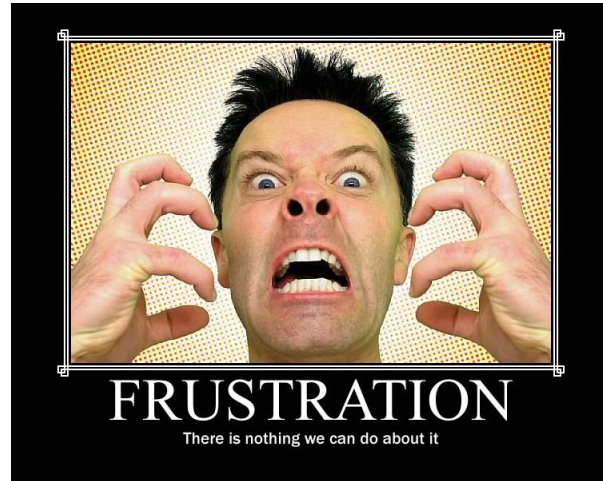


A Positive Behavioural Support Academy for England

A Proposal

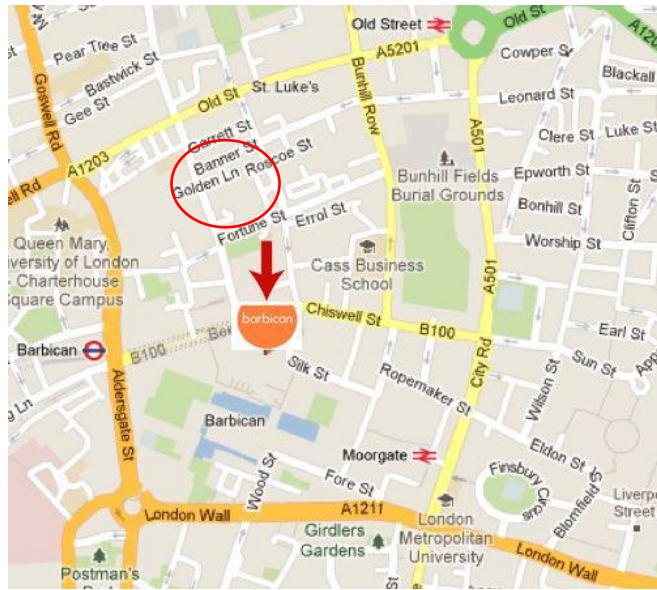
Origins



+



+



+



Why do we need 'something'

- The Winterbourne View scandal was greeted with horror by the learning disability community, the media and government
- Despite considerable effort and good will, current initiatives to address the concerns arising from the scandal have had little impact on driving up the quality of services
- Though the current focus on re-providing services for those people currently placed in out of area assessment and treatment facilities is understandable, it is arguably the wrong formulation of the 'Winterbourne problem'.

- While Positive Behavioural Support (PBS) is promoted as a preferred intervention model within the *Positive and Safe* programme and other guidance, it is already apparent that there is a significant lack of shared understanding as to what this approach actually entails and evidence that services are simply re-labelling existing approaches as PBS without any discernible change in practice.
- Achieving the kind of cultural change in services that the current policy requires is a long-term process that will not be achieved by short-term intervention. Leaving a long-term legacy from Winterbourne therefore requires a strategic approach that recognises this fact.
- Simply raising the practice bar without equipping people with new skills will be an insufficient strategy given that many localities are struggling to understand how to achieve the objectives of current policy.



Proposed Solution

- Establish a PBS Academy that would be a membership, cross-sector independent organisation –possibly a Community Interest Company or similar?
- Would adopt ethos and principles of the Mansell reports
- Build an infrastructure supporting local services that will ensure that people with a LD never again have to be placed in settings outside of their community and away from their families.
- As a consequence, deliver a once-and-for-all reduction in the inappropriate use of ATU beds to ensure that the ongoing, and much reduced, use of these facilities is appropriate, purposeful and effective
- More broadly reduce the use of restrictive practices and increase quality of life for individuals whose behaviour challenges.



Activities



- Establish national standards for professional staff competencies, organisational competencies, and competencies for families/carers in PBS, providing detailed guidance on the content of PBS training
- Develop accreditation mechanisms at multiple levels (for individual practitioners at various levels, for service providers, and a system designed to develop regional competence – especially at the level of local authority areas)
- Over-see/commission a roll out of regional/local training programmes in PBS designed to establish local expertise and to empower families.

- Design and over-see/commission a national learning disability leadership program focused on commissioning, services design, and management of challenging behaviour services
- Work with key stakeholders to produce a challenging behaviour toolkit, an all-you-need guide to developing, providing and maintaining effective local services at individual, service and organisational levels.
- Develop a hub (national) and spoke (regional) community of practice model that would facilitate, for example, the development and roll out of lifespan challenging behaviour care pathways and systems across health, social care, and education.

- Upon request, provide teams of recognised experts (fully accredited against standards from the competencies framework) to provide consultation for the most complex cases nationally – especially where an action plan has been difficult to agree
- Provide information and training to empower families and people with LD and enable their engagement and involvement in the co-production of the design and monitoring of services delivered for them
- Establish comprehensive standards for challenging behaviour services, and advise CQC on any additional standards for monitoring of services specialising in the support of people with LD and challenging behaviour

- Establish comprehensive standards for challenging behaviour services, and advise CQC on any additional standards for monitoring of services specialising in the support of people with LD and challenging behaviour
- Develop and disseminate best practice relating to challenging behaviour and PBS, including resources to be made freely available via a national, trusted resource bank/repository, running a national annual conference, regional conferences and other events
- Carry out or commission research on challenging behaviour/PBS in partnership with government, charitable research funders, and in partnership with University researchers – through the establishment of a national research network
- In collaboration with other organisations, publish evidence-based practice and PBS research (e.g., through the *International Journal for Positive Behavioural Support*)
- Drawing on the expertise amassed over time, contribute to future local and national policy relating to challenging behaviour.

Securing national and local 'buy in'



- Producing a range of excellent, accessible, practical and affordable products that support local services to deliver on current policy requirements (if appropriate, this could include implementation of the forthcoming NICE guideline on challenging behaviour in learning disability).
- Fully embedding all its activities within the framework of current Government policy and guidelines.
- Encouraging compliance with Academy training and standards with contract monitoring and inspection systems.
- Encouraging the awarding of service contracts (for example, preferred provider status) likewise contingent upon compliance with Academy training and standards with contract monitoring and inspection systems.
- Seeking to involve key professional groups via its governance arrangements.

Structure, Governance and Funding

- Minimal lifespan of 10 years
- Initial Board to establish
- Core admin hub and virtual centre
- Expert led
- 2.5 million over three years initially
-core funding thereafter



Thoughts?

- Good idea/bad idea?
- Proposed activities
- How to build on good practice
- Partners?
- Funding?

