



RUA

*Callan Institute
for Positive Behaviour Support*

Annual Report 2007- 2008



St. John of God *Hospitaller Services*
Hospitality – Compassion – Respect – Justice - Excellence

Inside Front Cover

RUA

Raising Understanding and Awareness about Oneself, Friendships,
Relationships and Sexuality

Springing from the Christian values and holistic approach advocated and practised by its founder, the Hospitaller Order of St. John of God is dedicated to the provision of social, education, welfare and health services. It has a mission to ensure that persons availing of its services receive the highest quality care, education, training, treatment or assistance in accordance with their needs.

Our Mission *'Supporting people with intellectual disability to enjoy friendships and close relationships by enabling staff and family to support them and be comfortable and skilled in talking about issues relating to sexuality and intimacy'.*

RUA, within The Callan Institute, as part of St John of God Hospitaller Services, Ireland, was established in November 2003, and aims to support staff and carers to enable people with intellectual disability understand sexuality and develop friendships and relationships in their lives.

Our Vision 'Making Connections'



RUA Management Team

*Dr. Patrick Walsh, Director
Caroline Dench, Co-ordinator, Callan Institute
Helen Crowley, Co-Ordinator, RUA
Sharon Balmaine, Administrative Manager*

Director's Letter 2007

Dear Friends and Colleagues,

Welcome to RUA's first independent Annual Report. In 2007 we have undertaken a period of consolidation and development and RUA now offers three distinct services in Education, Assessment and Therapy.

This year we continued to maintain our foundation of educational support to staff through delivery of six Introductory Workshops and two 'Train the Trainer' courses.

In addition to this, RUA piloted two initiatives to advance awareness and discussion about friendships, relationships and sexuality for people with disability. The first workshop, 'Hello – Goodbye' was a lively interactive day for men and women in St. John of God services and took place at the Mill Theatre in Dundrum. The second workshop which was held for staff and parents encouraged positive collaboration with families in this area and was very well received.

RUA continues to contribute to national developments as it holds the chair of the Irish Sex Education Network. The ISEN is a pro-active national organisation advocating best practice in sexuality education for people with disabilities and provides a valuable support and resource network for professionals.

RUA also provided tailored input and consultation to St John of God Services in the form of facilitated staff discussion groups as requested.

RUA's educational year culminated with its first conference entitled "Friendships and Romance in the lives of people with disability". This fully inclusive event was an inspiring day with moving and open discussion from all participants.

This year RUA pioneered the creation of a therapeutic initiative in collaboration with an external forensic psychotherapy consultant. 'Talk Shop' offers a three tiered programme of therapy, carer and organisation support. RUA is pleased to have been successful in its application to POBAL for funding this project.


RUA has also established an Assessment Service and in 2007 undertook comprehensive assessments for people who have difficulties in the area of sexuality.

The above initiatives reflect the Organisation's growing recognition of the central importance of friendships, relationships and the expression of sexuality for a meaningful and fulfilled life.

As we look ahead into 2008, one of the key challenges is to consider how to incorporate a human right's based approach to service delivery while meeting the needs of staff who have competing demands on their time. RUA also intends to explore support and education for people with severe and profound disability. RUA will continue to develop it's educational, therapeutic and assessment initiatives.

RUA welcomes collaboration from interested parties and we look forward to more connections in 2008.

Yours sincerely



Patrick Walsh
Director

Values in Action

Hospitality

Promoting and welcoming relationships as core to one's full identity.

Compassion

Relating with kindness and respect at all times.

Respect

Recognising and appreciating that sexuality is central to human experience.

Justice

Supporting the rights of people with intellectual disability in the area of friendships, relationships and sexuality.

Excellence

Practicing with responsibility and realising the highest professional standards as set out in international research and best practice.

Expanded Service Description

RUA, as part of St John of God Hospitaller Services, Ireland, was founded in 2003 to support the implementation of the Order's Policy on relationships and sexuality and provide training and consultation to individuals, staff and families in the promotion and support of friendships and relationships for people with intellectual disability.

RUA has now developed three defined services: an Educational and Training Service, an Assessment Service and a Therapeutic Service.

This year RUA developed an Assessment Format for people with difficulties and 3 extensive and detailed RUA assessments were undertaken and completed in 2007 for individuals and services with complex needs in the area of sexuality.

