

# STEPS FOR ALL

NEWSLETTER - SUMMER 2017



*STEPS is an Erasmus+ funded project in which four countries (FI, HU, RO, UK) in different stages of closing down old fashioned institutions worked together to share their experience and produce training materials on de-institutionalisation which any country can use!*

## FOLLOW THESE STEPS TO DE-INSTITUTIONALISATION

Everyone in Europe knows about old-fashioned institutions for people with disabilities and the policy of closing them down and moving people out to be cared for in the community. It's easy to say, but not so easy to do!

Since every EU member state is committed to implement the United Nations Convention on the rights of persons with disabilities, it follows that every country will be looking to close down the old hospitals and move people (and staff) out in community based services. The STEPS materials will help you do that as they are specifically designed for:

- People preparing to move out
- Those who have moved out
- Staff moving out with them
- Families and friends

All the materials are available in at making a success of this difficult process. They are freely available for all to use in English, Hungarian, Finnish and Romanian. The Universal versions can be down-loaded for free from the following website:

<https://goo.gl/forms/E1572TJZrC7eNJRO2>

Help on implementation and ideas on how best to proceed is available from the project leaders at the Hand in Hand Foundation, in Budapest or any of the

other project partners (see inside for a list of these).

These materials have been tried and tested by the project and we know they really work. De-institutionalisation is a long process involving many challenges for people with disabilities, staff and families. Give these materials a try and you will find they are a helping hand.

Turn these STEPS into *your* STEPS to make real progress in closing down old fashioned services!

### INSIDE THIS STEPS NEWSLETTER

- Four countries- four different pathways
- The rise of the co-trainer – the secret weapon to STEPS success
- The importance of 'localisation' in the STEPS process
- Messages from the coal face of de-institutionalisation



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

## STEPS Project partners



Hand in Hand Foundation is the project leader and budget holder. Based in Budapest, Hungary, HIF specialises in educational social care and training projects and supports the Hungarian efforts to de-institutionalise its national care services.



FAT is our Romanian partner and is a major service provider in Transylvania. FAT has piloted our materials and fed back reactions to them.



KVPS is our Finnish partner and has a long history of innovation in service delivery and experience of training staff whilst closing down large institutionalised services. It provided universal versions of materials for others to localise and pilot.



Social Care Training is the UK partner in the project. It specialises in learning disability services and staff training.



InProof is our Belgian partner. It covers monitoring and quality control and values the project.



## SHARING THE EUROPEAN PATHWAYS FOUR COUNTRIES & FOUR DIFFERENT PATHWAYS

When the STEPS project formally ends at the end of September 2017 that will not really be the end, but rather the start of a new journey for the partners and the materials they have produced. However, as is often the case for an international project the way ahead looks very different, depending on where you are standing.

The situation in each country is very different. In Hungary, there is a grand plan to move around three thousand people out of large institutions. It sounds a really great move and there is even a government agency charged with making this happen. The timetable has slipped behind a little. That is not surprising. The English and Finnish experience of this process is that it takes years to finish it.

Finland is in the middle of a big change in the way they provide services with responsibility for the care and support of people with learning disabilities being passed on to local authorities. This is a both an opportunity and a challenge, as there is the ever present

danger of mini-institutions being created in local towns who are not used to having people with disabilities living in the community. The STEPS materials will be used on a modular basis, with a special interest in looking at ways to implement Active Support.

In the UK the care sector is having a very hard time and sometimes it feels as if all politicians can do is think about Brexit and the financial deficit. Of course, the STEPS materials are still relevant in the UK, but they will probably be used in a piecemeal manner in future as our large institutions have closed.

In Romania, there has been a lot of political upheaval after the recent Victory Square 'revolution' and there is a new Prime Minister after the last one was forced out by public opinion. All this does not help the overall plan to close the big institutions, but progress is slowly being made – "step by step" you might say!

So, how will STEPS work for you?

## THE RISE OF THE CO-TRAINER – our secret weapon!

One of the major changes and challenges in the STEPS project has been seeing people with learning disabilities act as co-trainers in many of the STEPS Modules.

The training materials are not just the usual training materials. An important new element (for many) is the role of the ‘co-trainer’. This is someone with a learning disability who has been trained to act as a co-trainer alongside another trainer in delivering the STEPS training materials. Not all the modules need a co-trainer, but where this is appropriate we use the skills and insights of co-trainers. We know from past experience that having someone with a learning disability tell new staff how they should treat him/her has an enormous impact on them.

