



Welcome

UK PBS Alliance:

How we Support Communities

We'll be starting shortly! Why not introduce yourselves in the chat?



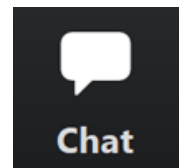
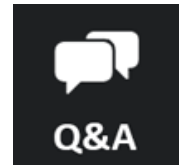
Housekeeping guidance

- Today's webinar is focused on how the UK PBS Alliance supports communities
- This webinar is being recorded. The recording will be made available to Bild members after the event.
- To support the running of the webinar, joining audience members' microphones are automatically muted and cameras are switched off.

Housekeeping guidance

bild

- Please use the Q&A function to ask the host or panellists a question
- You can use the chat function to participate in the conversation



Agenda



- 12:30 – Introduction and welcome
- 12:35 – How the UK PBS Alliance Support Communities
- 12:55 – The Speech and Language Therapists – a national community
- 13:05 – The North Wales PBS Community of Practice – a regional community
- 13:15 – Q&A
- 13:30 - Finish



The UK PBS Alliance – How we support communities

Chair: **Bev Murphy** (Head of Practice at United Response and Chair of the UK PBS Alliance)

Presenters: **Sian Jones** (Speech and Language Therapist and member of the Speech and Language Therapists' PBS Community of Practice), **Jonathan Crabb** (Member of the North Wales PBS Network)



The UK PBS Alliance – How we support communities

Bev Murphy (Head of Practice at United Response and Chair of the UK PBS Alliance)



How We Support Communities Webinar

25th September 2024

Leading the development of PBS to improve quality of life for all

The UK Positive Behaviour Support Alliance is a partnership of people and organisations focused on improving the quality of life of people whose behaviour may challenge services and those providing support.

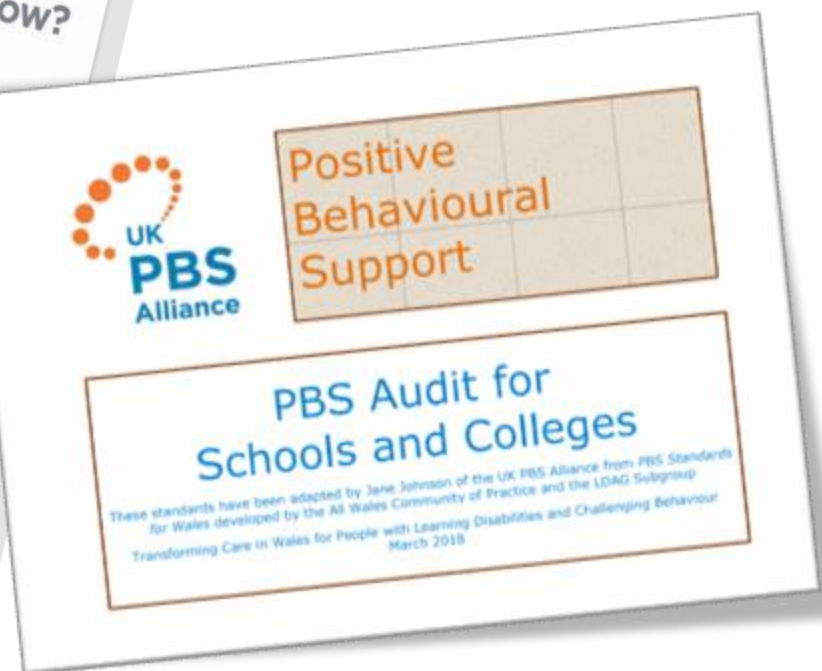
Facilitated by Bild, the Alliance includes families and carers, advocacy groups, care providers, professionals, government and research organisations.

The Alliance also links and supports national and regional PBS networks and communities of practice.



Leading the development of PBS to improve quality of life for all

- Created in 2017 in response to calls for a national body to scale up PBS across the UK
- Developed & contributed to a wide range of PBS related resources



Our Vision is of a society where:

- People at risk of presenting behaviours of concern and being subject restrictive practices - and their families and carers - are supported to live well and have good quality of life
- Those providing support are well trained and effectively led to meet the needs of people supported in health, community and school settings.
- Organisations and services know what is required to provide good support and this is directly informed by people with lived experience.
- Best practice and solutions are shared widely, and those providing support influence research, training and policy agendas through Communities of Practice.

Our purpose

- To develop a shared understanding of PBS
- To improve the quality of PBS training
- To support the implementation of PBS across education, social care and health
- To increase the understanding of commissioners and regulators to achieve our vision



What we do

- Listen to views of members and use feedback to influence decisions
- Provide opportunities to connect and share information
- Support the development of high-quality resources
- Include experiences, ideas and concerns of communities in national discussions
- Offer support and encouragement in individual organisation's journeys in PBS
- Raise awareness of PBS throughout our sector and professional networks

The Communities Group:

Bild CAPBS Coaches Network

RC Speech and Language Therapists with an interest in Positive Behaviour Support

Occupational Therapists Community of Practice in PBS

Surrey PBS network

Greater Manchester PBS Community of Practice

All Wales Challenging Behaviour Community of Practice

Liverpool Community of Practice

Avon and Wiltshire PBS Network

Plymouth PBS Network

Suffolk Regional PBS Community of Practice network

PBS Community of Practice for Scotland

The North East and Cumbria Positive Behavioural Support (PBS) Community of Practice

Hertfordshire PBS Community of Practice

PBSA Community of Practice for Education Settings

Kent Positive Behaviour Support Community Network

North Wales PBS Network

+ we continue to welcome all communities and networks who share the purpose and vision of the UK PBSA.

Each Community of Practice:

- Provides a supportive space to share ideas, resources and experiences.
- Shares their knowledge with others in the community in an attempt to further the education of the entire group.
- Works together to problem solve, develop the latest sector knowledge and discuss how knowledge can be practically translated into practice.
- Reaches out and shares knowledge and awareness of PBS throughout their regions/professional networks
- Provides opportunities for CPD and a variety of resources for their members.

The Steering Group

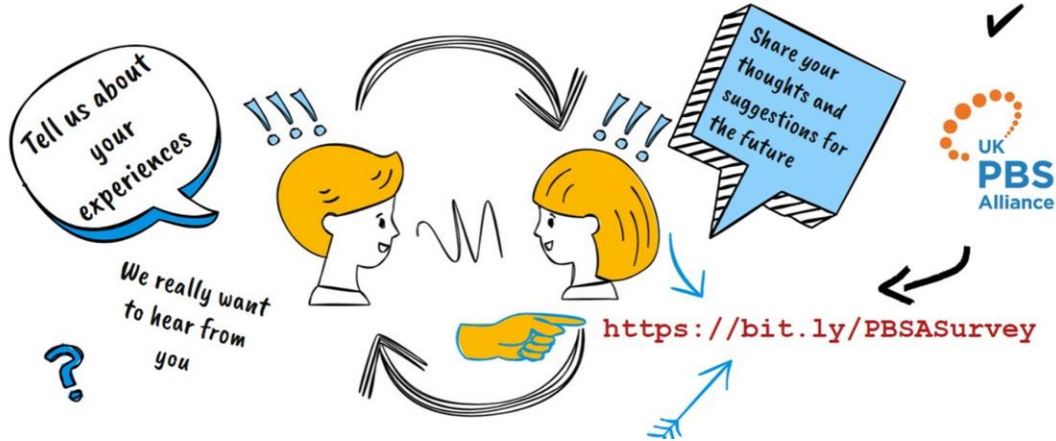
- Listens to the views of communities of practice and uses their feedback to influence decisions
- Identifies themes and seek ideas, resources and advice to share with the network
- Shares knowledge of policy and research & highlight opportunities for participation
- Facilitates the development of high-quality resources
- Seeks funding and opportunities to develop networks
- Acts as a collective voice of the wider network, influencing national policy agendas, projects and research

Over the last 12 months:

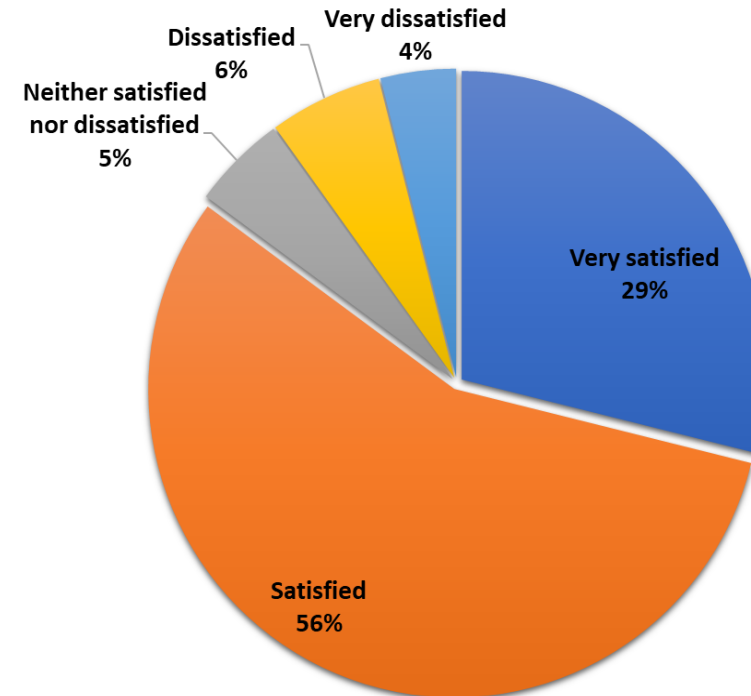
- Surveying over 2000 community members
- Creating more opportunities for Communities of Practice to connect with each other and share ideas and resources
- Encouraging other PBS Communities of Practice and networks to join the Alliance
- Providing support to individuals and groups wishing to develop new PBS Communities of Practice in their area or specialism
- Re-launching the small steering group of stakeholders from across the sector

