

A 'roadmap' setting out the vision for the future model of service at Áras Attracta



IMPROVING | ENABLING | TRANSITIONING

Living Ordinary Lives In Ordinary Places

VISION FOR ÁRAS ATTRACTA

“To move from an institutional model of care to a community based, person centred model, enabling and supporting meaningful lives as chosen by service users, within the resources available and in line with national policies”

A ‘roadmap’ setting out the vision for the future model of service at Áras Attracta

At Áras Attracta, we have been moving steadily towards a community based model of support for our residents. This is guided by the recommendations of the national report ‘Time to Move On’ from Congregated Settings (2011). In line with this report’s core recommendation, that people living in congregated settings should be supported to live in the community, this ‘roadmap’ outlines how we aim to enable residents to make this transition to community living and support them in their choices about where they live, who they live with and how they spend their time.

The roadmap also outlines the significant improvements that have already taken place in Áras Attracta, particularly over the last two years, and will facilitate further consultation and discussion with key stakeholders about how our vision for Áras Attracta will be implemented.

Vision for Áras Attracta

“To move from an institutional model of care to a community based, person centred model, enabling and supporting meaningful lives as chosen by service users, within the resources available and in line with national policies”. This vision promotes dignity, respect, empowerment, choice and autonomy for residents in Áras Attracta and aims to support them to live supported self directed

lives within the community. Making the vision a reality will require a range of individual supports to enable each person to live the life of their choosing; to decide who they live with and how they spend their time. We will work to enable each person to live self directed lives with appropriate support in their own homes and to develop links and relationships with the services and people in their own locality.

Informed by the McCoy Assurance Review, the Roadmap will support our consultation and engagement with residents, their families and advocates to guarantee their voices are heard and their will and preference respected. It will also support our consultation and engagement with staff, unions and other stakeholders before a final development plan for Áras Attracta is agreed and implemented.

We will continue to improve services at Áras Attracta, while working towards the transition to community living, ensuring the residents voices are heard and that they are at the heart of everything we do. We acknowledge that this transition will take a number of years to fully complete. In the interim, we remain committed to continuously improving the care delivered at Áras Attracta and promoting the autonomy and independence of each individual resident, and listening to the concerns of families.

Making Positive Changes at Áras Attracta

Áras Attracta has undergone significant changes in recent years with improvements to current services, safeguarding and standards while at the same time preparing for the transition to community living. In parallel with this, we have been taking on board and implementing the changes recommended by the McCoy Assurance Review.

New Leadership and Governance

A number of significant improvements in leadership and governance have taken place at Áras Attracta including;

In 2015, a new Director of Services was appointed to manage day to day operations and oversee the ongoing change programme. Áras Attracta was reorganized into three designated centres, each with a Centre Manager, with services tailored specifically for resident's needs.

- **Centre One** provides care and support for residents with complex health needs and high physical dependency.
- **Centre Two** provides care and support for residents with challenging behaviour.
- **Centre Three** provides care and support for residents with medium levels of dependency.

These changes bring management closer to the day-to-day services and supports to the residents. The important and ongoing change programme at Áras Attracta is being further supported and enabled by:

- An Implementation Team to oversee the transition process for residents to the community that includes the Director of Services, three Centre Managers with support from HR, Communications, Finance, the Change Management Project Manager and her team. The team report to the new Head of Social Care for Community Healthcare Organisation 2 (CHO2).
- A Change Management Team that includes a Project Manager with significant experience in enabling the transition of people from congregated settings to community living and two Transition Co-coordinators who are responsible for engaging with stakeholders. This team has the necessary skills to drive forward the change programme at the required pace and to ensure the voices of all concerned are heard.

Implementing the 'Social Care Model' of support

Staff have been working with residents and their families to improve and change care practices. The social care model will maximise each resident's capacity for sustainable and valued roles in their community by enhancing their potential and promoting their independence.



