

Disability Inclusion Training Introduction

30 November 2020

Agenda

11am - Cathy McGrath, Project Manager, Disability Federation of Ireland

“Prevalence of disability in Ireland and Galway today and the national and international policies that inform on our understanding and practices of Disability Inclusion in society“

11:30 – Q & A

11: 40 - Pat Flaherty, Chair, Advocacy Council, Brothers of Charity Services, Galway

"The lived experience of Intellectual Disabilities"

12: 05 - Deirdre O'Donoghue, Speech and Language Therapy Manager, Ability West

"Supporting people with speech, language and communication needs in the learning environment and in the wider community“

12:50 Q&A

13:15 Your local Contacts introduced and space for any further queries

► www.disability-federation.ie

Independent Living Skills Projects

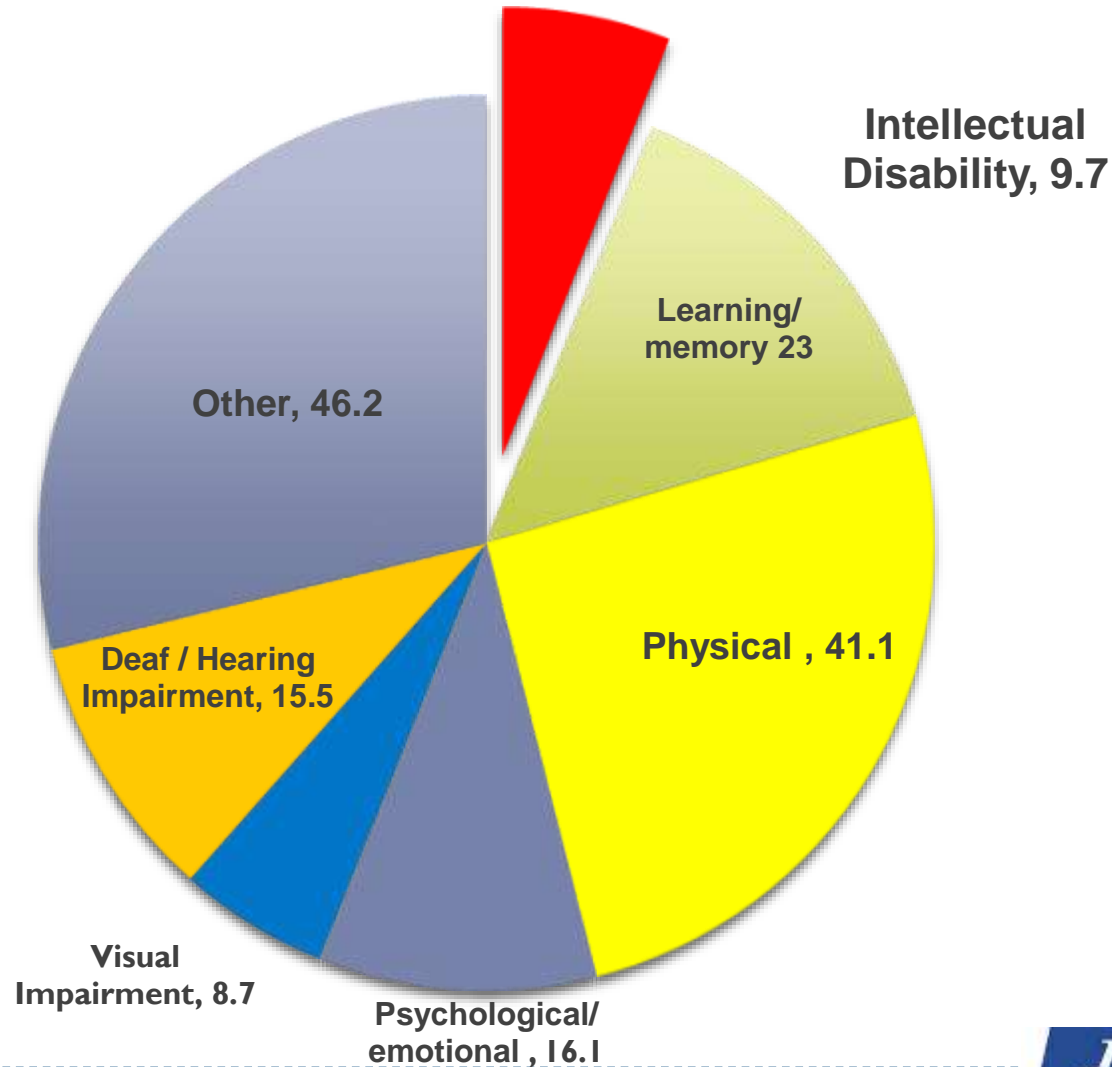


Co funded by the Dormant Accounts Fund and Healthy County Galway



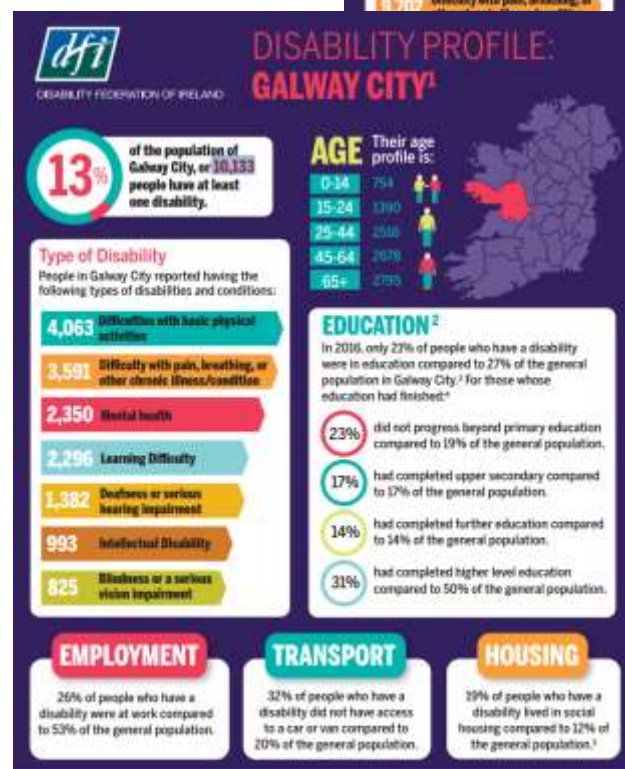
Prevalence of disability in Ireland and Galway
today and the national and international policies
that inform on our understanding and practices of
Disability Inclusion in society,
Cathy McGrath, Project Manager, DFI

National breakdown of Disability in %



Disability in Galway

- ▶ 10% of the populations in Galway City and Galway County have a disability.



¹ All statistics in this infographic are based on Census 2016 data from www.csa.ie, along with special tabulations requested by DFI.
² Primary and less inclusive is formal education; further education includes vocational/technical certificate and advanced certificate/ certificate of apprenticeship; higher education includes Higher Certificate, Diploma/ Honours Bachelor, Postgraduate Diploma or Degree, and Doctorate. Data based on special tabulations from CSO and Statistics Ireland.
³ % of total education completed and not counted for people aged 25 years and over.
⁴ Data is for highest level of education completed for people with a disability whose education has ceased.
⁵ People aged 25 years and over, who were living in a Local Authority or a Voluntary Dwelling.

What is our history and definition of disability?



Hidden-away
charities
model

Segregation
and special
facilities

The medical
model of
disability

Impact of Disability Activism

**The Social
Model of Care**

**The Independent
Living Movement**

**Nothing about us
without us**



‘People with disabilities are the neglected citizens of Ireland. On the eve of the 21st century, many of them suffer intolerable conditions because of outdated social and economic policies and unthinking public attitudes. Changes have begun to come about, influenced by international recognition that disability is a **social** rather than a **medical** issue, but many of those changes have been piecemeal.

