

INCLUSION IRELAND













National Association for People with an Intellectual Disability

Annual Report 2018





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Introduction



Inclusion Ireland uses a strategic plan to help us plan our work.

In 2018, our plan was divided into 4 areas:



Living in the community

People with disabilities have the right to live and take part alongside others in an inclusive and equal way.



Employment

People with disabilities have the right to work and to get the supports they need.



Education

People with disabilities have the right to an inclusive education no matter what stage of education they are at.



They should have the supports they need for this.



State supports

People with disabilities have the right to the health and social services they need to live a good life.

Values

Dignity

Inclusion

Social Justice

Democracy

Autonomy

Values

Inclusion Ireland has 5 values: Dignity, Inclusion, Social Justice, Democracy and Autonomy.

Our values guide our work across the 4 areas.



CEO Message

2018 was another busy year for Inclusion Ireland with some big successes along the way.

Inclusion Ireland has campaigned for action on poverty for many years, so we were very happy that the government agreed to look at the cost of disability.

The 'Stories of Social Inclusion' project sums up much of what is good about Inclusion Ireland's work.

The research was carried out by a team which included researchers with intellectual disabilities and involved participants from across Ireland with different and sometimes complex support needs.

An important part of Inclusion Ireland's work is providing information and working with communities.

Through the Connect Family Network, we carried out inclusive consultations throughout the year to make sure that the voices of people with intellectual disability made its way into laws, policies and processes.

We gave information or support to hundreds of people on important issues.

This allows people to advocate for themselves and their families.

Inclusion Ireland also uses this information from these calls and emails to advocate for changes to laws and policies.

A good example of that work in 2018 was the issues of seclusion and restraint in schools which is now being looked at by the Department of Education.



2018 ended with our annual International Day for Persons with a Disability event on employment.

The event was organised by our self-advocacy committee and took place with SIPTU in the historic Liberty Hall.



It was a great way to finish up an important year in Inclusion Ireland's recent history.

A word of thanks to our former CEO, Paddy Connolly who left in 2018 after 6 years.

Paddy has had a lasting impact on Inclusion Ireland.

Inclusion Ireland would also like to thank our funders, the partners we have worked with and our members for their support and participation in our work throughout the year.



I would like to thank the Inclusion Ireland staff for their hard work and their commitment to the vision and values of the organisation.

Thank you to the Board for the support they showed Inclusion Ireland throughout the year and their experience, which they give freely to our organisation.



2019 will be the last year of our current Strategic Plan and the Board will be setting out their priorities for Inclusion Ireland over the coming years.

Last year was a fantastic year for our organisation, one in which our vision of inclusion for people with intellectual disabilities continued to develop.

I hope for continued success for Inclusion Ireland in 2019 and beyond.

Sarah Lennon

Interim CEO





Values

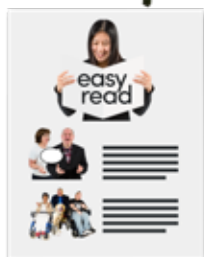
Dignity

Inclusion

Social Justice

Democracy

Autonomy



Chairperson Message

My name is Lorraine Dempsey and I am the Chairperson of the Board of Inclusion Ireland.

I am very happy to present this report on the work Inclusion Ireland has been doing in 2018.

After five years of leading the staff in Inclusion Ireland, we said goodbye to our CEO Paddy Connolly. Paddy went to work in Age Action in October.

On behalf of the Board I would like to thank Paddy and wish him well in his new job.

Sarah Lennon took over as Interim CEO when Paddy left and will continue to lead Inclusion Ireland until a new CEO is appointed.

Sometimes change can be hard, but Sarah, the staff and the Board have worked hard to make sure that the work of Inclusion Ireland has not been affected.

I would like to thank the staff who are dedicated to working through the values of Inclusion Ireland every day.

Dignity, autonomy, social justice, democracy and inclusion become more than just words when I see our staff at events and hear our staff speak with our members and members of the public and politicians.

Our Board of Directors have given up a lot of time for meetings to make sure that Inclusion Ireland is run well.

We have been looking at ways to support all Directors on the Board by using plain English and easy read reports.

We also have supports for Directors who need more time to get ready for a Board meeting and we continue to try new ways to work better as a Board.



It is really important to me that organisations have disabled people on their Boards.

We hope that we can show other organisations how people with intellectual disabilities can be effective Board members with the right supports.



