

Disability Inclusion Training delivered
to the Mayo Sligo Leitrim Education
Training Board, MSLETB

22 October 2020

INCLUSION MATTERS

This presentation is an introduction to Disability Inclusion principles of theory, policy, legislation and practice. It is not a complete course.



When nobody gets left behind,
everybody moves forward.

Independent Living Skills Project

- ▶ A project bringing together the service providers of the region including **Western Care Association**, with **Development Companies** including **South West Mayo Development Company**, **Mayo North East** and ETBs including **Mayo Sligo Leitrim ETB**.



▶ See www.disability-federation.ie for further information



Policy, Advocacy and Research

FI delivers policy and advocacy support at EU, National and Local levels, on over 120 committees and structures at local regional national and European level. We represent the disability interest and ensure that planning takes the needs of people with disabilities and disability services into account.



European, National and Regional Project Delivery

DFI leads and supports projects delivering education, training and support in the key areas of UN CRPD, Personalised Budgets, Independent Living Skills and Community Based Services and Supports.



Membership Support

DFI works to support the capacity of our member organisations in the area of compliance, governance and training.



Community Team

Bridging the gap between members, individuals with disabilities and agencies whose role it is to provide services and supports to them and the wider public.

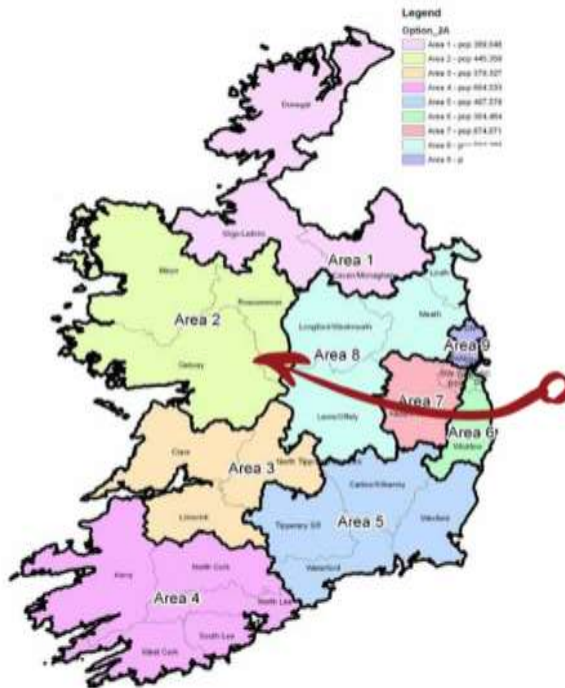


Disability Federation of Ireland, DFI

THE NATIONAL SUPPORT ORGANISATION FOR (120+) VOLUNTARY DISABILITY ORGANISATIONS IN IRELAND WHO PROVIDE SERVICES TO PEOPLE WITH DISABILITIES AND DISABLING CONDITIONS.



DFI staff are based throughout the country with full and part time staff located in the West.



