



IASW NSO Conference Portlaoise

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Institutional Abuse- Speak Up , Speak out

The Safeguarding Policy and Practice Journey

A Place for Critical Friends & Curious Minds

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The Safeguarding Policy and Practice Journey
A Place for Critical Friends & Curious Minds



Institutions: Quality of life, Safety and Abuse

It's better to live in smaller houses – near other homes – it's my choice, about what I want. It's a big disadvantage to be living with lots of people – you cannot chose who you live next to..”

“ I didn't do anything; I don't do anything during the day.”

(Aras Attracta Review Group- What Matters Most- 2016)

“Many residents living in campus-based or congregated settings experienced inequalities in the quality and safety of their services, control over their own lives and their ability to independently exercise their rights and choices.”

(HIQA Disability Overview Report 2020)

“The review panel believe the most significant contributing factor was the clinical environmentThe review team found the practice within this complex to be outdated and having all the characteristics of an institutionalised, congregated setting.”

(NIRP “ Brandon “ Interim Report 2021)



Systems and structures: Preventing and responding to Institutional Abuse

- Process and structure
- PPGs
- Strategies
- Standards and compliance
- Legislation





Policies and strategies for safety and conduct





Whistle blowing and patient safety legislation





Policies and strategies for safety and conduct





The Vision after Aras Attracta



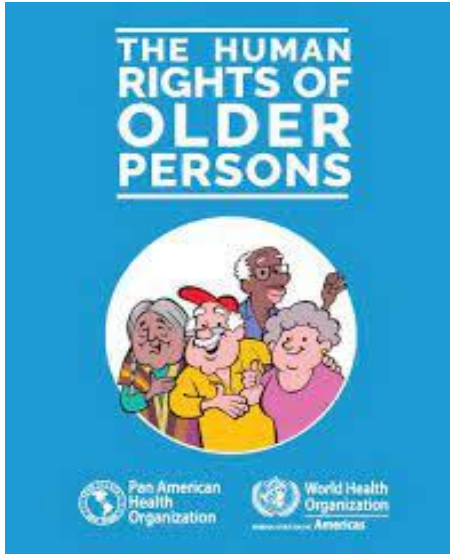


Service Improvement following NIRP CHO1 Disability Services Person First philosophy

- Compatibility and De-congregation to live better quality lives
- Engagement with Residents along with Human Rights committee
- Promote Advocacy and self advocacy
- Enhanced Person Centred planning and safeguarding planning
- Workforce investment
- Enhanced governance and oversight
- Embed learning



Institutional Abuse- Speak Up, Speak out Effective Change



- Process and structure matter
- Regulation and policy have made a difference
- However, People and Culture are central.....
- Values, Attitudes, Behaviours , Assumptions
(VABA)



Change thru People and Culture

- Leadership styles
- Championing values as peer and colleagues
- Human Factors for quality and safety
- Governance for quality and safety promotes good habits
- User engagement and co-production
- Human rights based approach



Critical Friend?

A critical friend can be defined as a trusted person who asks provocative questions, provides data to be examined through another lens, and offers critiques of a person's work as a friend.

Costa and Kallick (1993)



