

# Gloucestershire's Journey



## *'Journey'*

1. An act of travelling from one place to another
2. A long and difficult process of personal change and development

(Oxford Dictionaries, 2016)

# Context

Department of Health Report (2012)

- Focus on support in the community
- Focus on prevention
- Direction to have a local joined up strategy

Winterbourne View:  
Transforming Care One  
Year On (DoH, 2013)

Mansell Report  
(2010)

Winterbourne  
View: Time for  
Change (2014)

Positive &  
Proactive  
Workforce  
(2014)

Positive &  
Proactive  
Workforce  
(2014)

**Gloucestershire's Challenging Behaviour Strategy**



## The Experts

- Learning Disability Partnership Board
- Family Carers
- The CBF
- The NDTi
- Professor David Allen
- Learning Disability Operations Team
- Disabled Children's Service
- NHS 2gether Foundation Trust
- Support Providers

**Not just 'us'**

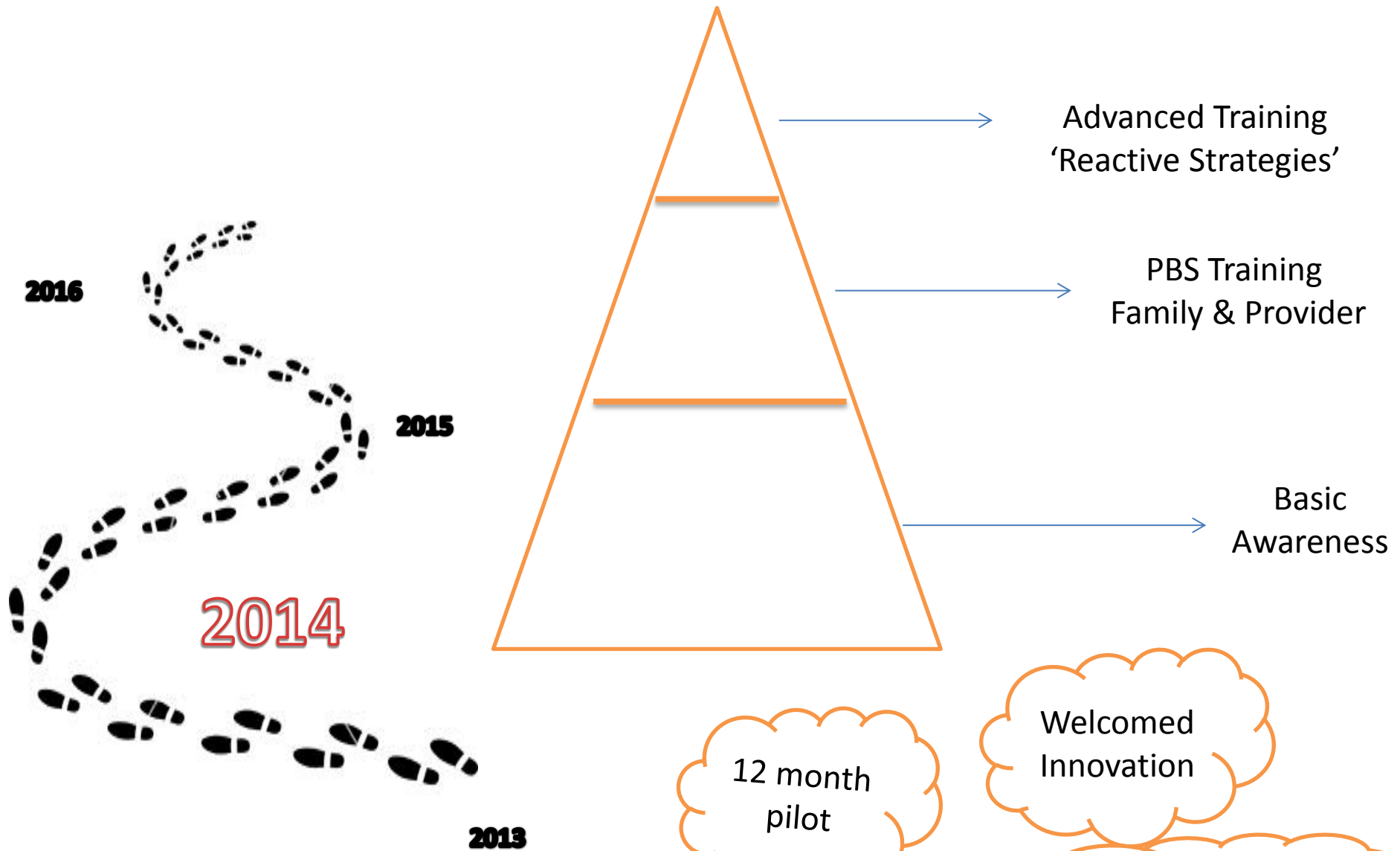
**2013**

## The Vision

- Quick response support outside of 9am – 5pm and provide it quickly
- Clear referral processes
- Information
- Peer support
- Outreach support
- Get family & people with LD involved
- Culture change and real people
- Remodel inpatients
- Discharge accountability
- Give consistent advice across health and social care
- Meaningful lives
- Community involvement
- Whole life approach

## The Training Vision

- Recognise that to get good, skilled and dedicated staff you need to pay more
- Training around the individual
- Enthusiasm for the support to providers, training and challenging behaviour leads in local organisations.
- Training would be useful around communication and positive risk-taking.
- It would be good to 'share' reactive strategy training
- Need to ensure that poor placements are not 'propped up' by excessive support being given to poor providers



2014

Advanced Training  
'Reactive Strategies'

PBS Training  
Family & Provider

Basic  
Awareness

12 month  
pilot

Welcomed  
Innovation

Commissioning

What this  
looked like...

# What we learnt in year 1...



- We changed how we recruited trainers
- We needed a training administrator
- We needed to target Providers
- We split the family training and the provider training
- It wasn't just about the training- behaviour recording templates, community of practice, debrief guidelines

# What we learnt in year 2...

2016



2015

2014

2013

- Providers were apprehensive about changing their reactive strategy model
- We included PBS in contracts
- We trained local authority staff, 2gether Trust staff, Clinical Commissioning Group staff
- We had trained support providers but we needed to train 'internal' services- PBS Service
- We were too 'adults'
- Monitoring 'basic awareness training'

# Where we are now

2016



2015

2014

2013

- Over 1000 people trained in Positive Behavioural Support
- 232 people trained in Positive Behaviour Management
- Re-commissioned the contracts until 2019
- 80 family carers trained in Positive Behaviour Management
- Monthly working groups with broad attendance
- Training uptake monitored quarterly

2016



2015

2014

2013

# Questions?

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