



**INCLUSION IRELAND**

National Association for People with an Intellectual Disability

# Annual Report 2014





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## 2014 Reviewed - Tom Healy, Chairperson

The past year has marked a strong shift in emphasis towards representing the concerns of self-advocates, families and putting maximum pressure on the Government, Department of Health and the HSE to implement policies such as New Directions and individualised budgets.

Over more than 20 years, I have been extremely frustrated at the lack of progress in breaking the old culture of the charity and medical model surrounding service delivery in Ireland. Cultural change is a pre-requisite to achieving any progress toward supporting people with disabilities to live normal lives.

How strange is it that persons with disabilities have been the worst hit sector of society since the age of austerity began?

Respect has to be the cornerstone of the progress that we have been promised – but often persons with disabilities and their families are patronised instead of respected in this country. As long as certain boxes are ticked and other boxes ignored officialdom sleeps happy.

Inclusion Ireland does not need to beat itself over the head because of the failures of this state, but nevertheless we must recognise the enormity of the challenge we face. We have carried out great work over many years and managed to bring about the situation where at least the Government policies are now correct.

I am confident that our focus is clear and that we will be more effective going forward – but the following is required: We must see the Assisted Decision-Making (Capacity) Bill 2013 implemented; We must see the individualised budgets made available; We must see the full implementation of the Value for Money Report 2012 recommendations.

Over the course of the last year, the organisation has become more effective at representing persons with disabilities and families.

CEO Paddy Connolly CEO has given clear leadership to a very dedicated and talented staff team – this was highlighted in his handling of the difficult and public issue of the Prime Time Investigations Unit broadcast regarding the Aras Attracta care home last December.

The organisation was very effective at highlighting the shortcomings at Aras Attracta and also pointing out that the care standards at this care home were not isolated incidents.

The appointment of Leigh Gath as confidential recipient is a major achievement for the organisation.



**Picture:** Inclusion Ireland Chairperson Tom Healy (centre) pictured with (l-r) Down Syndrome Ireland CEO Pat Clarke, Inclusion Ireland CEO Paddy Connolly, Minister of State with responsibility for disability Kathleen Lynch TD, Down Syndrome chairperson Mary Doherty and Minister of State at the Department of Justice and Equality Aodhán Ó Ríordáin TD at the 'Sanctuary' play on December 3.

To mark the International Day of Persons with Disabilities, Inclusion Ireland – in partnership with Down Syndrome Ireland – hosted two performances of 'Sanctuary' at the Liberty Hall Theatre in Dublin.

Inclusion Ireland has made important submissions on the Assisted Decision-Making (Capacity) Bill. We also made submissions on the Sexual Offences Act, implementation of the International Covenant on Civil and Political Rights (ICCPR) and various submissions on education.

The organisation is fortunate to have former chairperson Mairin McCartney on our board to provide expertise and commitment in such an important area. Self-advocates are playing a major role in the organisation and are very powerful as the voice of our community.

The Cost of Disability Conference at the Hilton Hotel in Kilmainham was remarkable in focusing on this very important topic in a very erudite and well-presented manner. Myself and my family have direct experience of the very significant burden imposed by such costs and again this is an example of the lack of respect for persons with disabilities where a lesser allowance (as compared with ordinary social welfare payments) is eroded by exceptional costs resulting in unfair and unequal treatment of persons with disabilities.

Inclusion Ireland has recently opened an office in Tullamore in co-operation with Pobal and we have also launched the Connect Family Network.

The Prime Time Investigations Unit programme about 'Aras Attracta' highlights the degree to which our society has diverged from normal human dignity and respect for the individual.

That is why we must continue the fight for rights-based legislation as well as driving hard for immediate implementation of the policies to which Government have signed up to but have simply refused to progress.

## Families – How Inclusion Ireland bridges the gap



### **Connect Family Network**

There are many parent and family disability support groups that are currently doing good work in Ireland.

However, connecting with others who share similar concerns can be challenging. Parents and advocates have reported feeling isolated, overwhelmed and not listened to.

