Proactive model of PBS training with specialist care providers
Setting up an integrated approach
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Introduction

National context
The national context for providing services for people who display behaviours that challenge emphasises and supports Positive Behavioural Support (PBS) as a model of intervention.

It is proposed that in order to enhance the quality of service provision, increase effectiveness, minimise placement breakdowns, adverse or abusive practices and in-patient admissions, what is needed is a Whole System Change.

Local model
Through collaboration between health, local authority and commissioners in learning disability services, there is a commitment to develop a Newcastle model to try and address the difficulties outlined above. Four specialist social care providers have now been commissioned to work into four community cluster housing models with adults with learning disability, who have behaviours that challenge and/or associated mental health problems. Individuals have been identified due to either being in hospital, in out of area placements, or experiencing placement breakdowns.

Developments in health service
In parallel, there have been developments within Northumberland Tyne and Wear NHS Foundation Trust to develop and deliver a two day training in Positive Behavioural Support, and develop and evaluate a Behaviour Support Plan (BSP) template with the aim of improving quality.

Aims

1. To develop and agree a proactive training model for specialist social care providers supporting adults with learning disability and behaviours that challenge, identified to be supported in new community cluster housing models in Newcastle upon Tyne.

2. Agree minimum standards and local governance regarding training and behaviour support planning through an integrated approach.

3. To evaluate outcomes for clients, staff and services.

Integrated Approach

Method

Clients / providers:
It is anticipated that the number of clients with behaviours that challenge as their primary need to be included in the evaluation from four housing models will be N = 15

To date, three community cluster housing models are complete.

Three individuals with behaviours that challenge as their primary need have already moved into their new home.

Evaluation

Measures to be completed at baseline, 4, 8 and 12 months post.

Time period: April 2015 – July 2017

Client outcomes

- The Behaviour Problems Inventory – Short Form (Rojahn, 2010)
- Guernsey Community Participation and Leisure Assessment (Baker, 2000)

Staff outcomes

- Staff Positive Contributions Scale - Brief Form (Lunsky, Hastings et al, 2014)
- Difficult Behaviours Self Efficacy Scale (Hastings & Brown, 2009)
- Challenging Behaviour Attributions Scale - Short Form (Hastings, 1997)
- Behavioural Knowledge Quiz (Northumberland Tyne and Wear Foundation Trust, 2014)

Service outcomes

- Staff Satisfaction Questionnaire (Ford & Honnor, 2000)
- Cost of service

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Training model

Two day PBS training for front line staff agreed across three of the four specialist social care providers to date. Associated Behaviour Support Plan template agreed across 3 specialist social care providers to date. Access to behaviour specialists to support development of BSPs, proactive monitoring and regular reviews agreed.

Day 1 – Positive Behavioural Support: Understanding Behaviours that Challenge

- Introduction to Positive Behavioural Support
- Observing behaviour
- Describing behaviour clearly
- Recording behaviour
- Understanding the 3-term contingency (A-B-C)
- Functions of behaviour
- Understanding vulnerability
- Applying knowledge of PBS
- Evaluation


- Recap on Day 1 and functions of behaviour
- Introduction to a Behaviour Support Plan
- Understanding course of behaviour
- Understanding support strategies and function
- Understanding primary and secondary prevention
- Understanding reactive strategies
- Importance of data
- Evaluation

Average behavioural knowledge quiz scores pre and post training (one provider)