

ANNUAL REPORT 2019

WALK



Theme 1:
SUSTAINABILITY



Theme 2:
RESIDENTIAL REFORM



Theme 3:
COMMUNICATIONS

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ABOUT US

OUR VISION

An inclusive society where communities value and treat all people as equal citizens.

OUR MISSION

We are leaders in a movement for change, empowering people with disabilities to live self-determined lives in an equal and inclusive society.

OUR VALUES

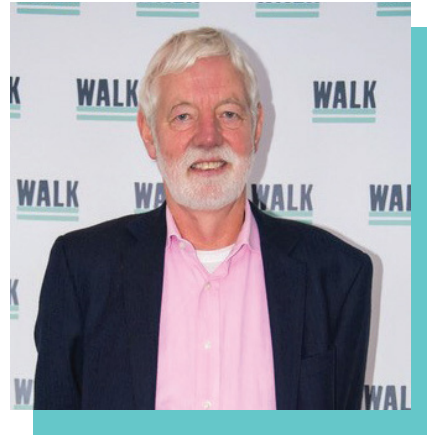
Supports are:

- Rights based
- Capacity building
- Relationship oriented
- Socially inclusive
- Person centred
- Respectful of the right to self-determination
- Delivered locally
- Proven value for money
- Oriented towards learning and continuous improvement.

WALK are:

- Flexible, resourceful and creative
- Contributors to the community
- Accountable to stakeholders
- Inclusive.

CHAIRPERSON'S STATEMENT



I am pleased to present our annual report for 2019. It was another difficult but productive year for WALK and as chairperson of the board I am always so proud of the outcomes that are achieved for the people that WALK support.

It was the second year of the implementation of our strategic plan. Our three strategic goals are internal communication, residential reform and sustainability.

Under the internal communication strategy stakeholders reviewed the culture and values of WALK and made amendments to these in line with best practice.

Once again WALK battled against financial constraints and years of poor funding levels. However, in spite of this WALK were able to achieve significant reform for a small number of people that are supported through our residential services with the opening of Rafter's Lane.

Our thanks are extended to Brendan Kenny, Deputy Chief Executive Officer of Dublin City Council who's vision and commitment to engage meaningfully with communities was a significant factor in the developing of Rafter's Lane. That thanks extends to his team of people in Dublin City Council past and present who have been part of this journey through their determination, drive, support and guidance.

Those people include Declan Rohan, Mary McGuane (R.I.P.), Marguerite Staunton, Gwen Perry, Dymphna Farrell, Patricia Tierney and all of their teams.

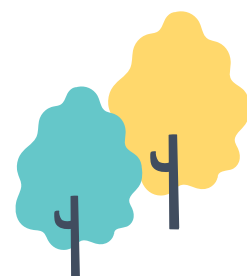
I also want to acknowledge the hard work of Michael O'Neill who essentially managed the project on our behalf.

To the people we support that moved into Rafter's Lane I am acutely aware that it has been a long time coming and that the system of housing and support services at times has been frustrating. Thank you for your patience and I wish you all a long life of happiness in your new homes.

Delivering sustainable outcome focused quality supports remains the priority of the senior management team. This is only deliverable through our highly committed and dedicated staff teams who work tirelessly against a backdrop of insufficient resources and crisis management.

On behalf of the board of WALK I want to thank each and every one of you for your hard work and commitment.

John Bourke
Chairperson



STRATEGIC PLAN OVERVIEW

WALK's Strategic Plan for 2018 – 2020 was officially launched in January 2018.

Reports on the plan progress are published every two months on our website, following the Board meeting.

Progress is measured on the following scale:



OUTPUTS:

These are all the activities WALK does and the supports WALK provides.



OUTCOMES:

These are the changes, benefits or learning that happens as a result of WALK's work.



INDICATORS:

These are the pointers we use to measure whether the outputs and outcomes are being achieved.

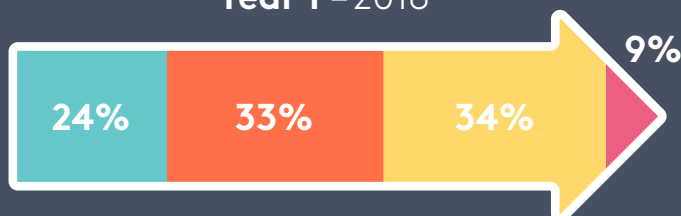
2019 represents year two of a three year cycle
WALK's Strategic Plan 2018 - 2020.



The plan is measured using a monitoring and evaluation tool. This tool breaks the plan down into:

- Fully Met
- Progressing Well
- Just Started
- Not Started

Year 1 – 2018



Year 2 – 2019



THEME 1:



SUSTAINABILITY

THEME 2:



RESIDENTIAL REFORM

THEME 3:



COMMUNICATIONS

THEME 1:

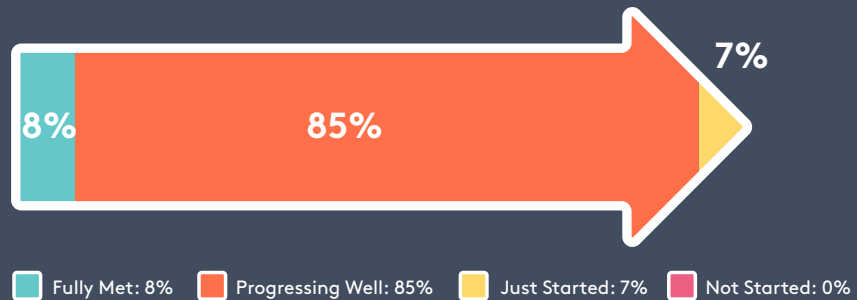
SUSTAINABILITY

1



The overall aim is for WALK to have **sufficient resources** to continue offering high quality person-centred supports (WALK's Strategic Plan, 2018 – 2020).

By the end of 2019 (year 2 of 3) we have achieved:



Fully Met: 8% Progressing Well: 85% Just Started: 7% Not Started: 0%

FUTURE PLANS FROM 2018

Implement business development annual plan for 2019.



COMPLETE

Implement bespoke IT system for more efficient Human Resources Management.



ONGOING

Review changes made to recruitment practices and improve if required.



COMPLETE

Increase number of volunteers and peer mentors supporting people to achieve their personal outcomes and goals.



ONGOING

FUTURE PLANS FOR 2020

WALK will continue to implement its operational plans, developed in line with this strategic priority, in our efforts to ensure we continue to work with sufficient resources so we can continue to offer high quality person-centred supports.



OVERVIEW OF GOAL PROGRESS

JOINT OIREACHTAS COMMITTEE

We presented to the Joint Oireachtas Committee on the *Independent Review Group on the Role of Voluntary Organisations in Health and Social Services*. We used this as an opportunity to highlight the impact of a decade of funding cuts on:

- 1 The people we support
- 2 The financial sustainability of our organisation
- 3 Pay and pensions of our staff



OUR 2019 VOLUNTEER SATISFACTION SURVEY NOTED:

100%

of volunteer respondents said they would **recommend WALK as a place to volunteer in.**

100% of volunteer respondents said that they were **clear on what WALK expected of them** in their role within the organisation.



VOLUNTEERS

We continued to invest in our amazing volunteers. We are beyond grateful for the supports that our volunteers provide.

Here you can read Joan's story of her experience of being a volunteer at WALK.



LOBBYING

We raised 4 lobbying issues on the lobbying register for 2019. These included:

1x

Social Care Residential Reform

2x

Social Care Funding for Transitions Programme

1x

Social Enterprise

We were on the panel of speakers at budget 2020 **Invest in Us** campaign highlighting the substantial human cost to the people we support based on the plans to curb spending in Budget 2020.