Opening of Lough Conn and River Moy houses

Lough Conn House and River Moy House operate under a social care model of support, the core values of which are to provide 'ordinary living' opportunities allowing for an improved quality of life. Some residents who have lived for many years in a congregated setting need time and encouragement to adapt to living as independently as possible.

Four residents have been living in Lough Conn house and four in River Moy house since November 2015. Each resident has their own bedroom, whereas previously, they all would have shared accommodation and, in most cases, shared bedrooms. The homely environment in both houses, the support to do everyday ordinary activities and outings, having their own bedrooms and private space promotes the residents dignity and self esteem and leads to better and more fulfilling daily lives.

Staff in Lough Conn and River Moy assist and support residents in developing interpersonal and social skills appropriate to everyday living in the community. In addition to this:

- Each person is supported by two teams of staff consisting of health care assistants, social care workers and each house has an appointed Social Care Leader. Staff rosters are flexible, arranged around the needs of the residents.
- All residents are encouraged to integrate in the community of Swinford. They participate in grocery shopping, going to the bank, attending the hairdresser/ barbers, doing their own recycling, cooking, cleaning, baking. Everyone is accessing GP and pharmacy services through the medical card system having identified GP's of their choice. Some residents are accessing supported employment, training and educational opportunities.
- Weekly house meetings are held where residents discuss all their experiences of the week. These meetings offer residents the opportunity to share good news stories, positive experiences, discuss concerns or air grievances.

- A number of residents have their own front door key, a significant positive development and a first for the residents.
- Further promoting residents independence and autonomy in keeping with the 'Social Care' model, staff have also assisted a number of other residents within Áras Attracta to open bank accounts to promote their understanding of money management and personal ownership.
- In addition, staff have helped residents to select a G.P. of their choice within the community. This ensures that they now have a G.P. of their choice, suited to their individual needs, which will also be of benefit when they relocate from Áras Attracta to their own homes in the community.

In keeping with the 'Social Care Model' staff have also assisted a number of other residents within Áras Attracta to open bank accounts to promote their understanding of money management and personal ownership. To add, staff have helped residents to select a G.P. of their choice within the community to address medical issues that may arise. This ensures that they now have a G.P. of their choice suited to their individual needs. This will also be of benefit when they relocate from Áras Attracta to the community.

As more residents are availing of the opportunity to learn to cook within their bungalows with assistance from staff, there has been a decline in the demand for canteen services. Previously, the canteen services opened from 8.00am to 6.00pm (7 days a week). This service is now only required during weekdays. A service as required is available for families and/or residents wishing to dine together in Áras Attracta at the weekends.



Promotion of Resident Voices

The communication policy at Áras Attracta has been reviewed and now there is a user friendly template for resident meetings which are held monthly. A number of residents are involved in a 'Voices and Choices' group, which also meets weekly. Plans are in development to ensure that all residents are involved in a meaningful way in decisions that affect them. In addition, staff are working with residents to promote their involvement in on-site committees and to participate in internal house planning meetings.

Communicating in a meaningful and appropriate way with residents to ensure their voices are heard is a priority for the team at Áras Attracta. A number of positive changes have been made and these will continue and develop in line with residents wishes and requirements;

- The communication policy at Áras Attracta has been reviewed and now there is a user friendly template for residents meetings which are held monthly.
- A number of residents are involved in a 'Voices and Choices' group, which also meets weekly.
- Plans are in development to ensure that all residents are involved in a meaningful way in decisions that affect them. Staff are working with residents to promote their involvement in on-site committees and to participate in internal house planning meetings.
- Staff are also working with residents individually to establish their choices and preferences in relation to where they would like to live and who they wish to share their future home with.

Enhanced Advocacy Services

An information session on self-advocacy has been provided for residents and day attendees. Information has also been provided on the services in an easier to read format. In particular, advocacy has been strongly promoted in the new social care houses.

A number of residents are now engaging with the independent Advocacy Service/ National Advocacy Service and Inclusion Ireland are developing a service (based in Sligo) to support enhanced advocacy services. If an issue occurs and the resident needs independent advice and support, they are referred to an independent advocate through the National Advocacy Service.