RUA has also developed a therapeutic service for people with disability who have difficulties in the area of sexuality and this innovation was successful in its funding application to POBAL to enable the launch of 'Talk Shop' in 2008.

Special Events, Achievements and Issues

1. Conferences and Workshops

A number of conferences and workshops were hosted, co-hosted and presented at, by RUA in 2007 including for example, NOTA, Inclusion Ireland, Talk Shop, ISEN

Workshop – 'Reliable Alliance' – a workshop for parents and staff

This workshop in September was facilitated by family advocate, Frieda Finlay and Independent consultant Ray Murray. It was attended by staff and carers and provided participants with the opportunity to share their experience, aspirations and concerns in supporting men and women with intellectual disability in the area of friendships and relationships. This forum provided both a challenge and opportunity for staff and parents to exchange their thoughts and highlighted the need for the further work that need to be done to facilitate meaningful relationships for the individuals they support.

Workshop - "Hello – Goodbye"

This one day workshop on making connections for people with disabilities was facilitated in October by Drama Teacher Declan Droghan in the Dundrum Theatre. Staff also participated in this fun and constructive day. The day highlighted the potential of creating and developing future workshops that could provide opportunities for people with disability and their staff members to creatively explore what you might do and say after that first 'hello'.



Participants at 'Hello-Goodbye' Workshop facilitated by Declan Droghan

Conference – ‘Friendships and Romance’

RUA hosted its first one day conference in November 2007 – ‘Friendships and Romance in the lives of people with disabilities’. This conference was facilitated by David Pitonyak from the United States who is a renowned advocate for people with disabilities. Presentations were made by people who had participated in RUA educational programmes as well as from staff and family advocates and men and women who have disabilities. The day was exciting and very productive as it was ‘a first’ public forum for St John of God Disability Services, to explore the different perspectives in relation to the complex issue of relationships and sexuality in what turned out to be a positive, supportive and creative setting.



Friendship & Romance Conference Presenters

Left to Right: Michelle Quinn, Aimee Richardson, Sharon Cruise, Jacinta Kinsella, Liam Ryan, Mary Walsh.

Conferences and Workshops

attended:

RUA staff attended two conferences and workshops for professional development: Getting the Balance Right and Training Group Analysis.

Conference /Workshops	Total Number of Participants
9	392

2. Training: RUA Educational and Training Service (RETS)

RUA provides both 1-Day workshops and extended training to equip staff be more comfortable and skilled in supporting people with disability in the area of friendships, relationships and sexuality. The 1 day workshops are designed to provide an introduction to a positive approach to the context and issues that are present when supporting people with disabilities in to and practical ways incorporating best practice into everyday situations. RUA held six 1 day workshops this year.

Introduction to Friendships, Relationships and Sexuality and Intellectual Disability	Total Number of Participants
6	143

**“FACILITATING A FRIENDSHIP,
RELATIONSHIP AND SEXUALITY
EDUCATIONAL PROGRAMME
(FRSEP) FOR MEN AND WOMEN
WITH AN INTELLECTUAL
DISABILITY”**

This 10 day training supports RUA educators to undertake a basic educational assessment with individuals and then design a programme to respond to the needs of a specific group of people with common interests and ability. Learning takes place in a step by step format which is linked to participants understanding and integration of content. RUA held two courses in 2007.

The course requires that two staff members from a service, work as partners on the on the course, in order to successfully co-facilitate an effective ‘Friendships, Relationships and Sexuality Educational Programme’ for men and women with an intellectual disability. A number of guest lecturers present and collaborate on this course.

Longitudinal Training (FRSEP)	Total Number of Attendees
2	31

Table 2: Number of Longitudinal Training Courses delivered in 2007.

