

CALLAN INSTITUTE ANNUAL REPORT 2022



Saint John of God Community Services clg.

Hospitality | Compassion | 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,

Welcome to Callan Institute's Annual Report 2022.

It has been another busy year for Callan Institute with all our work aligned to the Nine quality of life domains which was signed off by the Department of Health in 2016. These quality-of-life domains guide a person-centred approach and are informed by National and Saint John of God Community Services policies.

The nine domains reflect areas of life that are important for each one of us and align with the Articles of the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD). The nine domains for adults are as follows: '1: Living in their own home in the community 2. Exercising choice and control in their everyday lives 3. Participating in social and civic life 4. Have meaningful personal relationships 5. Have opportunities for personal development and fulfilment of aspirations 6. Have a job or other valued social roles 7. Enjoy a good quality of life and well-being 8. Achieve best possible health 9. Safe, secure, and free from abuse.' Callan Institute's model for behavioural support recognises the importance of a person-centred approach and indeed SJOGCS Policy on Positive Behaviour Support sits on Five Pillars of good practice, recognising that behavioural support can only occur in the context of person-centred approach and a commitment to realising the nine domains.

In 2022, we facilitated behavioural support with 65 individuals together with their circles of support. We hosted three Practice Certificates, one in the area of RUA, one in Multi-Element Behaviour Support and one in the area of Skills Teaching. Each practice certificate supports staff to develop and apply their new found expertise to their practice. Callan Institute is the only service in Ireland providing education and mentoring in these areas with additional workshops, webinars and eLearning modules in a variety of areas. All educational inputs generate a Continuing Professional Development (CPD) summary document and this year, we facilitated 37 workshops/courses (for 846 participants) and recorded approximately 14,300 learning hours. In time, CORU will see the registration of all health and social care professionals. As part of professional registration, all staff will be responsible to maintain a continuing professional development portfolio, and Callan Institute's CPD document will assist staff as they meet their CPD requirements.

This year, we had a very active volunteer programme with three volunteers contributing significantly to the work of Callan Institute. We are also delighted to welcome Lisa Condren, as the new RUA Coordinator and I would like to acknowledge Adrienne Pullen, Administrative Assistant, who resigned this year and is now Administration Co Ordinator in Dublin South East Region, SJOGCS. We wish Adrienne well in her new role and thank her most sincerely for her many years with Callan Institute. A big thank you to the Callan Institute team for their work and commitment and also to our SJOGCS colleagues who continue to guide us and ensure that together what we do makes a difference to the lives of the individuals we support.

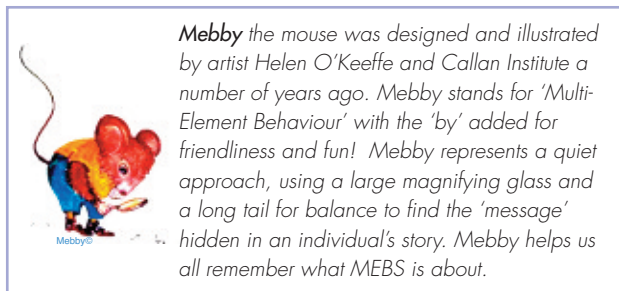
Teresa Mallon, Director

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.

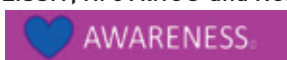
Multi-Element Behaviour Support (MEBS):

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.



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 practice support to staff. In 2022, clinicians from Callan Institute, and at times in partnership with clinicians from other SJOGCS, supported 43 individuals (42 adults and 1 child) with behavioural support needs. In one region a member of Callan Institute co-facilitates a Positive Behaviour Support clinic with local behaviour practitioners, where 20 individuals were supported. We also facilitated relationship and sexuality support, providing one-to-one support and staff mentoring to a number of individuals.

Supporting Staff

Callan Institute facilitates three practice certificates, one in the area of RUA (with 11 participants), one in Multi-Element Behaviour Support (with 12 participants) and one in Skills Teaching (using systematic instruction, with 21 participants). Each practice certificate supports staff to develop practical expertise in the relative area with staff attending these courses from SJOGCS and other agencies throughout Ireland.

Callan Institute is the only service in Ireland providing this education and mentoring to staff who are supporting children and adults with Intellectual Disability. To date, we have facilitated over 1,360 staff to attend the Practice Certificate in MEBS; and approximately, 200 participants have completed the Practice Certificate in RUA. We have also supported a university to develop a post-graduate course in relationships and sexuality in support of adults with intellectual disability.

We facilitated a Practice Certificate in Skills Teaching, and a Management of MEBS workshop for line managers. We provided inputs on SJOGCS Policies namely Sexuality and Intimate Relationships, Positive Behaviour Support (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 86 students. We provided a number of bespoke trainings focused on specific need areas, for example Autism and Neurodiversity and Positive Behaviour Support for children.



