



all about people

The BILD Positive Behaviour Support Leadership Awards for 2014

BILD created these awards so we could recognise some of the many examples of good practice by people and organisations working in the field.

We wanted the awards to contribute to helping raise practice by using them to recognise work of quality - and quality of contribution, over time.

Over the years some great work has been recognised and celebrated – and this year is no exception.

Ann Chivers
BILD Chief Executive

www.bild.org.uk/pbs

In the category: **Innovative Practice Supporting Adults**

NHS Education for Scotland is responsible for developing and delivering education and training for those who work in NHS Scotland.

Hazel Powell is Programme Director at NHS Education for Scotland with a portfolio that includes Learning Disability Nursing. She has taken forward initiatives that support the development and embedding of knowledge, skills and competence within the health and social care workforce in relation to Positive Behaviour Support – among them:

- The National Framework for Pre-Registration Learning Disability Nursing Field Programmes for Scotland, and
- The Positive Behaviour Support for Support Workers educational resource

Hazel also supports a Managed Care Network project developing 16 Learning Disability practitioners to study Positive Behaviour Support at Masters Level at Edinburgh Napier University.

Throughout her career as both a practising clinician and educator Hazel has maintained a commitment to the principles of Positive Behaviour Support – having someone working at a strategic level with a national overview gives Scotland the opportunity to progress Positive Behaviour Support more comprehensively across people and organisations.

So, for: **Developing a national approach in Positive Behaviour Support**

Hazel Powell is

Commended in the category Innovative Practice supporting Adults

The Richmond Fellowship Scotland supports over 2,000 people with a range of support needs including those whose behaviour may be labelled as challenging. While much work has been done with staff around positive behaviour support, they recognised family carers were also needed support to learn about PBS and how to implement this in the family home.

A Scottish Government grant enabled them to develop a programme – Positive Pathways - of PBS training and support to family carers of adults with autism who also have emotional or behavioural challenges.

A programme of small group workshops of up to 10 family carers in 18 groups across Scotland reached over 130 family carers. Each workshop was a mixture of teaching, including PBS aspects, and very practical support around their own priority support needs.

Evaluation showed very positive results, with very low drop out rates, and carers reported a significant decrease in challenging behaviours and a range of specific behaviours. Specifically, the ‘three things’ priorities identified by families were areas where significant improvements were measured.

As their evaluation said, “It is very encouraging to evidence that PBS training for carers can support real change in the lives of people with autism”.

So, for: **Positive Pathways: a Positive Behaviour Support programme for family carers of people with autism**

Anne MacDonald of The Richmond Fellowship Scotland is this year’s **Winner** of the Award for Innovative Practice supporting Adults

In the category: **Innovative Practice supporting Children and Young People**

When, in 2009, the North East Autism Society appointed Lisa Alcorn to a new strategic role for autism and behaviour, they admitted that their staff had little knowledge of Positive Behaviour Support and were resistant to change.

Lisa began a programme introducing staff to an understanding of the function of behaviour and what lay behind what was being communicated by the individual. Staff attitudes were contributing an oppressive environment and encouraging staff to see this through the eyes of those they were supporting was a crucial step.

PBS approaches were introduced within innovative support programmes. New support staff were chosen in a more person centred way so better reflected the ambitions of the individual, from being interested in 'hands on' activities such as sport, and cooking to having a positive, 'can do' attitude to that person's support and wishes. Much greater involvement by the family was also encouraged.

Staff workshops followed person centred practice and the importance of PBS approaches, discussion talked about the person and their wishes, not their behaviour. Greater understanding of the signals of mood and proactive strategies increased the use of ways other than aggression to express feelings.

The Society now has a PBS Team supporting services to design programmes for the individuals they support and staff development programmes to make them work. The results – in people's lives – have helped changed the way the whole Society works.

So, for: **A case study – applying PBS into practice**

Lisa Alcorn, of the North East Autism Society is:

Commended in the category Innovative Practice supporting Children and Young People

Halton Borough Council's Positive Behaviour Support Service is the first of its kind to have been developed and provided by a local authority to date in the UK. It is a life span service, addressing the needs of children, adults and older people, who have learning disabilities, autistic spectrum conditions or dementia and present with behaviour that challenges services.

It has been operational for three years with four areas of activity:

- **Technical Support** around functional assessment and multi-faceted person-centred intervention plans
- **Training and Crisis Prevention** – an aim of the service is to increase the skills and confidence of staff, parents and caregivers in preventing and responding to behaviour that challenges
- **Early intervention** in education settings with children who have a diagnosis of ASC and display behaviours of concern that are not yet experienced as challenging.
- **Placement Development** – over 30% of people with LD placed outside the borough, many present behaviours that challenge. Following Mansell, they work to improve the quality of local services, and apply Invest to Save principles to avoid or terminate high-cost 'specialist' or out-of-borough placements

This Halton Borough Council service is considered innovatory - it has rolled out and mainstreamed PBS across a range of services and settings, and provided a dynamic profile for PBS when Councils and NHS are required to respond effectively to the post-Winterbourne agenda.

Most important, it is unlikely that without this service the improved outcomes for children and adults would have been achieved.

So, for: **A Positive Behaviour Support Service**

Paul McWade, of Halton Borough Council is:

Winner in both the category for Innovative Practice supporting Children and Young People and the category for Innovative Practice supporting Adults