The Connect Family Network will not replace any organisation, however it aims to enable a coherent and combined family voice to be heard by service providers and policy makers. It will complement existing good work by local support groups.

This work is being carried out in collaboration with Down Syndrome Ireland and Irish Autism Action and our work will include the following:

- Establishment of a network of disability support groups, locally, regionally and nationally.
- Supporting local groups that engage with the HSE and service providers in the planning, design and review of disability policy or programmes.
- Giving local support groups a voice into policy and legislative formation at national level through discussion and consultation.
- Keeping disability support groups informed through the provision of relevant information.

### **Inclusion Ireland regional office**



To support this work with families, Inclusion Ireland has established a regional office in Tullamore, Co Offaly. Our Support & Information officer Mary Lee is co-located with the Offaly Association for People with Intellectual Disability.

### **Meaningful consultation with families on important issues**

Over the last year, we have been working with families to get their voices heard by policy makers. We do this by attending various consultative meetings and raising the concerns that are relayed to us by families. We also make submissions on various issues and when making a submission we consult with families via social media, email and focus groups.

#### **• Future of Intellectual Disability Nursing**

Trinity College Dublin is researching the future of intellectual disability nursing in Ireland. We ensured the voice of families were heard by facilitating focus groups in Galway, Dublin, Cork and Letterkenny.

## • Education

Inclusion Ireland made oral and written submissions on the allocation of SNAs, resource teaching hours, educating children with autism and the use of restraint and seclusion. In each of these submissions we consulted widely with families who have children with a disability in the Irish education system.

## • Lack of therapies



Inclusion Ireland is aware that many children wait for more than a year to access speech and language therapy. Inclusion Ireland researched this and published a working paper 'The Case of Speech and Language Therapy' to highlight this issue.

The working paper was sent to all local disability support groups to show how poorly their area was being staffed. The working paper contained a very strong voice of families affected by the under resourcing of speech and language therapy services. In 2015, the HSE will recruit 120 additional therapists of all disciplines.

## • Cuts to Social Welfare payments

Inclusion Ireland was informed that it is proving more and more difficult to get approval for a carer or disability social welfare payment. Inclusion Ireland believes that, in the longer term, a Cost of Disability payment would address these issues.

As a response, Inclusion Ireland addressed an all-party meeting in the Oireachtas to call for the existing cut to the Respite Care Grant to be reversed.

## ● Aras Attracta



The Prime Time Investigations Unit brought terrible scenes from Aras Attracta into our homes in December 2014. As part of our response, Inclusion Ireland contacted more than 140 family support groups.

Each group was urged to encourage members to write to their local politicians and the Minister for Health Leo Varadkar TD and the Minister of State with responsibility for disability Kathleen Lynch TD.

The asks were for a confidential recipient, commencement of the Citizens Information Act, passing of the Capacity Bill, establishment a commission of Investigation and introduction of personal budgets.

## ● Changing Places



Inclusion Ireland is currently working on a Changing Places Ireland campaign which aims to introduce fully accessible bathrooms to public places in Ireland.

Changing Places facilities are different from regular accessible toilets in that they include additional features such as a height-adjustable adult-sized changing bench; ceiling track hoist system; and a height-adjustable wash-hand basin.

Parent Ann Healy put forward a motion at the Inclusion Ireland AGM in 2014 and has joined the Changing Places working group that was established last November.

## Case Studies: How Inclusion Ireland supports persons with disabilities and families

### Therapy services



A young person with autism and an intellectual disability was in need of speech therapy and occupational therapy. The child had severe communication and sensory needs.

The family had been unable to access any therapy services for a number of years. When the parent requested that her child receive an assessment and treatment, the local disability service manager said there were no services available. The child did not qualify for an 'assessment of needs' under the Disability Act on age grounds.

Inclusion Ireland assisted the parent in making a complaint through 'Your Service, Your Say'. The complaint was not upheld. However, the local disability service manager agreed to provide a multi disciplinary assessment and a number of speech therapy and occupational therapy treatment sessions.