THEME 2:

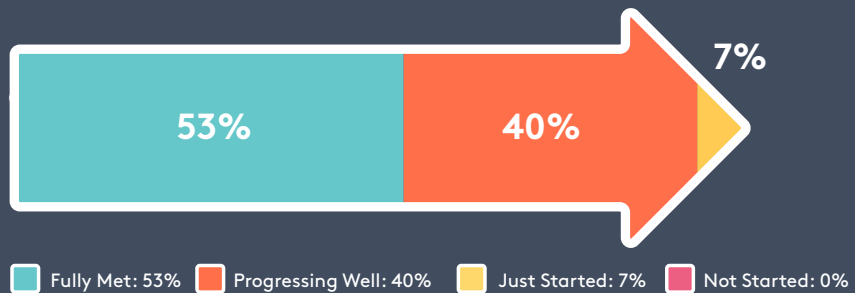
RESIDENTIAL REFORM

2



The overall aim is that people choose where and with whom they live (WALK's Strategic Plan, 2018 – 2020).

By the end of 2019 (year 2 of 3) we have achieved:

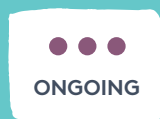


FUTURE PLANS FROM 2018

Bringing Rafter's Lane from a build project to occupancy is an exciting and challenging proposition for the year ahead.



Focusing on key individual elements of the wider reform agenda is critical to gaining momentum. Keeping the stakeholders in those targeted areas of reform positively engaged will require time, effort and skill.



FUTURE PLANS FOR 2020

WALK will continue to implement its operational plans, developed in line with this strategic priority, in our efforts to support people to choose where and with whom they live.



OVERVIEW OF GOAL PROGRESS

RAFTER'S LANE DEVELOPMENT

The Rafter's Lane development was a significant achievement for WALK during 2019.

In collaboration with Circle Voluntary Housing Association, fifteen new homes for older persons and person with a disability opened in September 2019 with two people supported by WALK moving into two of the new homes.



PROGRESS ON LIVING SUPPORTS

One person receives the key to their newly purchased home after a lengthy planning process.



Not everyone chooses to live alone and for those who want to live with others the ability to make decisions on where and who you live with is critical. Later in the report read one person's story of that journey.



When supports are centred around a person the life outcomes for that person improve and dependence on paid supports can be reduced. Read later in the report Tim's story.



DEMENTIA AWARENESS TRAINING

While planning for the future, we gave strong consideration to the future needs of the ageing population that we support. In 2019 we focused on learning about dementia to understand how the disease progresses and how to provide the best quality of care in each stage of Dementia. Central to this training was the concept of "Living Well with Dementia".

Caring for people who with dementia can be challenging at times and our own wellbeing and self-care is vital, we addressed the ways we can take care of ourselves, so we can take care of others.



ADVOCATING FOR INDIVIDUALISED SUPPORTS

We progressed meetings and presented business proposals with the HSE around changes to how residential services in WALK currently operate with the view of moving to more individualised services in line with the wishes and desires of the people we support.

OVERVIEW OF GOAL PROGRESS

MEETING REGULATION & STANDARDS

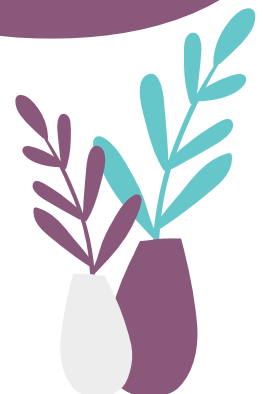
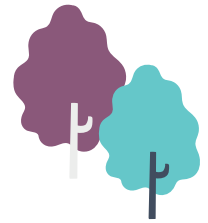
4 designated centres were successfully reregistered with HIQA after inspections confirmed compliance. Here is some feedback from our HIQA Reports:

The inspector observed that staff engagement with residents was respectful and friendly, and that residents' needs were met in a prompt and responsive manner.

Residents were happy, safe and receiving a person centred service.

Throughout discussion with residents, they shared that they were happy with the staffing arrangements, and liked the staff members who worked in the centre. A number of residents described how they were able to make choices and decisions, and felt that their preferences were facilitated.

Residents spoke very positively of their homes, the facilities, and the staff support they received. Residents expressed that they were satisfied with how they contributed to the running of their homes, and felt they had the appropriate support to maximise their independence.



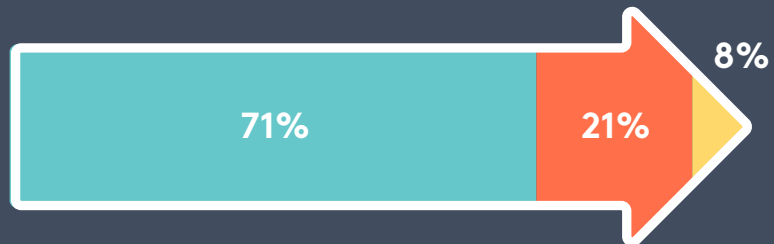
THEME 3:

COMMUNICATIONS



The overall aim is to improve internal communication by promoting clear, informative and engaging two-way communications which are planned and effectively linked to WALK's organisational objectives. (WALK's Strategic Plan, 2018 – 2020).

By the end of 2019 (year 2 of 3) we have achieved:



■ Fully Met: 71% ■ Progressing Well: 21% ■ Just Started: 8% ■ Not Started: 0%

FUTURE PLANS FROM 2018

Introduction of additional systems to support internal communications such as the HR system; Incident Report System; Health and Safety Systems.



Improve internal communications policy and practice.



Update values and culture and communicate to all in WALK.



Ensure stakeholder involvement in key decisions.



Use of Rickter for other models of support.



FUTURE PLANS FOR 2020

WALK will continue to implement its operational plans, developed in line with this strategic priority, in our efforts to improve internal communication by promoting clear, informative and engaging two-way communications which are planned and effectively linked to WALK's organisational objectives.



OVERVIEW OF GOAL PROGRESS

A comprehensive review of WALK's values and culture was undertaken. Here is some of the feedback from our staff.

ABOUT OUR VALUES:

Everything we do is centred around the needs and desires of the people living in ...

Managers and staff use flexible rostering systems in order to facilitate needs and desires of the people we support.

The people we support are now interviewing for staff that directly support them

ABOUT OUR CULTURE:

As an organisation we are constantly seeking for ways to make things better for the people we work with, regardless of funding barriers; we take a creative approach to problems and focus solutions that work for all involved

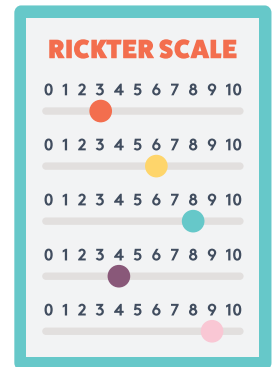
High values on empowerment for both staff and the people we support

There is an ability to adapt to situations ... and reinvent to make sure that we meet the needs of every single individual in a person-centred manner

As an organisation we aim for people to use their full potential and go beyond their expectation.

PERSON CENTRED PLANNING

During 2019 WALK moved to using the Rickter Scale as the foundation of person centred plans for the people we support. We trained staff to become Rickter scale trainers. We also trained additional Rickter interviewers who can now help people we support to develop plans and actions that will move them further towards truly self-determined lives.



INTERVIEWING BY PEOPLE WE SUPPORT

We aim to involve the people we support in a meaningful way in decisions that are made that affect them. One of these decisions includes giving people the opportunity to choose who works with them. We further enhanced our recruitment processes to enable people we support to be more involved in both developing job roles and in interviewing people who will work with them.