PBS PRACTITIONER SURVEY

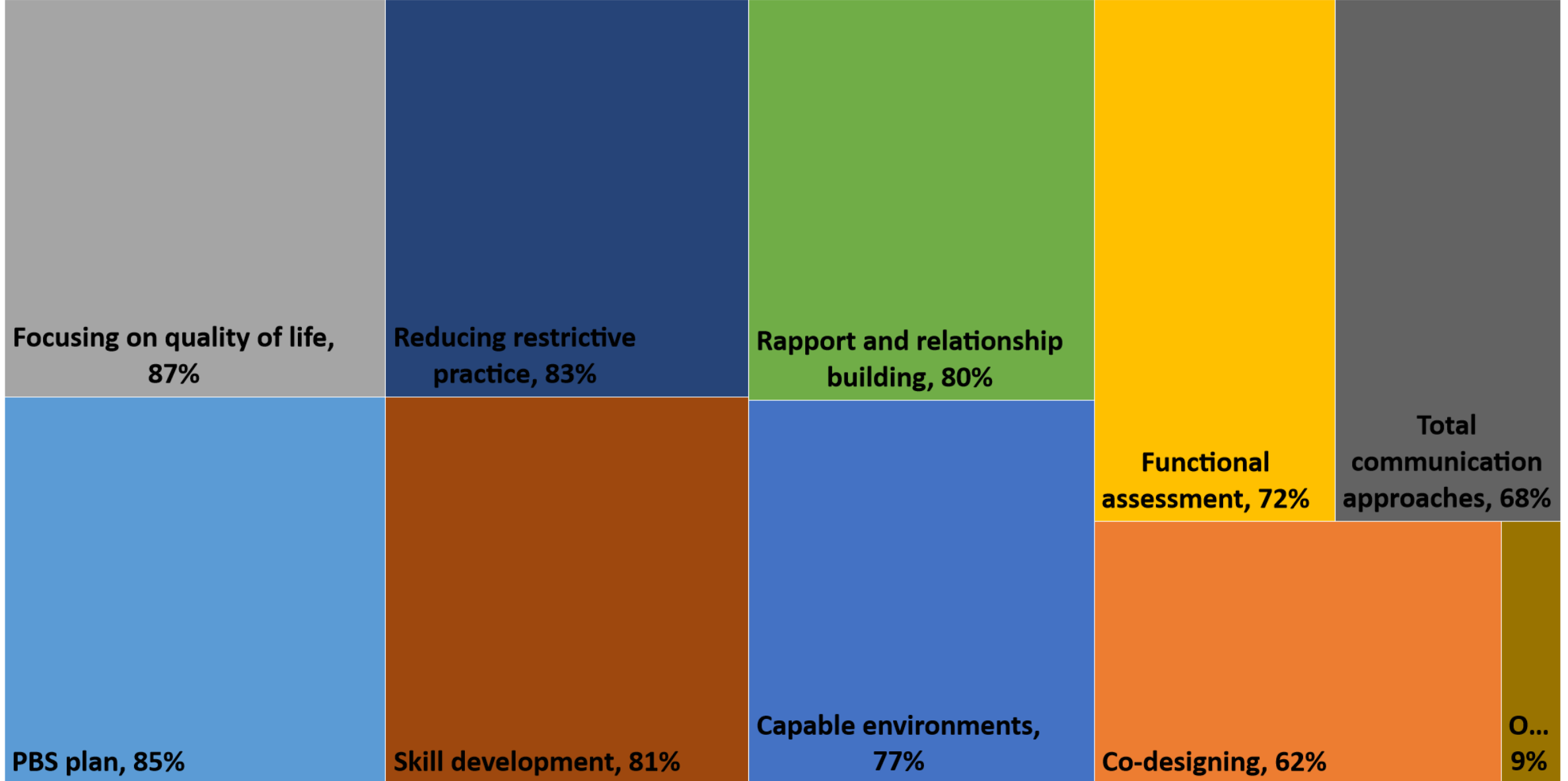
JUST 5 MINUTES - TO SHAPE THE PBS RESEARCH AND POLICY AGENDAS IN THE UK



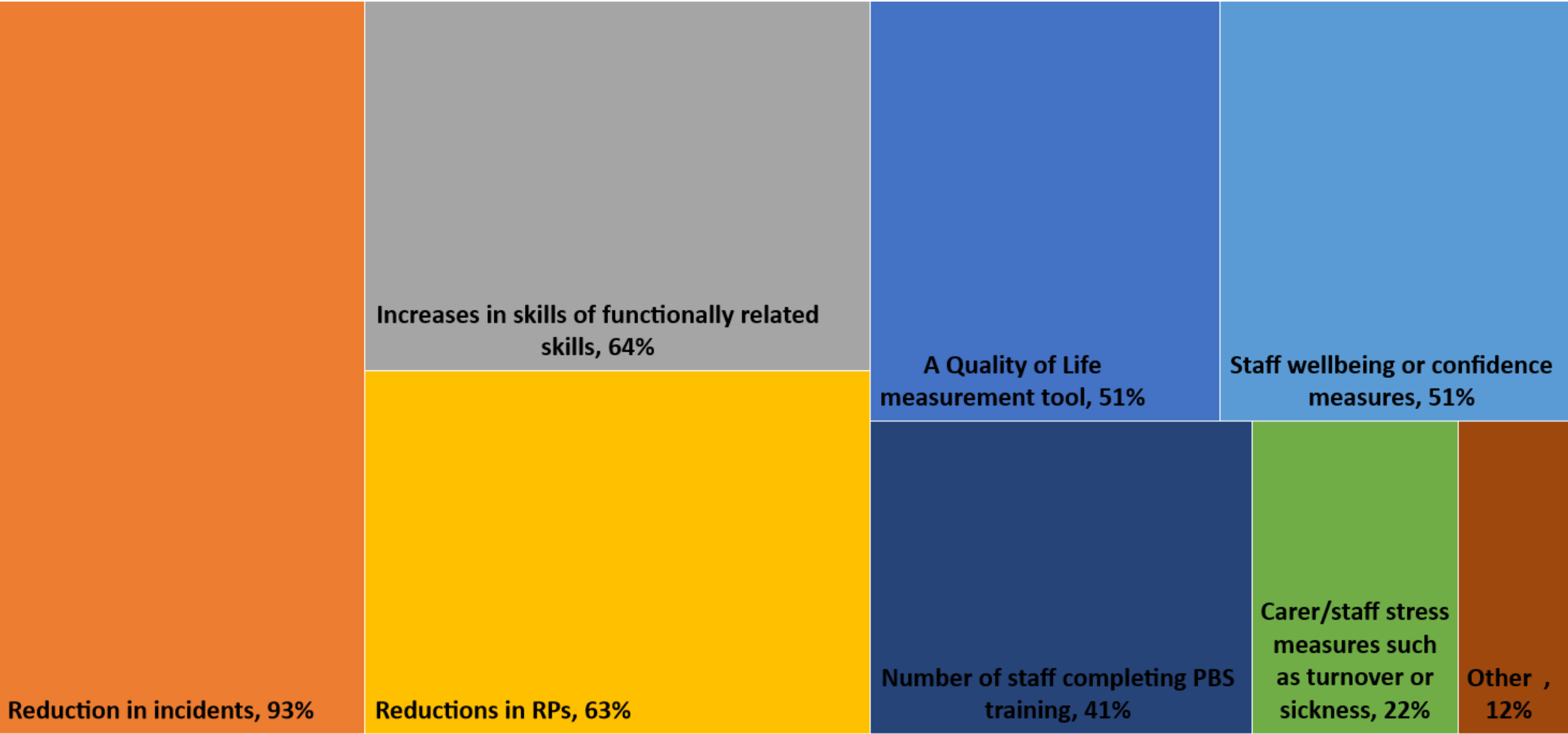
Job Satisfaction



PBS Elements in use



How do you measure PBS?