Public attitudes towards disability are still based on charity rather than on rights and the odds are stacked against people with disabilities at almost every turn. Whether their status is looked at in terms of economics, information, education, mobility, or housing they are seen to be treated as second-class citizens’.

(A Strategy for Equality, **1996**)

Continued progress



Language
Public Awareness

Services

Rights and
Entitlements

Disability Act 2005

“disability”, in relation to a person, means a substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment

Disability Legislation and Policy

Legislation

- ▶ Assisted Decision-Making (Capacity) Act 2015
- ▶ Citizens Information Act 2007
- ▶ Criminal Law (Sexual Offences) Act 2017
- ▶ Disability Act 2005
- ▶ Education (Admission to Schools) Act 2018
- ▶ Education of Persons with Special Education Needs Act 2004
- ▶ Employment Equality Acts 1998 to 2015
- ▶ Equal Status Acts 2000 to 2015
- ▶ Irish Human Rights and Equality Commission Act 2014 – including Section 42 The Public Sector Equality and Human Rights Duty Sector Duty
- ▶ Irish Sign Language Act 2017
- ▶ Mental Health Act, 2001
- ▶ Mental Health Act 2008
- ▶ Mental Health (Amendment) Act 2015
- ▶ Mental Health (Amendment) Act 2018
- ▶ Mental Health (Renewal Orders) Act 2018
- ▶ UN Convention on the Rights of Persons with Disabilities
- ▶ Assisted Decision Making (Capacity) Act 2015

Policy

- ▶ National Disability Strategy 2004
- ▶ National Disability Strategy Implementation Plan 2013-2015
- ▶ Value for Money and Policy Review of Disability Services
- ▶ Progressing Disability Services for 0-18s
- ▶ New Directions – Review of Adult Day Services
- ▶ Time to Move on From Congregated Settings
- ▶ A Vision for Change – strategy for mental health services.
- ▶ National Housing Strategy for People with a Disability 2011-2016 (extended to 2020)
- ▶ A Strategy for Equality - Report of the Commission on the Status of People with Disabilities
- ▶ Sectoral Plans
- ▶ Assisted Decision Making (Capacity) Act 2015
- ▶ Sharing the Vision: A Mental Health Policy for Everyone 2020
- ▶ National Policy and Strategy for the Provision of Neurorehabilitation Services in Ireland 2011-2015.
- ▶ Estimating prevalence of Autism Spectrum Disorder (ASD) in the Irish Population: A review of data sources and epidemiological studies
- ▶ Review of the Irish Health Services for Individuals with Autism Spectrum Disorders