ONLINE AND REALTIME SYSTEMS

Information systems can have a hugely positive effect on accuracy, speed and flow of communications. WALK's suite of bespoke information systems was expanded upon in 2019.

REAL LIFE STORIES

The true reflection on the work that WALK undertakes can be found in the stories of the people we support. We support many different people, all of whom work hard every day to achieve their self-set goals.

This section also introduces you to one of our volunteers and we also share some reflections of one of our staff members. Hopefully the true essence of how WALK fulfils its mission while working towards its vision can be realised from these inspiring stories.

CHIHUNG'S CATERING CAPABILITIES



A journey of discovery by nature holds an unknown path. To start with we are often drawn to what fits our ideas of what we want but once we're moving what we experience opens us up to new paths and who knows what exciting changes lay ahead of us.

Chihung Wan has experienced huge change in his time at WALK and through his journey on the Real Life Training programme achieved employment ambitions of working in an office by taking up a part time Office Assistant role for Crumlin-based Keith Walsh Solicitors.

Things were going well but when the WALKWAYS Tallaght University Hospital Project presented a chance to see more of what the world of work had to offer Chihung did not hesitate and began a 9 month undertaking, trying out 3 different roles in 3 different departments.

By the end of the programme, ambitions about office clerical had shifted and what gave greatest reward was maintaining the patient equipment in the Occupational Therapy department to make it safe and clean for others to use. Whilst Chihung's vocational preferences had changed what remained constant was a need to hold a role that offered a smart professional presentation



and there was new understanding that not only office environments can offer this.

Armed with this learning Chihung's Job Coach made an approach to the luxury 4 star Croke Park Hotel who decided to offer a supported employment role in their breakfast team. Chihung was thrilled and in preparation took up a short placement in Walkinstown Green Social Enterprises' Green Kitchen serving and clearing. In addition, his WALK Ability Employment Trainer provided 1:1 learning to equip Chihung to set and clear tables to a silver service standard.

Issued with a sharp staff uniform, Chihung started his new job in January 2019 and WALK used a team approach to support him to settle in. To help with understanding around support needs and give the best possible chance of natural support networks establishing themselves, WALK's Ability Employment Team also delivered an engaging and informative Disability Awareness session to the hotel staff team.

Within a few months Chihung was travelling to work independently, onsite supports were phased out in favour of check in and he was achieving huge job satisfaction working in a busy team. By December 2019 Chihung was working 4 days a week and at Christmas time proudly accepted the honour of employee of the month.

Chihung is delighted with where his employment journey has taken him, he loves his job and as a member of a team that he has enjoyed work nights out with, he has an excellent support network.

“He has an excellent support network”



TIM'S MOVE



For many years Tim has lived in a variety of shared living arrangements. All of those shared the common feature of overnight staff presence.

Over a period of time through our person centred planning process of exploring what may or may not be possible and through us providing information on those different options available to Tim, he decided that he would like to try something different to shared living space and dependence on continuous staff presence.

Tim was offered one of the one bed apartments in the Rafter's Lane development. This development was specially designed for Older Person's and seemed like it could be the perfect fit for Tim. One of the first areas to change were the times that he gets support from staff. Now staff are available to Tim at times when he needs it which means he doesn't have staff sleepover anymore.

To help prepare for a successful transition Tim and his support team worked in advance of the move on a range of activities of daily living in which he was supported to do himself. He continued that process when he moved in and now is proud to say he is more involved in his own food shopping, cooking and cleaning. Another area where he has taken on more responsibility is in

his budgeting. Now he's a tenant of his own home he manages his own rent and bill payments so being on the ball with his finances has added importance. Tim plans to continue to develop these and other opportunities for personal growth and development in 2020. He looks forward to baking for his friends and family when they come to visit him.

Tim thoroughly enjoyed buying things to decorate his own home and he has left no one in any doubt about his love of Liverpool FC. He has decorated it to his own tastes, without having to worry about what anyone else might say and his pictures of family and friends that he has on the walls and shelves tell visitors this is his home.

While Tim only moved in to the area in early December 2019 he has already positioned himself as "Mr Sociable" and has made it his business to get to know his neighbours. He even has plans to decorate his small garden area to the front so that he can sit out at the front in the Summer and meet more people in his neighbourhood.



KEVIN

GETTING KEYS TO HIS HOUSE



Kevin has been supported by WALK through residential and day supports for almost 20 years. His goal for the last number of years has been to purchase his own property.

In 2018 a lot of time was spent with Kevin being supported by WALK and his advocate in trying to get access to his own money. His money is held in 'trust' as he is a Ward of Court. In March 2019, Kevin was told that the courts had appointed a 'court liaison' individual, Kieran, to meet with Kevin and his support staff with a view to finding out more information about Kevin and his goal of home ownership.

In a show of support and solidarity for Kevin, our CEO, Director of Residential Services and a Residential Team Coordinator were all present at Kevin's first meeting with Kieran. This meeting was an opportunity for Kevin to lay bare all the facts around the challenges he had faced to that point in being a ward of court and therefore in realising his goals.

During the months that followed, a lot of background work happened between Kevin, WALK, Kieran, the Ward of Court and Kevin's newly appointed solicitor, Anne. He now had a lot of people advocating on his behalf and for Kevin there was a sense that the system was finally working for him and not against him. Although highlighting that the legal process was slow, Kevin said he was happy because he could see that things were moving forward.

The Courts appointed Shane to support Kevin to source a suitable property. WALK supported Kevin to consider what was important to him in a new home, and to communicate this to Shane. After a number of viewings, Kevin found a property that ticked all the boxes and besides a few material changes that would be required, Kevin viewed this as the right place and a place he would call home.

With the help of his advocate, Kevin wrote to the Solicitor General requesting a meeting with the Ward of Court and his solicitor.





Off the back of that he and Anne attended the Wards of Court office and met with the Solicitor General. WALK supported this meeting by preparing Kevin and also attending with him. This was a chance for Kevin to talk to the people in charge about his journey and his frustrations along the way. He also presented them with the property he intended to buy and explained why this was

his preferred property.

The meeting was very successful and Kevin walked out the door knowing that the Solicitor General was

instructing Shane to make an offer on the house. Another outcome of this meeting was that Kevin finally got information he had been asking for several years for about how much money was actually in his Trust.

A week after the meeting he was informed that his offer had been accepted and he had gone 'sale agreed'. In September 2019, Kevin was supported by WALK to attend court proceedings with his legal team where the President of the High Court sanctioned the release of funds for Kevin's property.

On 17th December 2019, the sale was finalised and Kevin officially became a home owner.

Renovations are due to start on the house in the first week of January 2020 to get it to be the place that Kevin wants to call home.

**“Kevin
officially
became
a home
owner.”**

ANDY'S MOVE



For any of us who have had to house-share at points in our lives we all hope that we can find an affordable place, in a nice location and with housemates that we share common interests with and who we can build friendships with.

It was the same for Andy and when changes happened in the house he had lived in with others for a number of years it became a challenge for him. Following a lot of planning with WALK, he was delighted to move to a different location early in 2019.

He is still sharing because that has been something that was important to him.

He said "this is something I wanted for a long time and I was delighted about the move. I really like the area. Since moving I have two new housemates who I get on really well with. I live across the road from where my day supports are and around the corner from the football club that I have been supporting for years. I can head off to matches now really easily so I am delighted. The local shop is nice for coffee. The move has made me very happy. It is now my forever home".



"This is something I wanted for a long time."



MARGARET

CELEBRATING INTERNATIONAL WOMEN'S DAY



Margaret is an active member of the One Voice Group.

The Group celebrated International Women's Day 2019 by inviting women from different groups around Dublin to celebrate and discuss women who inspire and impact on their lives.

