



mencap cymru

Llais anabledd dysgu
The voice of learning disability



Knowledge Transfer Partnership (KTP)

“Who’s Challenging Who?”

“Who’s Challenging Who?” (WCW) Training Session

- The WCW training session aims to improve services by helping staff develop more positive attitudes and greater empathy towards people with challenging behaviour.
- The content of the WCW training session has been informed by findings from the academic literature, i.e. what people with challenging behaviour and their family carers say it is like to have challenging behaviour and receive services.
- Throughout the training session, people with challenging behaviour talk about the problems they experience in their everyday lives and offer advice on how services could be improved.
- The WCW training session is also co-authored and co-delivered by a person with a learning disability and challenging behaviour.
- The WCW training session consists of seven themes: others perceptions of people with CB, communication, residential care and support services, physical and chemical restraint, day services and programmes, and support/care staff qualities.

Testing the Effectiveness of the WCW Training Session

- To test the effectiveness of the WCW training session a total of 10 sessions were delivered and pre and post data collected from 76 participants. Staff answered questions about their beliefs:
 1. about the degree to which people with a learning disability should be **empowered** to make decisions about their lives, regardless of the nature of their disability;
 2. about how **similar** people with a learning disability and challenging behaviour are with other members of society;
 3. In their own **competence** when working with individuals who present with behaviour that can challenge;
 4. A further 5 questions measured support/care staff **empathy** towards people with a learning disability and challenging behaviour.

Average Change Scores

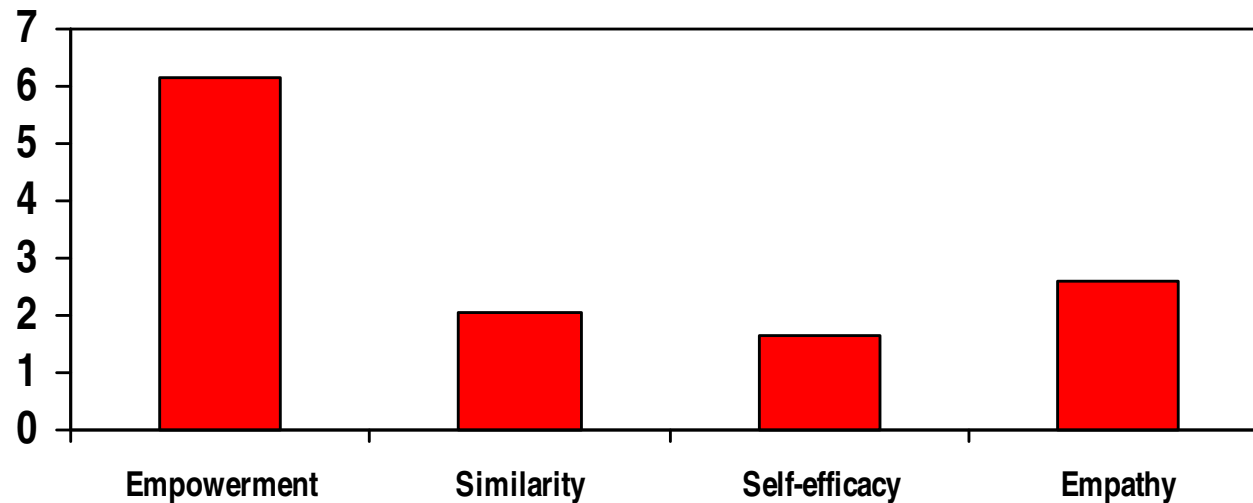


Figure 1: A comparison of pre and post data revealed an increase in participants average total score across all concepts after exposure to the WCW training session.

Was the “Who’s Challenging Who?” Training Session Effective?

Pair	Concept	Sig. (2-tailed)
1	Empowerment	.000
2	Similarity	.001
3	Self-efficacy	.000
4	Empathy	.000

Table 1: A paired samples t-test revealed significance values $<.05$. This demonstrates a statistically significant result across all 4 concepts, i.e. an increase in participants attitudes and empathy occurred due to exposure to the WCW training session.

How Effective was the “Who’s Challenging Who?” Training Session?

Concept	Effect Size
Empowerment	.56
Similarity	.25
Self-efficacy	.43
Empathy	.49

Table 2: Effect size values demonstrate small to medium intervention effects. This is a positive result considering the WCW is only a half day training session.

“An afternoon well spent. It was really good hearing it first hand from a service user rather than being trained on what we perceive a service user wants or needs.”

“Really good. Roll it out!”

“This training should be done by higher managers and funding providers.”

“The dynamics and exchange of information added to a very frank and useful look at supporting people with challenging behaviour definitely raised the concluding question, “Who’s Challenging Who?”.”

“Very interesting course. Really enjoyed it and would consider all of my work colleagues to come on this course.”

“Excellent course. It was fantastic to see how a person with a learning disability can put their point of view over on how they see their care, and what they would like to see happen with their life, staff and homes.”

“Excellent concept and should be mandatory within healthcare.”

Today's workshop will focus on the Co-Trainer Training Course (CoTT), and the "Who's Challenging Who?" themes and training activities.

Martin Banks will also tell us about his experiences of being a co-trainer.

If you would like to know more about the "Who's Challenging Who?" training session please contact the project manager:

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