

Challenging Behaviour

Early Intervention and Prevention

Ray James

**Director of Health, Housing and Adult Social
Care, Enfield Council**

**President of the Association of Directors of
Adult Social Services**



“ It is critical to the vision of the Care Act that the care and support system works to actively promote wellbeing and independence, and does not just wait to respond when people reach crisis point. To meet the challenges of the future, it will be vital that the care and support system intervenes early to support individuals, helps people retain or regain their skills and confidence, and prevents needs or delays deterioration wherever possible”

(Care & Support Statutory Guidance para 2.1)

Positive Behaviour Support (PBS)

The term 'Positive Behavioural Support' was first used by Horner and colleagues in 1990 who defined PBS as

“an approach that blends the rights of people with disabilities with a practical science about how learning and behaviour change occur”

PBS is values led – the goal of behavioural strategies is to achieve community participation, enhanced choice, greater respect rather than simply behavioural change in isolation

Some of preventative work in Enfield....

- **Challenging Behaviour Action Group (CBAG) - a task group including service users, carers and health & social care staff oversees the development of services for people who behaviours can challenge.**
- **Development of a carer support pathway – assessment → PBS plan → monitor & review → guidance on Approach safe holds for carers to use → debrief and evaluation.**
- **Health & social care staff trained in PBS working with providers to implement PBS plans**

- **Improving the environment – we have developed design guidelines for challenging behaviour.**
- **Met or exceeded the standards in the POMH-UK national benchmark data for prescribing and continuing need of anti-psychotic medication.**
- **Positive and Proactive Care: reducing the need for restrictive interventions (DoH 2015) – conference in Enfield with CQC & DoH for local providers.**

- **Funding from the Autism Fund (SfC) to develop PBS training and coaching for providers on maintaining long term quality of life benefits**
- **Working with Children's health & social care services to develop an Enhanced Behavioural Support Service (BCF) to work with those children who are at risk of being placed in out of borough placements – enhanced support for families using PBS.**

Transforming Care – post Winterbourne

Children, young people and adults with a learning disability and/or autism who display behaviour that challenges, including those with a mental health condition have the right to the same opportunities as anyone else to live satisfying and valued lives and, to be treated with the same dignity and respect. They should have a home within their community, be able to develop and maintain relationships and get the support they need to live a healthy, safe and fulfilling life.

(Service Model Vision – Transforming Care Partnership)



The National Service Model

- People should be supported to have a good and meaningful everyday life
- Care and support should be person-centred, planned, pro-active and co-ordinated
- People should have choice and control over how their health and care needs are met
- People with a learning disability and/or autism should be supported to live in the community with support from and for their families/carers as well as paid support and care staff
- People should have a choice about where and with whom they live

- **People should get good care and support from mainstream NHS services, using NICE guidelines and quality standards**
- **People with a learning disability and/or autism should be able to access specialist health and social care support in the community**
- **When necessary, people should be able to get support to stay out of trouble**
- **When necessary, when their health needs cannot be met in the community, they should be able to access high-quality assessment and treatment in a hospital setting, staying no longer than they need to, with pre-admission checks to ensure hospital care is the right solution and discharge planning starting from the point of admission or before.**

Reflections

- Authentic values based leadership at all levels
- Meaningful coproduction (shared vision)
- Parents and Carers
- Independent Providers
- “Defining moments” e.g. transition
- Resilience
- Multi-disciplinary team
- Stability of relationships & staff
- Culture

Transforming Care