Family Forum supported by Inclusion Ireland to Enhance Communication with Family Members

Inclusion Ireland supported the development of the Family Forum in Áras Attracta in September 2015. This was an important development to ensure the families voices are heard. Inclusion Ireland have provided ongoing support to the Family Forum and we continue to develop this process to support the implementation of the change programme and service improvements.

The Forum has supported families to meet together and discuss collectively their issues and concerns and to engage with management on current and future plans for Áras Attracta. Nominations have been sought from families for their involvement in work streams tasked with delivering the change programme in line with the vision for Áras Attracta.

Families, residents and staff who have expressed interest to participate in nominated work-streams will be contacted to commence participation in September 2016 To date, five expressions of interest have been received.

Management are also working with families to be responsive to all of their concerns in a timely manner.

Staff training and new approaches

A significant amount of staff training has been provided at Áras Attracta since 2014 with a focus on changing culture, improving the quality of services and safeguarding residents. External support was sought from change management experts (Studio 3), psychologists with experience in managing challenging behaviour, the National Safeguarding Office, and Genio and to improve the training programme at Áras Attracta.

Specific training initiatives to date include:

- *Personal Outcome Measures* - Training has been provided to clinical nurse manager (CNM) II's and Social Care leaders. They will roll this out over the coming year throughout the service.
- *Key working* - 34% of staff have completed key worker training (previously only available to nurses).
- *Safeguarding* - In line with the national policy on 'safeguarding vulnerable adults at risk of abuse', all staff have undergone safeguarding training. The team lead social worker and five managers have completed the 'Designated Officer Safeguarding training'. One staff member has completed the "Train the Trainer" programme and provides training to all staff on safeguarding. A safeguarding governance group has been established with Dr Andrew McDonnell (Studio 3) as Chair. A robust complaints management incident management structure is in place with daily monitoring of incidents, regular reviews, analysis and monthly reviews by an oversight committee which has external representation.
- *Safe Administration of Medication* - Training has been provided to non-nursing staff. This allows residents greater freedom in social activities where there will be no requirement for nurses to provide medication and it further supports the opportunity to progress the move to a social model of care.
- *Behaviours that Challenge* - Studio 3 has been involved in training staff to support people in challenging situations, and in providing advice and support to frontline staff. Their approach uses a low key non-confrontational approach to manage behaviours that challenge.
- *Social Role Valorisation*- the Centre for Nurses and Midwifery Education, based in Castlebar, has provided an introduction to social care model information sessions (SSDL – Supported Self Directed Living). Three staff working in the service has commenced a 15 day social role valorisation programme, provided by Genio nationally. This is well-recognised theory of practice and a validated approach to engaging in person-centred discovery, planning and implementation with people with intellectual disabilities. It focuses on normalisation for people with disabilities to live and be recognised as valued members of their communities.

Compliance with HIQA residential standards

The on-going developments and service improvements at Áras Attracta are key to the Centre's compliance with HIQA residential standards. HIQA have acknowledged improvements to date and are particularly impressed with the work done on site in the two social care houses. Comprehensive training programmes, additional resources to support residents, embedding cultural changes and work practices are enabling improvements in key areas such as safeguarding, risk management, governance, complaints management and enabling residents to voice their concerns. In relation to meeting the needs of residents who require specific supports, that are service user led, the additional investment in staffing has facilitated the opening of six additional accommodation units on site since January 2015. These units have opened to support residents in smaller settings and operate the social care model of support. Resident's with particular needs receive specialist individualised support in these settings.

Towards A Partnership Approach – Self Advocacy & Family Forums

Inclusion Ireland has been asked by the HSE to develop and support the emergence of an independent voice for persons with a disability and family members in Áras Attracta and a number of other residential settings.

