



SHS programme of courses

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Inclusion is a social change, not a service reform; ultimately, it is communities, not just individuals who benefit from inclusion. At SHS Trust we believe that becoming a more inclusive society requires big changes in the way our communities and social institutions work and that means we all need help to change our thinking and to develop new ways of working.

This is why this programme of courses delivers practical information, techniques and advice that is relevant to everyone - not just people working within human services but everyone who is seeking to apply the values of inclusion and diversity in their lives at home or in the organisations with which they are involved.

Our training is designed to be both challenging and empowering and our clients trust us to help them push back the boundaries of the possible and develop new ways of working towards inclusion. We believe that many people can be helped to build a better life but only if we are brave enough to let go of old ideas and to challenge so-called common sense about what people need and how society can provide it.

Our courses help build the skills and knowledge required to really make a difference.

a participant on a recent
person centred planning course

“So ~ what you
do is you ask
people what they
want and then
you help them
work out how to
get it...”

23, 24, 25 September 2002
8, 9, 10 January 2003

Cost: £330 plus VAT

Working With People

an introduction to person centred planning

Developing a person centred approach to designing and delivering services requires real changes in organisational culture and practice. This course explores the values base of person centred working and describes the tools and processes involved in person centred planning including MAP and PATH. Highly relevant to anyone involved in providing care and support services, this course will also equip managers responsible for strategy development and change management with an effective means of analysing their own and their organisation's progress towards a more person centred approach.

September 2002 • code SC1A
January 2003 • code SC9A

£330 plus VAT

If you are seeking to develop your abilities as a facilitator for person centred planning processes you should consider combining this course with our more advanced course Building Better Lives.

Michael Kendrick

“people
stay with
what they
know - you
have to
make a
picture of
what they
don't know
better”

2, 3, 4, 5 December 2002 • code SC3B

£440.00 plus VAT four day non-residential

7, 8, 9 February 2003
weekend residential • code SC11B

£750.00 plus VAT
three day weekend residential

Building Better Lives

facilitating person centred planning

Can you help people follow their dreams? There is growing demand for competent facilitators able to work with people with learning disabilities and their families to help them live the lives they choose but the art of helping people work out what they want in their lives and how to realise their dreams has much wider application. By the end of this course you will have been introduced to some of the ways to help people plan how they want to live their life and clarify the kind of support they will need to do this. This course covers:

- Exploring and understanding the values of inclusion and the principles of person centred planning, working and thinking
- Practising and using some of the person centred planning tools on ourselves and with other participants on the course. The course will cover the use of MAP, PATH and an introduction to Essential Lifestyle Planning.
- Learning about the different roles a facilitator can play in person centred planning processes

This is an advanced course and we recommend that participants discuss their prior learning and experience with us before signing up.

John
McKnight

“community
connectedness
says ~ I don't
care about your
deficiency...I
insist on your
contribution”

8, 9, 10 October 2002
16, 17, 18 December 2002

Cost: £330 plus VAT

Community Connecting

A community is not just a locality - it is a network of connections and relationships. How do children make friends locally when they are bussed off to special school every day? How does attending a day centre help anyone build a diverse group of friends locally or make contacts that could lead to a better job? This course explores ways of helping people get re-connected to networks that can lead to friendship and opportunities. It will both challenge and empower anyone supporting someone who has become isolated and excluded.

October 2002 • code SC4C
December 2002 • code SC6C

Cost: £330 plus VAT

Managing Diversity

The pressure is now on managers to realise their organisation's diversity and equal opportunities policies. But how does this work in real life? How do you balance a commitment to fairness with an approach that meets the needs and aspirations of individuals as well as business needs? This course explores the values underpinning the concept of diversity and aims to provide managers with a framework for addressing the challenge of managing the cultural change necessary to achieving diversity targets.

9, 10 December 2002 • code SC5D
3, 4 March 2003 • code SC8D

Cost: £220 plus VAT

Graphic Facilitation



Add a new dimension to your training, facilitation or planning work by learning how to create a graphic record of meetings, events and discussions. Using pictures, symbols and colour to record people's thoughts, ideas and feelings can help capture meanings more effectively than the use of words alone. It can help a group to think more imaginatively, engage and involve them, and help to focus a meeting. An essential skill for person centred planning, graphic recording is also used very successfully in training, business planning and teambuilding sessions.