Margaret included her mother on the list of inspiring women. She wrote a note and explained how her wonderful mother, Nellie Blake (age 92) continues to inspire everyone around her. Margaret was thrilled to have her sisters join her in this celebration of wonderful women.



NIAMH'S

EDUCATIONAL RECOGNITION

Niamh was shortlisted out of 1000's of entries to the top 9 of the 'further education learners' category in the National Career Skills Competition 2019.

Niamh, alongside her employment skills trainer wrote about her 'career skills journey'. This showcased all of Niamh's hard work and explained how her employment skills have developed greatly through her work experience. This is an incredible achievement.



RORY'S FIRST PAY DAY



Rory originally started out doing work experience in Windsor Belgard due to his absolutely massive interest and knowledge of cars.

His boss was really impressed with his hard work and dedication and Rory was offered a part time job.

Rory loves being part of the team in Belgard Windsor. Not only does he really enjoy the actual tasks of the job but he loves having the craic with his teammates. His work entails keeping the show room cars sparkling both inside and out, keeping the receipts neat and tidy from the previous

weeks and ensuring the price lists of the cars are up to date for customers coming in to purchase their new cars.

To develop a suite of employability skills, Rory also used 2019 to return to college. With the support of WALK's LINC team and Ballyfermot college, he successfully completed a QQI level 4 "returning to learning" course. This greatly improved Rory's IT skills.

Committing to both college and work can be very overwhelming. To help maintain balance, Rory engaged with meditative practices through Fatima during 2019.



LEIA'S

CAREER DIRECTION & WORKING WITH CHILDREN



At the start of 2019, Leia was beginning her second rotation as part of the WALKways Tallaght University Hospital (TUH) Programme.

Leia's second rotation was based in the National Children's Hospital playroom, where she took on the role of assistant to the play therapist. Leia quickly settled into her duties, which included room set up and sanitation and providing play to sick children in the hospital. As the weeks went on, Leia found her passion for working with children and often received compliments from her manager in the playroom. Leia particularly flourished when playing music on her traditional Irish instruments for young children with intellectual disabilities.

Although most participants complete three different work orientations during the Programme, Leia, with the support of her team, decided to complete her third and final rotation in the playroom. Working in the playroom and in such a meaningful role, motivated Leia to begin the journey towards a career she was passionate about and led to many successes throughout the year.

Leia successfully graduated from the WALKways TUH programme and was awarded her graduation certificate by the Minister for Health Simon Harris.

Leia interviewed for a position on Inchicore College of Further Education's Level 4 Childcare Studies course and was successful in her application! Leia recalls being nervous starting college in September, but quickly made friends with her classmates and adjusted to college life.

WALK staff provide supports to Leia when required for assignments and in preparing her for her examinations.

And to top it off such a steep learning curve and career-formative year – Leia was offered a 6 month paid contract in the playroom where she completed her rotations as part of the WALKways programme! This paid employment and work experience coupled with her educational journey are very solid foundations as she builds a career working with children.





JOAN'S

VOLUNTEERING SUPPORTS

Joan has been volunteering in WALK for over four years. Her volunteering role is within our Older Person's Group and mostly involves her supporting two women, Mary and Margaret, to their social club, 'the One Voice Group' in Fatima on a weekly basis.

Joan has always had a keen interest in Older Person's and in her teenage years she volunteered to work with older persons before going on to set up her own visitation unit. Joan wanted to return to volunteering after many years away from it and a friend of hers suggested that WALK would be a good place to go.

She recalls being nervous standing outside the door of the main building but as soon as she was greeted by one of the team and she walked in the door all her anxieties melted away. She said she had an overwhelming sense that the place was really welcoming and full of kindness - and this thought stays with her to this day. She says that seeing the people we support and the staff team working together fills her with a sense of calm and wholesomeness because she says all interactions are kind, thoughtful and gentle; she also feels the team she works hard encouraging people to do the things that the person wants to do.

Joan says that on occasion the One Voice Group meet up in different places or go to

other events. She said that she passes the information on to her supervisor and that she is confident that Mary and Margaret never miss out even if she is not available to attend. She recalls one day that the Group were going on a trip to Bray. There was a problem with the bus and it looked as if Mary and Margaret would not be able to join their friends on the trip. Joan said she contacted her supervisor who said, 'we'll figure this out, don't worry'. And five minutes later the supervisor had reset her own plans for the day and drove Mary, Margaret and Joan out to Bray herself. Joan says she feels this type of behaviour is very typical in WALK; they will be flexible to help people move their day around to support people to do what is important for them.

Joan says 'I get more out of volunteering than what I put in'. She feels supported by WALK through her supervisor and also through the different training courses she has completed to enable her to fulfil her role properly. This included diabetes, manual handling and basic first aid training. She said when she started volunteering she would not have envisaged the level of upskilling that she has done as part of the process but that she has really enjoyed it.

Joan would recommend WALK as a place to volunteer.

"I get more out of volunteering than what I put in"

HANNAH'S

EUROPEAN EXPERIENCE



WALK were delighted to represent Ireland through the Europe for Citizens 5 country partnership that involved 60 young adults in a cultural exchange.

Known as the Legacy Project, the aim was to foster European Citizenship and encouraging civil and democratic participation in the European Union.

Hannah recalls her journey to the Campania region of Italy. She and seven other people supported by WALK enjoyed the meeting and learned a lot. Other countries represented included Spain, Hungary, Germany and hosts Italy.

“When I found out that I had the opportunity to go to Italy the first thing that came out of my mouth was yes! Before I went I was nervous but excited at the same time. I was nervous about meeting the people that were going to be there and it was also my first time going away without my family! But at the same time I was excited because I’ve always wanted to go to Italy!

I was hosted in an Italian family’s house and shared with Irish and German participants. I learned about people’s lives, food and work. I also learned that German people learn to swim and speak English at a young age and education is free!

I noticed that Italians love their portion sizes! I was stuffed all the time but the food especially the pizza was so good! Italian’s eat a lot of pasta and bread and they have late dinner at 9pm. They also have cake for breakfast instead of over here where we have cereal for breakfast. I also noticed that Naples was a lot cheaper than Dublin. The hottest day was 31 degrees it was roasting for September compared to Ireland which was 13 degrees and cloudy when I left!

In Italy we did a number of activities and workshops. We did an ice breaker on the first day it was a great craic.

I was in a group with people from Ireland Spain, and Germany – and it was so fun and interesting to learn about people’s lives in different countries! The EU workshop was about European opportunities. I had to concentrate and really listen when the Italian was being translated - but it was interesting.

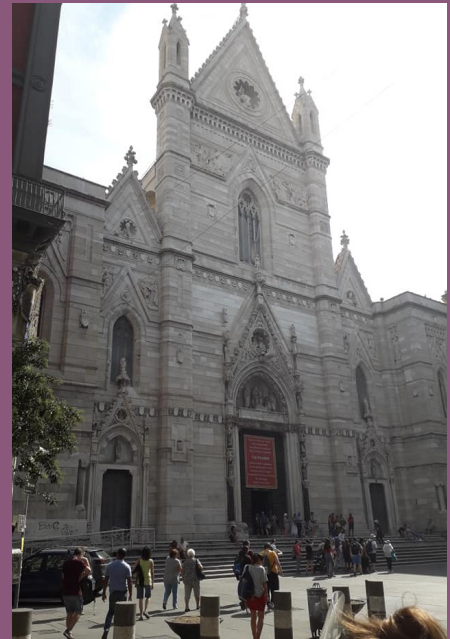
“I was so happy to be included in this trip. I had the best time ever - and I hadn’t laughed liked that in a long time!”