In 2018, Ireland was the last country in Europe to ratify the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

The Convention does not create new rights but it makes countries protect and promote the rights of persons with disabilities.

It means that Government must take steps to create a supportive environment and to remove barriers in the way of people with disabilities accessing their rights.

Inclusion Ireland had been asking the Government to ratify the Convention for years.

- A lot of people celebrated the ratification in March but the real celebration will be when:
- People with disabilities and families feel that their day to day lives are improving
- There are positive changes to Government policy
- There is enough funding for education, employment, housing and other services to meet an individual's needs.



The Vision of Inclusion Ireland is of people with an intellectual disability living and participating in the community with equal rights as citizens, to live the life of their choice to their fullest potential.

With your involvement in events, consultations, Connect Family Network and Self Advocacy development and campaigns, Inclusion Ireland hopes to make our vision happen.

Lorraine Dempsey.



Living in the Community



19 Stories of Social Inclusion: Ireland – Stories of Belonging, Contributing and Connecting

Inclusion Ireland and Trinity College Dublin carried out research on social inclusion.



The research was funded by the National Disability Authority.

We collected positive stories of people with intellectual disabilities living socially included lives.

The research was inclusive.



This means people with intellectual disabilities were involved in all stages of carrying out the research.

19 interviews were done across Ireland.

Participants were living socially included lives through:

- Involvement in mainstream work or education
- Living in their own homes in the community
- Involvement in mainstream community activities
- Through relationships, friendships and connections



A report of the research was produced.



It was important that the stories were accessible to people with disabilities so videos, participant's words and pictures were used to tell the stories.



Public Sector Duty Project

Inclusion Ireland got funding from the Irish Human Rights and Equality Commission for a project on the Public Sector Duty.

The Public Sector Duty is an Irish law.



It says that public services must protect and respect human rights and equality.

A steering committee of 6 people with intellectual disabilities helped plan and carry out the project.



Training was given to 11 people with intellectual disabilities on the Public Sector Duty.



The trainers did 5 workshops around the country with people with intellectual disabilities on the Public Sector Duty.



The project produced two booklets

- A guide called What is the Public Sector Duty?
- A checklist called Checking a Public Service for Accessibility.

People can do a review of a local public service using the easy to read questionnaire checklist.



Assisted Decision-Making consultations

Inclusion Ireland hosted 5 consultations around the country on the Assisted Decision-Making Capacity Act.

These were done to put together codes of practices for the National Disability Authority.

Codes of practice are guidelines on how the Assisted Decision-Making Act will work



These consultations involved listening to

- older people
- people with acquired brain injuries
- people experiencing mental health issues



Self-Advocacy Programme –Sligo

Inclusion Ireland ran a capacity building self-advocacy programme in Sligo town and Tubercurry.

There were 3 courses of self-advocacy in total and 40 people took part.



- The training took place to
- Support people to speak up for themselves
- Build relationships within the group
- Talk about what changes they would like to make in their service, work or home



The aim of this was to have a toolkit for people with disabilities, families and service users to develop self-advocacy.



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Connect Family Network – Location Review group

The Connect Family Network helped the HSE's Location Review Group with their work.



The Location Review Group wanted to know more about the housing and support needs of people with significant and complex needs.

The Connect Family Network organised a focus group.

This was for family members to share their experience of residential supports for family members with complex support needs.



Changing Places

Inclusion Ireland is part of a group of disability organisations that support Changing Places.

Changing Places Toilets are accessible toilets and changing spaces for people with disabilities.



They give people with disabilities and people who support them more space to use the toilet and to change if they need to.

They also have extra equipment like a hoist and an adult size changing bench.



Changing Places toilets support people to get out into the community and enjoy visiting places.

Changing Places Ireland was launched in May at the offices of the Irish Human Rights and Equality Commission.

There was also a launch of a new Changing Places bathroom in the offices.



You can visit the new independent website www.changingplaces.ie for more information.



Enhancing Equality Offaly

Inclusion Ireland supported the Enhancing Equality Offaly group in partnership with the local development company and DFI.

The group participated in 'Make Way Day' in Tullamore.



90 people took part.

They looked at how accessible the local community is.



They highlighted 200 cases where there were barriers to access for people with disabilities.

Policy advocacy



Inclusion Ireland tried to change law and policy to make sure people with disabilities have the right supports to live in the community.