The Continuing Professional Development (CPD) summary documents for the 37 workshops/courses had 4,500 learning hours recorded this year. In time, CORU will see the registration of all health and social care professionals, (with nurses and doctors registered with their own professional bodies). As part of professional registration, all staff will be responsible to maintain a

continuing professional development portfolio, which may entail 30 CPD credits in a 12-month period. Each CPD credit is equivalent to every hour of new or enhanced learning achieved.

A CPD portfolio is usually submitted every 1 to 2 years in accordance with the professional registration, and this will be mandatory for continuing professional registration. In anticipation of this, Callan Institute issues a CPD document for all learning-based events.

What Staff said:

Learning about the policy in SJOG and the system in place. As a new employee, it gave a clear understanding of how it operates. It was also an opportunity to reflect on PBS from an auditor's perspective and what we should be looking out for. (PBS Workshop)

The PLISSIT and Hi 5 Alive Models are very useful tools that build confidence. (RUA 1-day workshop)

In 2022, we validated thousands of hours for CPD purposes (approximately 14,300 CPD hours), for example each eLearning participant secured 28 hours of CPD credits, a student participating on the Practice Certificate's in RUA or MEBS secured 200 CPD credits and participants at 1-day workshops received 6 CPD credits. We would like to congratulate the 846 students who attended workshops/ courses with us in 2022.

What Staff said:

I enjoyed the course as it gave me insight to how to teach in a more structured manner and get better results. (Practice Certificate in Skills Teaching)

Supporting Collaborative Practice in Our Services

Community of Practice(s) (CoP):

The CoP model facilitates the coming together of practitioners with a shared interest and commitment to best practice in relation to RUA and MEBS for the individuals supported in SJOGCS Intellectual Disability Services and beyond. The important aspects of communities of practice are ongoing interaction, joint activities, discussion, information sharing, innovation and relationship building. Both the MEBS and RUA CoP have over 30 members.

We also facilitate a CoP for De-escalation and Resolution (which brings together practitioners skilled in MEBS and Crisis Prevention Institute (CPI) programmes). This CoP supported the pilot of an e-behaviour report form. This e-form enables shared learning to occur quickly which results in responsive person-centred supports. These CoP supported a total of 97 staff with 291 CPD learning hours recorded.

eLearning and online live learning events:

In 2012 we launched an eLearning Module in Multi-Element Behaviour Support, with over 1200 participants completing the 28-hour course. In 2018 we piloted an online learning and meeting platform, however it was not until 2019, when we started to use zoom for international meetings and the subsequent pandemic, that live online meetings and courses became routine. Callan Institute continues to host a variety of workshops and forums using zoom and /or Microsoft teams. This has increased participation significantly and also has reduced the need for travel. In the last 12 months, we have recorded webinars on topics related to practice, for example, PLISSIT, RUA Awareness Principles, Intimate Relationships and Sexuality Policy, Person Centred Approach Policy, Equality and Human Rights Policies (Adult and Children) webinars which can then be viewed by staff at a time that suits them. Some of the policy webinars have a post-test completion requirement prompting a certificate to be emailed to them. In the last 12 months, these eLearning and webinar recordings are now a resource used for induction and updating staff and have facilitated approx. 1000 staff members to upskill and maintain their Continuing Professional Development (CPD) portfolio.

Support and Supervision:

Callan Institute clinicians provided regular supervision to 3 MEBS practitioners and 2 RUA practitioners all working in SJOGCS.

In 2022 Callan Institute participated on an interview panel in Kerry services which was convened to select two Risk and Behaviour Support Co-Ordinators.

Volunteers: Each year, Callan Institute supports one/two volunteer placements. Each volunteer contributes to a piece of work, which benefits the individuals supported and the staff teams. If you are interested in volunteering with us, please email callan@sjog.ie

- **Linking Dementia Care to Human Rights Based Approach (HRBA) and the Assisted Decision Making (Capacity) Act** – a member of Callan Institute supported a student on placement to develop a resource on Dementia in collaboration with Saint Joseph's Centre (SJOG). We also presented on 'A HRBA and Dementia' to a European project and attended a session in Dáil Eireann on Dementia Care.
- **Person Centred Approach Prompt sheets in the areas of 'Identity, Friendships, Relationships and Sexuality'**. In 2022, one volunteer worked with Callan Institute to develop Person Centred Approach Prompt sheets in the areas of 'Identity, Friendships, Relationships and Sexuality'. These prompt sheets will support individuals and staff to explore these areas further as part of their Personal Plan as guided by the SJOGCS policy on Sexuality and Intimate Relationships. These prompt sheets are permission giving and will create opportunity for conversation. They are being co-designed with disabled adults supported in Saint John of God Community Services clg.
- **An Integrated reflective practice framework for a Positive Behaviour Support Practitioner (using the Multi-Element Support Model)**. Another volunteer is in the process of developing a reflective practice framework for Positive Behaviour Support (using the Multi-Element Support Model). Positive Behaviour Support is identified as best practice when supporting an individual with behavioural support needs. This reflective practice framework will be developed into an accessible resource for all staff.