We did a workshops on recognising and expressing your emotions, on mindfulness and also on sustainability. We also went to an Italian festival. Italians know how to party! It was in a town called Liveri and was so much fun... On the last day we went to Naples and the project organiser, Cristiano, gave us a tour of Naples and some of the special sites to see.

There was a culture night where Italians showcased their traditional foods as did the Hungarians, German's and the Spanish. A variety of things including breads, jams, pastas, meats and cheeses were showcased.

There were also traditional clothes and music. The Irish brought whiskey, amongst other cultural things, and sang traditional Irish songs.

It was so sad to leave everyone because they were so nice. I definitely would go back again! It was an amazing experience. I was so happy to be included in this trip. I had the best time ever - and I hadn't laughed liked that in a long time!"



CLAIRE'S

JOURNEY FROM GAISCE TO TEAM LEADER



“I started in WALK as a teenager to get Community Involvement hours for the Gaisce award with a couple of friends. 20 years later, two of us are still here and I’m Team Leader in our Residential Service managing three houses.

When I first came to WALK, it was as a volunteer in the social club (evening centre). We got to practice our DJ, pool and tea making skills while getting to know everyone. Respite weekends gave us a chance to get to know people better and gave me a mini snapshot into what it was like to support people in residential.

After 3-4 years volunteering, life took me in other directions. But I never forgot about WALK and decided to re-skill in 2009 into social care, with an eye on coming back.

“I look back at this as a great foundation to my role now”

In 2010 I started volunteering in the day centre, did one of my college placements here and landed a role in Community Inclusion. I started out supporting one person 8 hours a week, and built from there.

Before I was finished college, I was pretty much full time, supporting three individuals in community inclusion and on the relief panel for both day and residential. I look back at this as a great foundation to my role now, and see how valuable it was to be able to adapt across the services. I saw different management and communication styles.

It gave me an insight into other people’s roles and an appreciation for what goes on in other parts of the organisation along with the wide-ranging supports and interventions. Also it gave me the chance to get to know a lot of staff and people we support which still has an impact today.

When I finished college, I went straight into a full time position in residential and ended up working in a location I had not worked in before. I soon realised just how different it was to be full time rather than relief. I got to know five people and their individual support needs. I enjoyed the new skills and training that I was given and I took on becoming a key worker for the first time. I also put myself forward to be the location representative at the Health and Safety Committee.



Over the years I've been asked to join or put myself forward for a number of committees and positions and I also helped out with the community events in Drimnagh castle when I could.

One of my favourite roles was when I was a Staff Representative, this gave me a much greater idea of things that were going on across the organisation and the different challenges people we facing both on the ground and as managers. I linked closely with other staff representatives, who worked in different parts of the organisation, and also had meetings with our senior management team. These gave me insights in to what was going on 'behind the scenes' but that we didn't necessarily hear about day to day. My role was to feed that information back to the staff as a whole and to get their feedback.

Management in the residential area I was working in had changed and evolved, and over time I had been given more responsibilities and opportunities to grow in

my career through utilising the performance development system. I took every available opportunity to do training and worked hard to apply my learning back to my workplace. I've been supported and encouraged throughout my whole career, at all levels – including at a Christmas party one year being asked why I was not a team leader yet, followed by a pep talk - until I got the confidence to apply for team leader role.

I'm in the job two years now, and we've just opened a third service and hopefully a fourth will be following soon.

Over the years something for me has remained a constant, the ethos and values that I have seen and experienced for the people we support. I've always felt very lucky to have happened upon WALK. The way we support people to live their lives is something unique that I'm proud to say I'm a part of and is something that I will always strive to make the highest priority in my little part of WALK".

WORKING WITH OTHERS

WALK continuously develop and maintain partnerships with others to progress our Strategic Plan, our mission and our vision.

All partners have shared values with WALK. Here is a snapshot of some of the partnerships initiated or progressed in 2019.

WALKWAYS TALLAGHT UNIVERSITY HOSPITAL

The WALKways Tallaght University Hospital Programme is a transition programme for adults with intellectual disabilities to gain employability experience in order to access paid employment in the open labour market.

Walkways Tallaght University Hospital programme continues to go from strength to strength. The programme won a coveted HR Leadership & Management Awards for 'Best Public Sector Initiative' in 2019.



"This award recognises an outstanding initiative executed by a HR Team within a Public Sector organisation which has contributed to improved operational and/or financial performance"

(HR Leadership & Management Awards).



DISABILITY AWARENESS GRANT SCHEME

The Disability Awareness Raising Grant Scheme (DAGS) enabled us to develop a suite of training materials for employers around supporting people with disabilities in the workplace.

We collaborated with three other organisations (Aslam, Not-So-Different & Rehab) to develop the project and pilot the training in the Public Appointments Service and Accenture.

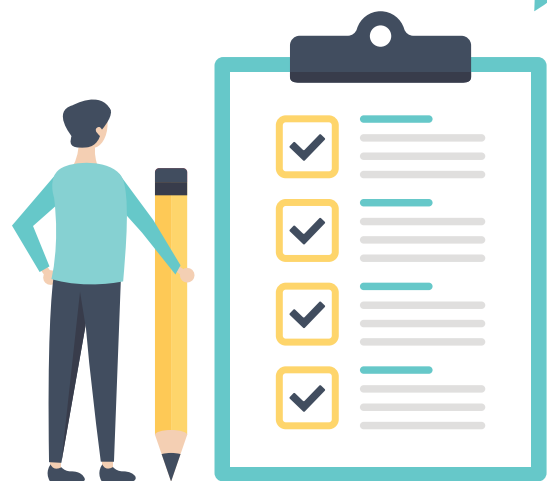


SEE CHANGE:

In 2019 WALK signed a pledge to become a 'See Change' organisation.

Speaking at the pledge signing, John Saunders, Director of See Change, said,

"WALK have shown their commitment to facilitating a cultural shift in their workplace so the employers and employees feel supported and secure in starting a discussion about mental health. They have also played their part in challenging mental health stigma by creating an open culture around mental health".



LOCAL SCHOOLS & COMMUNITY GROUPS AT OUR COMMUNITY GARDENS

WALK's Community Gardens are a master piece in sustainability.

The gardens provide regular opportunity for people from WALK and from Youth Reach to develop their skills in a supportive environment. In 2019 the Community Gardens received visits from 7 different schools when they were on the school tours and several external groups who are interested in horticulture and gardening worked met at the gardens to do 'seed swaps' and gain valuable insights in to living sustainably.

"We had the most amazing few hours at the Community Gardens. As a group of local Mums with an interest in sustainability we are so grateful to have had access to this wonderful amenity for our annual seed swap. We got great ideas for our gardens and as a group we bonded really well over the process and have tightened our community support network".

"Just wanted to let you know our class (1st class) had a fantastic day. We learnt a lot about bees, plants, fruit and vegetables. Some of us even got to visit the hives. It was super. Many thanks to the WALK team for the opportunity to visit and make learning so much fun'.



WALKINSTOWN GREEN SOCIAL ENTERPRISES LIMITED

Walkinstown Green is a Social Enterprise and a member of the WALK family.

It is Multi-Functional Community Resource that helps to break down barriers and perceived stigmas of people with disabilities. It provides work experience, employment and training for the people we support.



Skills to Advance Course – Culinary Operations)



WALK PEER ABILITY

WALK PEER Ability is a Supported Transition Programme, working in collaboration with special schools to guide and support students in their career discovery and to access and transition to mainstream opportunities in Further Education, Training, and Employment.

The programme supports young people with disabilities, aged 15 – 29, who are in special education and want to transition to mainstream Further Education, Training and Employment and to develop a career like their non-disabled peers. On the job support and coaching.



