

BVS/BRETHREN SERVICE PROJECT FORM

Name of project/organization: **incredABLE**

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BVser's job title: Long term volunteer

BVser's immediate supervisor(s): Nigel Hampton

Description of project/organization:

incredABLE is a voluntary organization creating meaningful social, recreational, and educational opportunities for people with a learning/intellectual disability and/or autism.

History

incredABLE (previously: Enable) was founded in 1997 when parents, professionals and a number of people with a learning disability wanted to develop a range of alternatives to traditional respite services. The number of individuals we work with and the range of projects and services we offer have rapidly expanded since then.

Location/ Area

incredABLE's base is Richhill, a small village 5 miles from Armagh City, which is approximately 40 miles from Belfast and 80 miles from Dublin. Volunteers will be required to work across the Southern Trust area. See map:

Map of NI showing the Southern Health and Social Care Trust



Our Mission

Our mission is to deliver quality projects and services by inspiring, empowering and including the people we work with.

Our Vision

Our vision is a society where individuals with a learning/intellectual disability and/or autism are supported, valued and included.

Our Approach

We believe that everyone is an individual and has the right to feel incredABLE!

Our Values

- We are about **Quality** projects and services
- We are about **Inclusion** through integration and equality
- We are about **Trust** through maintaining positive working relationships
- We are about **Respect** and the dignity of every person
- We are about **Sustainability** and stewardship of all our resources
- We are about **Creativity** and making things happen
- We are about **Responsiveness** through listening to all those who work with us

Target group

Within the Southern Health & Social Care Trust there are estimated 3000 people with a Learning Disability. **incredABLE** currently works with more than 300 people with a Learning Disability across its 6 projects.

Project Delivery

incredABLE continues to deliver well established and quality projects and well as developing other new projects as needs emerge or opportunities arise.

- **Adult Short Breaks (ASB)** - This service provides an alternative to traditional respite services by offering group residential (weekend and mid-week) breaks in a variety of venues across N. Ireland. The aim of the service is to provide respite for carers, whilst offering participants a range of meaningful activities and experiences. We tailor our support so that we can meet the needs of each participant within a group environment.
- **Bespoke Individual and Group Service (BIG)** - This tailored service encourages community participation, access to leisure provision and social activities where and when individuals choose. The BIG Service can be undertaken as part of a group service or on a one to one basis. A plan is completed with individuals to agree what support is required and the type of activities to be undertaken. The service can as flexible or as routine as required.
- **ASD Life Skills** - A series of six 3-day residentials for up to 12 young people with ASD and/or co-occurring mental health conditions. The aim of the programme is to focus on essential life skills such as teamwork, time management, interpersonal relationships and more in ways that can be practiced on the residential and transferred to home, school, and work environments. Sessions are interspersed with various recreational activities throughout the programme to motivate and sustain the participation of the young people.
- **Peer Outing Programme (POP)** - POP outings take place once a month and can be activity based or joining in with a community event. This project focuses on the individual, providing the necessary support for participation in the programme, whether this is personal care, transport or appropriate supervision. The support provided gives young people the choice to experience new environments and avail of new opportunities. The service provides support to young people transitioning between school and adult services.

- **Youth Empowerment Programme (YEP)** - The YEP residential Service is delivered in partnership with the Southern Health and Social Care Trust Children and Young People's Disability Teams. The residential series is made up of ten 3-day residentials throughout the year. The aim of the programme is to focus on daily life skills that can be practiced over the residential and transferred to the home. These skills are focused on 4 key areas: Personal Development, Independent Living Skills, Social Development, and Building self-confidence and self-esteem.
- **Youth Club Programme - incredABLE** have two youth club options, incredABLE Together youth clubs and Engage youth clubs. These run in different areas, but both share the goal of providing social hubs for 14-25 year olds across the Southern Trust area. They offer a range of social opportunities and activities in a supportive and positive environment, including an annual residential weekend.
- **We are incredABLE Project** - This is a unique 5-year project (started fall 2017) being delivered in partnership with the Big Lottery Fund. The program offers meaningful daytime opportunities for young people aged 18-25 through three strands:
 - o **incredABLE enterprises**—Young people learn new skills in design, production, marketing and sales by developing new products and services as part of a busy team.
 - o **incredABLE together**—Young people meet new people, develop new friendships and participate in fun, social and recreational activities.
 - o **incredABLE me**—Young people learn daily living skills to live independently in the future, deepen their understanding of health and wellbeing or take on a more active role in their home.
- **incredABLE holidays & camping** - Holidays and camping trips provide people with a learning disability and/or autism the opportunity to go on a holiday and experience the outdoors in a group setting. Up to four holidays take place every year and have included trips to Blackpool, London, and Disneyland, Paris. At home, shorter four night inclusive breaks are facilitated in popular destinations such as Mayo, Portrush, and Fermanagh lakelands. Participants are offered a range of activities tailored to the location of the holiday and are given appropriate support based on their needs and the needs of the group. Camping trips provide up to 6 residential weekends in the summer months for groups of up to 12 adults with a learning disability and/or autism engaging participants in meaningful activity during their short break under canvas. **incredABLE** use a variety of camping areas across Northern Ireland
- **Café incredABLE** - Opened in October 2017, Café incredABLE is a new social enterprise whose purpose is to facilitate training, employment and meaningful daytime activity for individuals with a learning/intellectual disability and/or autism. It is the sister social enterprise of One Eighty based in Mandeville Street, Portadown.
- Working in partnership with **One Eighty** - In 2017 incredABLE merged with the charity Step by Step NI, which runs One Eighty. The award winning high street restaurant and attached training facility offers a unique experience in hospitality training to young people with a learning/intellectual disability and/or autism who want to develop their skills and culinary expertise. One Eighty offers the Training for Success Programme, in conjunction with Southern Regional College. For the team at One Eighty, it's all about giving young people the tools and the confidence to find employment, to further develop their skillsets. The training facility focuses on the extra learning that young trainees may require, whilst giving