Reduction in incidents, 93%

Increases in skills of functionally related skills, 64%

Reductions in RPs, 63%

A Quality of Life measurement tool, 51%

Staff wellbeing or confidence measures, 51%

Number of staff completing PBS training, 41%

Carer/staff stress measures such as turnover or sickness, 22%

Other , 12%

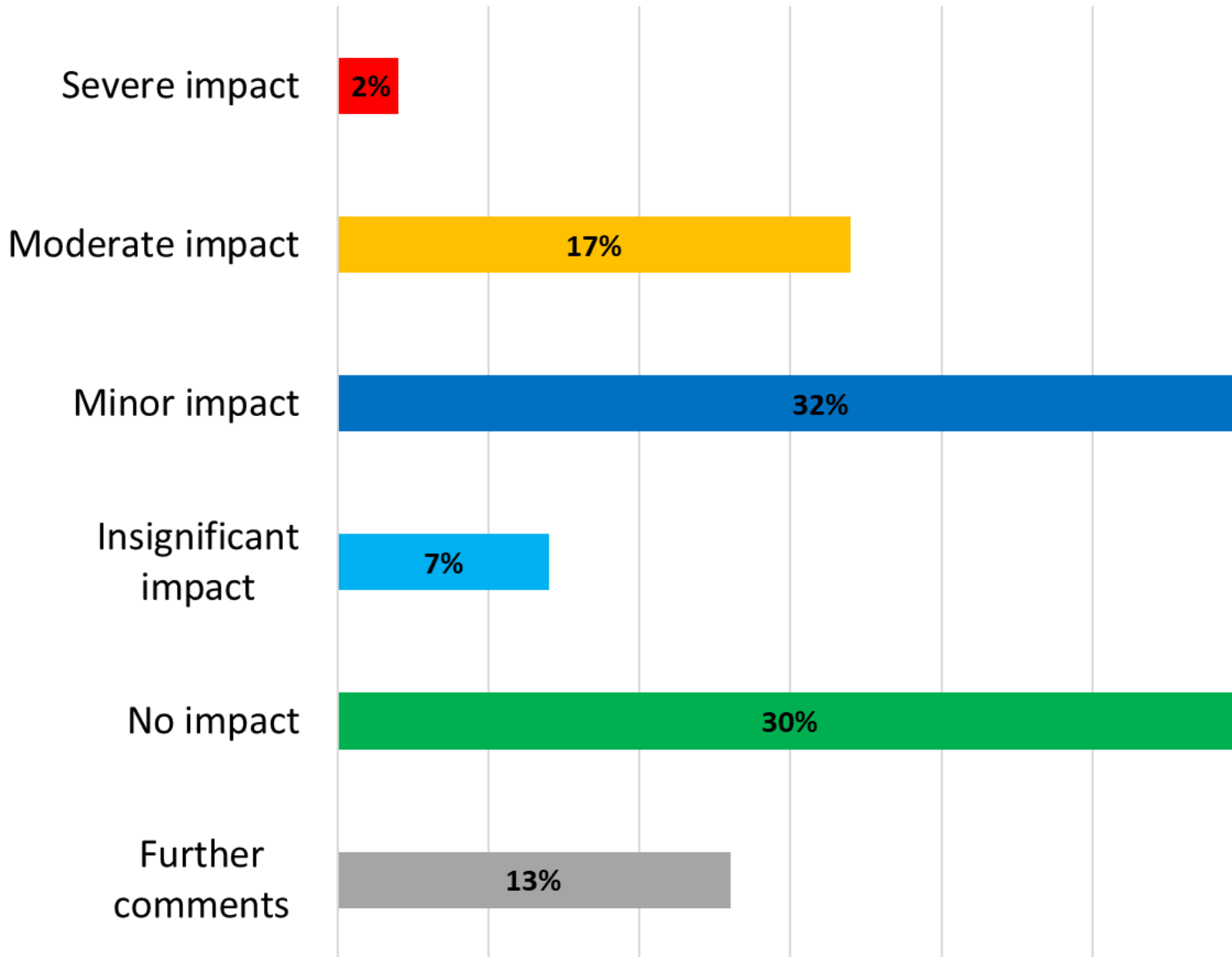
Working

- **Staff Awareness & Training:** Increased staff awareness on quality of life and training in PBS contribute to its success.
- **Cultural Shift:** A shift towards a culture of care and trauma-informed approaches, asking “What happened to you?” instead of “Why do you choose to do this?”
- **Reduction in Restrictive Practice:** Significant decrease in restrictive practices and focus on enhancing service users’ skills and independence.
- **Quality of Life Focus:** Emphasis on improving quality of life, understanding behaviours as communication, and consistent use of PBS across the organisation.

Not Working

- **Consistency and Staff Turnover:** Difficulties arise due to inconsistent application of PBS strategies and the impact of staff turnover on maintaining a consistent approach.
- **Training and Resources:** Challenges include scheduling training, lack of staff buy-in, and limited resources for upskilling and hiring new colleagues.
- **Management and Leadership:** A lack of understanding and prioritisation of PBS among managers and leaders hinders its full implementation.
- **Operational Pressures:** Service pressures, such as high caseloads, recruitment issues, and budget constraints, affect the ability to deliver effective PBS.

How much does the current ABA/PBS debate affect your work?



Internally there isn't much affect. Our ability to speak about what we do externally is severely hampered. Also as an autistic person myself is am very aware of this debate and often find myself criticised for being on the pro-PBS side

Services provided from Autism specific providers have raised concern about their potential exclusion in public contracts ...

I am aware of this affecting therapy colleagues significantly in other teams





The Speech and Language Therapists – a national community

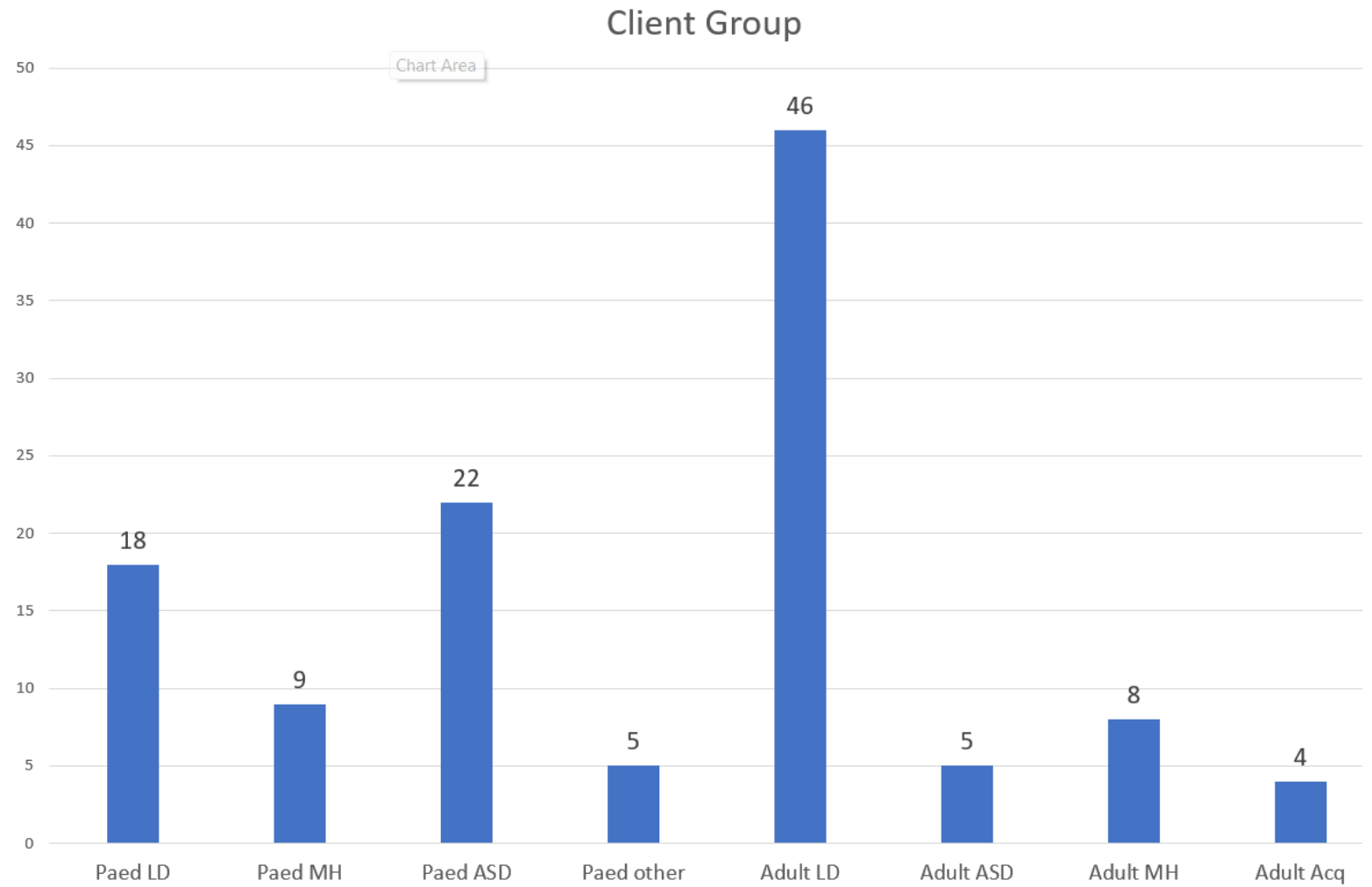
Sian Jones (Speech and Language Therapist and member of the Speech and Language Therapists' PBS Community of Practice)

THE ROLE OF S<s in PBS: Our story.