The aim of this work is to;

- Build the capacity of staff and residents to ensure that the voice of residents is heard;
- Support residents to meet together; to share their experiences and to support each other to self-advocate and to contribute to the planning and delivery of services and supports in Áras Attracta;
- Support families of residents to engage with management, staff and the HSE about their concerns and their questions about future services in Áras Attracta.
- Contribute to a system of 'checks & balances' where persons with a disability and family members can engage with confidence partners in the governance, management and development of residential disability services;
- To support residents and family members to participate on management and planning committees and structures.

Principles of the initiative

- The work will follow the principles of community development – that is that the needs as expressed at local level by persons with a disability, family members and staff will direct the activities. The activities will compliment and support the existing activities taking place;
- The work will be based on a partnership approach recognising that the involvement and buy-in of all stakeholders is a vital ingredient in successful change;
- The work will be founded in principles of human rights and equality of persons with a disability and their right to self-determination;

- With the principle of self-determination in mind the work will support family members, where appropriate, to advocate for their loved ones;
- Where no family connection exists the work will support the emergence of other advocacy models;
- Inclusion Ireland will be seen and understood to be independent of the HSE & Staff and supporting the emergence of an independent infrastructure to enable persons with a disability and family members to be partners in the change process;

Individual Assessments For All Residents

In 2015, an internationally recognized method of assessing the residents care needs known as the 'Supports Intensity Scale Assessment Adult® (SIS-A®)', was chosen by Áras Attracta to independently identify the supports each person will require to successfully live in the community. The American Association on Intellectual and Developmental Disabilities (AAIDD) carried out the assessments in conjunction with the residents, their families and staff members who knew each resident best.

The assessments were completed with 93 residents by December 2015 and indicated that everybody currently living in Áras Attracta could live successfully in the community with the appropriate supports. The assessment report clearly outlines the range and level of supports required for each individual to live a successful life in an appropriate community setting and this has informed the individual plan for each person. The findings suggested that:

- Some will require significant additional supports in order to successfully live in the community
- Some will require less supports than they currently have e.g. a significant number of residents have 'awake' staff at night but only require 'non awake' staff, or no staff at night (with training).
- Extensive preparation time will be required for some residents to successfully transition to community living.

Investment in staffing at Áras Attracta

The mix of staff with different skills is changing at Áras Attracta to reflect the move to a social model of care. We are employing more social care workers who have particular qualifications working with people with an intellectual disability. An additional €3 million investment in staffing has seen a range of staff recruited including;

- 23 Social Care Workers
- 5 Psychology Project Workers (Studio 3)
- 3 Social Care Leaders

- 1 Senior Dietician
- 33 additional Healthcare Assistants
- 1 Senior Speech and Language Therapist
- 1 fulltime Director of Services
- 1 Occupational Therapist
- 3 Clinical Nurse Manager III
- 1 Senior Physiotherapist
- 1 Lead Social Worker
- 1:1 or 2:1 staffing supports in place where required

Implementing Service Improvement

Living ordinary lives in ordinary places

On transitioning from Áras Attracta to the community, people will live in ordinary houses or apartments (dispersed housing) with the appropriate supports (supported living) tailored to meet their needs and wishes.

This includes apartments and houses disperse throughout ordinary residential areas. The residents moving from Áras Attracta will be supported by advocacy services and/or their families to assist them in expressing their preference about their living arrangements. This might be to live on their own, share with others who do not have a disability, share with others who have a disability (maximum of four people) or opt for long-term placement with a family.

Living arrangements will be similar to the general population and people will be supported to live successfully in their own homes such as doing their own food and clothes shopping, cooking, laundry and other various tasks. Residents can make choices about the activities they would like to do such going to the cinema, bowling, attending church, football matches etc. They can choose how they want to decorate their own living space, get their own front door key, access

their own GP (something that is already happening in Áras), pharmacist and other primary care services, access home help and other specialist services as necessary. Rather than services coming on site, residents will be supported to go to local hairdressers, beauticians, barbers and other services.