UN CRPD

- ▶ The United Nations has seven major human rights treaties, all of which have been ratified by Ireland.
- ▶ Ireland ratified the UN CRPD in spring of 2018. Ratification means that Ireland has accepted the responsibility of implementing the UN CRPD
- ▶ Implementation means bringing Irish laws and policies in line with the UN CRPD - eg through the Disability Matters Committee:
<https://www.disability-federation.ie/news/latest/2020/10/21/a-powerful-voice-in-the-corridors-of-power/>



United Nations Convention on the Rights of Persons with Disabilities, UN CRPD

The Convention protects all persons with disabilities, who are defined in Article 1 as including " ... those who have long-term physical, mental, intellectual or sensory impairments which in interaction with **various barriers** may hinder their full and effective participation in society on an equal basis with others."



Article 19 – Main Points

- ▶ People with disabilities should be supported to live independently
- ▶ PA services are of particular importance
- ▶ People with disabilities should be able to access all mainstream services offered to the public



Article 24 - Education

2. In realizing this right, States Parties shall ensure that:

- a) Persons with disabilities **are not excluded from the general education system on the basis of disability**, and that children with disabilities are not excluded from free and compulsory primary education, or from secondary education, on the basis of disability;
- b) Persons with disabilities can access an inclusive, quality and free primary education and secondary education on an equal basis with others in the communities in which they live;
- c) **Reasonable accommodation** of the individual's requirements is provided;
- d) Persons with disabilities receive the support required, within the general education system, to facilitate their effective education;
- e) Effective individualized support measures are provided in environments that maximize academic and social development, consistent with the goal of full inclusion.

Public Sector Duty

- ▶ Found in Section 42 of the Irish Human Rights and Equality Commission Act 2014.
- ▶ Requires all public bodies to take specific actions to:
 - ▶ **Eliminate discrimination**
 - ▶ **Promote Equality**
 - ▶ **Protect Human Rights**
- ▶ All government bodies: Departments, HSE, Local Authorities, ETBs etc. are bound by the public sector duty
- ▶ As seen, it is a statutory responsibility, and there can be consequences for failure to comply

Procedures around the Public Sector Duty



Assisted Decision Making (Capacity) Act 2015

- ▶ The [Assisted Decision Making \(Capacity\) Act 2015](#) was signed into law on the 30th December 2015. The Act is about supporting decision-making and maximising a person's capacity to make decisions.
- ▶ The Act has not yet been commenced however the Decision Support Service recently launched their website www.decisionsupportservice.ie which includes information on the establishment of the DSS and the Act. They are currently working towards a 2022 launch date.
- ▶ The HSE launched a series of webinars of information this autumn <https://www.hse.ie/eng/about/who/qid/other-quality-improvement-programmes/assisteddecisionmaking/autumn-webinar-series.html>