30 September 2002 • code SC2E
16 January 2002 • code SC7E

Cost: £120 plus VAT

Kristjana Kristiansen

“Whose side are you
on is still a good
question...but then
we are creating
boundaries instead
of talking we”

29, 30 October 2002 • code SC10F
27, 28 January 2003 • code SC12F

Cost: £220 plus VAT

Moving into the Mainstream

person centred transition planning

Based on the unsurprising fact that many young people with disabilities want pretty much what most people want out of life, this course uses real examples to signpost better ways of handling this thing called 'transition'. From future needs assessment onwards families, carers, professionals and young people themselves are often faced with an uphill struggle to secure a place on a mainstream college course, the opportunity to work or just the support required to live the life they choose. Why do colleges and potential employers seem unable to respond creatively to enable young people to pursue their dreams and what's the best way of removing any hurdles they set up? This course addresses the ways in which a person centred approach benefits young people in transition planning and explores ways of tackling negative pressures that work against the wishes of young people.

October 2002 • code SC10F
January 2003 • code SC12F

Cost: £220 plus VAT

Altering Attitudes

Many courses address the particular discrimination experienced by women, disabled people, older people, younger people, lesbians, gay men, bisexuals and people from minority ethnic communities. We have however, learned that there is great value in exploring the common barriers to equity faced by different groups of people as well as exploring the nature of multiple discrimination. This innovative course was developed through a partnership of 10 training organisations from five European states, academics and people exposed to discrimination. The course should challenge participants both to review their values and to consider practical ideas about their work and their organisations.

**11 September 2002 • code SC1G
28 November 2002 • code SC4G**

£120 plus VAT

Training for Trainers

(Altering Attitudes)

The Altering Attitudes project developed the innovative generic equity training course which is described overleaf, making it available for use both by trainers from the partner organisations and by others. It is expected that those who deliver training from the Altering Attitudes materials will first have received training in their use. This course is designed to familiarise trainers with the pack, but also to support them to review their own attitudes and practice using the techniques it contains. It is delivered with equity trainers from PHASE Scotland, PAIH and Ideal Training working alongside SHS staff.

5, 6 September 2002 • code SC15H
3, 4 October 2002 • code SC13H

Cost: £200 plus VAT

sept 2002	oct 2002	nov 2002	dec 2002	jan 2003	feb 2003	march 2003	please tick choices
Training For Trainers (Altering Attitudes)						5, 6 Sept	SC15H £200
Altering Attitudes						11 Sept	SC1G £120
Working With People						23 - 25 Sept	SC1A £330
Graphic Facilitation						30 Sept	SC2E £120
Training For Trainers (Altering Attitudes)						3, 4 Oct	SC13H £200
Community Connecting						8 - 10 Oct	SC4C £330
Moving Into The Mainstream						29, 30 Oct	SC10F £220
Altering Attitudes						28 Nov	SC4G £120
Building Better Lives						2 - 5 Dec	SC3B £440
Managing Diversity						9, 10 Dec	SC5D £220
Community Connecting						16 - 18 Dec	SC6C £330
Working With People						8 - 10 Jan	SC9A £330
Graphic Facilitation						16 Jan	SC7E £120
Moving Into The Mainstream						27, 28 Jan	SC12F £220
Building Better Lives (residential)						7 - 9 Feb	SC11B £750
Managing Diversity						3, 4 Mar	SC8D £220

Booking Form

Please complete a separate form for each delegate and return to: Justine Davidson,
SHS Trust, 1a Washington Court, Washington Lane, Edinburgh, EH11 2HA
Telephone: 0131 538 7717 Text telephone: 0131 477 3684 Fax: 0131 538 7719

name

job title (if applicable) organisation (if applicable)

address.....

..... postcode.....

tel number..... fax number.....

email address

payment details: I enclose a cheque for (made payable to SHS Trust) please invoice me for invoice address if different

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Cancellations: We realise that on occasions it is necessary to cancel bookings. If you can find someone else to take your place then we will refund your course fees in full once that replacement booking is confirmed. If, however, you give us less than 21 day's notice of a cancellation or do not attend the event, then we reserve the right to retain the full fee.

Further Information

Further details about each individual training course, including timings, learning objectives, the trainers and the venues will be sent to participants before the course takes place. Most courses will be Edinburgh based starting no earlier than 9.30am and finishing at 4.30pm. If you would like further information, or advice on which course might be most suitable for you, please contact Justine Davidson on 0131 538 7717.

SHS can also be commissioned to deliver any of these courses, or other training tailored specifically to your organisation. We also organise a range of other events and projects including a major annual conference on inclusion.



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