In line with “New Directions” (HSE 2012), the HSE policy on Day Services, people moving out of Áras Attracta will be supported to access day services. Currently these services are primarily based on campus but the aim is for residents to participate in more mainstream services in the community based on their interests, likes or hobbies e.g. Tidy Towns, supported employment opportunities, local VEC training course. This will ensure inclusion in the community and independence based again on choice and will be achieved at a level and pace individuals are comfortable with.



Implementation Team

An Implementation Team was appointed to oversee the transition process for residents from Áras Attracta to the community. The team includes the Director of Services and the three Centre Managers, supported by a Human Resource Manager, Communication Officer, Financial Management Team and a Change Management Team.

The Change Management Team (Project Manager and two Transition Co-coordinators) have been appointed to ensure the necessary skill set is available to drive forward the change programme at the required pace. The Implementation Team is made up of the above staff and Senior HSE Management. This committee is chaired by Tony Canavan, Chief Officer, Area 2.

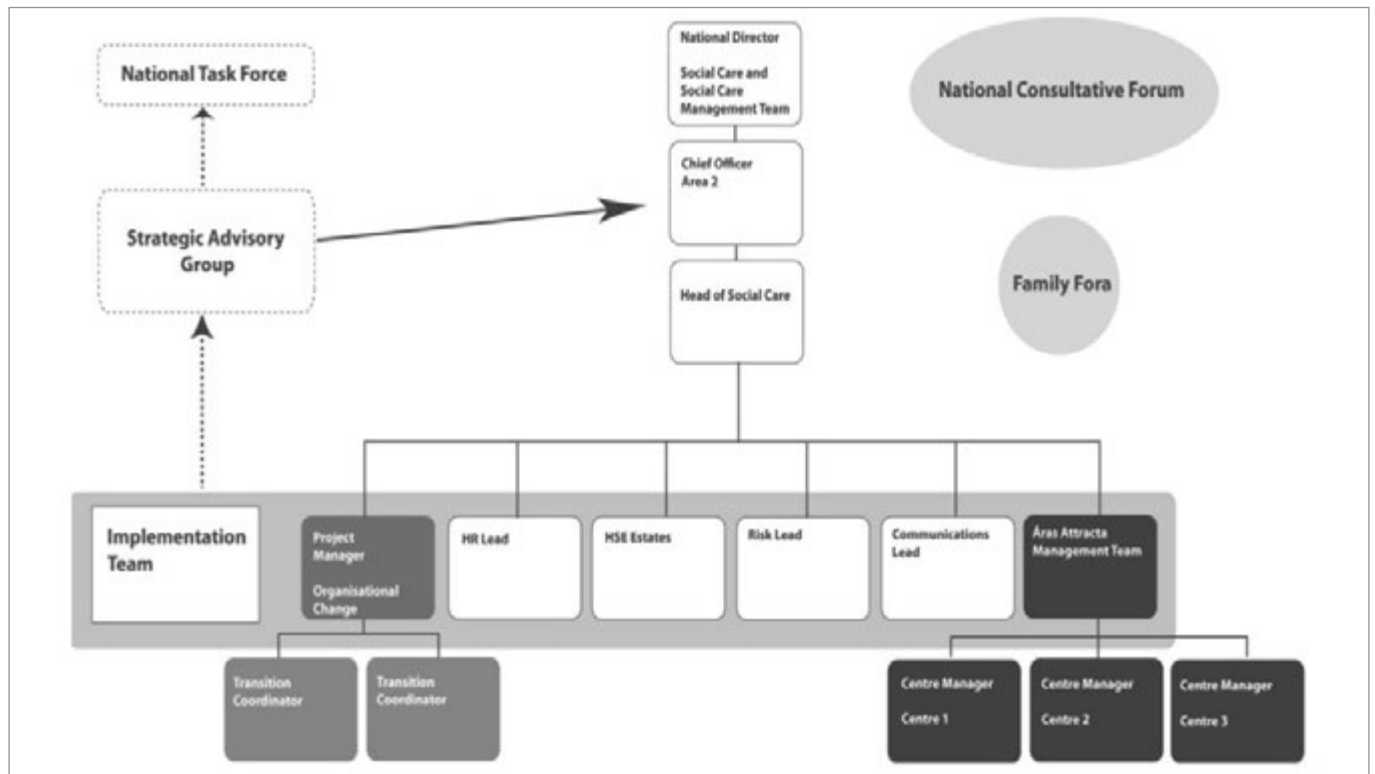


Figure 1. New governance structures Áras Attracta as well as the wider governance structure locally and nationally with input from the Family Fora and Strategic Advisory Group.