Question and Answers

The Lived experience of disability



Our Voices Matter, Pat Flaherty Galway Advocacy Chairperson



Pat Flaherty
Galway Advocacy
Chairperson



This is me



Galway Advocacy Council



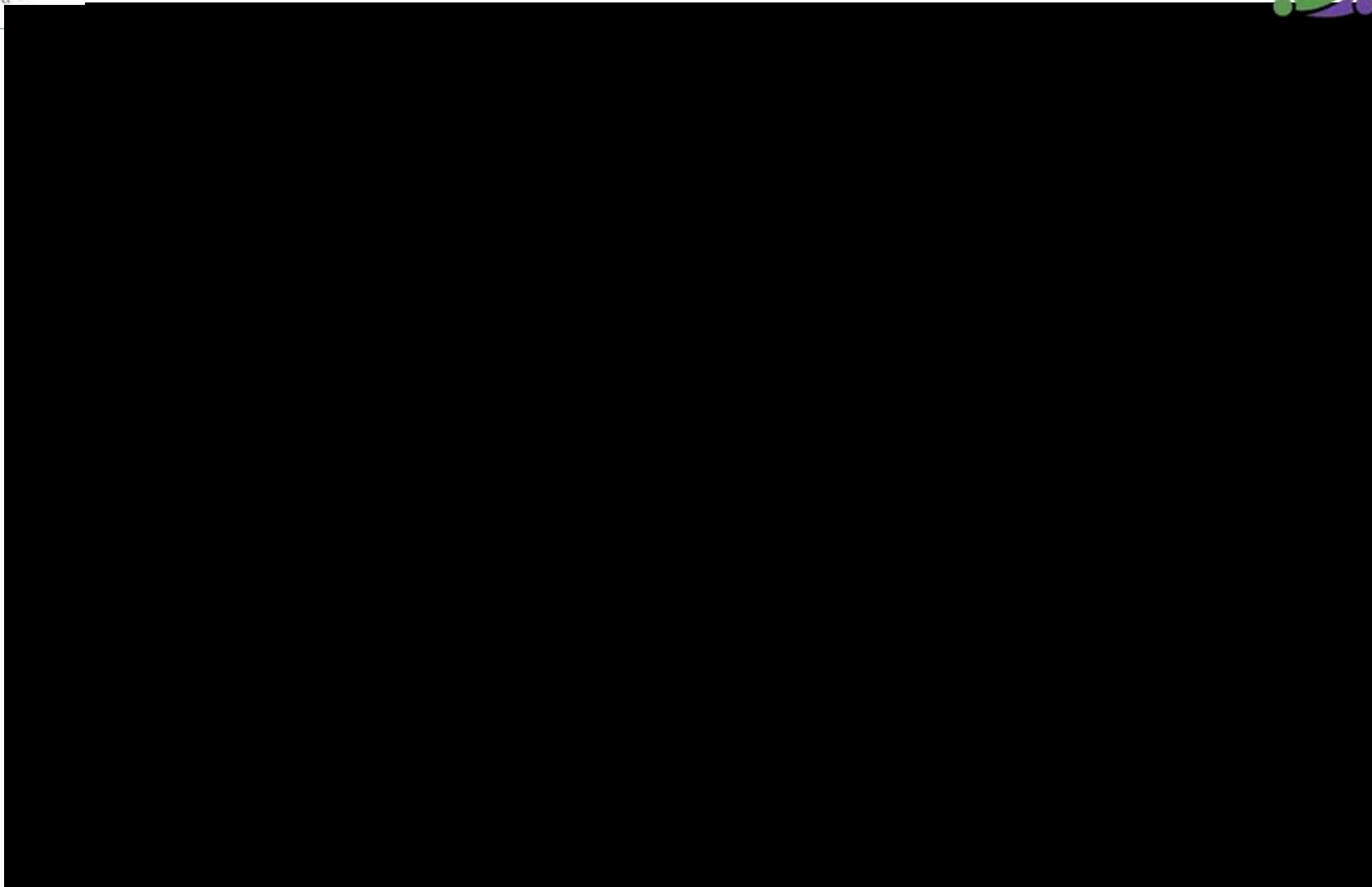
- ▶ The Council was set up in 1989. Its purpose is to make sure that Managers, Directors, and external organisations hear the voices of people using the Brothers of Charity Services. The Council is made up of representatives from all the different areas in Galway.

The council elects its committee every 4 years. I was elected 2 years ago by my peers to represent them at National meetings and local meetings and consultations.

- ▶ I am extremely honoured to do this work and advocate on behalf of people with Disabilities.



Yes I can ... why I choose this intro



“Yes I can” why I choose this intro
Believe and you can achieve the only
barriers to us reaching our full potential is the
ones put there by our society.





Human Rights is very important to everyone

- ▶ We have a charter of rights in the Services that we designed ourselves and I would like to share it with you today it is based on the UN Convention of Persons with Disabilities.



What the Convention means



People with disabilities:

- ▶ Have the same rights as anyone else
- ▶ Have the freedom to make their own choices
- ▶ Should be treated equally and with dignity and respect
- ▶ Should be involved in making decisions about their day to day lives and
- ▶ Should not be discriminated against

Charter for Rights 2020



**There are 5 sections in the
Charter of Rights**



Equality

Respect

Freedom

Participation

Accessibility

HUMAN RIGHTS CHARTER

National Advocacy Council 2020



Respect



The right to a private life and information to be kept confidential



The right to be respected by the law and make our own decisions



The right to be treated with dignity and respect



The right that everyone's home and family is respected.



Equality



The right to have equal job rights, rules and pay



The right to a good standard of living



The right to a good health service



The right to develop friendships, relationships, get marriage and to have a family



Accessibility



The right to an education



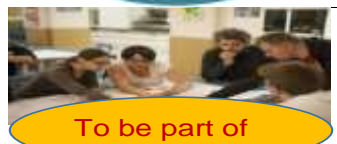
The right to get information in a way you understand



The right to have access to buildings, transport and technology.



The right to raise awareness around people with disabilities



To be part of



The right to be part of sports and leisure groups



The right to make choices in our lives



The right to be part of our community with the proper supports



The right to lead an independent and healthy life



Freedom/voice



The right to be involved in politics and to vote



The right to express your opinion



The right to choose where you live and who you live with



The right to feel free from abuse and safe

My Experience



Human Rights are about Freedom



Freedom to do things and make decisions about my life

Freedom to live as I choose

It is important to us that you know

- ▶ Its my life
- ▶ I know what I want
- ▶ I make my own decisions
- ▶ Listen to me
- ▶ I choose

It is important that we all support to make their OWN decisions



MyLife MyChoice



Access, Access, Access



Access to Education



My Experience - Primary to Adult Education



- Office Procedures.
- Personal & Interpersonal Skills.
- Graphic Communication.
- Mathematics.
- Introduction to Internet.
- Art and Design.
- Health Related Fitness.
- Communications.
- Computer Literacy.

