



HHC
România

O casă și o familie
pentru fiecare copil

IMPACT – National Workshop with key decision makers in the Romanian child protection system

Context

Context: Romania has, at present, no policy at national level regarding crisis intervention for the population with special needs. The Ministry of Health drafted in 2010 a document regulating physical restraint and intervention. However, children and young people in residential services in the child care system have no coherent policy. Unfortunately, there has been no change in the document. The population with special needs represents a majority in the residential system of child care. With no standardized intervention, staff is limited to inappropriate responses to situations of aggressive and self-aggressive behaviour. This, in turn, leads to a reduced quality of life for the special needs population, and a reduced quality of care and serious breaches of human and children's rights in the care services. Even worse, with the effects of the global economic crisis still visible, the reduced number of staff members in residential units has led to an unfortunate increase in the instances of abuse and misconduct.

Hope and Homes for Children Romania is the only organisation in Romania with a coherent, structured programme for addressing challenging behaviour and working with the population with special needs in a humane and participative way. HHC R developed and implemented the programme with experts from ASI in several services developed in Romania for children and young adults with special needs and noted significant improvement in the staff intervention and, consequently, in the quality of life of the children in care. At present, HHC R implements the programme in over 30 services. The programme also represents a significant part of the training curricula implemented in current projects by HHC R. HHC R was the only organisation that offered training to staff in services where cases of abuse were noted.

However, there is still little awareness and participation in changing the way children and young adults with special needs are treated in institutions and residential units. Although there is marked political will to develop and implement methodology and practices for working with the special needs population, more action is needed at the level of operational decision makers, at grass roots level.

Action Proposal

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EUR: RO83BRDE250SV18779262500

Banca: BRD Baia Mare.

In light of the identified need, HHC Romania has included children and young people with special needs in the category needing priority intervention at national and grass roots level alike. The central authorities have decreed that 2016 will have as top priority the re-design of the intervention and practice for children with special needs.

We are, therefore, positioned for influencing significantly the shaping of practices and methodologies for people with special needs. We want to draw on our expertise and know-how to inform and influence decision-makers into adopting the principles of our IMPACT programme into the guiding documents for 2016.

We propose we initiate a series of working seminars and a national conference to talk directly to the most influential decision makers at the county and local level in order to shape the future national policy on working with children special needs. Our efforts will, ultimately, **lead to the implementation of the IMPACT methodology to solve the issue of restraint as intervention for children in the child protection system. The guidelines will settle the staffing needs and capacity needs so that the number and quality of staff is decided by the severity of special needs present.**

In order to reach our goal we need to initiate the process. We propose we do it in the form of a working conference/workshop on the topic of IMPACT as a humane alternative to the current practices. The conference would bring together for 2 days a group of 50 representatives from central government, county authorities and direct care practitioners to discuss the challenges they face with regard to working with children with special needs, staffing, resources available. We want to identify opportunities for change and introduce the IMPACT programme as alternative that can be delivered fully and immediately:

- at central level as methodology to be approved as regulated norm for residential units for children; and
- at local level as training package for staff working directly with children with special needs.

We have created a training package on-line as well for the principles of our IMPACT programme that is being rolled-out in several counties of influence.

Workshop: Content and objectives

	Topic		Overall Objectives
Day 1	<p>Introductions, motivations, expectations</p> <p>Rights – children’s rights and the rights of the people with disabilities</p> <p>How values, attitudes, beliefs have an impact on how we interact, work with people with special need</p>	<p>The “traditional” behavioral techniques and their negative and positive elements: psychological, physical and medical treatments used so far.</p> <p>The difference between behavior control and behavior support.</p> <p>Introducing the key concepts of IMPACT</p>	<p>Understand that all children and adults with special needs have the same rights as the typical population.</p> <p>Understand the concept of special needs and define the characteristic challenges associated with special needs.</p> <p>Discuss the need for and purpose of strategic intervention when working with children and adults with special needs.</p> <p>Demonstrate that their own beliefs, values and attitudes towards persons with special needs affect their actions.</p>
Day 2	<p>The importance of a multi-disciplinary team approach, including the person with special needs</p> <p>Discussing the concept of purposeful behavior despite being challenging.</p> <p>Functional analysis the way of determining the intended outcome of a person’s behavior. Several assessment techniques used to produce the information needed to complete a functional analysis.</p>	<p>Tools and how to use them:</p> <p>Functional analysis</p> <p>Functional behaviour assessment tools</p> <p>Motivation assessment scale</p> <p>A-B-C tracking sheet</p> <p>Positive environment checklist</p> <p>Developing a successful and comprehensive plan for a person with special needs</p>	<p>Understand the need for a multi-disciplinary approach when working with children and adults with special needs.</p> <p>Understand the concept of challenging behavior and the importance of a positive behavior support approach.</p> <p>Understand the importance of the environment when it comes to supporting people with special needs.</p> <p>Discuss the five levels of intervention necessary for creating a successful and comprehensive plan for a person with special needs.</p>
Day 3	<p>Understand the person-centered approach as a concept that places the person with special needs in the center of all focus and program development. When the team understands the abilities, strengths and interests of a person with special needs, they are able to build upon each of them, and provide the support needed to promote independence, individuality, inclusion and productivity in all aspects of the lives of those they support.</p>	<p>Understand the concept of levels of supervision and become aware of their importance</p> <p>Introduce the concept some of the techniques of proactive interventions for persons with special needs who may exhibit challenging behavior</p>	<p>Understand the person-centered approach and that people with special needs can always learn if provided with the necessary support to be successful.</p> <p>Analyze the level of supervision a person may require in order to create opportunities for achievement.</p> <p>Understand the concept of Pro-active Approach to behavior.</p>

Budget and expenses

Expenses IMPACT national workshop

Item	Cost	Total (USD)
Accommodation	30 rooms x 3 nights \$55 USD/night	\$4,950
Transport	60 participants \$30 USD/round trip	\$1,800
Meals (including coffee breaks) Materials and conference expenses (room and equipment rental, handouts, consumables)	60 participants \$40 USD/day	\$7,200
	60 participants \$30 USD/participant	\$1,800
		\$15,750

Expected time frame