Strategic Advisory Group

The McCoy Assurance Review recommended that a Strategic Advisory Group to support the implementation of the change programme was set up. This group consists of a small senior group of experts to advise and support the Chief Officer and the Implementation Team on the change programme as it progresses.

The Strategic Advisory group's role involves:

- Take a long term view of the support needs of all residents and put appropriate plans in place.
- Provide strategic vision and a guiding framework for the development of services in the community.

- Provide advisory support for the management team.
- Ensure integration with national policies and funding opportunities.

With the improved leadership and governance structures in place, a range of other important service improvements and developments have been further developed and progressed including the appointment of the Change Management Team. The Change Management Team is central to the role out of the transition process.

Change Management Team

Having identified all residents required support for independent living from the Supports Intensity Scale Assessment Adult® (SIS-A®), a Change Management Team was identified and appointed to oversee the transition of residents from Áras Attracta to community living. The team is made up of a Project Manager with significant experience in quality improvement and enabling the transition of people from congregated settings in Ireland and internationally. The Project Manager is supported by two Transition Coordinators and they are directly responsible for all engagement with stakeholders, including HSE Estates, housing associations, other service providers and state bodies to progress the transition to community living.

The Change Management Team have commenced a Discovery Process with everyone living at Áras Attracta which is a first step to supporting people to talk about their choices and preferences for their future. This is instrumental in helping staff understand what residents want in relation to where they want to live, who they want to live with, the type of house they want to live in, what life can look like in a community setting etc. This is an essential part of our work with the residents living at Áras Attracta. It involves us getting to know people in a different way and focuses on a person's assets (what they are good at), their interests (what they like/enjoy) and their conditions for success (what helps them to do well). Historically services view people with disabilities through a deficit lens that is focusing on a diagnosis and what the person can't do. It is very much a medical focus and doesn't take account of people's need for valued relationships and roles in their lives. As a society we tend to underestimate people's abilities and have low expectations for people who have disabilities. These perceptions combined with a life of limited experiences and opportunities lead to lives that are very different from people of same age gender and culture in society.

We are meeting with residents on an individual basis and focusing on the fact that as people we all have the same desire to have the universal 'good things' in life. These include home, family, health, friends, work, intimacy, belonging,

contributing etc. The Discovery Process is very detailed and will continue with each individual as they transition to community living.

This process is being supported by the community transition coordinators in conjunction with the individuals, their families and staff who know them well. Staff participating in the Discovery Process are trained in Supported-Self Directed Living or 'SSDL'. This is a school of thinking and practice relating to the arrangement of high quality 'person-centred' or 'individualised' supports that enable people with disabilities, mental health difficulties and dementia to maintain or develop full and meaningful lives in their communities where their contributions are welcomed and valued.

SSDL is based on the themes of SRV (Social Role Valorisation) which aims to provide people with the good things in life based on the theory that people who have socially valued roles will automatically live a good life and be valued in their community.

This is the vision for Áras Attracta and, while building this community model of living, the HSE is committed to making current services as effective as possible. We will continue to put the residents at the centre of everything we do and will provide support and information in an understandable and transparent manner to ensure residents and their families are involved in these changes and that their choices are facilitated. This is aligned to the principle commonly used nowadays of 'nothing about me without me' and is based on expecting the very best from all stakeholders.



Family Engagement/Communication

In all of this, residents will be encouraged, through their own voice or from family members, to shape the services provided to them through engagement and feedback. To facilitate this process, the Change Management Team has been in contact with the families of people moving in 2016 and has met with a number of these families. There will be ongoing engagement with these families as the transition plans for their family members are further developed.