### Restraint and seclusion



A child was being restrained and secluded on a daily basis in school. Inclusion Ireland and the parent requested the principal and board of management to end these practices. They refused point blank.

The Department of Education, the National Council for Special Education and the National Educational psychological Service could not compel the school to end these practices.

Inclusion Ireland assisted the parent to locate a new school for the child and seek legal redress.

### **Social Welfare appeals**



A young adult applied for a Disability Allowance social welfare payment, they were refused this payment and contacted Inclusion Ireland. Inclusion Ireland assisted the person in asking for an appeal of this decision not to award the payment.

We assisted the person in getting supporting documents from their doctor, psychologist and speech therapist. Prior to the appeal hearing Inclusion Ireland assisted the person to prepare and then accompanied them to the hearing.

The person was awarded the disability allowance. This was also back dated to their application date.

### **Relationships**



Stacey is a key worker and she contacts Inclusion Ireland about Maurice whom she works with. Maurice is 44 years old and lives in supported accommodation. He has a girlfriend Gloria who he met through Special Olympics. Maurice has said that he would like Gloria to stay over in the supported accommodation with him.

Stacey is concerned about this as she thinks she has heard that it is illegal for people with intellectual disabilities to have intimate relationships. She asks her manager who says that while there is no policy around it, they 'try not to go there' because it is against the law.

Stacey calls Inclusion Ireland and speaks to an advocacy officer who clarifies that the law says that it is an offense to have sexual intercourse with some people with intellectual disabilities unless they are married. The advocacy officer tells Stacey that there is no blanket ban, only those people who fall within the definition of the Act. The advocacy officer provides information to Stacey around the training that Inclusion Ireland offers on relationship and sex education as well as easy to read documents that are available for the people who use her service.

### **Financial matters and capacity**



Brian is a bank manager who contacted Inclusion Ireland with concerns over a customer called Sophie. When Sophie tried to open a bank account a few years earlier Brian was concerned because he knew that Sophie had Down Syndrome and may lack capacity. Brian suggested a joint bank could be opened with her mother.

Brian learns that Sophie's mother has passed away; leaving Sophie as the only name on the account and that Sophie had come in with another woman and withdrawn a large sum of money.

Concerned about financial abuse, Brian contacts his legal team who suggest he freezes the account until Sophie is made a Ward of Court. Brian speaks with an advocacy officer who gives him information about Ward of Court and how that could seriously affect Sophie's life.

The advocacy officer recommends that Brian speaks with Sophie and sees if she requires support and if so contacts the National Advocacy Service. The advocacy officer tells Brian about the new Assisted Decision Making Bill, which although it isn't yet law concerns putting in place supports for people to make their own decisions.

## Self-Advocacy



### **Self-Advocates take the lead**

Self-advocacy is a movement which is led by persons with an intellectual disability. The events over the last year have seen self-advocates develop greater awareness and understanding of their rights.

The self-advocacy movement helps to create greater awareness that persons with intellectual disabilities have a right to services that support individual choice and control.

### **Inclusion Ireland Self-Advocacy Committee**



This committee is a sub-committee of the Board of Directors of Inclusion Ireland. Its membership includes three board members and seven advocates.

Over the last year, this self-advocacy committee has worked hard trying to influence policies.

## **2014 saw the following achievements by the Inclusion Ireland Self Advocacy Sub-Committee:**

### **Meeting with Minister Aodhán Ó Ríordáin**



The committee wrote a briefing document which focused on areas and issues the committee feel are important. The committee presented this document to Minister of State at the Department of Justice and Equality Aodhán Ó Ríordáin TD and Senator Mary Moran in December.

The committee focused on four areas including the Health Information & Quality Authority (HIQA) standards and inspections; the Sexual Offences Act 1993; self-directed service provision; and funding the independent advocacy movement.

### **HIQA standards and the inspection process**



The committee suggested that HIQA set up an advisory group of experts by experience to advise on best practice to meaningfully engage with persons with disabilities in residential services.

