

“Implementing a Positive Behaviour Support Competence Framework”.

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Challenging Behaviour Foundation National Strategy Group

17 October 2014

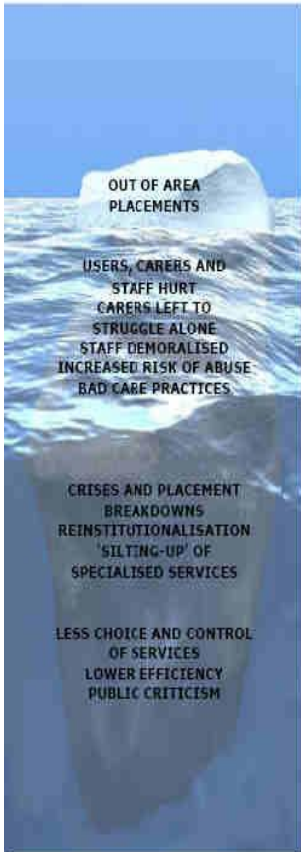
Context

SERVICES FOR PEOPLE WITH LEARNING DISABILITIES AND CHALLENGING BEHAVIOUR OR MENTAL HEALTH NEEDS



(REVISED EDITION) *A positive and proactive workforce*

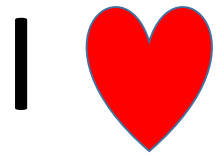
A guide to workforce development for commissioners and employers seeking to minimise the use of restrictive practices in social care and health



The hidden cost of failing to develop local services

**Transforming care:
A national response to
Winterbourne View Hospital**

*Department of Health Review:
Final Report*



Key concerns

- Pill before the pathology
- PBS rules ok but what exactly is it?
- New label old practice?
- Building the capacity to deliver nationwide PBS services: the wonderful opportunity!

The International Journal of Positive Behavioural Support

Defining and promoting good practice in the use of PBS, bridging the gap between academic research and service practice.