After it all I got a cert in
General
Learning Level 3

Access to My Community



My Experience: Access for all

Raising Awareness to get people
thinking about others



More done more to do Galway County Council



Access to Work



My Experience – Job Hunting and why a job is so important to me



Access to Transport



My Experience





How can you make a difference



- Consult with and involve people with Disabilities in your organisation. They are experts in their field on how to be more inclusive and do this from the start at the planning stages.



- Make decisions **with** rather than **for** people and stop and think before you act.

NOTHING ABOUT US WITHOUT US





Doing for
Acting for
Helping
Choosing for
Over-Protection
Dependence
Deciding for
Imposing your views
Goal setting for person



Support with
Acting with
Facilitating
Choosing with
Taking risks with
safeguards
Independence
Support in decision
making

Seeking person's views
Goal setting by and with
person

To Inclusion...and Beyond!







No one knows what the future holds for us all, As we know all too well life can change in seconds.Sometime in the future you or someone close to you could benefit from an all inclusive society



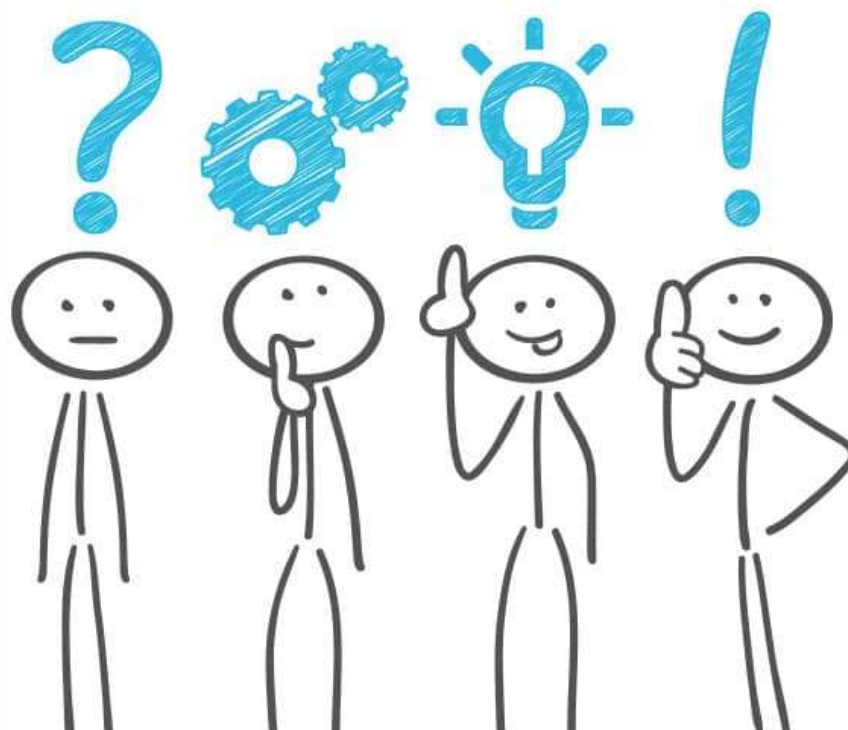


Closing Comments

Believe and you
can achieve



Any Questions or Comments ?





enabling people with disabilities

Making the community accessible for people with
Speech Language and communication Needs—
Deirdre O'Donoghue, Speech and Language
Therapy Manager, Ability West

Accessibility



enabling people with disabilities



Communication disability



- ▶ Affects lots of people- about 20%
- ▶ 10% children have a long term communication need
- ▶ People can get a communication difficulty due to an accident or a medical condition e.g. stroke, Parkinson's disease
- ▶ Up to 90% of adults with an Intellectual Disability, ID will experience a communication difficulty at some stage of their lives

The Law



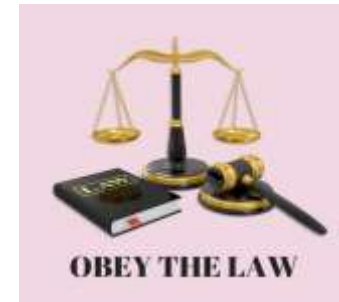
Number 64 of 2015

Assisted Decision-Making (Capacity) Act 2015

Article 9 – Accessibility

- ▶ Recognises that communication methods other than speech are part of everyday communication
- ▶ Calls for the removal of all discrimination and recognises the rights of people to use technology for human support for communication
- ▶ Identifies that communication and other forms of access must be provided and barriers must be removed
- ▶ Calls for freedom of expression, opinion and access to information.
This includes providing a range of accessible formats for giving and receiving information