We did this by:

- Writing to government departments.

This is called making a submission

- Involving people with disabilities in submissions
- Talking to government and members of the opposition parties.



These are some examples of our work:

Assisted Decision-Making (Capacity) Act

We made a submission to the Department of Health on deprivation of liberty safeguards.



We said that people's freedom must be protected by the law.

People with intellectual disabilities took part in making this submission.



Closing institutions

We wrote a paper about why Ireland needs to close institutions.

We said that the government was failing to make sure that people with disabilities are supported to live in a home of their choice in the community.





We also talked to the EU Agency for Fundamental Rights about this.

They included what we said in their report on Ireland.



They held an event in Brussels.

Self-advocates, Annemarie Duffy and Kathleen McTigue represented Inclusion Ireland.

They talked about the difference living independently has made to their lives.



Accessible transport

Inclusion Ireland and the self-advocacy sub-committee of the Board made an easy to read submission to the National Transport Authority.



We wrote about the planned changes to Dublin Bus and the new Bus Connects system.



An Roinn Iompair,
Turasóireachta agus Spóirt
Department of Transport,
Tourism and Sport

Inclusion Ireland spoke to the Oireachtas Committee on Transport, Tourism and Sport.

The Committee published a report on accessible transport in December.



Our recommendations on accessible information, cost of disability and Changing Places are included in the report.

Employment



Make Employment Work: Supporting People with Intellectual Disabilities in Employment



On December 3rd Inclusion Ireland hosted an event with SIPTU for International Day for Persons with a Disability.



The event was called Make Employment Work: Supporting People with Intellectual Disabilities in Employment.

It was held in Liberty Hall in Dublin.



The Inclusion Ireland Self-Advocacy Subcommittee of the Board organised and hosted the whole event.

The event was attended by over 200 people from around Ireland.



People with disabilities presented on their experiences of employment.

People also talked about the barriers they have come up against and what needs to be done to improve things for people with intellectual disabilities.



Our submission talked about all the things that Ireland has to do to support people with disabilities to live in the community.



Make Work Pay Consultations 2018

Inclusion Ireland held a consultation for the Department of Employment Affairs and Social Protection in Sligo in 2018.



The Department has been doing work to try and make it easier for people with disabilities to get into employment.



It was important that people with intellectual disabilities had their voice heard so that government departments know what is important to them. We also supported family members to have a say through the Connect Family Network.



It is important that people are properly paid for the work that they do.



It is important to people that they can work and have things like their medical card too



Make Work Pay is part of the work of the Comprehensive Employment Strategy.

Policy advocacy



Inclusion Ireland tried to change law and policy to make sure people with disabilities can enjoy their right to work.

We did this by:

- Writing to government departments.
- Involving people with disabilities and family members in submissions
- Talking to government and members of the opposition parties

These are some examples of our work:



Submission to the Department of Employment Affairs and Social Protection - Budget 2019

We asked for supports for people to get a job, travel to work, keep a job and progress in their workplace.

People with disabilities, family members and others took part in making this submission.



Joint Committee on Employment Affairs and Social Protection

Inclusion Ireland spoke about supports for people with disabilities in June 2018.

Inclusion Ireland supported people with intellectual disabilities to speak to the Committee.



This was the first time people with intellectual disabilities spoke to an Oireachtas Committee. What they said was included in the Committee's report.

Education



Seclusion and restraint

Through the Connect Family Network, Inclusion Ireland collected stories from a group of parents about seclusion and restraint of their children in schools.

Seclusion is where someone is left on their own. They could be left in a room or other place on their own.

Most of the time the person is locked in this room.

Restraint is where someone is holding another person down and the person is not allowed move around.

Children with disabilities are being hurt.

Using seclusion and restraint on children is causing them difficulties in schools and in their personal lives too.

There were 14 stories.

We put these stories in a discussion paper and we had a seminar so that parents could talk about the issues together.

Rules about using restraint and seclusion in Irish schools must be written up by the Department of Education and Skills to protect the human rights of children.

Other countries have rules on seclusion and restraint. Ireland has no rules like this.

Our event showed that parents and children are frightened and upset and want seclusion and restraint to stop.



Policy advocacy

Inclusion Ireland tried to change law and policy to make the education system better for people with disabilities.