'Relationship and Sexuality Education (RSE) and Support Moments' resource. This RSE and Support Moment's resource has been created (with the support of a volunteer and colleagues from SJOGCS and other agencies) as a curriculum for individuals with an intellectual disability with high support needs, traditionally referred to as individuals with severe /profound intellectual disability. This 'RSE and Support Moments' resource makes RSE and Support accessible to individuals with high support needs and enables staff/family members to include RSE and Support into everyday activities and interactions thus facilitating experiential learning for all. It is now available and being used in SJOGCS.

Committee Participation: This year, Callan Institute participated on the Saint John of God Research Advisory Committee (RAC); the Institute of Hospitality Programme Development and planning group and Webinar Series; Assisted Decision Making (Capacity) Act oversight group; Hospitaller Services Group(HSG) Strategic Plan (Advocacy and Purpose), Safeguarding and Childrens First, and participated in a policy review group for the SJOGCS Positive Behaviour Support Policy and Restraint Reduction Policy. As part of a subgroup of the Advocacy stream, a member of Callan Institute worked with colleagues to develop a multi-media Accessible Advocacy survey. The data from this survey is now being used to inform service design and delivery and is also contributing to the Sustainability Impact Assessment

currently being undertaken by SJOGCS with the HSE. This survey was validated by inclusion Ireland. Co-design has also featured in the work of committees, with more to do in relation to ensuring that the voice of the person with a disability is informing supports and service design.

Callan Institute was part of the judging panel for both the oral and poster presentations at the SJOG Research Foundation 2022 Annual Research Study Day.

We also participated in reviewing research grant applications for SJOG Research Foundation.

Sustainability Impact Assessment: In 2021, Saint John of God Community Services clg. issued a notification to transfer the Intellectual Disability and Community Mental Health Services we provide through Saint John of God Community Services to the HSE. This notification was suspended to allow for a "Sustainability Impact Assessment" (SIA) process to occur. That objective of the SIA is ensuring the transition, over the medium term, to the provision of high quality co-designed services. The SIA process provides the opportunity to develop, with the HSE, a funding model for the future that ensures adequate funding for an "exemplary" model of service. The Director of Callan Institute co-chaired one of the seven workstreams relating to Services and Supports and this involved identifying current provision and associated gaps and setting out the requirements to meet the "To Be Model of Service" based on best practice standards, legislation and policy. Callan Institute also supported the SIA process as a member of 'service model' workstream and also in visioning for how Callan Institute can develop further.

What Staff said:

Great opportunity to learn from those with years of experience while still discussing the evolution of the role. (CoP in MEBS)

Supporting Links and Projects within the Wider Community

Partnership with a third level university: Callan Institute in partnership with UCD, through the UCD Centre for Disability Studies within the UCD School of Psychology facilitates 2 core modules on the MSc in Disability, namely, Multi-Element Behaviour Support and Identity Sexuality Mortality and Trauma with 12 and 9 students attending each module respectively. These modules are part of the MSc in Disability and can also be taken as electives and/or standalone CPD modules. Some graduates now also attend our CoP learning fora. This partnership has also facilitated adjunct professor status on three staff members in Callan Institute. See link here for more information. Please see [http://MSc Disability - Programme Details \(ucd.ie\)](http://MSc Disability - Programme Details (ucd.ie))

Interagency RSE Special Interest Group: In 2022 we initiated a new special interest group of people in leadership roles within Intellectual Disability Support Services who are interested in ensuring relationships and sexuality education (RSE) is available for individuals (adults) supported with staff skilled in this area.

Working with National Agencies: In 2022 work began with the Active Consent Team in National University of Ireland Galway to see how their resources on consent for second and third level students (consenthub.ie) could be adapted for individuals who have an intellectual disability. Accessible resources in the area of

consent will be extremely beneficial for individuals supported and will complement the upcoming enactment of the ADM (Capacity) Act and RSE educational programmes. Progress is ongoing on a universal design project, resource development and research and pilot site opportunities planned for 2023.

Emerging Voices Competition and Exhibition: The title 'Emerging Voices' was coined by the Callan Institute team to convey the idea that disabled individual's voices through the visual arts is a powerful medium for expression.