- ▶ Facilitating communication rights and appropriate communication supports for adults with speech language and communication needs including people with an ID are central to achieving compliance with many of the above pieces of legislation and policy.
- ▶ “Put things in place so they can go where they want to go”



Communication

- ▶ Communication is a process between two or more people which involves the sharing of feelings, information and/or ideas. Successful communication is central to participation in life allowing us to form relationships, establish our identities and to take up meaningful social roles in our communities. Communication enables us to contribute socially, educationally and vocationally.
- ▶ Conversely, the opposite is also true as noted by Thurman (2011, p. 3) when she states:
- ▶ 'If we cannot speak, understand words, or read and write very well, we are often excluded, **unless others around us are prepared to change**. If we are unable to communicate for any reason, we can feel misunderstood, frustrated, isolated and anxious'

People with communication difficulties may communicate using

- ▶ Electronic speech devices
- ▶ Word based or picture based communication boards or books
- ▶ Sign and gesture
- ▶ Spelling
- ▶ Words and phrases
- ▶ Body language, facial expressions, body movements, vocalisations, behaviours
- ▶ People who communicate differently/ informally may need a familiar other to interpret their communication.



Communication is more than words

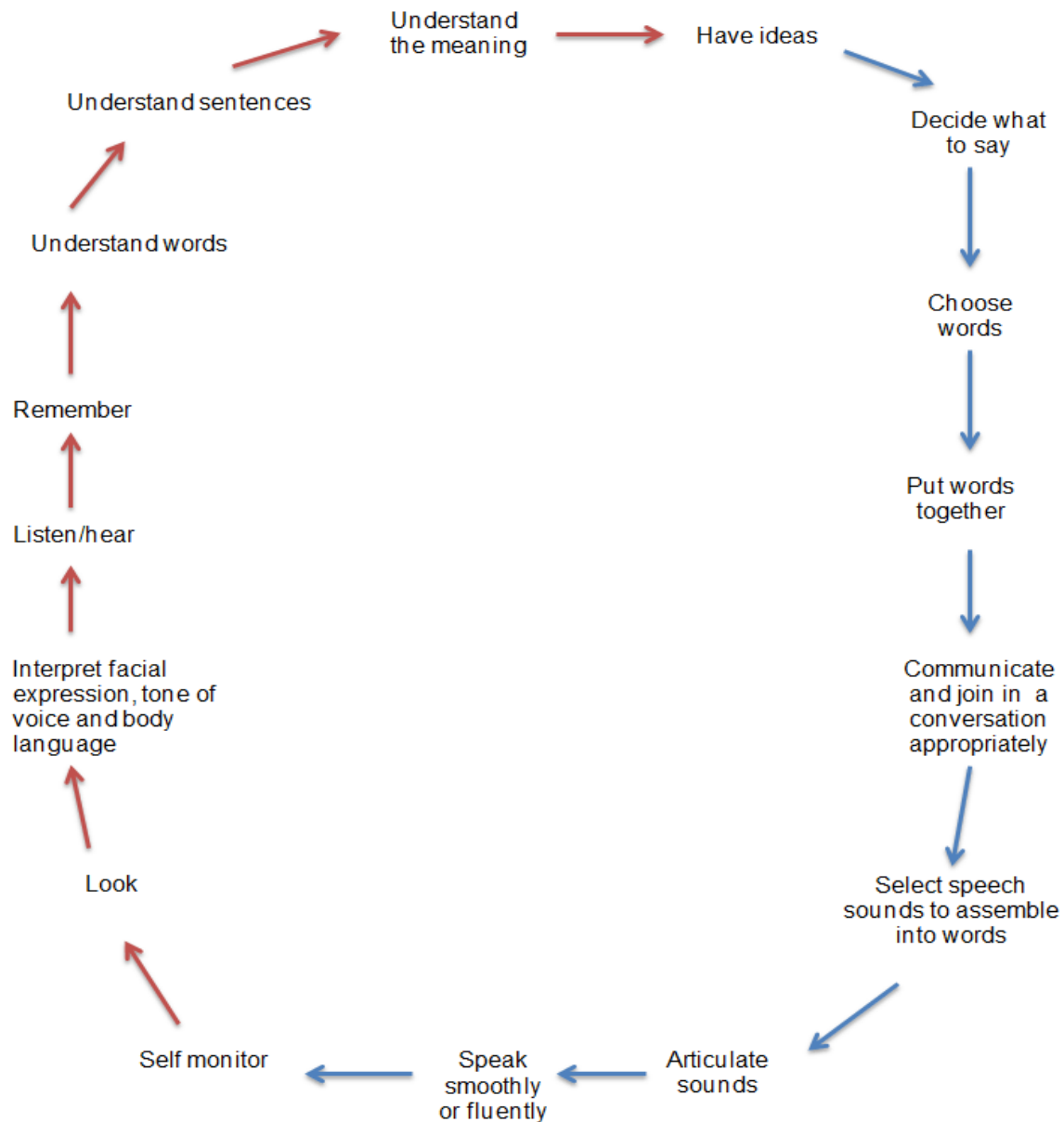
- ▶ Total communication is the use of any means of communication such as manual sign, gestures, pictures, symbols, communication aids and other devices to support people's communication. The TC approach promotes effective and inclusive communication for all individuals, whatever their abilities and disabilities