The training is designed for use in the actual workplace. The materials are all broken up into roughly 3 hour training sessions in small modules clustered around a specific topic which they will need to cope with when living in the community (eg managing money). This means that all the materials can be accessed within a single shift by staff or residents with relative ease.

There are separate materials aimed at people with learning disabilities; staff moving out with them, parent and friends. For a full list – see the final page.



What you will get with every STEPS training module:

- Detailed guidance for trainers (& co-trainers if appropriate), which has been localised.
- Slides, handouts linked to the Guidance for ease of delivery.
- Feedback forms to see what people thought of the training they had received.

## DOES THE STEPS TRAINING REALLY WORK?

Well – don’t ask us, you might think we are a bit biased (you might be right!) – so listen to the views of those who have been involved in it. These are all quotes from feedback forms after training sessions have finished.

### **Co-trainers said:**

*"I could try to talk to a group, it was not as difficult as I thought!"*

*"All topics affected appear in everyday life."*

*"It was professional, fun, rich in experience and knowledge."*

### **Trainers said:**

*"It's a very interesting and new aspect to keep track of the training, so I'm glad I could have tried it!"*

*"It was instructive for the employees to see the co-trainers in a different role."*

*"It's the first time I have worked like this with a co-trainer and it was very insightful and stimulating. I learned a lot!"*

### **When asked what they enjoyed most staff said:**

*"Paul speaking. I really enjoyed hearing Paul's story and his snippets from the book. It made it real and personal"*

*"Good use of time and well spent afternoon. Nice to see Paul and having his viewpoints and readings."*

**Others said:** *"I would like to participate in a longer course with more content. This is something I feel passionate about."*

## STEPS IS A QUIET REVOLUTION – UNLIKE SOME OTHERS!

When we said that our trainers and co-trainers were both a revelation and a revolution – we did not realize how prophetic our words would be!

When the STEPS partnership came to Bucharest in February 2017 to secure the details of our revolution in the way we train people leaving institutions, we had no idea that there would be a true ‘localisation’ of this on the streets of Bucharest at the same time. Every day we worked through our five day training agenda and every evening the protests against Government corruption in Victoria Square, about half a mile from where the project hotel was, grew bigger and bigger (but all were peaceful). So, we concentrated on making sure that our own revolution had firm foundations. This meeting was the final chance to revise in detail the content of the STEPS materials and to learn from each other what really good localisation might involve. We also shared experiences of how the co-trainers had contributed and the kind of adjustments which may be needed to help them succeed as STEPS co-trainers. Now we know that they really do work well and can be adapted to suit every country – whatever their situation! We also settled on the final content of the modules and the things they will cover (see the back page).



## WHAT DOES ‘LOCALISATION’ REALLY MEAN IN THE STEPS PROJECT?

‘Localisation’ is a term we use to describe the process of turning a ‘universal’ piece of training material into something which looks and feels as if it has been prepared locally. Localisation is far more than just translating something! It is all that and a lot more too. The documents are changed to reflect local legal and organisational provision. The names of local funding and regulatory bodies are used. The exercises and examples all have local names for people and places. All references are to the relevant national/ regional/ municipal bodies responsible for the services wherever possible. So when you read it – you think it really is local!

## THE STEPS PROGRAMME 2017

UNI 1	Selection & Basic skills for co-trainers	trainers/co-trainers		UNI 9	Enabling, not Caring	staff & parents
UNI 2	Co-Trainer Guidance for each module	trainer/co-trainers		UNI 10	Friendships & Relationships	staff
UNI 3	From institutions to Community Based Services	staff		UNI 11	Active Support Introduction Part I	staff
UNI 4	From institutions to Community Based Services	self advocates		UNI 12	Active Support Introduction Part II	staff
UNI 5	Person Centred Thinking & Ideology	staff		UNI 13	Independent living – what is it all about?	staff
UNI 6	Person Centred Practices	staff & self advocates		UNI 14	Getting Ready to Live Independently	self advocates
UNI 7	Person Centred Planning – a Toolkit	staff		UNI 15	What About My Money? Part I	all
UNI 8	Can I let them do this?	staff & parents		UNI 16	What About My Money? Part II	all
UNI ? = the ‘universal version’ of text written in English, but with no link to any particular country. To be localised!				UNI 17	In Good Hands? – a checklist	families & friends