[WALK] believe in a few strange things. Like self-determination. Like the building of supportive relationships. Like challenging the community around them to work with them in ensuring that their people can get to where they want to go. The talk to employers constantly. But they are not interested in asking employers to be charitable, or nice"

Fergus Finlay,
Irish Examiner

WALK REAL ABILITY

The WALK REAL Ability project is a Supported Employment Programme, working in collaboration with Social Enterprises and employers to guide and support participants to access Training and Employment in the open labour market.

The Project supports Young Adults, who are in Disability Services, aged 18 – 29, access to meaningful training and employment. Project partners, Airfield Estate and Walkinstown Green Social Enterprises facilitate participants to gain meaningful vocational training and work experience in a supportive environment.



Participants at the launch.



Minister for Employment Affairs and Social Protection, Regina Doherty TD and Minister for Disabilities Finian McGrath TD launched the WALK REAL *Ability Project with the view to supporting young people with disabilities into jobs.



EUROPEAN UNION
Investing in your Future
European Social Fund

An Roinn Coimirce Sóisialaí
Department of Social Protection
Helping you build a better life



pobal
government supporting communities

Ag tacú le daoine óga atá faoi mhíchúas barr a scrúdaí a bhíodh annach
Supporting young people with disabilities reach their potential



Walkinstown
Green Social
Enterprises

Ability is co-financed by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020

OIREACHTAS WORK LEARNING PROGRAMME (OWL)

After a hugely successful first year on the OWL programme, we were delighted to embark on the journey with new participants in September 2019.

The goal of the OWL Programme is to provide trainees with the skills, knowledge and ability to gain meaningful paid employment. It offers a unique opportunity to gain practical work experience and for trainees to be accredited for their learning over an 11-month period. The programme is a four way partnership between the Houses of the Oireachtas, WALK, KARE and the Adult Education Service of City of Dublin Education and Training Board.



"We in turn also learned from them. They each brought their own skills and experience and added greatly to the work that is done here every day. Their individual personalities and the determination they have already shown in their lives up to now served them well."

Ceann Comhairle,
Seán Ó Fearghail TD



OIREACHTAS WORK LEARNING PROGRAMME (OWL)

The OWL programme has provided many opportunities for WALK and our project partners to promote the importance and value of supporting people with disability in to employment. We have presented at many fora in 2019 including:

- The National Disability Authority's, *United Nations Convention on the Rights of Persons with Disabilities: Past Lessons and Future Aspirations on Article 27: Employment*
- Irish Human Rights and Equality Commission Conference *Achieving Equality at Work: Reasonable Accommodation in Practice*
- Public Appointments Services' *inclusion and diversity forum*
- The National Disability Authority's *Comprehensive Employment Strategy Forum*



(L-R) Margaret Crawley, Head of HR Services - House of the Oireachtas, Catherine Kelly, Director of Services - WALK and Peter Furlong, Operations Manager - KARE presenting at the Irish Human Rights and Equality Commission conference on "Achieving Equality at work: Reasonable Accommodation in Practice".

WALK also presented to the Joint Managerial Body's (JMB) (Secretariat of Secondary Schools) Education Conference on *Progression and Employment: Considering Post-school Destinations for Students with Special Educational Needs*.



Catherine Kelly and Fiadhnaith Canning presenting to JMB



PUBLIC APPOINTMENTS SERVICE (PAS)

WALK worked with the PAS to design a Guide to Promoting Inclusive Employment: Supporting People with an Intellectual Disability.

We also facilitated and attended a number of workshops on disability awareness and workplace accommodations. PAS and the Houses of the Oireachtas became the pilot sites for employing OWL Programme graduates. A number of the graduates have gone on to secure permanent employment with PAS.

The Public Appointments Service is the independent centralised recruitment, assessment and selection body for the Civil Service, Health Service, Local Authorities, the Garda Síochána, Prison Service and other public service bodies.

[CLICK HERE TO READ THE GUIDE](#)



EMPLOYMENT



EVENTS

WALK hosts many events annually. The main focus of the events is to build and strengthen our community ties. The events we host offer an opportunity for us to 'give back' to the local communities who work so tirelessly to support us.

These events provide invaluable opportunities for us in terms of both building community connections and also to provide a safe space for the people we support to experience different areas of work and volunteerism. We are also supported by community groups that host events on our behalf. We are beyond grateful for the additional opportunities and networking that these hosted events provide.

GAMETHON

ORGANISED BY WALK

The RLT 24 hours gamethon. This was a new event in 2019.



The guys soldiered through the full 24 hours, streaming on twitch the whole time, entertaining the masses with their shenanigans.

Project Coordinator



WALK FOR WALK

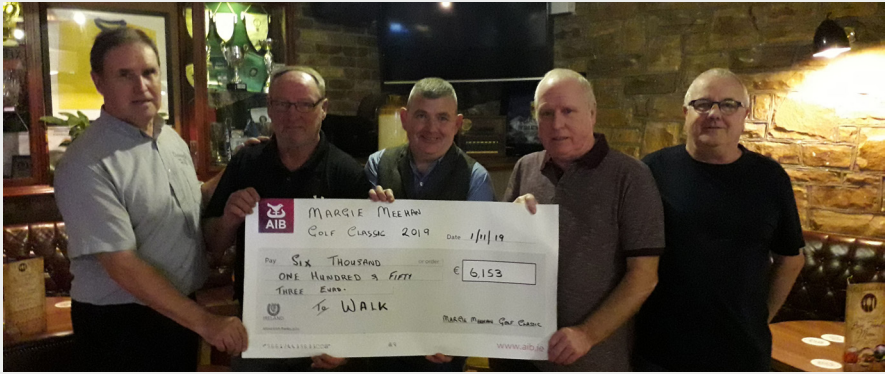
ORGANISED BY OTHERS



Thanks to the Eleanora Walk for WALK event organisers for arranging yet another stellar mountain trek.

MARGIE MEEHAN PERPETUAL GOLF EVENT

ORGANISED BY OTHERS



Thanks to the organisers of this annual golf event. It is always a guaranteed wonderful day out for everyone involved.

HALLOWEEN FRIGHT NIGHT

ORGANISED BY WALK



Images courtesy of Sam Vaughan



WINTER WONDERLAND

ORGANISED BY WALK

Our winter wonderland was scheduled to take place over two days, however, we were disappointed to have to cancel our event on Sunday 8th December. The weather was too severe for us to safely run the event at the Castle.



SLEIGH

ORGANISED BY WALK

We were delighted to be involved in the tree lighting ceremony at Áras an Uachtaráin.



"The tree lighting ceremony is always a very special day here in the Aras – a day when we invite people from every corner of this island to celebrate the beginning of Christmas by gathering around the great Christmas tree and joining us in song as we turn on the lights for the first time."



VISIT TO ASD UNIT

ORGANISED
BY WALK

IN LOCAL SCHOOL

Our staff team has a huge amount of experience in supporting people with Autism Spectrum Disorder (ASD). Santa and his team of merry elves were delighted to visit the children at the ASD unit in a local school.

The children had a great time and were able to engage with Santa in the way that best suited their needs. Santa even visited a few of the junior classes in the school.



CONNECT CAFÉ

ORGANISED
BY WALK

“It was really fun and relaxed afternoon”

One of the initiatives of WALK’s Wellbeing Committee was to host a ‘Connect Café’ on World Mental Health Day, 10th October.

The idea was to encourage people to connect with each other and to open up about mental health.



WALK COMMUNITY PROJECT FUND

WALK hosts events and is also supported by local community connections to host different events.