We did this by:

- Writing to government departments.
- Involving people with disabilities in submissions
- Talking to government and members of the opposition parties

These are some examples of our work:



An Roinn Oideachais
agus Scileanna
Department of
Education and Skills



Career guidance

Inclusion Ireland made a submission to the Department of Education and Skills on the review of career guidance services in schools.

Inclusion Ireland recommended that young people who attend special schools should get career guidance like everyone else.

Through the Connect Family Network we encouraged families to do the same.



Budget 2019

Inclusion Ireland made a submission to the Department of Education and Skills before Budget 2019.

Inclusion Ireland made recommendations to make things better for

- young children with disabilities in pre-school
- children in primary and secondary school
- people with disabilities in further and higher education.





An Roinn Iompair,
Turasóireachta agus Spóir
Department of Transport,
Tourism and Sport

Oireachtas Committee - Supports

Inclusion Ireland spoke to the Joint Committee on Health, Education and Skills and Employment Affairs and Social Protection about supports for people with disabilities in June 2018.



Inclusion Ireland supported people with intellectual disabilities to speak to the Committee.

This was the first time people with intellectual disabilities spoke to an Oireachtas Committee.



What they said was included in the Committee's report.

Oireachtas Committee - Relationships and sexuality education



Inclusion Ireland spoke to the Oireachtas Committee on Education and Skills in May 2018.

We spoke about the review of Relationships and Sexuality Education.



The Committee published their report in January 2019 and many of Inclusion Ireland's recommendations were included in the report.

State Supports



Advocacy Support

Inclusion Ireland supports people with disabilities and their families to get the rights and services they are entitled to.

Here are some examples:

Jim's Story

Jim wanted to get a paid job.

He had done lots of work experience but could not get a job.

Jim called Inclusion Ireland for information and support to get a job.

Inclusion Ireland supported Jim by giving him information about a service.

The service helps people with a disability to get a job. We talked to Jim about what he could say when looking for a job.

The service helped Jim to get a job and he is now working and earning a real wage.

Mary's Story

Mary was assaulted at her service.

Inclusion Ireland supported Mary to complain to the Garda and the HSE about this.

She was unhappy about the result of the complaint. After a very long time Mary's case came to the courts.

Inclusion Ireland supported Mary to meet a solicitor to take a case.

Inclusion Ireland supported Mary at a court meeting.

A judge said Mary should get some money because she was assaulted.





'Together for Yes' campaign

Inclusion Ireland joined the 'Together for Yes' campaign.

Together for Yes was a successful campaign organised by over 70 different organisations.

The campaign called for the law on abortion to be changed so that people with disabilities could get abortion services if they want.

Inclusion Ireland and Together for Yes hosted a press conference on the 16th April. Women with disabilities spoke at this.

Inclusion Ireland and Everyday Stories had an information and stories event for people with intellectual disabilities on the 9th May.



Connect Family Network

The Connect Family Network provides information and support to families and helps families to have their say about disability services and policies.

This work is funded by the Scheme to Support National Organisations.

517 people went to Connect Family Network events in 2018.

We held a Facebook Live event that was viewed by 4,000 people and sent out a regular E-newsletter to family support groups.

The Connect Family Network supported 140 local, regional and national support groups to stay connected and have an input into policy submissions and consultations.

For example: we supported 10 family members to attend a HSE consultation on the Assessment of Needs.



Making a Will project

Inclusion Ireland is involved in a project about wills with a law firm called Mason, Hayes and Curran, and with LinkedIn.



The project is supported by the Public Interest Law Alliance (PILA).

We match people with disabilities who want to make a will with solicitors who can make their will for them.

It is free to make a will as part of this project

In 2018, 6 people took part in the project with 4 people making a will.



Children's Rights Alliance Legal Clinic

Inclusion Ireland partnered with the Children's Rights Alliance for a project they have been funded to do.

The project involves having an information phone line for children, young people and their families.

This phone line can be used to get legal information on issues about children who have a disability.

As part of this project Inclusion Ireland held one legal clinic on disability in 2018.





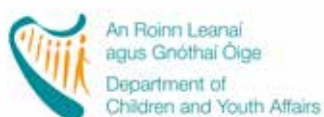
Policy advocacy - State supports

Inclusion Ireland tried to change law and policy to make sure people with disabilities can get the services they need to live a good life.

We did this by:

- Writing to government departments.
- Involving people with disabilities and family members in submissions
- Talking to government and members of the opposition parties

These are some examples of our work:



The Child-Care Act

Inclusion Ireland made a submission to the Department of Children and Youth Affairs on a law called the Child Care Act.