CATHY
MCGRATH
PROJECT
MANAGER
**CHO 1, 2 AND
3**
086 384 7440
FULL TIME
MON - FRI 9AM
- 5PM



EDEL
KILLARNEY
COMMUNITY
DEVELOPMENT
WORKER
MAYO
086 035 6019
PART TIME
THURS AND FRI
9AM - 5PM

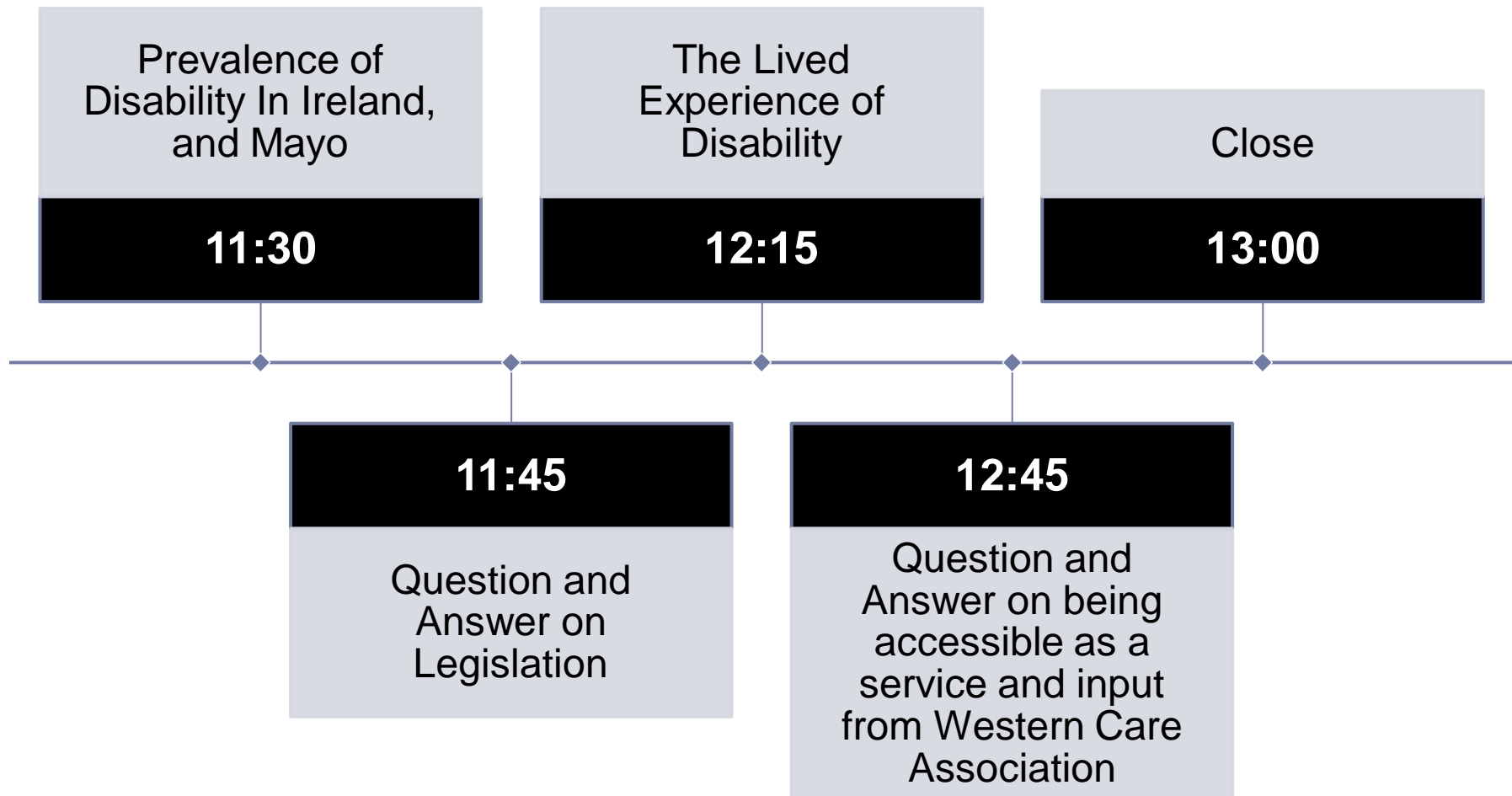


LISA FENWICK
COMMUNITY
DEVELOPMENT
WORKER
**GALWAY AND
ROSCOMMON**
086 4670 810
PART TIME
MON, TUES 9AM -
5PM WED 9AM -
12.30PM



DR. MEREDITH
RALEY
086 771 4757
FULL TIME
MON - FRI 9AM -
5PM

Today's work will cover



Prevalence of Disability In Ireland, and Mayo - History

WHAT IS OUR HISTORY AND DEFINITION OF DISABILITY?



HIDDEN-AWAY CHARITIES MODEL



Our historic interpretation,
understanding and practice of
support of disability



SEGREGATION AND SPECIAL FACILITIES



THE MEDICAL MODEL OF DISABILITY

“Disability is any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being.” (World Health Organisation definition dated - 1980)



