



Promoting Personal Development using Inclusion Ireland's Speak Up, Speak Out Training Guide

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Background

- My role focuses on supporting people who are going through the decongregating process
- I support people who predominantly have a moderate to severe learning disability.
- Early interactions demonstrated the need to increase people's ability to make, express and assert choice, taking into account their communication preferences
- Institutional living reduced the opportunities to make choices
- Limited frame of reference- develop opportunities to voice their choice and build on their confidence.
- Determine what is important for the person
- Promote their voice
- Decision-making muscles need exercising!!- National Advocacy Service





Social Work support

- As well as my individual work, I identified the need to re-establish a self advocacy group.
- I researched self-advocacy groups and materials to support the development.
- Fit with New Directions approach and PCP
- I identified colleagues who had an interest in developing advocacy within the service.
- Following further discussions, I met with Community Development Workers from Inclusion Ireland based in Sligo.
- They had engaged in self-advocacy with people in day services for many years and were running a group targeted at people attending day services.
- Piloting Toolkit “Speak Up, Speak Out!- Self-Advocacy training Guide” developed by Inclusion Ireland.
- Opportunity to co-facilitate with one of the Community Development Workers with a group



**Launching in
July 2024**



**Speak up,
Speak out!**

Self-Advocacy Training Guide

The ability to make, express and assert a choice goes to the heart of what it means to be human. It is essential for decision making and wellbeing. The development and practice of this core skill is fundamental to the realisation by disabled people of their rights under the UN Convention on the Rights of Persons with Disabilities.



Inclusion Ireland

The National Association for People
with an Intellectual Disability.



Speak Up, Speak Out (SUSO)

- SUSO is a personal development and assertiveness training course that has been developed by Inclusion Ireland.
- Precursor to the formulation of an advocacy group as it assists in the development of essential advocacy skills in a group setting
- Builds a relationship of trust between the facilitator and participants.



The training is designed to be energising, interactive and fun.

The primary learning outcomes are to develop the skills and confidence of people with an intellectual disability

- **Share personal information**
- **Identify and express feelings**
- **Say what you like and what you don't like**
- **Speak up about their choices and advocate for them**
- **Take leadership roles and work well in a group**



Main elements of the programme

High focus/ Low Focus

Based on work of Christine Poulter

“focus” describes the level of attention that is focused on an individual in the group when they are playing a game.

Build opportunities for people to take risks with self-expression;





Training sessions

Key elements:

1. Meet and greet / registration/ refreshments
2. Warm Ups/ Music
3. Sharing Personal Information
4. Exploring Feelings
5. Asserting Choices
6. Ending Well/ Feedback

YES/ NO GAME

Practice being assertive in a safe/ fun way

Practice winning and losing

GAME: “I’m Sticking with my choice”

Picking items they like and don’t like

Build on earlier skills

Challenge acquiescence



Key Learning



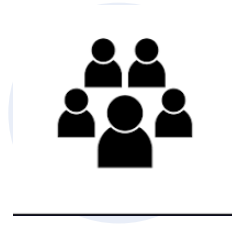
Time

Everyone learns at a different pace and change can be slow



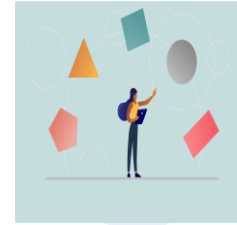
Repetition

The importance of lots of repetition to develop key skills.



Peer Support

Learning from their peers was seen as more effective than from facilitators



Modes of delivery

Offering a variety of activities and opportunity for active engagement



Feedback

Checking in with people along the way- individuals, staff, other key people in their life.



Thank you

Any Questions

Follow up:

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