Fundraising is not the main aim of these but rather the introduction of WALK to the local community and to create stronger bonds and ties.

However, where funds are raised they go straight in to WALK's Community Project Fund. Both staff and the people we support can apply to request funding for one of the following:



COMMUNITY PROJECTS:

To develop local events or projects that are inclusive and benefit people we support and the local community.



CAPITAL EQUIPMENT:

To buy equipment small or large that would benefit the people we support and potentially the local community.



INDIVIDUAL'S GOALS:

To assist a person to achieve their goals. This can be through accessing training, education or recreation.

Here are some of the goals that the Community Project Fund supported in 2019.

ONE VOICE GROUP CHRISTMAS PARTY

Two ladies supported by WALK attend a ladies social club on a weekly basis.

This is a great social outlet for the ladies and they enjoy meeting people with the same interests. This year the One Voice Group was having a Christmas Party and the ladies were supported by WALK's Community Project Fund to be able to attend.



OLDER PERSON'S GROUP CHRISTMAS PARTY

A common interest in the young adults we support through Real Life Training is music production and music technology.

While most of our support happens out the community we also have some people who have developed relationships over the past few years through using WALK's day supports as a central meeting point.

Some people decided that a Christmas lunch would be a lovely way to end out the year and to spend some fun time in the company of the people they know. WALK community project fund made a contribution to this Christmas lunch for the people we support.

Margaret said she had a great day out and loved catching up with all her friends.



WORKSHOPS ON MUSIC PRODUCTION

We support a number of young adults through our Real Life Training programmes.

A common interest in this cohort of people is music production and music technology. A number of Ableton workshops and computer music packages were purchased through the Community Project Fund to assist people who are interested composing, recording, arranging, mixing and mastering music technology.

This technology is used by DJ's. The people who engaged with this workshops had an exciting opportunity to develop a tune from scratch - and learn some of the starter skills of mixing and DJing!

I did the DJing course with WALK to learn more about DJing and making tunes! I really enjoyed it. We did the course upstairs in the Eleanora and each week before we started I'd meet my mate Pam for a drink and then we'd head up to the course. You don't often have courses about DJing - so I thought it was really cool! We learnt about different possibilities for DJing - and me and Pam made our own tune! I hope to use the DJing to DJ for any events that are coming up in the future!

Fiadhnaít, RLT

GOVERNANCE & COMPLIANCE

All governing decisions are made in line with WALK's vision, mission and strategic plan. WALK's Board of Directors is made up of volunteers with responsibility for governance including financial oversight, setting the strategic direction and monitoring progress against it.

According to our governing document, the Board is made up of non-executive directors. All of WALK's directors bring unique skills to the Board including expertise in areas including but not limited to legal, medicine, family involvement, human resources, financial management, business management, and the community and voluntary sector.

100% OF BOARD TARGETS

- ✓ Charities regulator annual returns completed in advance of deadlines
- ✓ Updated constitution approved by relevant parties.
- ✓ Performance Development Review meeting with CEO twice in 2019
- ✓ Annual General Meeting held in March 2019
- ✓ Annual Report 2018 published.
- ✓ Annual Financial Statements 2018 published.
- ✓ Updates made to electronic risk register system to allow PDF reports for board usage.
- ✓ Governance code self-assessment complete and remains fully met.
- ✓ Charities Regulator Governance Code self-assessment complete with actions identified.
- ✓ Maintained compliance with Trusted Charity indicators related to 'Governance'
- ✓ Review of Risk Subcommittee effectiveness – reports provided to the full board on all key areas.

WALK BOARD OF DIRECTORS

ATTENDANCE RECORDS 2019

First Name	Surname	FEB	MAR	MAY	JUL	SEP	NOV	DEC
Michael	Hussey							
Don	McLaughlin*							
Annita	Lernihan*							
John	Bourke							
Dr. Gerry	Moran							
Betty	Brophy							
Peter	Byrne							
Pat	McCarthy							
Kay	Broderick							
Gavin	Murphy							
Gerry	Donohoe							
Non- Board Members								
Joe	Mason							

*Please note that Don McLaughlin and Annita Lernihan resigned from the Board in 2019.

The following members of the organisation attended meetings throughout the year to provide information to the Board on areas relevant to their expertise.

Catherine Kelly, Eamonn Teague, Sandra Burke, Kevin Power, Kathleen Martinez, Chihung Wan, Sheryl McCann, Cillian Doyle, Claire Coffey and Kevin Murphy.

SUBCOMMITTEES

OF THE BOARD

Risk Review Committee

The objective is to oversee and evaluate the Risk Management systems in place in WALK.

Finance/Audit Subcommittee

In brief, provides an objective review of the accuracy of financial data, and the financial reporting process; the integrity of the financial statements and significant financial reporting judgements contained in them; WALK's internal financial controls, budgeting and budgetary control systems; and financial risk management systems. They make recommendations to the Board in relation to the External Auditors.

They review procedures to enable whistleblowing by staff in relation to any concerns about improper use of the organisation's finances.

There are two executive Directors on this subcommittee, Annita Lernihan (replaced by Gerry Donohoe during 2019 on this committee) and Patrick McCarthy. WALK's Financial Controller, Director of Resources and CEO attend the bimonthly meetings.

Remuneration subcommittee

In brief, reviews the salary of the CEO.



TRIPLE LOCK

SYSTEM

Fully compliant with the Governance Code

1 We are signed up to the Statement of Guiding Principles for Fundraising

2 Accounts prepared using the Statement of Recommended Practice

3 As well as completing the triple lock system, we undertake the following internal measures to ensure accountability and governance are strong within WALK:

- ✓ Regular internal audits in each location to include audits on health and safety, finances of the people we support, person centred planning and clinical systems
- ✓ Annual external accounts audit
- ✓ Policies related to Human Resources reviewed with external expertise
- ✓ Audited accounts and Annual Reports available on our website
- ✓ HIQA inspection reports available on our website
- ✓ Fully compliant with the Charities Regulatory Authority requirements
- ✓ Fully compliant with the Companies Registration Office requirements
- ✓ Protected disclosures policy.



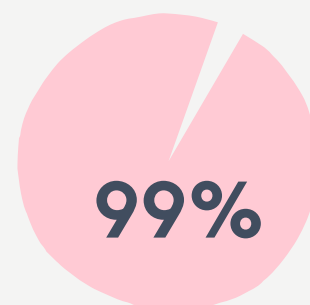
INCOME STATEMENT

	2019	2018
	€	€
Income	7,155	6,961
Expenditure	7,168	6,856
Net Surplus/ (Deficit)	-13	105

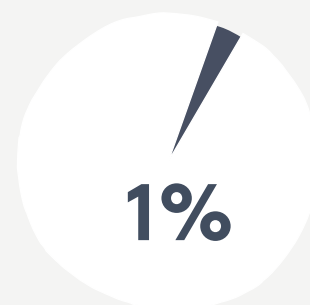
Balance sheet

Fixed Assets	4,668	4,816
Current Assets	1,093	1,092
Current Liabilities	-735	-757
Net Current Assets	358	335
Total Assets less Current Liabilities	5,026	5,151
Creditors > 1 year	-616	-728
Total Net Assets	4,410	4,423
Charity Funds		
Restricted Funds	3,977	3,999
Unrestricted Funds	433	424
	4,410	4,423

FOR EACH
EURO RAISED
THIS IS HOW
IT WAS SPENT:



Service
Provision



Governance

You can read WALK's
Financial Statement
for 2019 here.



CEO REPORT



Welcome to WALK's annual report for 2019. Our strategic plan is progressing very well and has delivered on its key strategic milestones.