Winter 2013
Special Issue:
Defining positive
behaviour support

bild

all about people

Subscribers get online access to all back articles

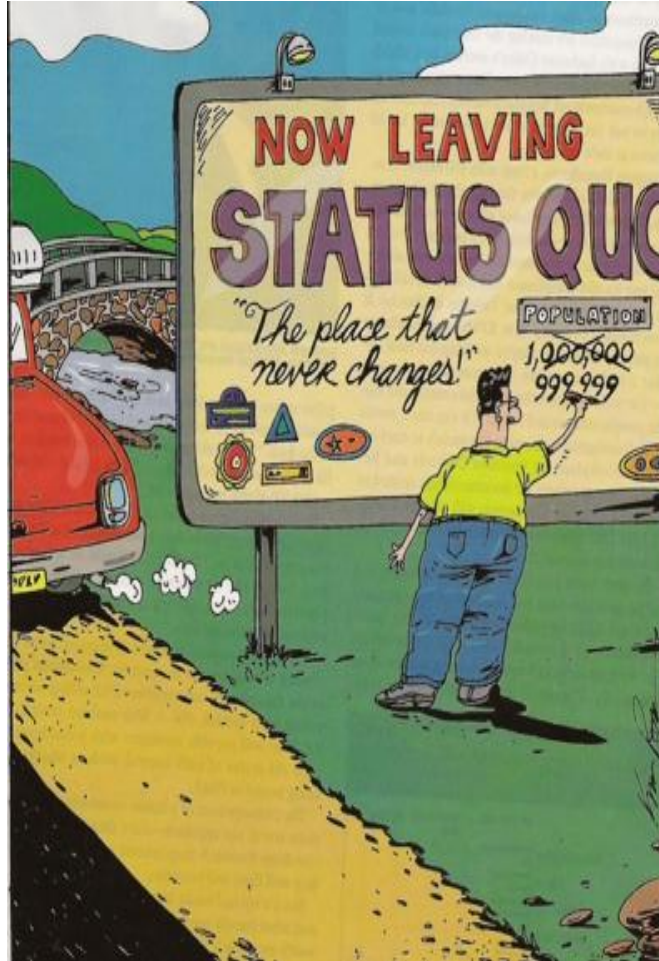
IJPBS Special edition

Autumn 2013

1. A conceptual framework for understanding why challenging behaviours occur in people with developmental disabilities (Hastings et al)
2. Definition and scope for positive behavioural support (Gore et al)
3. Developing a core competencies framework for positive behavioural support: issues and recommendations (Denne et al)
4. Implementing positive behavioural support: changing social and organisational contexts (Allen et al)

Aim: Common Baseline for capacity development

The Challenge!



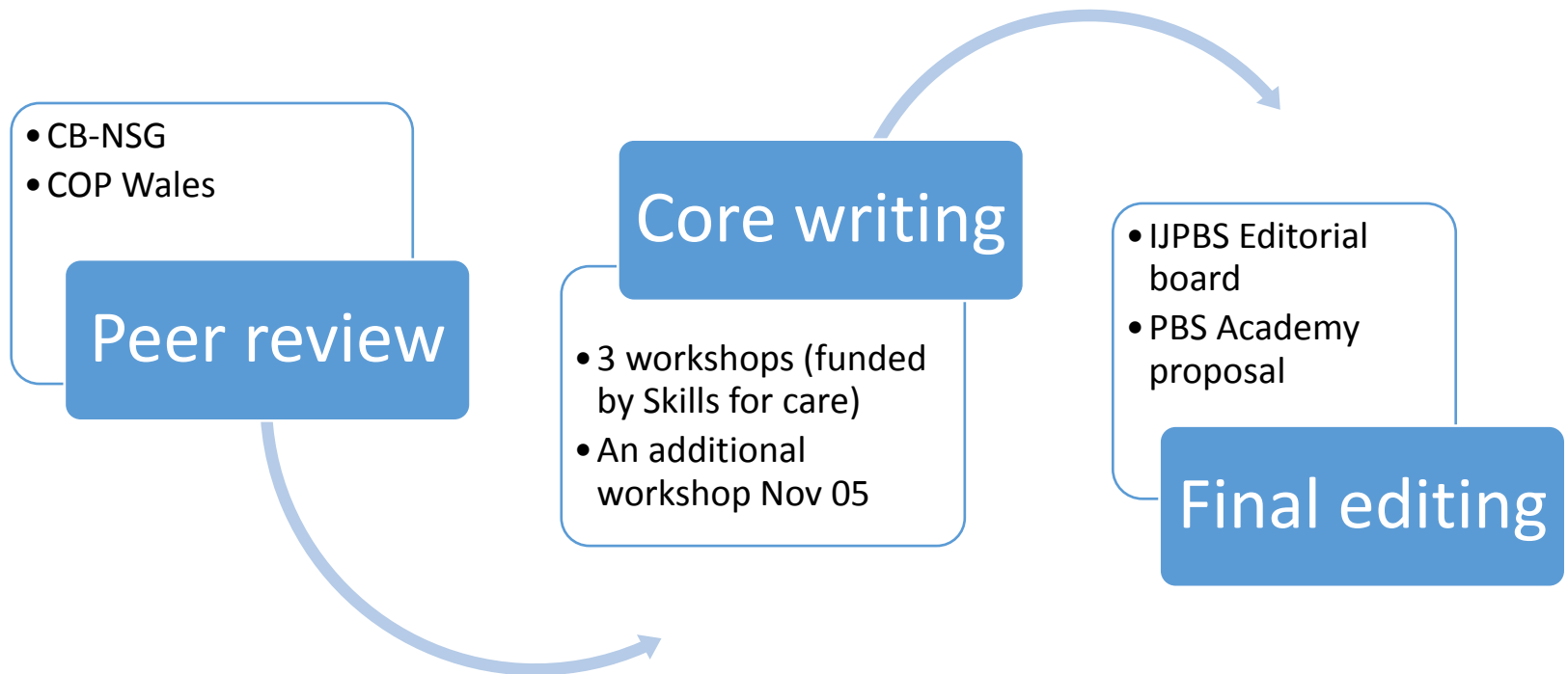
Implementing positive behavioural support: changing social and organisational contexts (Allen et al)