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

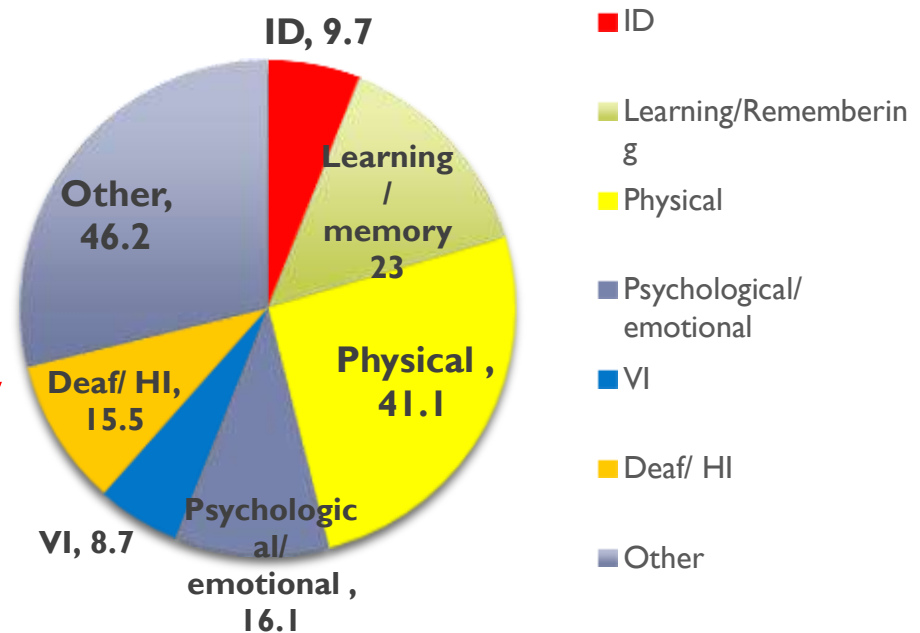
Disability Act 2005 – Definition of Disability

“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

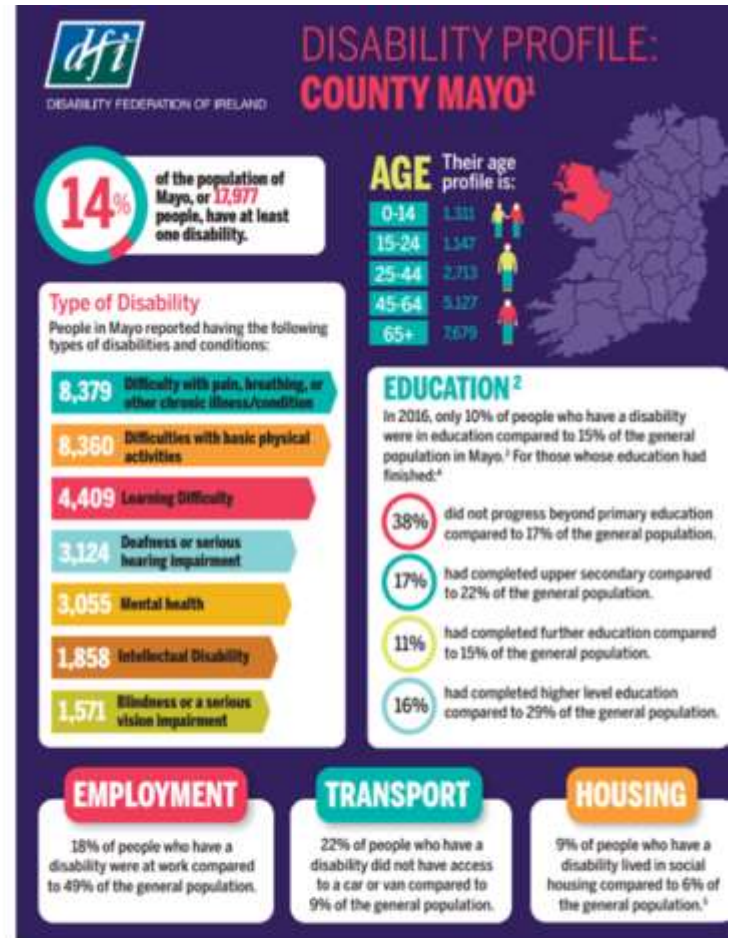
Facts and Figures

- ▶ **643,131 people /13.5%** of the population (Census 2016)
- ▶ **1 in 8** people have a disability
- ▶ **Disability is age-related** and increases sharply with age. **Just 7% of people under 20 have disability. By age 55 this increases to 18%** (Census 2016).
- ▶ **Disability does not discriminate - the majority of disabilities are acquired**