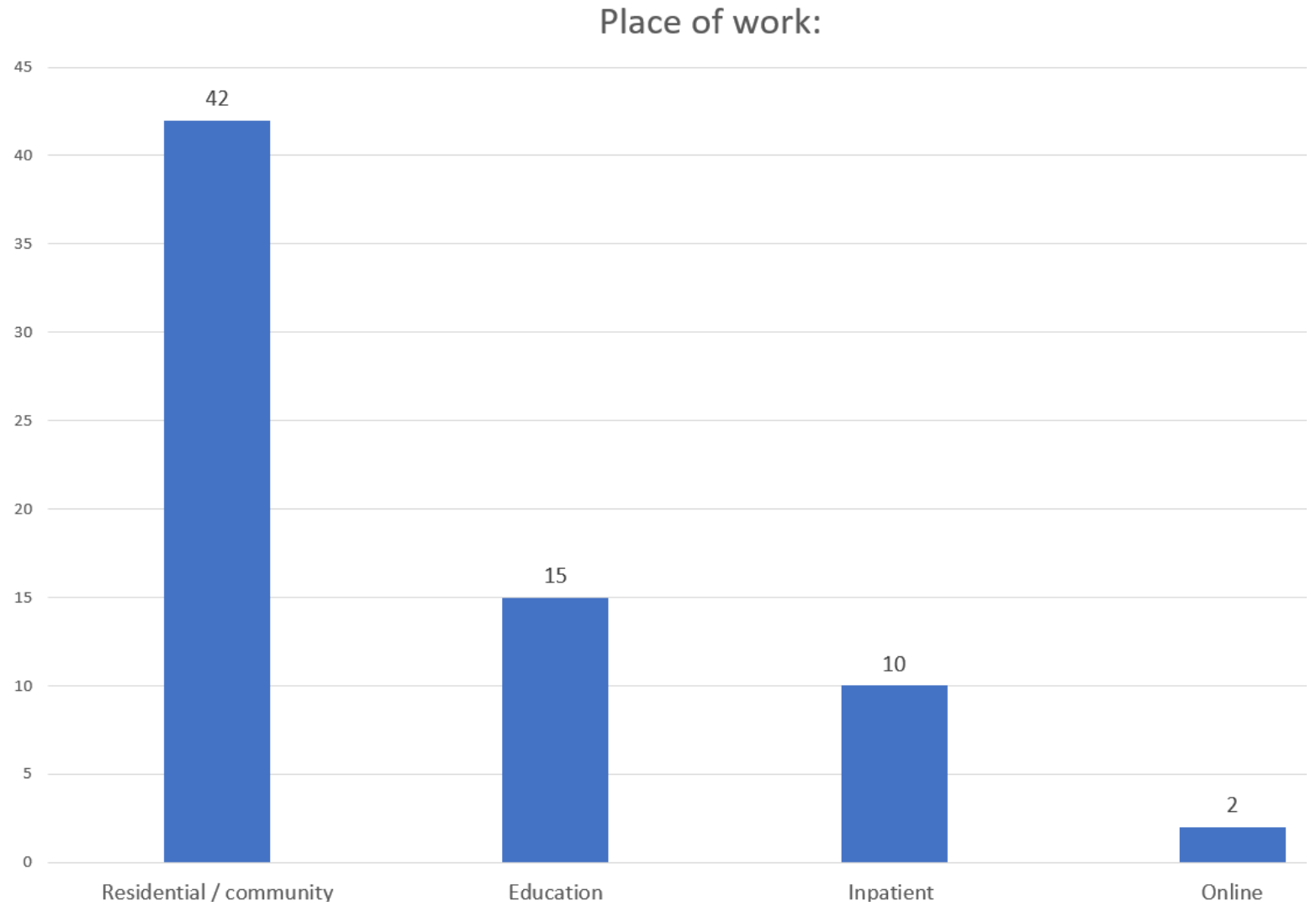
We are a community of nearly 700
Speech & Language Therapists
working in all 4 nations of the UK

In response to a survey in February 2024, there were 75 poll
responses which told us:

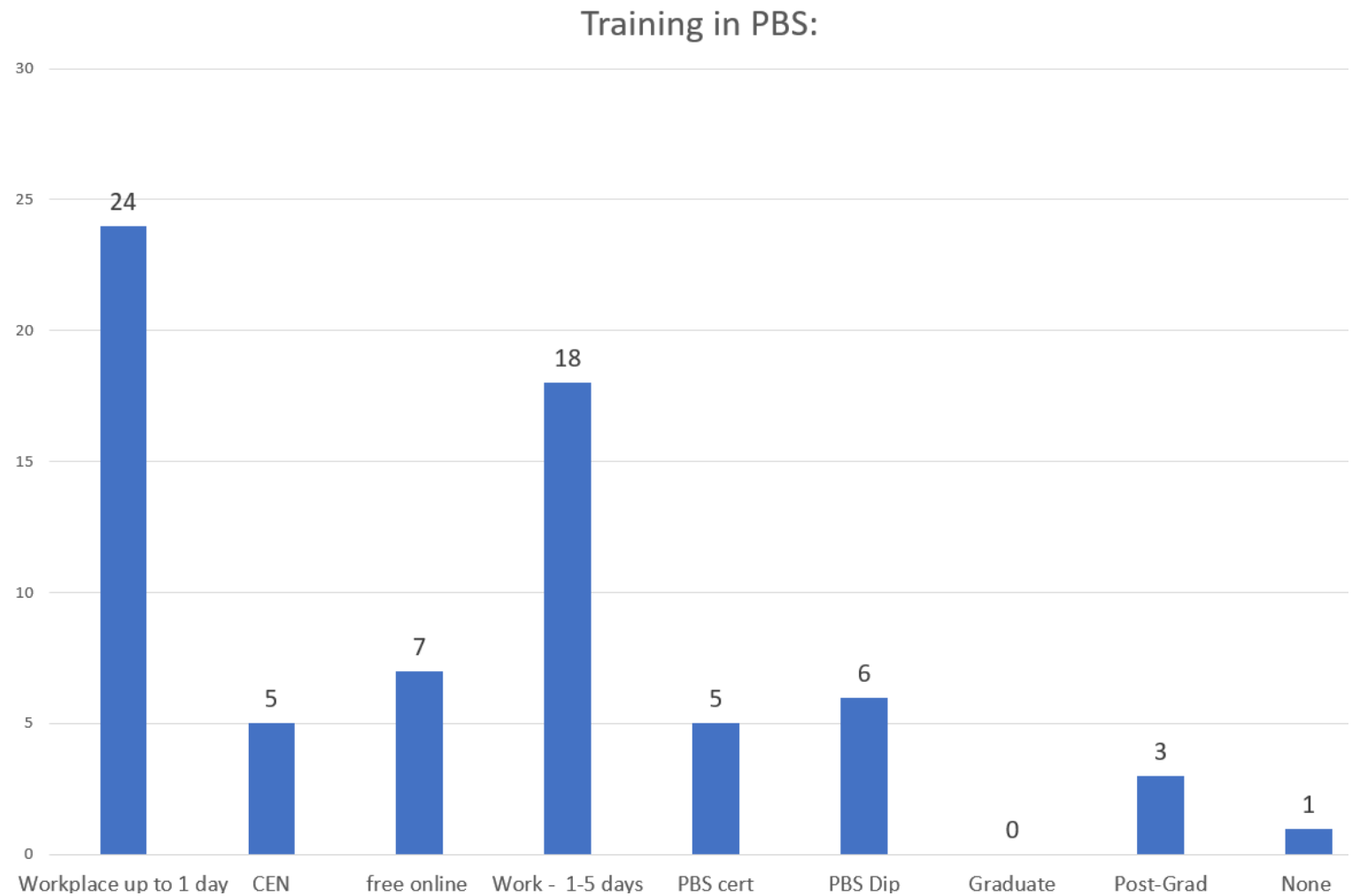
Who do we work with?