PBS: the challenge

- How do we do it?
 - Define competencies
 - Embed competencies into all aspects of service delivery
 - Focus on work force training and development
 - Accreditation and professional recognition
- Scaling up
 - Research and evidence based practice

Defining competencies



15 minutes group exercise

What is a competence framework? How do we “embed competencies into all aspects of service delivery”?

Task: Identify potential applications of the PBS Competence framework across 3 practitioner interfaces:

Develop competent communities

Develop competent mainstream services, policy and practice

Work with complex individual cases

50 minutes group activity

We know what good practice looks like ... what is stopping us?

Task 1: Examine barriers to implementation (20 min)

Consider PARISH framework (Elements of the Promoting Action on Research Implementation in Health Systems)

Rycroft-Malone 2004

A model of evidence based practice

Rycroft-Malone 2004

Evidence

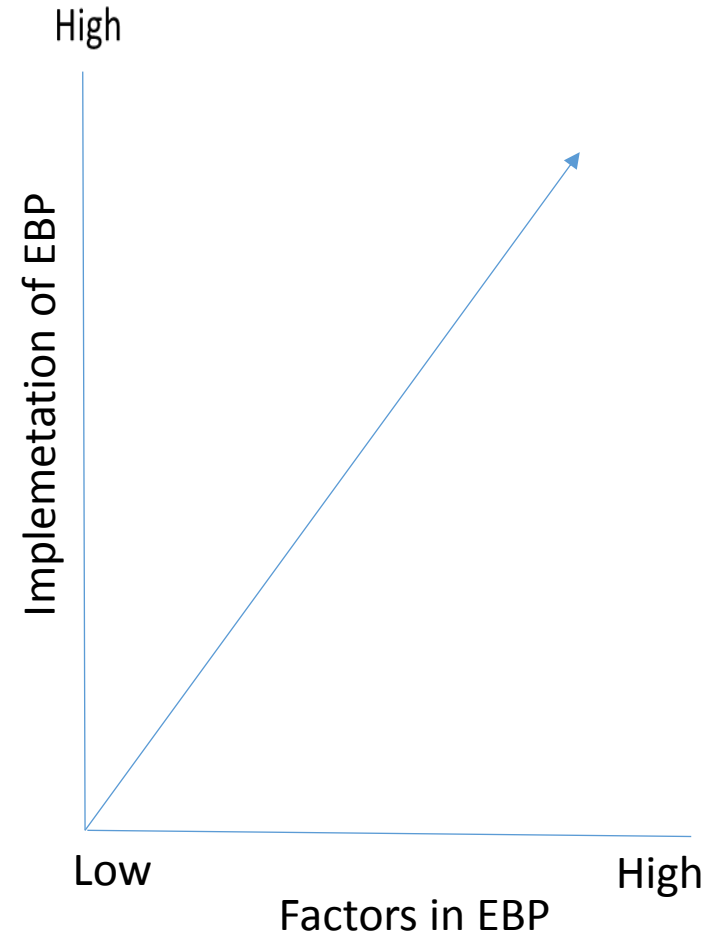
Research
Clinical Experience
Client/family experience

Context

Culture
Leadership
Evaluation

Facilitation

Purpose
Role
Skills and attributes



50 minutes group activity

We know what good practice looks like ... what is stopping us?

Task 2: Explore recommendations for overcoming these (20 min)

Group activity: Feedback (10 min)

We know what good practice looks like ... what is stopping us?

Task 1: Examine barriers to implementation

Task 2: Explore recommendations for overcoming these

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Behaviour Support
Competence Framework”.

Thank you!