In 2019 WALK as in other years achieved so much. We had our first graduation of the Oireachtas Work Learning (OWL) programme in Leinster House.

We developed partnerships with the Public Appointments Services to collectively work together to support the employment of people with intellectual disabilities in the open labour market. Our ability programmes went from strength to strength providing much needed early intervention for people 15 years of age and older so that they are supported to make informed decisions about their future. The referral team of WALK and our day services teams worked really hard to provide seamless transitions for school leavers into WALK day programmes.

The opening of Rafter's Lane was a momentous occasion for our residential services. While residential reform remains an ongoing struggle we are making slow but steady progress on an individual basis to support people in a more meaningful way which offers better quality of life outcomes.

We continue to constantly highlight the areas within our residential services where reform is critical.

2019 was a very sad year for the staff and the people we support as we lost four very special people from our lives Naomi, Linda, Noel and Cora. Our prayers and thought are with you and your families and friends may you all rest in peace.

On behalf of WALK I would like to take this opportunity to thank all our staff and stakeholders for their contribution, hard work and passion.

Joe Mason
C.E.O.



ACCREDITATION

Trusted Charity, formerly known as PQASSO, is a quality system designed specifically for the voluntary sector, including charities, social enterprises, community interest companies and community groups. (www.ncvo.org.uk)

Trusted Charity has been used to guide WALK's quality development as its overarching quality system for many years. We were the first organisation in Ireland to be accredited at PQASSO Level 2 in 2011 and we were successfully re-accredited at this level at the end of 2015 and again at the start of 2019.

The organisation continues to learn and develop while being guided by the quality areas that include: Governance, Planning, Leadership & Management, User-Centred Services, Managing People, Learning & Development, Managing Money, Managing Resources, External Communications, Working with Others, Assessing Outcomes and Impact.

Throughout 2019, WALK continued to work on strengthening its systems using the Trusted Charity indicators as a guide. The organisation intends to reapply for 'Trusted Charity' at level 2 towards the end of 2021.

Nadeem Razvi, Trusted Charity Programme Manager, NCVO, said

"We are delighted for the trustees, staff and volunteers of WALK that they have achieved the Trusted Charity Mark. We know that organisations using this standard benefit by having better governance, better systems and procedures and better quality of services for their users."



WALK HAS BEEN AWARDED

**TRUSTED
CHARITY MARK
AT LEVEL 2**

GOVERNANCE

USER CENTRED SERVICES

LEADERSHIP & MANAGEMENT

PLANNING

MANAGING PEOPLE

LEARNING & DEVELOPMENT

MANAGING MONEY

MANAGING RESOURCES

EXTERNAL COMMUNICATIONS

WORKING WITH OTHERS

ASSESSING OUTCOMES & IMPACT

POLICY STATEMENTS

SAFEGUARDING VULNERABLE ADULTS

WALK's safeguarding policy and procedure mirror the standards established in the national policy, *Safeguarding Vulnerable Persons at Risk of Abuse - National Policy and Procedures*. WALK is committed to policy and practices which promote the welfare of vulnerable persons and safeguard vulnerable persons from abuse. In keeping with the Assisted Decision Making Act, WALK presume decision making capacity exists for people we support unless proven otherwise.

In so doing we respect the autonomy of the individual and we endeavour to uphold the rights of people to full and meaningful lives in safe and supportive environments. We are committed to the safeguarding of all persons from abuse and we acknowledge that all adults have the right to be safe and live a life free from abuse regardless of circumstance.

WALK have a NO TOLERANCE approach to any form of abuse.

Through education, training, awareness, policy, procedure, gate keeping, leadership and partnership we promote a culture which supports this ethos. Concerns relating to suspected or known incidents of abuse can be reported by any person to WALK staff, line management or to any of WALK's Designated Officers; Catherine Kelly, Director of Services Mick Teehan, Day Services Manager, Eamonn Teague, Director of Residential Services.

COMPLAINTS

WALK is committed to ensuring that all dealings people have with our organisation are done so with utmost respect and dignity. WALK provides a transparent process for complaints made against the organisation and records all complaints made in line with legislative provision provided in the Health Act 2004. WALK has a Complaints Officer. If you, or your advocate, have tried to address your complaint with a staff member and they cannot help you resolve it then you can make your complaint directly to WALK's Complaints Officer. You can find WALK's Complaints Policy for Service Users and Third Parties on our website or you can contact the Head Office for a copy to be sent out to you.

EQUAL OPPORTUNITIES AND DIVERSITY

WALK complies with equality legislation when dealing with employees, potential employees, people we support, persons who may be supported in the future, and all other third parties.

WALK promotes equality and diversity and prohibits discrimination in the workplace across the nine grounds of Gender, Marital Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion, and Membership of the Traveller Community.

WALK has an Equality & Rights' Officer. You can find WALK's Equal Opportunities and Diversity Policy Statement on our website or you can contact the Head Office for a copy to be sent out to you.

WALK COMMITTEES & MEETINGS

There are a number of committees operating within WALK. These committees are made up of membership that allows expertise to be drawn on and to ensure that all stakeholders are represented.

QUALITY MEASURES IMPLEMENTATION GROUP

This is an internal group sub divided into projects representing a cross section of the organisation. Its purpose is to support the Quality Department and WALK as an organisation in the implementation, monitoring and evaluation of continuous improvement initiatives. The projects are: Person Centred Practices and Trusted Charity.

HEALTH AND SAFETY COMMITTEE

An internal group that is represented by the Health and Safety Officer for WALK and a cross section of staff. The purpose of this committee is to review all health and safety systems and implementation of those systems.

POLICY REVIEW COMMITTEE

Reviews internal policies ensuring they meet all legal and best practice requirements.

LEARNING AND DEVELOPMENT COMMITTEE

Looks at learning and development requirements and opportunities for staff across the organisation.

WELLBEING COMMITTEE

Promotes workplace wellbeing by reviewing data gathered from staff satisfaction surveys and plans events for the year to further promote wellbeing for all in WALK.

CLINICAL RISK AND OVERSIGHT COMMITTEE

Governance meetings to ensure WALK meets all legal and best practice clinical requirements and that all WALK practices follow a human rights based approach and are according to WALK's low arousal philosophy.

STRATEGIC PLANNING SUBCOMMITTEE

Review the progress of the operational components of the Strategic Plan 2018 – 2020.

EQUALITY AND RIGHTS COMMITTEE

Reviews practices within the organisation in relation to equality and diversity and ensures they are meeting all legal and best practice requirements.

FUNDRAISING AND COMMUNITY PROJECTS COMMITTEE

Planning and organising community events as well as authorising and organising the distribution of funds in the Community Projects Fund.

BUSINESS DEVELOPMENT COMMITTEE

Assesses potential for and follows up on business initiatives and partnerships across different industries. These partnerships are mutually beneficial for WALK and other like-minded organisations. The partnerships' overall aims must progress WALK's strategic themes.

NEXT STEPS

WALK will continue to implement its operational plans in line with the three Strategic Priorities identified for 2018 – 2020.

Bimonthly updates will be provided to all stakeholders via WALK's website.

WALK's strategic planning subcommittee reviews progress against the operational plans. They anticipate challenges to implementation based on internal or external factors. Using this information, they modify the flow of the implementation of the strategic plan.

Our challenge as we enter 2020 is to complete priorities outlined in our Strategic Plan 2018 – 2020 and to develop our next strategic plan.

WALK

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WALK1967

WALK_IRL

VISIT US AT
www.walk.ie



WALK is the trading name for Walkinstown Association for People with an Intellectual Disability.
Company Limited by Guarantee (CLG) Registered Charity Number: CHY10777
Charity Registration Number: 20028008 | Registered Company Number: 32240