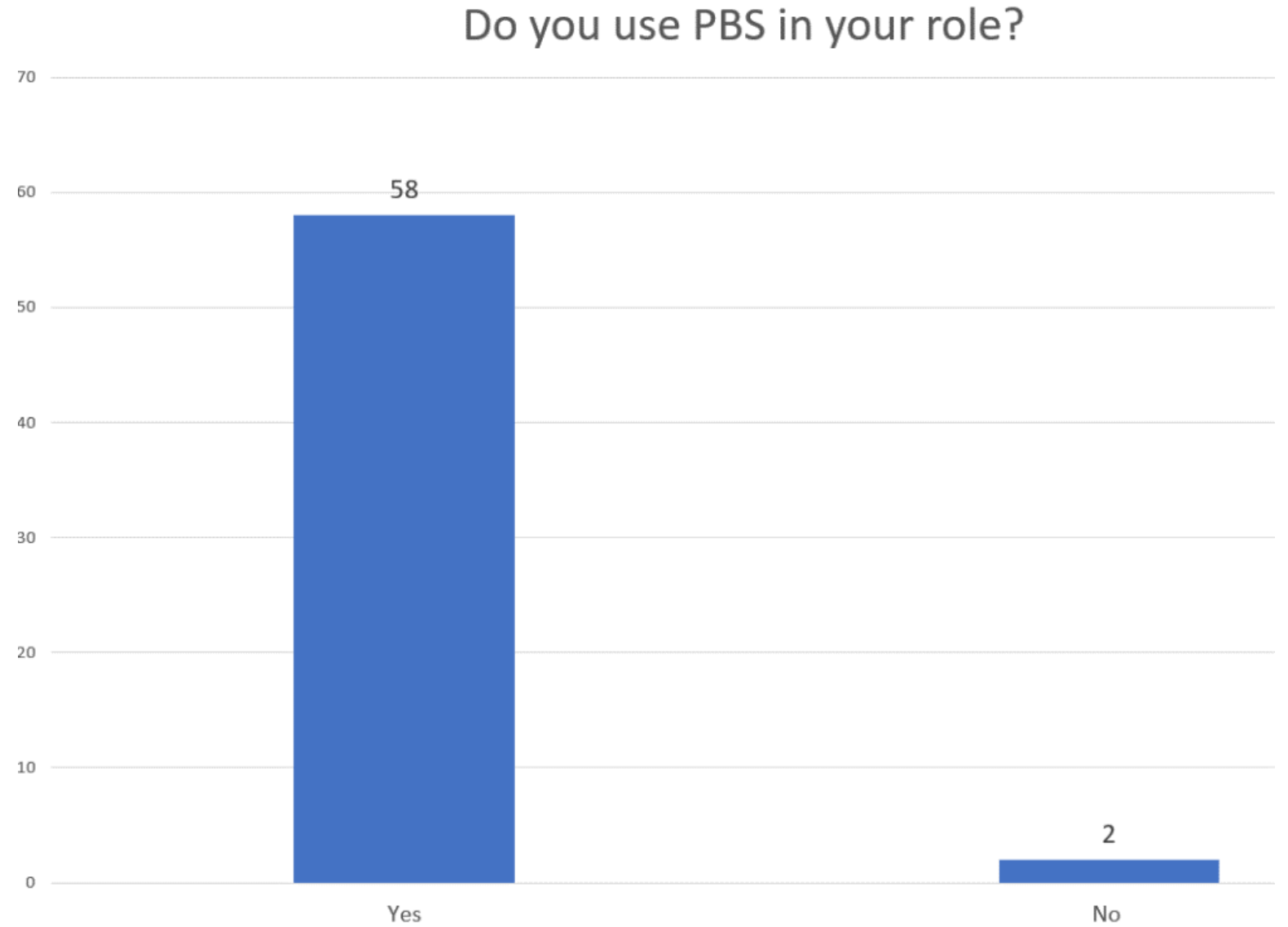
Where do we work?



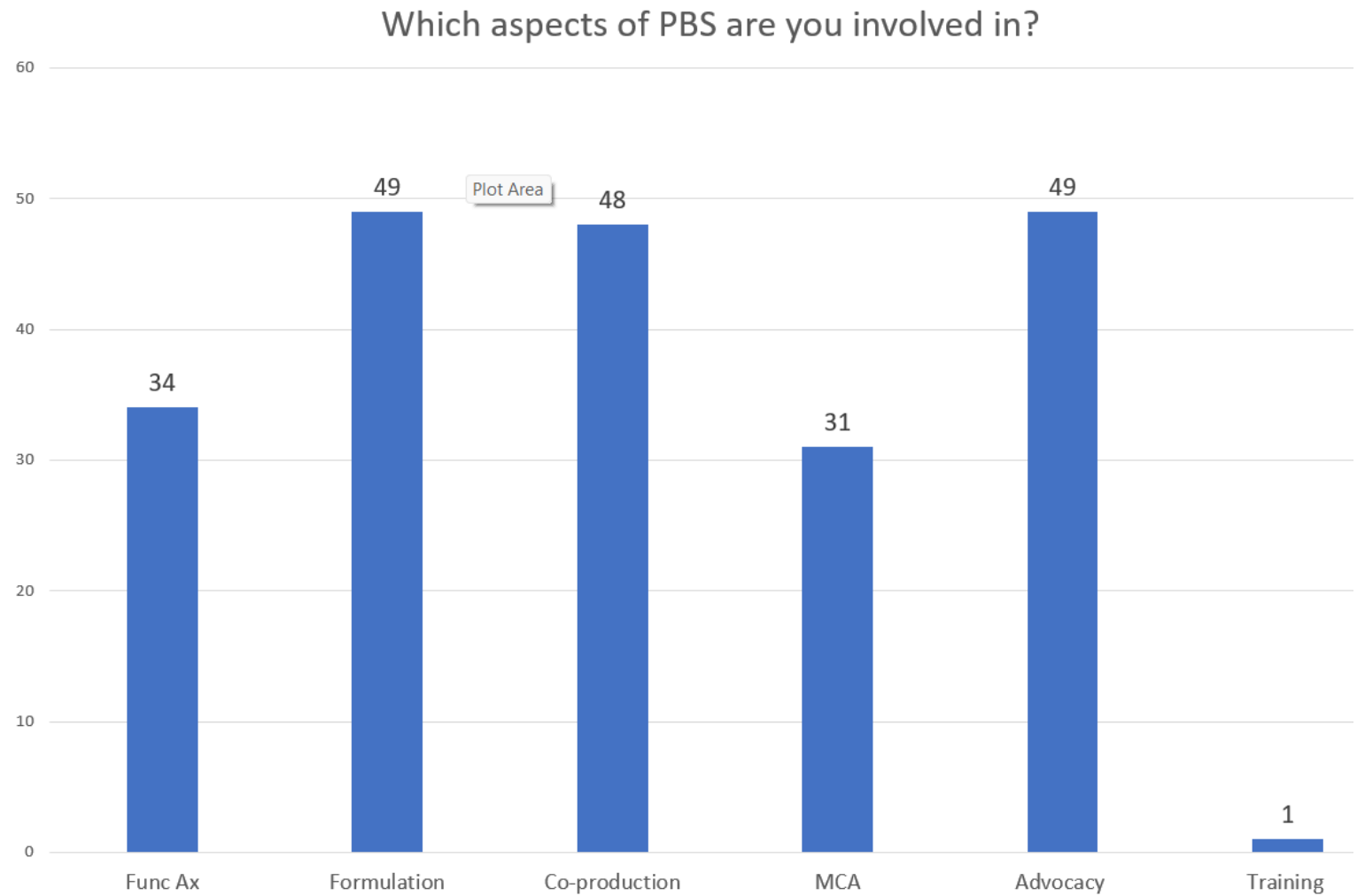
What PBS training have we done?



Do we use PBS
in our roles?



What aspects of PBS are we involved in?



What do you think the role of an S< in PBS is?

The **key themes** that emerged included:

- Supporting and promoting the voice of service users and engaging people in developing their own PBS plans and capable environments
- Supporting production of “easy read” plans that people can access and understand
- Supporting the Mental Capacity and consent process
- Being part of the MDT that assesses, formulates and implements PBS plans
- Assessing and delivering Communication specific strategies that are in a PBS plan

Most respondents identified that they would like a **more comprehensive and involved role** than they currently have and included:

- *“An integral part of all aspects of the pbs process”*



The crucial role of the S< in self-advocacy and accessible information was also noted by a number of respondents:

“Co-producing PBS plans with the person/carers/MDT/family.

Offering communication support so the person can access inputting to their own PBS plan.

Supporting communication for MCAs relating to the PBS plan.

Ensuring, where possible, the PBS plan is presented in a way that the person can access (e.g. Easy read)”

Many S<s expressed a desire to see:

- **Better MDT** integrated working in their PBS teams and for
- **More clinical time** to be specifically allocated by S<s for this type of work – recognising the comparable risks to dysphagia caseloads in terms of potential physical and emotional harm, exclusion from services and out of county or inpatient placements, if local services cannot meet need.



Other responses...

- Several respondents expressed that their ability to contribute was determined by the **attitudes of other colleagues** as to whether PBS was owned by one “expert” or was assumed to be co-delivered by an MDT.
- There were one or two instances reported where the **S< lead** on assessment and implementation of PBS, but usually the role was focused on communication aspects and in support of another lead PBS clinician.
- However, many felt that their role is **absolutely crucial** in delivering good **universal capable environments** and specialist supports, given the clear link between communication difficulties and behaviours of concern.

RCSLT Bulletin Article & IJPBS paper – submitted:

Some key emphases in PBS include that it:

- S<s are a key part of delivering PBS – especially around good communication
- Many S<s do not agree that PBS should be avoided due to its roots in the Applied Behaviours Sciences
- Many S<s feel that PBS enhances their clinical practice
- Our Community of Practice is a good place for S<s to come and find out more





S< student training:

We are currently offering a one-off lecture to all the Universities in the UK that train S<s....