The committee feel that people in residential services need clear, accurate and accessible information and ask for further development of information materials using video and audio formats.

They suggested that HIQA should employ experts by experience as inspectors and offered the Care Quality Commission system in England as an example of how persons with disabilities who are using services can be at the centre of the inspection process.

## Section 5 of the Sexual Offences Act 1993



The committee said: "This law is not right and needs to change. We want a law where people with disabilities do not have to be married to have sex. We want a disability-neutral law – no special laws for people with disabilities."

## Self-directed services



Throughout our Annual Report we discuss current reframing of disability service provision and how current policy is moving from a provider-led system to a person-led system.

It is time for individualised supports to be tailored to individual needs that are determined and directed by persons using services. Self-advocates say changes to the system are slow and resources are needed so people have opportunities to live the life of their choosing.



In their briefing paper, the committee said: "We want to be consulted and involved in boards of management and committees that make decisions about our support services. We should deliver staff induction training for all staff."

This group of self-advocates say they want to be involved in developing a code of practice for Assisted Decision Makers working in the office of the public guardian.

## Self-Advocacy Resource Unit (SARU) webpage



Our new self-advocacy web page shares information to help strengthen the advocacy movement. We have developed a suite of accessible material to assist people further develop their knowledge. Materials will be further developed using audio and video formats.

## Self-Advocacy nationally



Inclusion Ireland works to support independent self-advocacy. Our involvement with the National Platform of self-advocates and the Leinster Platform of self-advocates, which are two independent committees, show our commitment to self-advocacy.

## Monitoring Policy, Law and Practice



### **Monitoring the Implementation of HSE Reform Programme**

Monitoring the implementation of reform of services to adults and children with disabilities has changed. Monitoring now takes place under the Department of Health's Value for Money Reform Framework.

The VFM framework sets out the project management and monitoring required to ensure reform is achieved in a planned, timely and cost-effective manner.

The reform programme covers services to adults and children with disabilities, including the closure of large institutions (congregated settings); provision of day support services (New Directions); and respite services and of services of children with disabilities (Progressing Disability Services for Children and Young People).

Inclusion Ireland's CEO Paddy Connolly chairs the group developing proposals to improve participation and involvement of persons with disabilities in service planning and delivery, former Inclusion Ireland director Katherine O'Leary is a member of the high-level monitoring group

at the Department of Health, Inclusion Ireland's Jim Winters sits on the oversight and monitoring group for Person-Centred Services and Supports and the sub-group on congregated settings.

Current Inclusion Ireland director Eamonn Tierney is a member of the sub-group on day service reform.



In 2014, Inclusion Ireland continued to represent issues of concern to its members through participation in a number of HSE forums including the national and regional consultative forums.

### **Monitoring regulation and inspections of residential services**



For many years, Inclusion Ireland was the lead organisation calling for the regulation and inspection of residential services for adults and children with disabilities. The first inspection took place in late 2013.

In 2014, the full roll out of the inspections regime got underway. Inclusion Ireland commissioned an analysis of the first 50 inspection reports of 2014.

'The Distant Voice' working paper raises a number of questions about the inspection regime and how this can be improved.

The report is available to download from [www.inclusionireland.ie](http://www.inclusionireland.ie)

## Monitoring Compliance with Human Rights Law



In June 2014, Inclusion Ireland's Jim Winters – pictured here with Minister for Justice Frances Fitzgerald and other members of the Irish delegation – addressed the United Nations Human Rights Committee in Geneva.

The occasion was the examination by the UN Human Rights Committee of Ireland's human rights record in meeting its obligations under the International Covenant on Civil and Political Rights.

Jim raised the issue of legal capacity, consent to medical treatment and violence against people with disabilities with the UN Committee members.

## Monitoring Implementation of the National Disability Strategy

The Disability Stakeholders Group (DSG) is the forum within which disability representatives (individuals and organisations) agree issues of concern, which are then presented to the government through the Disability Strategy Implementation Group (NDSIG).