RUA education programmes	SJOG 2007
Number of educational programmes delivered	8
No of participants	67
Average No. of weeks of programme	12 weeks

Table 3: An example of some of the Facilitators work in 2007:

Week 1	Week 2	Week 3	Week 4
Identity	Identity	Identity	Friendship
Me, Myself & I	Choices, Rights Law Responsibilities	Likes & Dislikes	Circles
Week 5	Week 6	Week 7	Week 8
Friendship	Sexuality	Sexuality	Sexuality
Men and Women	Sexual Development Sex Pregnancy Childbirth	Expression of Sexuality Relationships	Healthy/ Safe Sexuality

Table 4: Sample Content of FRSEP for Men and Women with an Intellectual Disability



RUA Trainers 2007

Left to Right:
Back Row :Mark Terry, Veronica Achleitner, Ciaran McDermott, Amber Roche, Michelle Quinn, Pat Quigley, Niamh Roche, Karen O'Connor, Geraldine Maguire, Cormac Galvin, Suzanne Kilcourse, Elzaan Goosen,
Front Row: Wendy Breaden, Sheena Grant, Anne Marie Morrissey, Stacey McKeown

3. RUA Assessment Services (RAS)

RUA Assessment Service conducts individual assessments for people with an intellectual disability who have questions or concerns in the area of Friendships, Relationships and Sexuality.

The assessment involves two clinicians meeting with the individual, the family (if

appropriate) and the team of people that support the individual.

Recommendations may involve adapting the environment to achieve a better fit with the characteristics and needs of the individual, social and communication skills, educational and therapeutic input, reviewing the health, safety and security of the individual and others, and to provide the team with ways to respond sensitively and safely in difficult situations.

In the last 12 months, RUA Assessment Service conducted 3 individual assessments.

4. RUA Therapy Services (RTS)

TALK SHOP

This innovative therapy programme is designed to meet the needs of six people with intellectual disabilities who have problems in the area of sexuality and comprises of a therapy group, a parallel training programme for carers and quarterly seminars for participating organisations. The programme will take place at a city centre therapy venue in Dublin. Talk Shop is open to external services and as part of its funding agreement priority is given to people in residential services.

Talk Shop conforms to the principles of person centred planning and works to both a social model of disability and a trauma based model of psychotherapy. This social model recognises that society, economics and culture in its many forms can be changed to enable people with intellectual disability be equal citizens. The trauma based model of psychotherapy recognises that experiences of being hurt can cause someone to act in a way that hurts others.

Talk Shop successfully applied and received funding from POBAL which will now enable Talk Shop to employ a researcher, sessional group therapist and a group manager and offer this programme starting in the spring of 2008.



Talkshop Brochure

Other services provided:

- ISEN: Membership
- Consultation with local services on specific projects

RUA Goals 2008

Programmatic Goals:

RETS:

- 1 To train 30 staff in "A Friendship, Relationship and Sexuality Educational Programme (FRSEP) For Men and Women with an Intellectual Disability"
- 2 Conduct four 1-day introductory workshops
- 3 To maintain active membership of the committee of Irish Sexuality Education Network.
- 4 Guest lectures on all training courses to review the course and their input.
- 5 Development of Forum to produce a user friendly guide on Friendships, Relationships and Sexuality.
- 6 Establish working party to develop user friendly policy and guidelines
- 7 To conduct needs assessment for training for staff working with individuals with severe and profound disability
- 8 Identify and support specific projects within local services
- 9 To accredit FRSEP with a relevant academic body.

RAS:

- 1 Conduct clinical assessments and maintain an active caseload.
- 2 To conduct a workshop on assessment methodology.

RTS:

- 1 To deliver 'Talk Shop' an integrated community based therapeutic programme.
- 2 To facilitate individual therapeutic work.

RUA Administrative and Management goals:

1. Complete Strategic Plan
2. Increase staff compliment
3. Create a structured process for tracking RUA Assessments
4. Expand RUA's mailing list and research opportunities for marketing RUA courses
5. Secure additional funding from grant bodies to increase RUA resources.
6. Launch of RUA website.
7. Establish RUA Education data base of staff and service users

Funding Statement 2007 (As part of the Callan Institute)

	2007	2006	2005
Expenditure			
Pay	457,782	403,417	371,000
Non-Pay	136,901	143,898	87,000
Total Expenditure	594,683	547,315	458,000
Less: Sundry Income	88,970	116,981	45,000
Net Expenditure	505,713	430,334	413,000

The principal source of revenue funding to RUA as part of The Callan Institute is the allocation from the Hospitaller Order of St. John of God. This is augmented by income received from fees for individual casework, training courses and conferences.