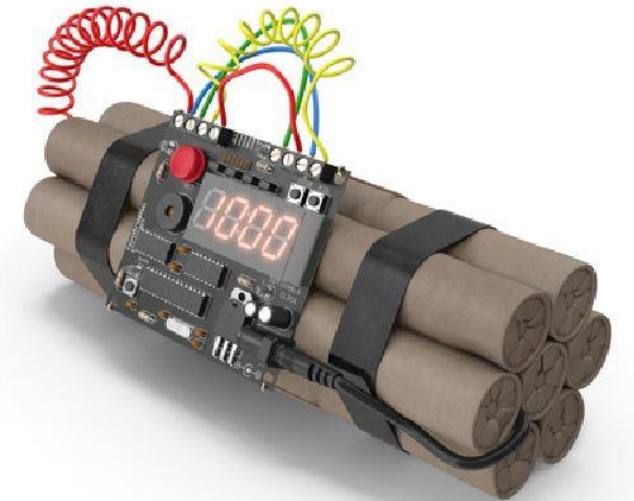
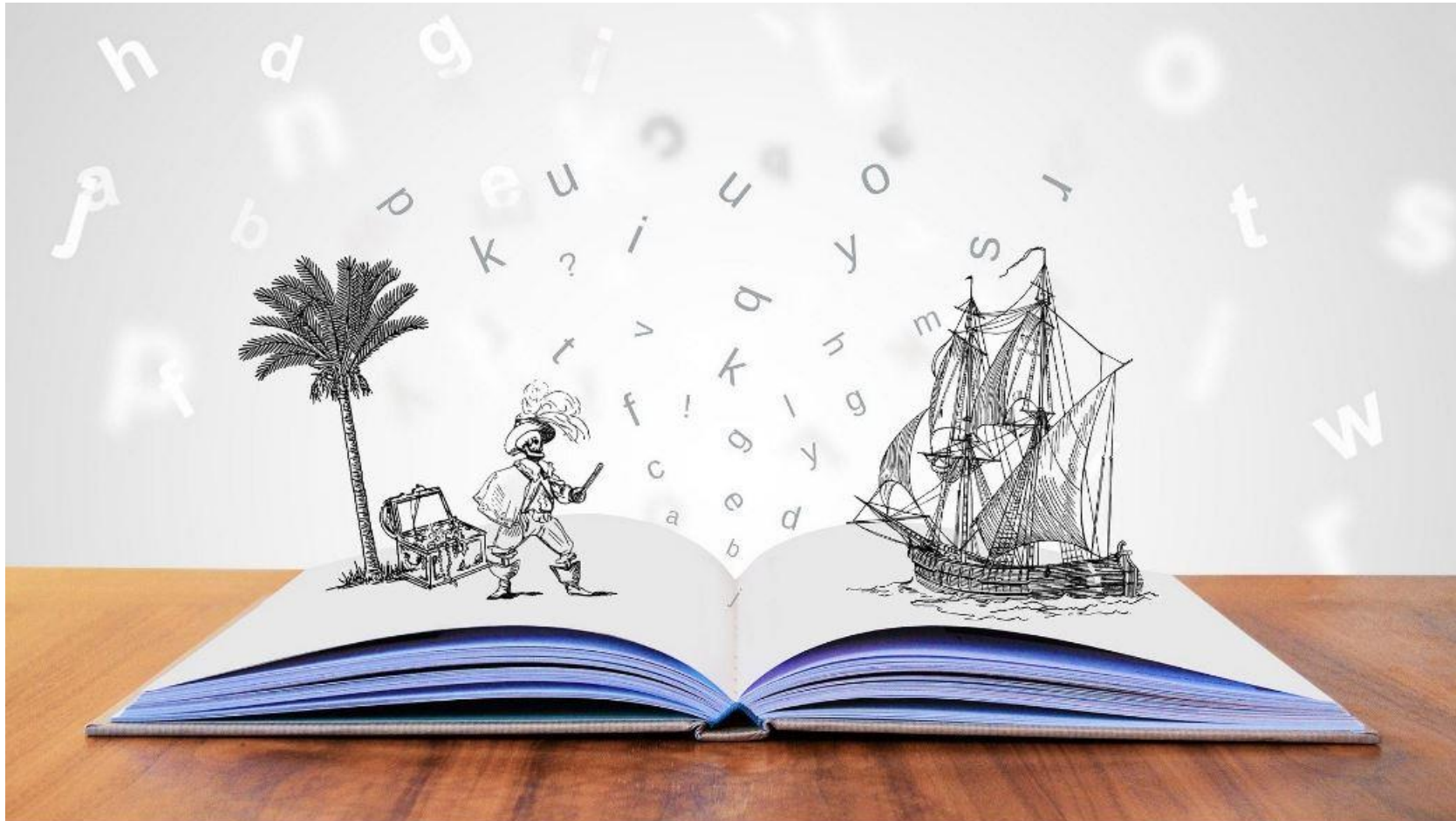
North Wales PBS Community of Practice – a regional community

Jonathan Crabb (Member of North Wales PBS Network)

North Wales Positive Behavioural Support (PBS) Network

Jonathan Crabb
PBS Lead
North Wales Together
UK PBS Alliance
September 25th, 2024

What we've been doing about PBS in North Wales over the last two years



In 10 minutes Aaargh!

Background

- North Wales Together
- Regional integration Funded to 2027
- Innovation and delivery of projects that will benefit from being delivered regionally
- Accommodation model of care
- Accommodation
- Workforce
- Intermediate care
- Appointed Consultant to lead the strategy



North Wales **Together**
Gogledd Cymru **Gyda'n Gilydd**

Seamless services for people with Learning Disabilities
Gwasanaethau ddi-dor i bobl ag Anableddau Dysgu

Establish a North Wales steering group consisting of PBS experts and drivers:

- Carrie Shield – Specialist Behavioural Support Service (BCUHB)
- Dr Alan Dowey - Consultant Clinical Psychologist / Head of Adult Clinical Psychology (Learning Disabilities) (BCUHB)
- Andrew Guy – PBS Lead, Gwynedd County Council
- David O’Brien - Senior Improvement Manager, Improvement Cymru
- Sarah Horton – Children and Families Support Services Manager, Anglesey County Council
- Dr Jason Devereux – Advanced Nurse Practitioner in PBS (BCUHB)
- Emma Edwards – Community Support Coordinator, Conwy Council
- Heather Henry – Project Team Manager, Wrexham Council
- Jo Price – Education & Development Lead – BILD
- Shell Williams – North Wales Flyers Coordinator (Self Advocacy Network)
- Kathryn Whitfield – Programme Manager, North Wales Together
- Jonathan Crabb – PBS Specialist Lead, North Wales Together



Goal

- To increase the prevalence and quality of good PBS within North Wales



Promote awareness of 'good' PBS and its worth and benefits

Establish a North Wales PBS Community of Practice

Increase the prevalence and quality of good PBS within North Wales

Provide support, guidance and funding to help access accredited PBS training and develop Practice Leadership

Develop a network of PBS practitioners that can share information and support each other

We joined the UK PBS Alliance 😊

<https://www.bild.org.uk/uk-pbs-alliance/>

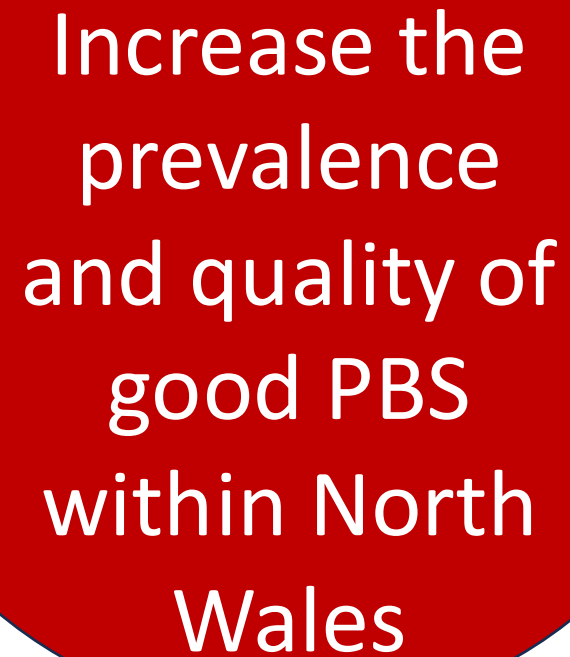
UK PBS Alliance



The UK Positive Behaviour Support Alliance is a partnership of organisations focused on improving the quality of life of people whose behaviour may challenge services and those providing support.

The Alliance includes families and carers, advocacy groups, care providers, government and research organisations. We also work with and support regional PBS communities of practice.

Very helpful to hear about the experiences from other networks / alliances and to be able to ask about how challenges were resolved e.g. communicating with members



Increase the
prevalence
and quality of
good PBS
within North
Wales



Provide support,
guidance and
funding to help
access accredited
PBS training and
develop Practice
Leadership


Training

- Funding for PBS training
- Offer support to organisations to articulate a PBS training and development strategy that embraces Practice Leadership and a Whole Systems approach.
- A train the Trainers model could be an invest to save model focused on longevity
- To arrive at a destination of internal capability and fluency to deliver internal high quality PBS training without further external funding
- Supported by BILD and SBUHB

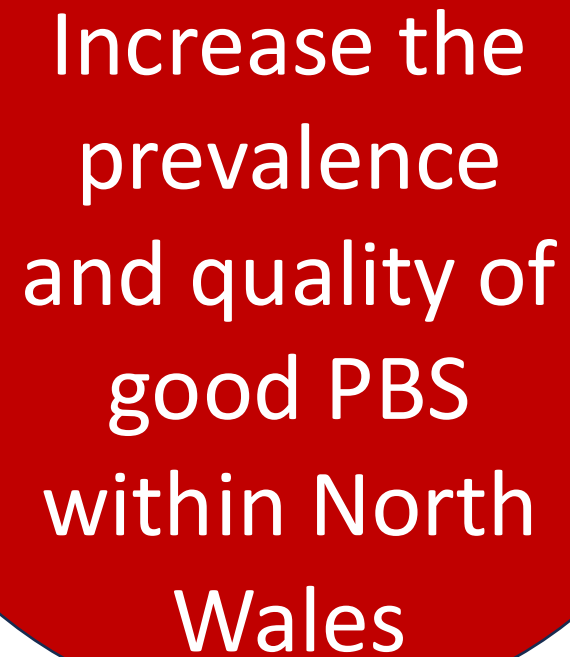
North Wales Together: Supporting BILD PBS Senior Leadership Programme

- NWT are investing in funding a BILD Senior Leadership programme
- This course will enable participants to think strategically about what support they need to put in place in order to be able to implement PBS fully within their organisation.