Inclusion Ireland was represented on the DSG by Inclusion Ireland CEO Paddy Connolly who continued to raise issues around the failure of the government to fully commence the legislative provisions of the National Disability Strategy.

The mandate of the current DSG ended in November 2014.

## Legislative Reform



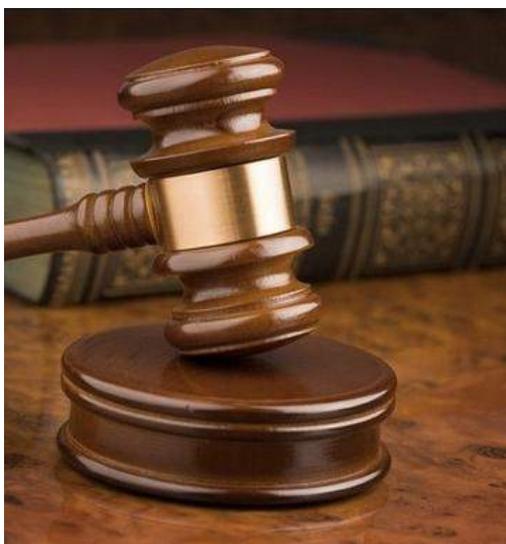
Inclusion Ireland continues to campaign hard for the reform of law that affects people with intellectual disabilities. Below are some of the key areas of law and law reform that we worked on in the past year. All submissions made by Inclusion Ireland can be read on our webpage [www.inclusionireland.ie/content/page/submissions](http://www.inclusionireland.ie/content/page/submissions)

### **Assisted Decision-Making legislation**

The Assisted-Decision Making Bill was published in the summer of 2013. In April 2014 Inclusion Ireland made a submission to the Joint Committee on Justice, Defence and Equality on the Bill. In this submission Inclusion Ireland made several recommendations including:

- Redefinition of capacity as legal capacity in accordance with the Article 12 of the UN Convention on the Rights of Persons with Disabilities.
- The Bill needs to be made accessible for persons with an intellectual disability and family members.
- Further clarity is needed around the function of 'informal decision makers'.

- A Personal Advocacy Service should be introduced to strengthen people's ability to access the supports in the Bill.
- Consideration should be given to creating a tribunal system for hearings and decisions under the new law, to remove it from the formal court setting.
- The areas excluded from the Bill also need to be addressed, either in this legislation or by amending other laws
  - Marriage / Civil Partnership
  - Separation / Divorce / Dissolution of Civil Partnership
  - Placing a child for adoption
  - Guardianship
  - Sexual Relations
  - Voting
  - Serving as a member of a jury



Inclusion Ireland remains concerned about people who are presently Ward of Court or who will be made a Ward of Court over the coming months. There has been no abatement in the numbers of people being admitted to Wardship, with the most recent Court Service Annual Report (2013) showing an increase of 17.5% on the previous year's figure.

In November 2014, Inclusion Ireland held a roundtable of families affected by Wardship in advance of the Courts Service appearing before the Public Accounts Committee hearing. Inclusion Ireland submitted questions to members of the committee and were pleased that an independent report was recommended into the use of funds of Wards of Court.

## Sexual offences and persons with intellectual disabilities



Inclusion Ireland worked throughout 2014 to promote the rights of persons with intellectual disability to relationships of their choosing. Among the activities that we completed were training and capacity building with staff, family and individuals, input into the Friendship, Relationship and Sexuality training with RUA (Callan Institute) and support of the play 'Sanctuary' by the Blue Teapot Company.

This area is expected to take on increased momentum in 2015 and remains a key area of work.

In 2014, the Sexual Offences Bill was published and it proposes to amend the current law on sexual offences and people with disabilities as is currently set out in the 1993 Sexual Offences Act.

Inclusion Ireland was disappointed that the Assisted Decision-Making (Capacity) Bill expressly excluded sexual relationships from its remit, but was encouraged by the proposal in 2014 to review the law and made a submission to the Department of Justice setting out our position that

legislative safeguarding must not have a disproportionate effect on the rights of people to have intimate relationships of their choosing.

