

WORKSHOP OUTCOMES

Positive Behaviour Support Academy

Facilitator: Prof. David Allen

Outcomes from the session:

- Provided information about the proposal
- Received input from CB NSG members about the proposed aims and activities of an Academy
- Built additional support for the proposal

Background

Both *Transforming Care* and the raft of policy documents launched last April as part of the *Positive and Safe* programme place considerable emphasis on the use of Positive Behavioural Support (PBS) as a key intervention framework for supporting people who challenge. It is unclear at the present time how the aspirations of this policy will be delivered and experience to date suggests a considerable lack of understanding amongst commissioners and providers as to what this approach entails. It is also apparent that the main impact of the policy so far seems to have been to encourage training providers to simply rebrand existing courses as PBS. The PBS Academy for England is proposed as a possible model for ensuring the widespread delivery of high-quality support for people whose behaviour challenges services.

Issues/Questions raised in discussion

- Could help solve the problem of saying an approach is PBS when it's not
- Suggestion that a smaller idea is needed, this proposal is too large in ambition and that it might be better to focus around regulating standards e.g. National Skills Academy for Social Care
 - But 'if you're going to do it, you have to do it properly'
- This is an opportunity, a chance, that we should just go for
 - No-one who tries to think of a solution comes up with anything else as comprehensive
- NHS England has belatedly committed to do something post Winterbourne except that nothing has happened. They are receptive to new ways.
- If you are going to instigate change – what badge, accreditation (for commissioners, providers and workforce), work force development will you use? NHS England (and others) are interested.

- Accreditation must involve quality monitoring not just training. Possibly illegal to have just one accreditor (BILD ran into problems).
- Scope: England only for now and LD only for now (could expand into other groups in future, e.g. dementia)

What do we need to do to get to that point? What info do we need to get the money to start?

- There is a need to get to a point quickly so that you can take the money and do something
 - ‘The moment has come and it’s not going to be there for long’
- Need to understand long term funding, how much and how it would work.
- Push for help to write it in a way ministers will understand
- Use stories as evidence
- Compare cost to cost of a few ATU placements as well as providers point of view: what they spend on ineffective staff training now they could spend on this
- Reinvesting in training
- Use the academy as an equal playing field (incentives, links, contacts)
- Need to convince others that this model works
- Need to think about offering accreditation for nothing? Where’s the value? Perhaps a mix of free & paid training etc. to build a sustainable funding plan.
- Need to find out more about Community Interest Companies and which business model will suit this project

What should we do next (agreed actions)?

- A poll - Electronic e.g. Survey monkey, including questions which ask:
 - Do you think it’s a good idea? Yes/No/Don’t know yet (to get people to sign up and commit to the idea and gather evidence of interest)
 - Would you use the Academy’s services? Yes/No/Don’t know yet
 - Allow space for suggestions around changing the name
 - How could you help the project?
- Find someone to make the document ‘minister-friendly’
- Ensure it goes into the Bubb report – proposing investment in work to develop the idea further and cost it over next couple of months, with a view to NHSE (and others?) funding it