Promote
awareness of
'good' PBS and
its worth and
benefits



Increase the
prevalence
and quality of
good PBS
within North
Wales

Leaflets

- North Wales Positive Behaviour Support Implementation Strategy. January 2024
- North Wales Positive Behaviour Support – Planning together to make things better (Easy Read). March 2024
- Content:
 - What is PBS?
 - What is good PBS and what does that look like?
 - What are we doing about that?
 - How to get help with PBS development in North Wales

January 2024

North Wales **Positive Behavioural Support**

Implementation Strategy

Developed by North Wales Together



Easy to read

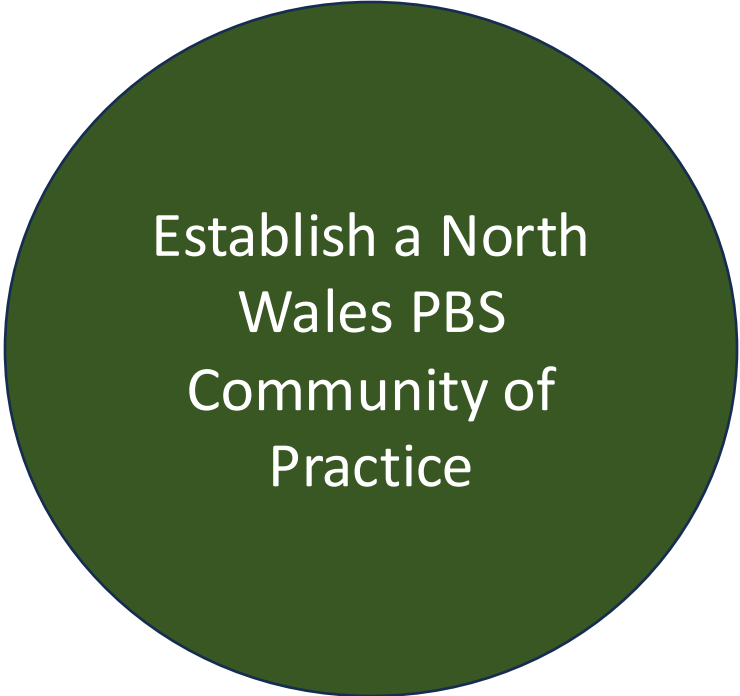
March 2024

North Wales **Positive Behavioural Support**

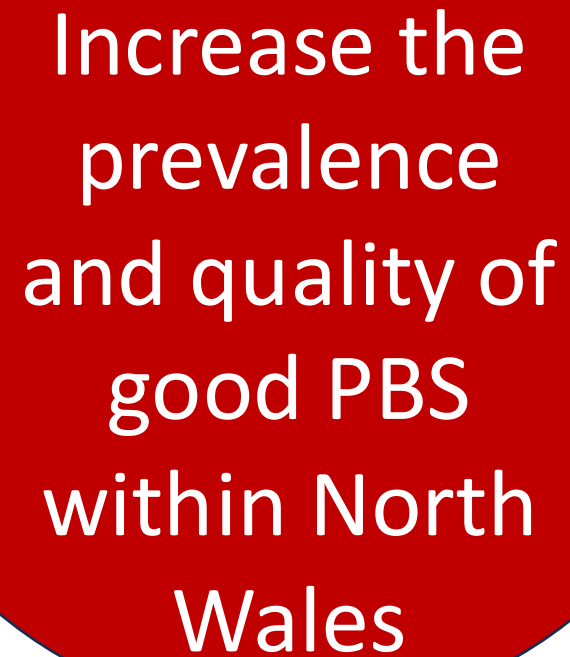
Planning together to make things better

Developed by North Wales Together





Establish a North
Wales PBS
Community of
Practice



Increase the
prevalence
and quality of
good PBS
within North
Wales

Inaugural North Wales PBS CoP January 2024

- Inspired by All Wales CB CoP and Active Support CoP
- Sold out of initial venue (capacity 50) after 48 hours
- Booked bigger venue (150) and filled it to capacity
- **Key ingredients:**
- Face to face
- Stories from experts by experience
- Stories from local service providers
- Presentations from local and National experts
- Engagement session
- Networking opportunities
- And Tony Osgood!

NORTH WALES ACTIVE SUPPORT & POSITIVE BEHAVIOURAL SUPPORT COMMUNITY OF PRACTICE

WEDNESDAY 31ST JANUARY 2024
9.00am - 4.00pm
Conwy Business Centre
Llandudno LL31 9XX

What's on...

- First North Wales PBS CoP
- Hear stories from local providers and experts by experience
- Presentations from local and national experts
- Renowned author; Tony Osgood
- Find out what the network can do for you

09:30 – 09:55	Welcome. The North Wales PBS Implementation Strategy and launch of the North Wales PBS Network	Jonathan Crabb – PBS Lead, North Wales Together Andrew Guy – Gwynedd Council PBS Lead
09:55 – 10:50	What will the network do for you and how will you contribute?	Kathryn Whitfield – Programme Manager, North Wales Together Shell Williams – North Wales Flyers Coordinator (Self Advocacy Network) Menti.com / Group Work
10:50 – 11:15	PBS: a national and government perspective	David O'Brien – Improvement Cymru
11:15 – 11:30	BREAK and Networking	
11:30 – 11:55	Gwyneth and Iwan's Positive Behaviour Support Story	Video by Gwynedd family
11:55 – 12:20	What works well in North Wales and where are the barriers to delivering PBS?	Specialist Behavioural Support Service BCUHB
12:20 – 13:05	LUNCH and Networking	
13:05 – 13:45	Reducing restrictive practice e-learning course	Amanda Hartland – Service Improvement & Research Lead, SBUHB
13:45 – 14:45	What I Think About When I Talk About PBS	Tony Osgood - Author
14:45 – 15:00	BREAK	
15:00 – 15:30	Navigating New Horizons <u>Gorwelion Newydd</u>	Eli Evans - PBS and Active Support Mentor <u>Cyngor Gwynedd</u> Mathew Hopson - PBS and Active Support Mentor <u>Cyngor Gwynedd</u> Shanna McCormick - support service practice leader
15:30 – 16:00	Keeping busy getting healthy	Paul Taylor - Expert by experience
16:00 – 16:30	Questions, feedback and conclusion	Presenters panel
16:30	FINISH	

NORTH WALES ACTIVE SUPPORT & POSITIVE BEHAVIOURAL SUPPORT COMMUNITY OF PRACTICE JANUARY 2024

AGENDA

5	Welcome. The North Wales PBS Implementation Strategy and launch of the North Wales PBS Network	Jonathan Crabb – PBS Lead, North Wales Together Andrew Guy – Gwynedd Council PBS Lead
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0	BREAK	
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0	Keeping busy getting healthy	Paul Taylor - Expert by experience
0	Questions, feedback and conclusion	Presenters panel
	FINISH	



Gogledd Cymru Gyda'n Gilydd
North Wales Together

Gwasanaethau Ddi-âl a'r Jeddol ag Anableddau Dysgu
Seamless services for people with Learning Disabilities



CYMUNED YMARFER CEFNOGAETH WEITHREDOL
AC YMDDYGIAD CADARNHAOL GOGLEDD CYMRU

NORTH WALES ACTIVE SUPPORT & POSITIVE
BEHAVIOURAL SUPPORT
COMMUNITY OF PRACTICE

NORTH WALES

ACTIVE SUPPORT & POSITIVE BEHAVIOURAL SUPPORT

COMMUNITY OF PRACTICE

THURSDAY 10TH OCTOBER 2024

9.00am - 4.30pm

Canolfan Fusnes Conwy Business
Centre, Junction Way, Llandudno
Junction, Conwy, LL31 9XX

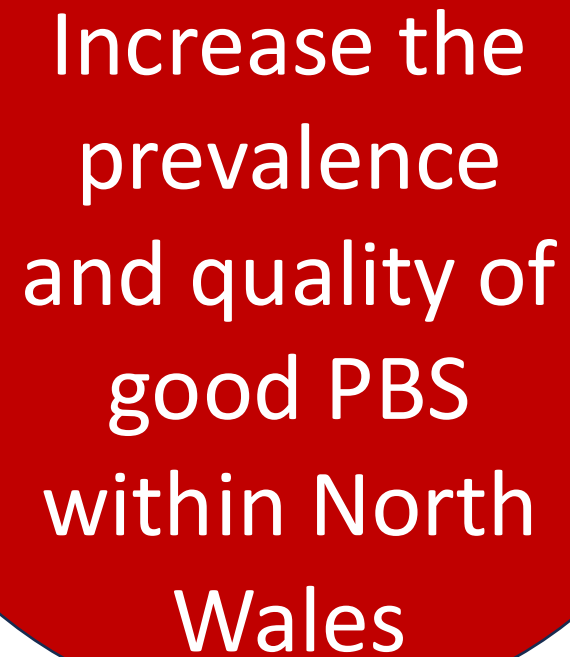
What's on...