In that submission, Inclusion Ireland reasserted the position that any law in this area must take the focus away from the person's disability and shift it towards the individual's capacity to make an informed consent.

Inclusion Ireland is committed to principles laid out in the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and Article 23 of the Convention states that State Parties "shall take effective and appropriate measures to eliminate discrimination against persons with disabilities in all matters relating to marriage, family, parenthood and relationships, on an equal basis with others".

### **Hate Crimes and Victims' Rights**



Hate motivated crimes against people with disabilities is on the rise throughout Europe. Ireland is behind other EU member states in addressing hate crime in legislative and policy reform. During 2014, Inclusion Ireland was involved in a number of activities to highlight the need for change.

We spoke at the first north/south hate crime symposium in May 2014. We participated in the first NGO report on hate crime in Ireland, published in April 2014. In November 2014, Inclusion Ireland was invited to participate in a roundtable discussion on hate crime, chaired by Minister of State at the Department of Justice and Equality, Minister Aodhán Ó Ríordáin TD. Inclusion Ireland is one of the groups involved in drafting legislation proposals on hate crime, which will be submitted to the Minister in 2015.

## Training



Inclusion Ireland works to build the capacity of people with a disability, parents and family members to be effective advocates. Information is crucial to this process and one of the ways that we provide this information is through talks, seminars, workshops and conferences on a broad range of topics that are important to people with a disability.

Inclusion Ireland delivers training through its training calendar covering the Spring/Summer and Autumn/Winter periods. Events are organised regionally and cover subjects of topical or emerging importance.

For more information on training, please contact [www.inclusionireland.ie/content/page/training](http://www.inclusionireland.ie/content/page/training)

### **What does Inclusion Ireland deliver training on?**

Over the past 12 months Inclusion Ireland has delivered training on voting, health charges, wills and trusts, financial decision making, sexuality and relationships, assisted decision making, medical decisions, New Directions, Hiqa standards, post-school options, communicating with

people with disabilities, advocacy and other areas of disability law and policy.

Overall the training was received very positively. Through evaluation forms we found that 94% of respondents said that the content of the seminars was either 'Excellent' or 'Very Good' with the same percentage of respondents regarding the accessibility and ease of understanding of the information as either 'Excellent' or 'Very Good'.

### **Where does Inclusion Ireland deliver training?**



As a national organisation, Inclusion Ireland delivers training across Ireland and has delivered training in Dublin, Galway, Limerick, Cork, Kilkenny, Wexford, Waterford and Athlone in the past 12 months.

Inclusion Ireland can tailor training to suit individual groups and has developed training on Wills & Inheritance, Introduction to Advocacy, Communication and Accessibility and other areas of law or policy for individual groups of families, professionals and self advocates.

### **Pathways to Possibilities**

#### **What is Pathways to Possibilities?**

Pathways to Possibilities is an exciting training course which is run by parents for parents alongside professionals as allies. Parents and staff work together on the course which is structured in collaborative workshops with practical outcomes.

Pathways to Possibilities represents an opportunity for parent and staff training especially for the implementation of the HSE's policy New Directions.

## Inclusion Ireland in numbers



**f 3,066**

Inclusion Ireland has 3,066 followers on Facebook.

**t 3,566**

Inclusion Ireland has 3,566 followers on Twitter.

**u 5,278**

Number of people who received direct communication from Inclusion Ireland during 2014.



**7**

Number of submissions made by Inclusion Ireland during 2014.



**10**

The locations for Inclusion Ireland training and/or seminars (Dublin, Louth, Kilkenny, Cork, Laois, Leitrim, Westmeath, Kildare, Meath and Wicklow).



**84**

Inclusion Ireland currently has 84 organisational members.



