

The Richmond Fellowship
Scotland

Embedding Active Support & Practice Leadership

Service Wide Staff Training

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Introduction

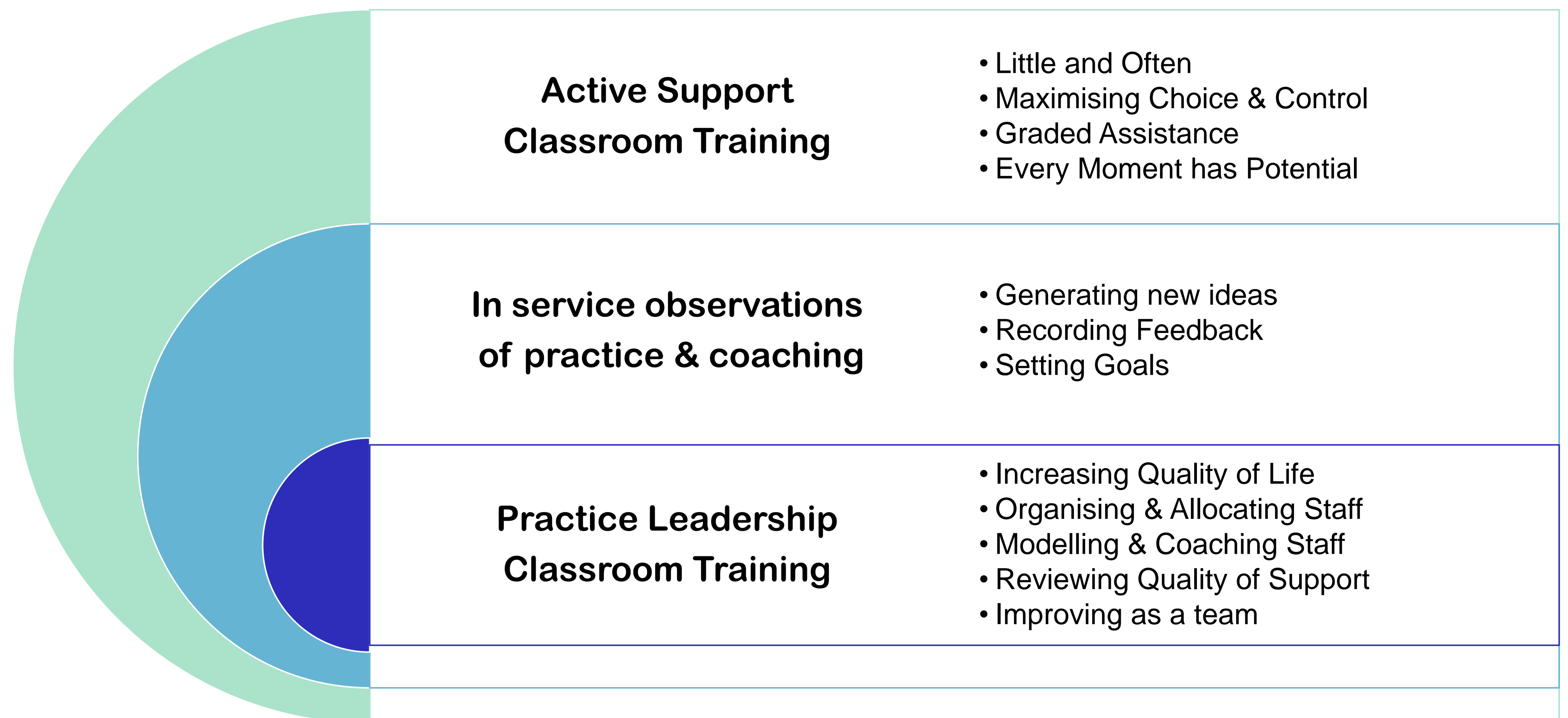
The Richmond Fellowship Scotland (TRFS) provide support in the community to over 3000 individuals across Scotland with autism, learning disabilities and mental health. Many of the individuals supported have complex needs and behaviours of concern. People with Learning Disabilities and/or Autism are entitled to lives which are as full as anyone else's. TRFS believes in helping everyone that we support to live ordinary lives.

People with learning disabilities especially people with more profound learning disabilities **will need support** to do most of these ordinary activities which may take place at home, in the community or by building friendships, relationships, getting a job etc. (Creating an Ordinary Life, Active Support Project 2012-2015, ARC)

When a person is unable to do typical daily activities independently then we use **Active Support** to support people to be involved in their lives and experience success in living an ordinary life. Active Support is about making sure the people we support are **engaged** and **participating** in all areas of their life.

Active Support is still one of the most researched areas relating to people with learning disabilities that conclusively demonstrates, that where staff used the tools and methodologies inherent in Active Support, people do have a better quality of life.

(Felce et al 1986; Mansell and Perry 1994; Thompson et al 1996; Jones et al 1999; Fence et al; Mansell et al 2003, 2008; Sancliffe et al 2007).



36 Managers
have become
Practice Leaders

I am so proud of my son. He done no cooking whatsoever at home and now he is in the kitchen! I can't wait to get an invite for dinner

J is really enjoying taking the lead with answering the door, checking the fire alarms and helping to go through the mail!

We changed from taxis to buses...he speaks more to people on the bus, is learning skills such as telling the bus driver where he is going and showing his pass. He now even goes on the bus to visit his parents.

Instead of waiting in the car at the petrol station he now fills the car for himself. He absolutely loves doing this, don't know why we hadn't thought of this before, its great!

Opened my eyes up to more my individual can do for themselves

She is getting involved in ordering or making a takeaway meal & going to another flat for a movie night with her friend each week

I enjoy fishing and it turns out through trying this with the person I support he loves it! I have now got some of the staff interested and this is now a regular hobby

400 staff have received in vivo training

30 supported individuals have new activities

Training Programme Aims

- Develop the skills of frontline service level staff to minimise the need for specialist input
- Consistency of support across all services; being skilled and able in the practice of Active Support
- Focus on the quality of life of the people we support
- Providing ongoing motivation and direction to staff
- Supporting staff individually to develop their skills
- Creating a training pathway for staff

Evaluating Effectiveness

- Guernsey Community Participation and Leisure Assessment-Revised (Baker, Taylor-Roberts, Jones 2016)
- Active Support Measure (Mansell & Elliott, 1996)
- Staff Experiences & Satisfaction Questionnaire (Beadle-Brown et al, 2005)
- Meaningful Activity Questionnaire (Beadle-Brown, 2004)