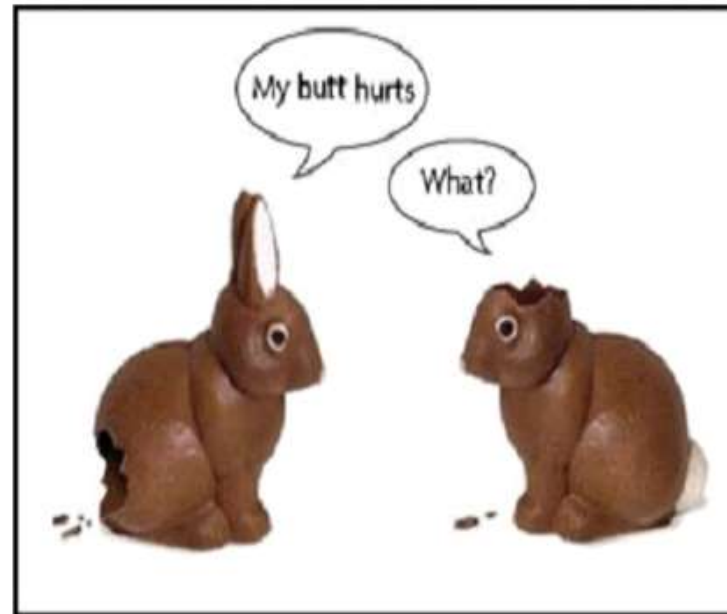
People with communication difficulties want you to



- ▶ Be aware of making assumptions
- ▶ Be welcoming and friendly
- ▶ Look at them and talk directly to them
- ▶ Give them time to get their message across
- ▶ Listen to what they have to say
- ▶ Understand there are different ways to communicate
- ▶ Be willing to use their methods of communicating
- ▶ Keep trying- find out how you can help or who else can help you



Elks and
McLachlan
1982
Communication
chain adapted



Communication breakdown

Ways to support understanding

- Try to be at the persons level,
- Try to reduce noise and distractions
- Use appropriate tone of voice and facial expressions- words = 7%
- Say Less
- Go slow
- Stress
- Show- use visuals
- Wait- 10 second rule

VISUALS IN EVERYDAY LIFE



smart
devices

traffic
signs



elevator buttons



hazard
signs



menus

Visuals

- Visual Tools reflect how our brains work:
 - Receive most information through visual channels (70-90%)
 - Look for patterns
 - Organise information in a multi-dimensional way.
 - Process and retain- support memory

Visuals

- Visual supports are a way of making auditory information visual
- Visual supports help people with Intellectual disabilities understand their world better
- **organize a sequence of events**, enhancing the person's ability to understand, anticipate and participate in those events.
- **supplement verbal instruction**, clarifying the information for the person and increasing comprehension.
- **cue communication**, providing reminders of what to do and say in a situation."

Think about your environment/event



- ▶ How do people find their way around? Visual labels and symbols, label where things belong, different activities different work spaces/rooms .
- ▶ How do people use your service? Visual information leaflet, visual checklist of things they need. Choice cards and boards
- ▶ Do you help people learn new things? Step by step visuals- mini schedules- checklists



Kitchen

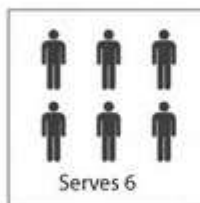
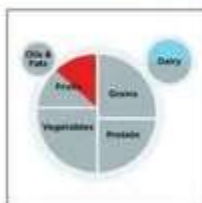


Toilet





Banana Mud Pie



What I Use:



☐ 1 cutting board



☐ 1 knife



☐ 1 large bowl



☐ 1 measuring cup



☐ 3/4 measuring cup



☐ 1 whisk



☐ 1 serving spoon



☐ 1/4 measuring cup



☐ plastic wrap

Cooking:

- ☐
1. Wash and dry 4 raspberries.



- ☐
2. Spread cream cheese on cracker.



- ☐
3. Place raspberries on cracker.



- ☐
4. Make sandwich.



- ☐
5. Eat and enjoy.



Planting A Seed

Name:

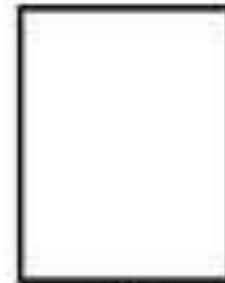
Directions: Cut the pictures below and put them in the right order.

1st

2nd

3rd

4th



5th



Make a hole
in the soil



Wait for the
plant to grow



Walter Lingo



Add the seeds



Put soil in a pot.