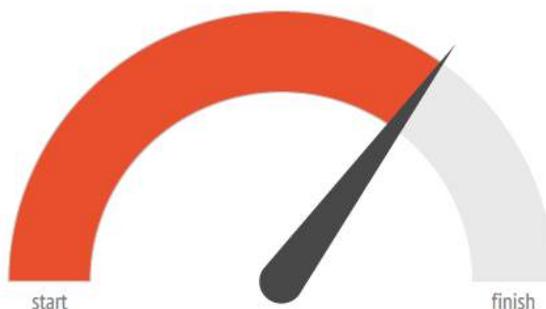
**163**

Inclusion Ireland currently has 163 individual members.



**9,500**

The Connect Family Network will represent 9,500 persons with disabilities and their families.



925 people on newsletter list



**46,235**

Inclusion Ireland website had 46,235 page views in a 12-month period.



**104**

Number of attendees at Inclusion Ireland's Cost of Disability conference at the Hilton Hotel in September 2014.



**(01) 8559891**

The number to ring when you need us.

## Inclusion Ireland achievements in 2014

-  The appointment of Leigh Gath as Confidential Recipient on December 17.
-  Marking the International Day of Persons with Disabilities in conjunction with Down Syndrome Ireland by hosting two performances of 'Sanctuary' at the Liberty Hall Theatre, Dublin on December 3.
-  The Cost of Disability conference at the Hilton Hotel in Kilmainham on September 26.
-  Publishing the 'The Case of Speech and Language Therapy' on September 21.
-  Inclusion Ireland meeting and address to UN Human Rights Committee on the situation of people with disabilities in Ireland in July.
-  Inclusion Ireland's involvement in monitoring reform of health and personal social services and implementation of national disability policy.
-  Best Will in the World Week in October.
-  Successfully delivered HIQA training workshops to ensure the correct information on HIQA inspections is getting to people with disabilities in a way they understand
-  Trainers who are experts by experience, an evaluator and Inclusion Ireland staff gave feedback on the Hiqa training project to senior

Hiqa staff and highlighted the need for persons with disabilities to be involved in the inspection process.



The self-advocacy committee meeting with Minister of State at the Department of Justice and Equality Aodhán Ó Ríordáin TD which included topics such as Hiqa standards, relationships and equal rights and wanting more power in decision-making systems in December.



Continuing to offer crucial information on the applications process for disability allowance and carer's allowance.



Successfully challenging the Minister of Education Jan O'Sullivan to delay the implementation of a new model of allocating teaching resources to children with disability in schools until an assessment tool was in place.



**Picture:** Inclusion Ireland's Cost of Disability Conference was held in Kilmainham, Dublin 8 last September.

## Collaboration with other organisations in 2014



## Acknowledgments

The work of Inclusion Ireland would not be possible without the support of many people – too many for us to name here. To our individual members, parent and family groups, self-advocacy groups. Those of you who represent us on committee and working groups, academies and legal practitioners who have volunteered your time and expertise – thank you.

### Thanks also to:

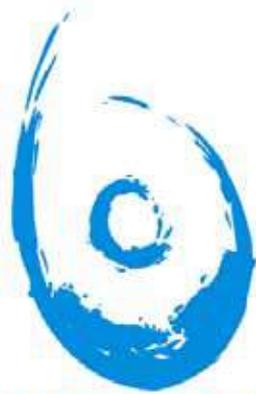
Pauline Conroy  
Maire Meagher  
Conor Murray  
Anne-Marie O’Sullivan BL  
Fergal Crehan BL  
Michael Taft  
Bob McCormack  
Michael Lynn SC  
Denis Butler (Cronin & Company)

### Thank you to our funders

The Health Service Executive (HSE)  
The Genio Trust  
The Citizens Information Board  
The Department of Justice and Equality  
The Family Support Agency  
The Community Foundation for Ireland  
Pobal  
JP McManus Foundation

### Inclusion Ireland accounts

All members have received a copy of the annual audited accounts. If anyone wants a copy of the accounts, please contact Inclusion Ireland at [info@inclusionireland.ie](mailto:info@inclusionireland.ie) or ring (01) 8559891.



**INCLUSION IRELAND**

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