every individual the opportunity to enhance their communication and interaction skills through group work activities.

incredABLE structure:

Each individual project (listed above) is run by a Project Coordinator, who takes charge in recruiting and scheduling staff, organizing participants, etc. Project Workers are on the ground with participants, and take charge in planning activities, etc. while out. The BVS volunteer will work across projects, reporting to their Project Worker and Project Coordinator for each project. The Director, Nigel, keeps all the balls in the air. BVSers are, overall, answerable to Nigel. Jason is the Project Coordinator in charge of volunteers, so he will check in on a regular basis and conduct your supervision (performance reviews). BVSers are considered part of the 'core team', and meet with the office staff and coordinators regularly.

Job description:

incredABLE involve volunteers in delivering our services because their diversity, enthusiasm, dedication, experience, and skills allow us to support individuals with a learning disability on a level that we could not achieve without them. In addition, **incredABLE** view volunteering as a 2-way process wherein our volunteers benefit from the sense of satisfaction gained from helping out with an important cause, improving their community, meeting new people, and learning new skills.

incredABLE works with children and adults who have a learning disability. We offer a range of projects and services aiming to help people with a learning disability actively participate in their local community, as we believe that every individual has the right to a full and meaningful life.

Benefits of volunteering within incredABLE;

- The satisfaction of helping others
- Developing a link with the local community
- Practical experience
- A chance to develop skills
- A chance to meet new people
- Taking part in fun and beneficial activities
- Support/ supervision/ guidance is provided by project coordinators/ staff on-call as required
- Volunteer allowance and reimbursement for any expenses incurred 'out of pocket', i.e. for travel and any petty cash costs.

Volunteer roles

Volunteers participate in a number of projects based on skills, interests, availability, and the needs of **incredABLE**. The volunteer role is as follows;

- Participate in the activity (if appropriate) and ensure participants' safety by following organizational procedures, details of which are given during induction into the organization
- Support participants as required and appropriate, e.g. with mobility issues, communication
- Encourage participants to engage in a wide range of activities and to positively integrate with other project participants
- Communicate any issues with the project coordinator/ on-call, e.g. incidents/accidents etc.
- Driving a 16 seat minibus is not required of BVSers, but training is offered for those volunteers who are interested.

Training

incredABLE have an extensive rolling training programme for volunteers. Some areas of training are mandatory and others optional.

Disability Awareness (m)

Safeguard Vulnerable Groups (m)

Health & Safety (m)
Fire Awareness (m)
First Aid
Food Safety
Epilepsy Management
Personal Care
Safe Handling of Medication
Moving & Handling
MIDAS - Minibus Driver Awareness Scheme

Minimum requirements or prerequisites:

Personnel Specification (all roles):

- 1) To be committed, responsible, enthusiastic, friendly, and caring
- 2) To have good communication skills
- 3) To have a knowledge of or interest in learning disability (no previous experience required)
- 4) To be willing to complete 4 evening training sessions ('Safeguarding vulnerable groups', 'Disability Awareness', 'Health and Safety', and 'Fire Safety') over your first 6 months as a volunteer

Couples? *Can you take married couples?* YES

Disabilities? *Can you take a volunteer with a physical disability?* YES

Housing for volunteer:

incredABLE purchased a static caravan (in U.S. parlance, trailer that doesn't move, or modular housing) in 2017 for the BVSe to use exclusively. It has 2 bedrooms, a living room, kitchen, and small dining area. It is onsite at **incredABLE**, right next to the building, but does have its own privacy fence and garden (yard) area.

Please see Facebook page for photos and videos! @weareincredible

Other comments:

From Chris Kaake (current volunteer 2018):

Your future work at **incredABLE** will very much depend on you—your interests, your skills, your choices. Volunteers can work across all projects or focus on a few if they prefer. For example, I started working across all the projects but now focus mostly on those that serve young people as well as writing grants, applications, and press releases. I prefer hands-on work, so we worked together to make sure I'm out with participants as much as possible. Your experience here will be exactly what you make of it—the entire team are dedicated to doing their job as well as possible AND making sure their volunteers are thrilled with their time here. If you ask for something, they'll do their best to make it happen! There are so many projects here and all of them are open to volunteers, so if you have a passion, an interest, a desire to learn, just make it known and watch your volunteer experience blossom. And the caravan is really nice!