Domestic Skills- Pet Care



Spray Water on Chameleon
Clothespin Counting System



Feed Dog
(Two Green Cups Full)



Feed Fish
Food Pre-portioned for Each Day



Brush Dog
Pictured Written Instructions

	
Feed the Hamster	
Get Blue water bottle	
Pour out the water	
Put in water	
Stop at the red line	
Put water back on cage	
Get yellow food bowl	
Put in food	
Stop at the red line	
Put food back on cage	

Feed Hamster Checklist
(Color Cues for Quantity)

Easy Read Information

- Keep the message simple. Keep it short
- Try to put the main message of the sentence first.
- Jargon should be avoided as it can be difficult to understand. Try to write as you speak
- Try to avoid long words that can be difficult to understand.
- Try to link one picture with one idea

- Writing should be kept to a minimum of 16 points in a document such as a letter, individual timetable or information sheet. Writing should be much larger on posters. Many people can have difficulties with their vision.
- Keeping text large makes it accessible to those people who have such difficulties.
- Spacing should be 1.5
- Capitals are **not** easier

Community Garden

- ▶ Garden club
- ▶ Mondays 2-3pm
- ▶ Bring your gloves



Jargon busters

- As regards =
- At the present time =
- Ascertain =
- Concerning =
- Following =

Communication passports

How I Communicate...

This is really important so read it carefully and it will help you to communicate better with me and let you know how best to encourage me to communicate with you!

Non Verbal Communication

I may not use words like you do, but that does not mean that I cannot communicate. Instead I use my eyes, face, body and voice to communicate and I'm also learning to use photos and pictures to tell you what I want.

Read the boxes and you'll find out what I do and what it might mean.

Developing a more accessible cafe



- ▶ A local cafe requested SLT support as they regularly received custom from a number of adults with an ID who use Lámh. The SLT, supporting staff and a small group of adults with an ID developed a communication training programme for staff from the cafe including teaching staff some core Lámh signs and also advising staff on the use of a reduced language load and a photo based menu.
- ▶ Staff reported greater confidence in communicating with people with an intellectual disability who used their cafe,
- ▶ While customers with an intellectual disability reported greater satisfaction with staff communication.



Communication access and inclusion is a cornerstone of participation in society (Thurman, 2011).



- ▶ Increased communicative access and inclusion of adults with an ID in mainstream services
- ▶ Increased likelihood of having healthcare needs met
- ▶ Increased meaningful roles for adults with an ID in mainstream society
- ▶ Increased awareness and availability of accessible information and appropriate communication
- ▶ Increased supports for adults with an ID in mainstream services

Reasonable accommodation



Communication access the final bit of the puzzle



enabling people with disabilities



We are in this together



Useful resources



- ▶ <https://www.photosymbols.com/>
- ▶ <https://www.elklan.co.uk/courses/practitioners>
- ▶ <https://www.iaslt.ie/documents/public-information/Alternative%20and%20Supported%20Communication/Make-it-Easy-December-2011.pdf>

Question and Answers

Thank you for your time,
Further queries – your local contacts!

Amanda Corbett

Resource Worker for the West Region Adult Sector BOCSI.



- ▶ My role as a Resource worker is to support individuals to avail of existing mainstream services to access education and training, work experience, voluntary work, social roles and paid employment in their local communities.
- ▶ I work with people supported in the Failte Area Community Service, Beo Service, Bruach na Mara Service, Cregoran and John Paul services.
- ▶ Using a person centred approach to provide individuals with opportunities, experiences and pathways to achieve positive social roles in the community they live and work in.
- ▶ I look forward to developing and continuing on going relationships with a partnership approach with local education providers, education and training boards, and local enterprise agencies.

Amanda Corbett

Resource Worker, Adult West Sector,

Brothers of Charity Services Ireland- West region

Failte house, Ballybane Road, Galway. H91VY75

091 755231 / 087 3808963 / Amanda.Corbett@bocsi.ie

Eimear Joyce, Personal Facilitator Ability West



- ▶ I have been employed by Ability West for over 13 years in various roles supporting people with intellectual disabilities.
- ▶ In February of last year I began a new role supporting the people I work with in leaving congregated settings.
- ▶ This means finding positive roles in the community, accessing formal education, building competencies, supporting meaningful volunteer roles and growing unpaid support within their lives.
- ▶ I am welcoming the continued relationship between various agencies' in supporting people with intellectual disabilities.

Eimear Joyce
Personal Facilitator
Ability West

087 984 4927 / eimerj@abilitywest.ie



Denise Conaghan

Resource worker for the Adult East Sector, BOCSI- West Region.



- ▶ Currently networking in Athenry, Ballinasloe, Clarinbridge, Gort, Kinvara, Loughrea and Oranmore.
- ▶ I look forward to continued collaboration with you and your organisations in offering the people we support opportunities to achieve their Hopes and Dreams in the following areas :Accessibility, Advocacy, Community, Education, Employment, Friendship, Independence, Social Enterprise, Social Roles and Volunteering.

Denise Conaghan
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