The Change Management Team appreciates this can be a difficult process for some people. To assist family members with questions/concerns they have raised, meetings have been held to

discuss and allay any concerns. The Change Management Team are committed to being available for families to support them in the transition process through one to one family engagements.

Additionally, there has been much work done by the Speech and Language Therapist and the Communications Manager to develop an easier to read document on the transition plans.

This is available to all and has been shared by staff in each service setting. To compliment this process, the National Advocacy Service also attended this induction training to outline their role in supporting residents understand the transition process underway.

Housing update from Change Management Team

- To date, we have identified seven houses to support the transition of 27 people to the community commencing in 2016.
- All houses have been selected based on the individuals who will call them home. They are built to very high standards and are located in the areas that are in keeping with the ethos of 'Time to Move on from Congregated Settings' e.g. no more than four people in any one house, the houses are located in ordinary neighbourhoods.
- The Change Team are supporting people to view potential properties and are supporting families to view houses with their family member. This is proving to be a positive experience for all.
- Initial meetings have commenced with the local council and approved housing bodies to determine if appropriate housing is available to meet residents needs in line with HIQA standards.
- Preliminary information has been collated for the 98% of all people living at Áras Attracta. This has identified where people wish to live, with whom and will inform the location of their future homes.

Transition Supports

There is a discovery process underway for each person living at Áras Attracta and this will inform their individual transition plans. As part of the Service Reform Fund (SRF) application we have identified the need for the staff that have had specialist training through Genio to be available to work with individual residents to support them to transition to the community with the appropriate supports.

This will support the move from a medical model of care to a social model of support, embedding these values and work practices is imperative to ensuring that culture change occurs. This is also imperative to ensure that the culture change occurs, that it is led from within the service, and is sustainable into the future.



Timeline to transition to community living

The transition to community living will happen on a phased basis. This is informed by the results of the residents individual assessments. It is proposed to happen in three phases:

- Phase I – commencing in 2016: 27 residents can start the transition to community living with additional supports as appropriate.
- Phase II – commencing in 2017: a further 26 residents can start to transition in accordance with their individual needs assessments. The residents will require significant additional support and time to progress to community living.

- Phase III – commencing in 2018: this phase will involve a comprehensive programme of communication and engagement with 37 residents and their families about choices and options for their future. Phase III residents have significant complex needs, ageing or medical conditions and will require additional transitional planning and time to ensure that the most appropriate supports and service are provided for them in accordance with their individual needs assessments. Planning is underway for this third phase.

While it is important to set targets in order to maintain focus on the overall objective, ultimately these timelines will be heavily influenced by the readiness of residents to make the move and consultation and engagement with their families / advocates.

Phase	No. of individuals to transition to community living	No. of community houses required
I	27	7
II	26	7
III	37	Yet to be determined

Table 1: Phased transition plan to community living for residents at Áras Attracta

Funding to support these developments

Áras Attracta is one of a number of centres where the change programme and the move to community living is being accelerated. Funding is being made available to support this including:

- €3m in additional revenue funding has been provided to Áras Attracta in 2016 to support the development of a “Social Care Model” of service and to improve existing services at the Centre.
- A Service Reform fund (partnership between the HSE, Department of Health, Atlantic Philanthropies and Genio) will support the change programme, including transition costs

in the move to community living. Áras Attracta has been prioritised as part of this programme.

- For the first time, Government has provided a dedicated €100m capital fund for disability services between 2016-2021; €20m has been provided in 2016 and Áras Attracta has been prioritised for the capital funding required to support Phase I (starting in 2016) of the transition to community living.

We have submitted the projected housing requirements for 2017-2019 based on the preliminary information ascertained through the Discovery process with the residents living at Áras Attracta.