Inclusion Ireland asked that the Government make changes to the Child Care Act to make it work better for children with disabilities and their families and parents with disabilities.



Mental health services for children

Inclusion Ireland made a submission to the HSE on mental health services for children and young adults. Inclusion Ireland asked the HSE to make sure all children with a disability and/or autism and mental health issues can access a service.



Sexual health services

Inclusion Ireland made a submission to the Department of Health on the law on ending a pregnancy.



Inclusion Ireland worked with these partners:

- Disabled Women Ireland
- Disabled People for Choice
- Amnesty International
- Lawyers for Choice
- Centre for Disability Law and Policy (National University of Ireland, Galway).



Together, we said that people with disabilities have equal access to services if they want to end a pregnancy.



Personal budgets

Inclusion Ireland made a submission to the Taskforce on Personalised Budgets on the plan they put forward on personal budgets.



On this submission we worked together with

- the Centre for Independent Living,
- the Centre for Disability Law and Policy (National University of Ireland, Galway)
- LEAP



We asked the Taskforce to make some improvements to their plan to make personal budgets work better.

We also said that children should be able to get a personal budget.



Personal budgets was one of the issues that Inclusion Ireland received the most calls about in 2018.



Personal budgets campaign

Inclusion Ireland asked people to contact their public representative.



We asked people to ask why children with disabilities and their families will not have the opportunity to access these person-centred supports.

We ran a social media campaign.



Our posts on personal budgets were seen 16,900 times.

Cost of disability



Inclusion Ireland campaigned on the issue of cost of disability for many years.

In 2018:



- We talked about cost of disability at the Department of Employment Affairs and Social Protection Disability Consultative Forum and at the Department's Budget 2019 discussion event



- We asked for research on cost of disability in our submissions on Budget 2019 and on the National Action Plan for Social Inclusion



On budget day in 2018, the Department of Social Protection said that they would provide €200,000 to do research on cost of disability in 2019.

Governance



Governance is about how an organisation is run.

Good governance is about running an organisation well.



Inclusion Ireland made sure that the organisation was ran well in 2018.

There were 12 members on the Board of Directors in 2018.

3 of the members were disabled people who are experts by experience.



The Finance and Governance Committee makes sure that Inclusion Ireland manages and spends its funding in the proper way and is in line with laws saying how charities should be run.



Inclusion Ireland accounts

All members will receive a copy of the annual audited accounts for 2018.

The accounts tell us where Inclusion Ireland's money came from and how we spent that money.

Members will receive an easy to read summary of Inclusion Ireland's financial report for 2018.



Inclusion Ireland's audited accounts are available for you to look at on our website: www.inclusionireland.ie



Statistics



62 organisations and 143 individuals were members of Inclusion Ireland.



Inclusion Ireland had 123,988 views on our social media and website.



1,537 individuals went to 65 events hosted all across Ireland in Cork, Dublin, Sligo, Roscommon, Mayo, Donegal, Meath, Offaly, Laois, Cavan, Westmeath and Kilkenny.



We hosted 19 consultations on policy and services. They were attended by 209 people.



We made over 60 submissions throughout the year.

We addressed 4 Oireachtas Committees.



334 people took part in our self-advocacy development work.

Acknowledgements and Partners



Thanks you to our members, self-advocacy groups and parent and family groups who we worked with during the year.

Inclusion Ireland received funding from:

The Health Service Executive (HSE), Department of Rural and Community Development: Scheme to Support National Organisations (SSNO), Irish Human Rights and Equality Commission (IHREC), National Disability Authority (NDA) and Inclusion Ireland membership fees.

We partnered with the following in 2018



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin



Údarás Náisiúnta Míchumais
National Disability Authority



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission



DISABILITY FEDERATION
OF IRELAND



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



NUI Galway

CENTRE for DISABILITY
LAW & POLICY



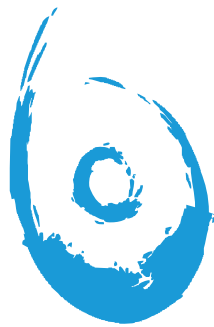
Rialtas na hÉireann
Government of Ireland



Disabled People for Choice

Disabled Women Ireland





INCLUSION IRELAND

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made with
photosymbols

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accessibility by people with disabilities.



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