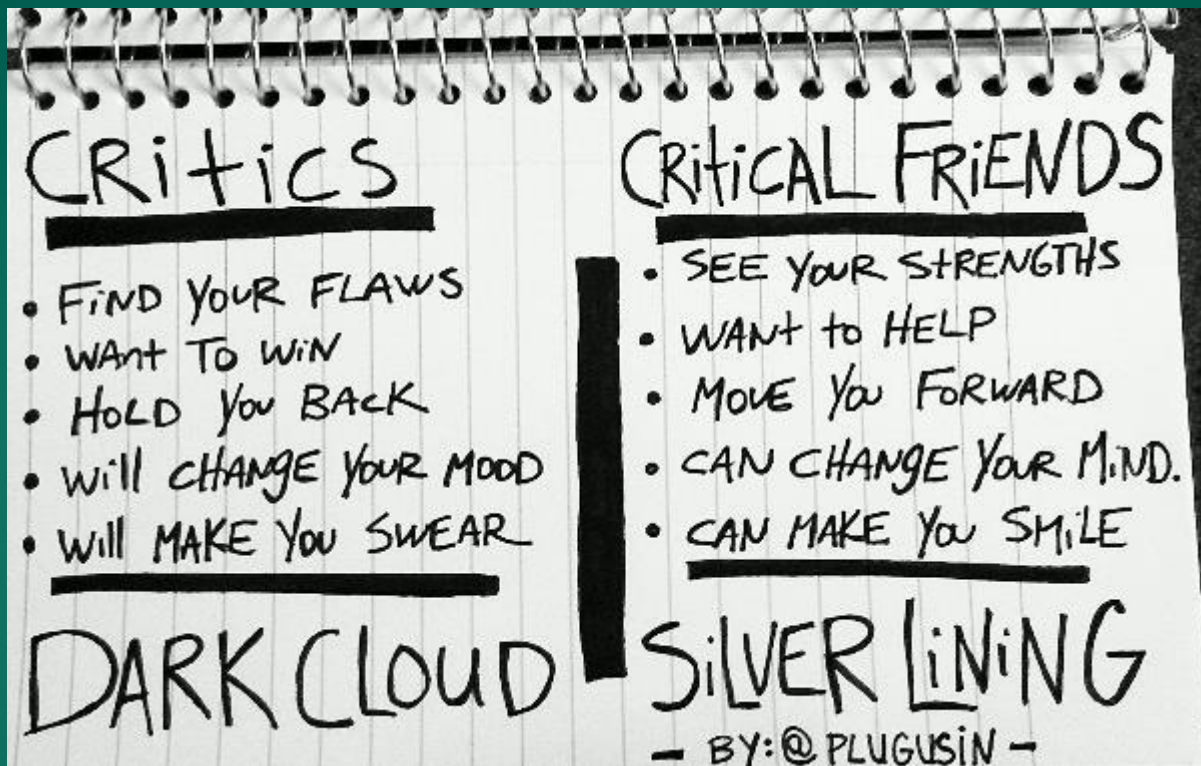
Critical Friend?

“ is a legitimate consideration with respect to considering how to most effectively encourage professional relationships that support and enhance professional learning and development (PLD).”

MacPhail, Tannehill & Ataman (2021)



Critical Friend





**There is a need for health care professionals to make routine enquiries -'the need for professional curiosity is paramount'.
(Kirtley 2013)**

**Social Workers should use critical thinking augmented by creativity and curiosity
(BASW 2015).**

The capacity and communication skill to explore and understand what is happening rather than making assumptions or accepting things at face value.



“Respectful uncertainty”

Applying critical evaluation to any information they receive and maintaining an open mind.

In safeguarding the term ‘safe uncertainty’ is used to describe an approach which is focused on safety but that takes into account changing information, different perspectives and acknowledges that certainty may not be achievable.

With regard to organisations and services – awareness that “ Abuse can happen here”



Safeguarding Practice opportunities

- User Enablement and empowerment
- Anti-discriminatory practice
- Co-production
- Making Every Contact Count (MECC)
- Human Rights informed model of care
- Strength-based practice
- Making Safeguarding Personal (MSP)



Place for strengths based approaches Making Safeguarding Personal (MSP)

Definition

“Making Safeguarding Personal means it should be person-led and outcomes focused. It engages the person in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice and control as well as improving quality of life, wellbeing and safety.”

Department of Health, UK, 2018.





Enablers and opportunities

- Social work has skill and expertise on user engagement
- Post pandemic - value of ethical and collective leadership
- Human Rights (ADMA) reforms make social work more relevant
- Need greater focus on outcomes and added value of social work
- Even with reform fatigue your practice can show it's added value



Some final thoughts

- More research investment is needed at practice and inter disciplinary levels
- Voices and coproduction
- Practice and competency development with greater evidence base
- Possibilities for ethical and collective leadership
- Need a Chief Social Worker in the HSE to be a critical friend at the leadership table



Speak Up, Speak Out

Bring the
professional curiosity
of a critical friend



Curiosity is the very basis of education, and if you tell me that curiosity killed the cat, I say only that the cat died nobly.

(Arnold Edinborough cited in Shenaar-Golan 2013)