- Hear stories from local providers and experts by experience
- Presentations from local and national experts
- PBS with people who have complex communication needs
- Ways of measuring the quality of PBS plans and training
- Pathways for Behaviour Analysts
- Is PBS an alternative to medication?

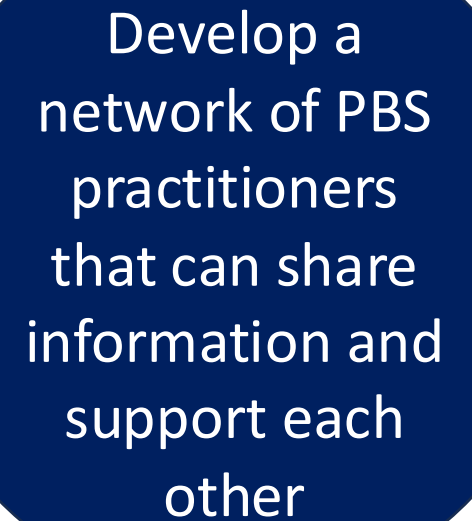


To register please email
ruby.jones@flintshire.gov.uk

- Dr Nick Gore, Tizard Centre - Engaging directly with people who have complex communication needs to shape and inform their PBS and The Behaviour Support Content Appraisal Tool (BSP-CAT)
- David O'Brien, Improvement Cymru - The Non-pharmaceutical Framework
- BILD PBS input to North Wales schools
- Marie Lovell, Skills for Care - The PBS Peer Review Process
- Laura Higgins, BILD - BILD Senior Leadership Training Course
- Maggie Hoerger, UKSBA President - Professional Certification for PBS Practitioners
- Engagement Session – The Future of The North Wales PBS Network



Increase the
prevalence
and quality of
good PBS
within North
Wales



Develop a
network of PBS
practitioners
that can share
information and
support each
other

Network of PBS practitioners

- Network was launched at first PBS + AS CoP January 31st 2024
- Establish means whereby North Wales PBS Practitioners can help inform, develop and support each other
- Information and presentations from CoP on our Website:
<https://northwalestogether.org/>



- Home
- Coronavirus
- Strategy Themes
- Project Information
- Get Involved
- Project Board
- Meet the Team
- Contact Us



NORTH WALES ACTIVE SUPPORT & POSITIVE BEHAVIOURAL SUPPORT

Back

Welcome to our website page dedicated to all things Active Support & Positive Behavioural Support.

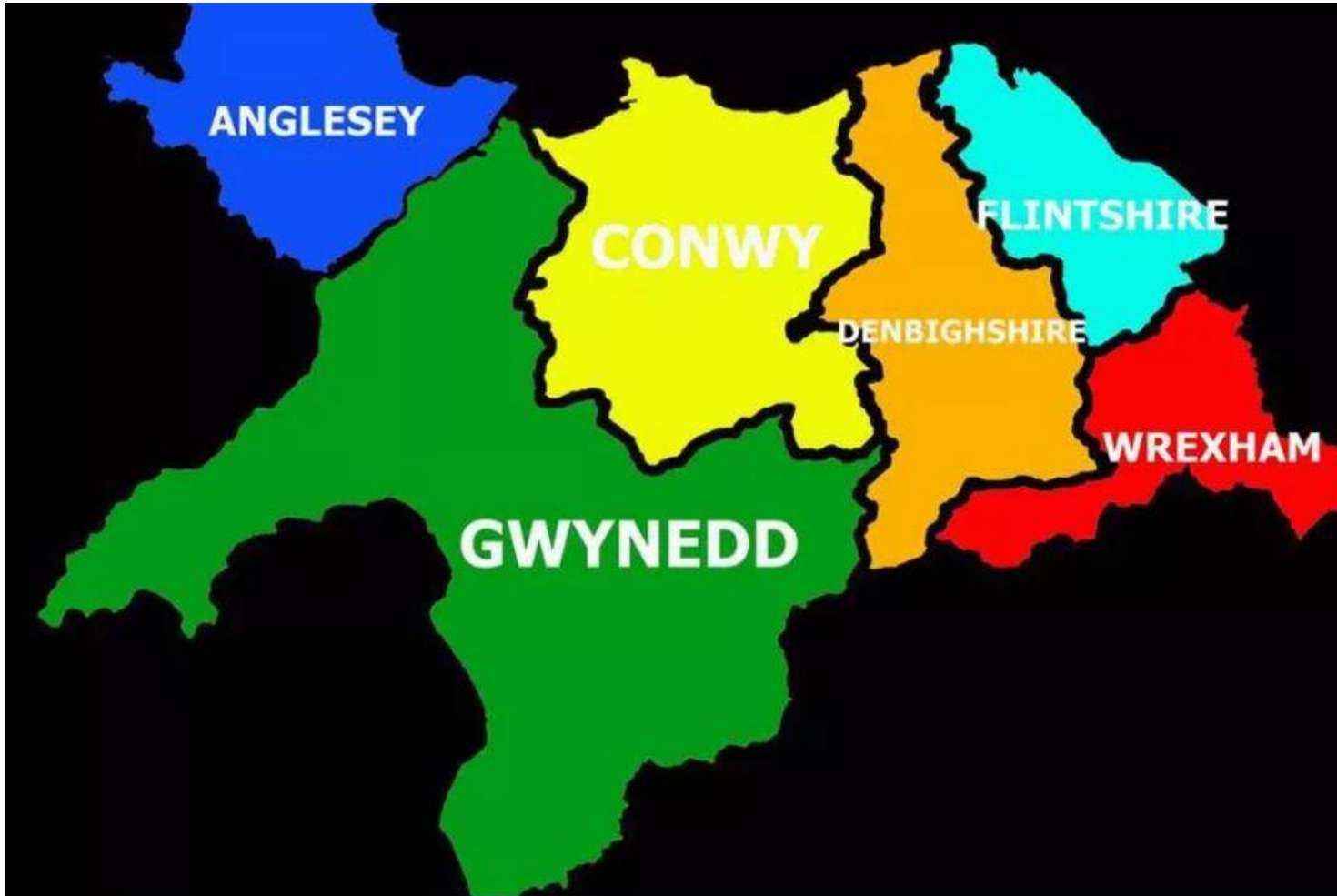
County Groups

- Ownership by the county
- Chair does not have to be a PBS expert (member of steering group)
- Chair needs to have well established networks with providers
- Create opportunity to talk about and develop PBS
- Develop TOR (the hardest bit!)
- Goal: To increase the prevalence and enhance the quality of PBS in X county
- Supportive environment that recognises everyone will be in a different stage of their PBS journey
- A 'round robin' inviting each attendee to provide an update on how they are developing and implementing PBS
- Sharing of information & resources by participants
- NWT to provide local and national update from UK PBS Alliance
- Link to the North Wales PBS Network and Community of Practice

Localised model of supporting PBS engagement and development

County based groups

County Champion involved in PBS Steering group



Wrexham – up and running
Heather Henry

Conwy – up and running
Emma Edwards

Gwynedd – just launched
Andrew Guy

Anglesey – about to launch
Sarah Horton

Denbighshire – searching for Champion

Flintshire – Searching for Champion

Values

- Inclusion
- Kindness
- Empathy
- Co-production
- Openness and honesty
- Desire and willingness to help others
- Good partnership working and teamwork

Conclusion

- If you provide support to people with learning disabilities in North Wales and are interested in developing PBS, or if you are anywhere else in the world, you are welcome to talk to us at
- Ldtransformation@flintshire.gov.uk
- Thank you for listening 😊

Become a Bild member



Our vision is for a more fair and equal society where everyone has the same rights and opportunities.

If you share our vision, join Bild today to show your commitment to championing the rights of people with learning disabilities, and to gain access a range of resources to support your own practice.

All members receive access to our full webinar library, including a recording of today's event.

bild.org.uk/membership

Bild workforce development

bild

bild | **CAPBS**

Bild members receive a 10% discount on all workforce development programmes.

[bild.org.uk/workplacedev
elopment](https://bild.org.uk/workplacedvelopment)

Open Programmes

Positive Behaviour Support Practitioner

- Dates** 20th and 21st November 2024
- Venue** Birmingham
- Price** £370 (members) £420 (non members) +VAT
- Book** bit.ly/3X08Xfs



CPD
CERTIFIED
The CPD Certification Service

This PBS training has been Peer reviewed.
Valid until end December 2024

Please share your feedback

Link to the survey is in the chat and will appear when you close the webinar



Thank you for joining us!

Join the Bild mailing list to stay up to date with our latest news and events at
bit.ly/BildMail

Connect with Bild



@BILD_tweets



[/british-institute-of-learning-disabilities](#)