Supporting the transition to community living

Important Partnerships:

The move to community living in Áras Attracta is in line with the national policy, 'Time to move on from congregated settings'. It is also supported by the McCoy Assurance Review. The transition to community living is being progressed right across the country and, while it will take time, we have seen many people with an intellectual disability in other settings move from congregated settings and live happy and successfully in the community.

It is acknowledged that significant benefits can be achieved by partnering with other organisations and voluntary sector providers to maximise the opportunities available, and to draw on a wider range of skills and experience to achieve the best outcomes for each of our residents. In Mayo, the service is very fortunate to be surrounded by a number of really good examples of recent successful transition to community living and person centred services. The change programme under way at Áras Attracta is based on a planned collaboration with voluntary and other partners including: The Western Care Association, Cheshire Ireland, Studio 3, Genio and Positive Futures

Genio, one of the partners to the Service Reform Fund is providing support, expertise, assistance and advice to the HSE in implementing the change programme at local, regional and national levels by:

- Working with families to build capacity;
- Building capability at service provider and local level;
- Assisting to build capacity, ensure consistency and embed change.

A number of staff are receiving training from Genio in SSDL Supported Self Directed Living this will enable them to support people in a different way. This will provide a basis for the change in the model of support and will be sustainable into the future. We acknowledge that some residents or their families might be

apprehensive about living in the community. This is natural and is to be expected. The changes being proposed are new to the staff at Áras Attracta and everyone who lives there. The team at Áras Attracta will support residents, their families, and staff while at the same time considering the best option for residents in line with their will and preference. Residents transitioning to the community will be by consensus only with themselves, their families/advocates and the team at Áras Attracta.

Inclusion Ireland are supporting families through the Áras Attracta Family Forum established in September 2015. In total, 72% of families supported staff and residents through the individual assessment process. On completion, all families were provided with a copy of the completed assessment reports and invited to meet with service staff. Meetings and engagement with residents and their families around choices and preferences.

Consultation and Further Discussion

We will continue to progress our change programme at Áras Attracta to ensure better services and standards today for all our residents while at the same time working towards the vision for the Centre and the transition to community living. Many of the residents at Áras Attracta have historically lived in an institutional (congregated) setting and will need support and assistance to transition successfully to community living. Our aim is to ensure meaningful lives for all the residents and this will require support, not only for the residents and their families, but also for staff to adapt to this new social care model of support, rather than the type of enabled care (medical model) that has traditionally been provided in congregated settings. Engaging and consulting with residents, their families/advocates, staff, unions and other interested stakeholders is key to ensuring all voices are heard while shaping future services at the Centre. Our vision is to support residents to live successful and meaningful lives of their choosing in the community. The team at Áras Attracta are fully committed to this vision and will engage, consult, and support all involved in this process.

This roadmap is informed by:

“Transforming Lives”

A fundamental programme of reform is underway in Disability Services in Ireland. Transforming Lives is the programme to implement the changes informed by the recommendations of the report Value for Money and Policy Review of the Disability Services in Ireland (2012). This reform programme is about moving away from the large institutional type models of service to a model where people with a disability live in the community; in essence ‘living ordinary lives in ordinary places’. The key to its successful implementation is based on individual needs and personal choice.

“New Directions”

The New Directions Report (2012) sets out a new approach to Day Services that envisages all the supports available in communities will be mobilised so that people with disabilities have the widest choice and options about how to live their lives and how to spend their time. This policy recommends reconfiguring the existing model to deliver more flexible and individualised set of supports to enable each person to live a life of their choosing in accordance with their own wishes and needs.



“Time to Move On” from Congregated Settings

The ‘Time to Move On’ Report, A Strategy for Community Inclusion (2011) proposes that people are supported to transition from institutional settings to live full, inclusive lives at the heart of their family, community and society.

“McCoy Assurance Review Group Report”

The HSE commissioned an independent review of the quality of care at Áras Attracta by Dr Kevin McCoy and his review group. The findings of the review group were published in a number of reports, which informed this roadmap document, in September 2016.





IMPROVING | ENABLING | TRANSITIONING



Putting people at the heart of everything we do.