Relationship Sexuality Education (RSE) and Support for Individuals with High Support Needs:

This working group was made up of RUA practitioners from SJOGCS, a practitioner from an external service and a volunteer, who together developed a suite of resources for facilitating RSE and Support Moments for individuals with high support needs. The resource pack uses sensory banks and outlines how naturally occurring moments for RSE and support can be facilitated. This will be piloted in 2022.

### Sharing and Learning Fora:

Our Sharing and Learning Fora in MEBS, RUA Facilitator's, De-escalation, and Resolution (which brings together practitioners skilled in MEBS and Crisis Prevention Institute (CPI) programmes) all continue to occur. Topics discussed include 'HSE Guidelines on a Rights Based Approach to Behavioural Support'; 'Capable Environments and the Wheel of Optimal Living'; 'Social Validity and functionally based reactive strategies'; 'Dementia and MEBS'; 'Development of an electronic behaviour report form'; 'the changes in CPI programmes'; 'menopause' and 'intersectionality'. These Fora supported a total of 68 staff with 431 CPD learning hours recorded.

### Person Centred Approach Policy and Webinars:

The Person-Centred Approach Policy guides the development of an individual's personal plan, specifically supporting individuals with their Life Vision. Together, a member of the Programme Quality and Safety, a clinician from Callan Institute and a colleague from each region with a specific remit on promoting the PCA policy facilitated live webinars in each region. These webinars were also recorded. This facilitated 144 staff members to attend a live webinar with the recordings viewed by an additional 379 staff across the 4 regions. Certificates of participation were provided to those who completed a post test on survey monkey.



### Equality and Human Rights Policy and Webinars:

The Equality and Human Rights Policy outlines SJOGCS commitment to the promotion and protection of rights of Individuals with disability. This commitment recognises that Individuals with disabilities have the same rights, on an equal basis with all other citizens of this country. Callan Institute and colleagues from the regions, with a specific remit on promoting the Equality and Human Rights policy, facilitated live webinars for 220 staff members across SJOGCS.

**Committee Participation:** This year, Callan Institute represented disability services as a member on the Saint John of God Research Advisory Committee (RAC); the SJOG Research Study

Day organising committee; the Institute of Hospitality Programme Development and planning group and Webinar Series; Assisted Decision Making (Capacity) Act oversight group; Hospitalier Services Group(HSG) Strategic Plan (Advocacy and Purpose); Safeguarding, and participated in a policy review group for the SJOGCS Positive Behaviour Support Policy.

## Supporting Links and Projects within the Wider Community

### Working with National Agencies:

In 2021, we continued to work with Health Service Executive (HSE) National Disabilities Quality Improvement Office; the Federation of Voluntary Bodies, Psychological Society of Ireland, National Youth Health programme and Universities in consideration of practice in the areas of consent, behavioural support, Assisted Decision Making, Relationships and Sexuality. We also consulted with a number of services in relation to policy and service review.

*This is a great opportunity to take time out and to focus on practice and discuss ideas and challenges' MEBS Peer Support and Supervision Group*

**What Staff said:**

### Emerging Voices Competition and Exhibition:

'Voices' recognises our commitment to support individuals with intellectual disability to be heard as expressed through visual art.

Our Art competition and exhibition had 30 submissions, interpreting the theme of 'Out and About'. Congratulations to the overall winner Ms. Mary Flynn whose work features on the cover of this report. We had a blended celebration this year, with on-line attendees joining the judging panel, who were present in Deansgrange Library. 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) who exhibited the art for the month of March.



**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.



Over the last number of years, Callan Institute and DPI have come together to co-facilitate workshops and seminars on emotional wellbeing, trauma, and resilience. The 2021 'Emotional Wellbeing and Disability during COVID 19' webinar series welcomed approximately 80 attendees to each of the six webinars. Another series is planned for 2022. Please see <http://disabilitypsychotherapyireland.com/>



## Sharing our Work:

### Supporting Practice Development in other Services:

This year we had approximately sixty-eight enquiries and requests from other Services in Ireland and across the world. These enquiries resulted in us sharing information; providing advice, consultation, and mentoring; and sharing resources, with a number of these requests resulting in collaborative projects.

### Conferences and Education:

In 2021, we were invited to speak on a number of webinars, including Saint John of God European Social Inclusion webinar. 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 602 on Facebook, and we are active on both Twitter (178) and Instagram (56). Our YouTube channel is also active, with some of our videos attracting up to 40,000 views to date.

### Student Placement and Volunteers:

We had 2 volunteers this year, 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)

### Number of People we supported in 2021

Area	Number
Supporting Individuals	11-
Supporting Schools, Respite and Early Services	31
Supporting Staff	448
Supporting Practices in Our Services	893
Supporting projects within the Community	160
Sharing our Work	175
<b>Total</b>	<b>1,817</b>



## Team:

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

Helen Crowley, RUA Coordinator; retired from her post as RUA Co-ordinator this year.

We would like to thank her for the contribution she made over the last 18 years in making RUA, a 'one of a kind' service in Callan Institute. A service which she helped set up in 2003. I know you will all join me in saying, 'Helen, on behalf of everyone in Callan Institute, thank you most sincerely for the 'sparkle,' innovation and commitment you have given to your role as RUA coordinator, and we wish you well in the future.' Helen would also like to acknowledge the support and commitment she received from staff at every level in our Services. While it is rewarding, the area of relationships and sexuality can be a challenging, sensitive, and complex area to work in. RUA, as part of Callan Institute wish to sincerely credit and thank all the staff who translated the ideas and standards of practice into the everyday moments of people's lives.

## Goals 2022:

1. To develop and facilitate two modules on the MSc in Disability with the UCD Centre for Disability Studies within the UCD School of Psychology.
2. To present our work at an International Conference.
3. E-Learning and Webinars: To develop educational content for dissemination to staff through flexible remote learning opportunities.
4. To create an accessible resource in the area of Identity, Friendships Relationships and Sexuality to support Personal Plan process.
5. To Review and facilitate the Practice Certificate in RUA.
6. To continue to facilitate workshops and consultation in MEBS and RUA in SJOGCS.





**In Memory of: 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



Respect

**Cover Illustration by Ms Mary Flynn**

## **CALLAN INSTITUTE**

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