National breakdown of Disability in %



14% OF THE POPULATION IN MAYO HAVE A DISABILITY



1. All statistics in this infographic are based on Census 2016 data from www.cso.ie along with special tabulations requested by DFI.
2. Primary and less includes no formal education, further education includes vocational/technical certificate and advanced certificate / completed apprenticeship, higher education includes Higher Certificate, Ordinary/Diploma/Bachelor, Postgraduate Diploma/Degree, and Doctorate. Data based on special tabulation from CSO and StatBank.
3. % of total education ceased and not ceased and 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 renting from a Local Authority or a Voluntary Body.

www.disability-federation.ie

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



Questions and Answers – what does this mean for MSLETB?





Strategy Statement

2018-2022

*Opportunities for
Life and Living*



etb

Bord Oideachais agus Oiliúna
Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

MSLETB Equality Policy Statement

Introduction

This Policy should be read in conjunction with the MSLETB on Learner Respect & Dignity. Mayo, Sligo and Leitrim ETB undertakes to provide services in a positive learning environment which are culturally sensitive, which respect cultural differences and which provide equal access to all learners regardless of their gender, marital status, family status, disability, religion, sexual orientation, race, colour, nationality, ethnic/national origins or membership of the travelling community.

All learners attending MSLETB programmes are expected to obey the rules, regulations and policies stated in the Learner Handbook.

MSLETB strives to provide learners and staff with an environment free from discrimination and harassment and ensures that its policies, procedures, structures and services create no disadvantage to any learner. MSLETB recognises that the learning environment for both staff and learners must be one that values and promotes people's differences. All staff and learners have the right to fair treatment within the centre.

All learners have the right to receive their education and training in an environment where their culture, experiences and differences are recognised and supported. This can be promoted through classroom lessons, which welcome diversity.

MSLETB is committed to

- Ensuring that promotional and teaching materials do not use discriminatory language and where appropriate reflect cultural diversity within the centre and broader community.
- Ensuring that all learners are encouraged to participate in the diverse range of courses on offer;
- Providing a learning environment that encourages learners to remain on the course by removing barriers and ensuring tutors/instructors have the skills to deliver courses that are inclusive.

If any learner feels they, or other learners, have not been treated equitably they should inform their teacher/instructor/tutor/course coordinator or any MSLETB staff member immediately.



Question and Answer Session

The Lived experience of disability

Irish Law – Transforming Lives and Public Sector Duty

- ▶ Transforming Lives- Ordinary People living Ordinary Lives - <https://www.youtube.com/watch?v=j-kDsBrHAYs&t=147s>



**Every behaviour
communicates**

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Question and Answer Session



Putting Learning into Practice

WHAT CAN MSLETB DO TO MAKE THEIR
SERVICES MORE ACCESSIBLE AND INCLUSIVE?



Examples of measures towards inclusion – from the entrance to the classroom setting.

- ▶ Access to public transport.
- ▶ Accessible parking close to the entrance.
- ▶ Space to reflect with participant and their support staff if suitable, before training to discuss needs – most are likely to be cost neutral accommodations!
- ▶ Easy to read format of information on ETB services.
- ▶ Welcome and patience at reception desk.
- ▶ Good visual signage.
- ▶ Suitable lighting.
- ▶ Layby space and / breakout spaces available for course participant and support person if appropriate.

This is just a sample list. Good communication and accessible services takes consultation, time and practice.

Further Resources

- ▶ <https://www.ihrec.ie/our-work/public-sector-duty/>
- ▶ <http://nda.ie/Publications/>
- ▶ <https://www.ncbi.ie/our-services/library-media-centre/making-print-accessible/clear-print-design-checklist/>
- ▶ <https://asiam.ie/>
- ▶ <https://www.sess.ie/resources/>
- ▶ <http://www.citizensinformationboard.ie/en/services/advocacy/>

Further training is available, to support you to:

- ▶ Take time to critically assess your understanding of 'disability'
- ▶ Feel more confident working with/ supporting people with diverse experiences of disability
- ▶ Learn helpful hints and tips for designing and delivering training for and to people with disabilities

Question and Answer Session

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The Disability Federation of Ireland

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