The theme for 2021-2022 'Emerging Voices' art competition and exhibition was 'Reduce, Reuse, Recycle'. There were 37 entries this year, with 21 entries from St Peter's School making up the Junior Section and the Senior (Adult) entries were submitted by artists supported by the SJOGCS North East Services, Liffey Services and Kerry Services.

Deansgrange Library hosted the exhibition and the judges, Mr Danny Kelly, Artist, and Ms Margaret Walker, Studio Artist, KCAT awarded Matthew McHugh 'Don't Be Trashy. Bin It' as the Junior Section Winner; Ann Harrison 'Fishing in The Pond' as the Senior Section Winner and the overall Winner was Brian McHugh 'Minding Our Bees, Butterflies & Trees'. Brian's piece can be seen here on the cover of our annual report. The winners were announced online from the library with participating artists logging on from around the country to join us. Members of the public were also present and as the winners were announced there was a great celebratory atmosphere in the foyer of Deansgrange Library. In the past, many artists have sold pieces and gone on to exhibit their work in exhibitions both in Ireland and the UK. This is an annual event, so we recommend that you mark your calendars for March next year, as this exhibition is a must see. Thank you to Deansgrange Library for hosting this event each year, to our judges Danny and Margaret, the art coordinators/facilitators in SJOGCS, and congratulations to all the artists who participated in this event. This is the link to the complete art exhibition.

Please see

<https://www.facebook.com/callaninstitute/videos/516352797319426>

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 2022 webinar series 'Emotional Wellbeing and Intellectual Disability' webinar series welcomed approximately 60 attendees to each of the six webinars. Speakers came from the fields of psychotherapy, psychology, psychiatry and embodied therapeutic practice. Self-care and reflection were also examined. We also co-facilitated a conference with the Institute of Psychotherapy and Disability (IPD, UK formed in 2000), together with Disability Psychotherapy Ireland and University College Dublin on Disability Psychotherapy: 'Reasonable Adjustments' with over 100 attendees. Please see <http://disabilitypsychotherapyireland.com/>



'Don't Be Trashy. Bin It'



'Fishing in The Pond'

Sharing our Work:

Supporting Practice Development in other Services:

This year we had approximately fifty-five 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 some of these requests resulting in collaborative projects.

Conferences and Education:

In 2022, we were invited to speak on a number of webinars and events, including the BILD international conference on Positive Behaviour Support. 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. We also contributed to research in the use of medication in the management of behaviour which was conducted by the medical faculty in the University of Limerick.

Social Media:

Our social media channels, Facebook, Twitter, and Instagram, maintain a steady number of followers.

Number of People we engaged with in 2022.

Area	Number
Supporting Individuals	65
Supporting Staff	846
Supporting Collaborative Practice in Our Services	1244
Supporting links and projects within the Community	59
Sharing our Work	180
Total	2,394

Team:

Teresa Mallon, Director; Caroline Dench, Coordinator; Christina Doody, Behaviour Specialist; Gillian Martin, Behaviour Specialist, Lisa Condren, RUA Coordinator, Carol May, Administrative Assistant and Adrienne Pullen, Administrative Assistant. (May 2022).

Adrienne Pullen joined Callan Institute in 2008 as administrative assistant with RUA. Over the last 14 years Adrienne has played an

integral role in the development of Callan's Institute's supports and services. While too many to mention every contribution made, Adrienne's attention to detail and her commitment to hospitality was always evidenced in how she coordinated all the aspects involved in hosting training courses/ workshops/ conferences which included supporting students as they submitted assignments, issuing certificates and CPD documents to 100's of individuals each year. Adrienne's editing skills were called upon frequently to assist with the formatting and design of learning materials, posters and leaflets and her ability to support the Annual Report publication every year was invaluable. Adrienne supported our transformation to a 'paperless office' and was always available to assist with any new initiative. Adrienne, resigned in May 2022. She will be difficult to replace and together we would all like to wish her the best of success in her new role as Administration Co Ordinator in Dublin South East Region, SJOGCS.

Goals 2023:

We achieved each of our goals from 2022 and look forward to working on the following for 2023:

1. To support the review of a number of SJOGCS policies, namely, Positive Behaviour Support, Restraint Reduction Policy and Equality and Human Rights policy.
2. To increase awareness and education for staff in SJOGCS in the areas of Positive Behaviour Support and RUA.
3. To support the implementation of ADM legislation via involvement in the ADM Oversight Committee for SJOGCS.
4. To secure a grant to enable the development of a number of E-Learning modules for our learning management system.
5. To establish a Crinken House environmental working group to conduct an environmental impact assessment.
6. To co-design a minimum of 2 podcasts around an agreed theme.
7. To publish one paper.
8. To collaborate on at least one project with an external agency.
9. To increase Callan Institute staffing by two whole time equivalent posts.





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 Mr Brian McHugh

CALLAN INSTITUTE

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