

The BILD Positive Behaviour Support International Research and Practice Conference 2014

Defining PBS and promoting evidence based practice

8 - 9 May, Glasgow



BILD's 2014 Defining PBS and promoting evidence based practice – 9 May

Workshop 5

Outcome measures following implementation of PBS across a service

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BILD PBS Conference 2014

Defining PBS and promoting evidence based practice



all about people

Outcome measures following implementation of PBS A Workshop

Colin Smith

Workshop

- A group of people engaged in intensive study or work in a creative or practical field
- Whereas a lecture is ‘a talk on a particular subject delivered to an audience’

(Collins)

- Welcome to the workshop

Aims of the Workshop

- Discuss definition, use, and scope of PBS
- Explore desired outcomes for individual and Organisational approaches
- Discuss ways of measuring those desired outcomes
- Begin to formulate an outcome measuring tool for Individual and Organisational approaches
- Discuss how to pilot and publish

Why PBS ?

- It is the approach endorsed in existing policy and professional guidance
 - a) Specific endorsement in DH review of Winterbourne View and revised Mansell Report
 - b) Endorsement by both British Psychological Society and the multi-professional United approach guidance
 - c) Recognised by CQC as the most acceptable approach to behaviour management
 - d) First principle in Commissioning guide for purchasing Learning Disability Services

Why Outcome Measuring and PBS

- To generate evidence that PBS works
- Not just about reduction in challenging behaviour, physical intervention, but lifestyle change and enhancement.
- Because Commissioners want to see value for money (i.e. improvement, and moving on from expensive assessment and treatment services)

Agreeing a definition of PBS

- Many definitions, but key elements:
 - 1) Based on understanding behaviours not eliminating them
 - 2) Multi-component and holistic built into a framework of Primary, Secondary and reactive strategies
 - 3) Person centred (real not espoused)
 - 4) Values based
 - 5) Ethical (Beauchamp and Childress 5 ethical principles 2001)

Scope for PBS

- Case by case, or by system-wide approaches that cover an entire organisation
- Increasingly in a range of settings
- And supporting people with a variety of needs

(Gore et al IJPBS 2013)

Measuring Outcomes - Some good stuff out there

- Reducing physical intervention

The impact of whole organisation approach to PBS on the use of physical interventions (Allen et al 2012)

- The use of training

Outcomes of a 'train the trainers' approach to an acceptance based stress intervention in a specialist challenging behaviour service (smith and gore 2012)

Outcomes

Group 1 - What are 7 key outcomes for any individual who may be receiving care, support, or treatment and may display behaviour that could sometimes be described as challenging

Group 2 - What are 7 key outcomes for an Organisation providing care, support, treatment to people whose behaviour may sometimes be described as challenging?

7 key outcomes for individuals

- 1) That quality of life indicators are being met
- 2) That they are making decisions for themselves (day to day things)
- 3) That they are safe
- 4) That they are happy
- 5) That they are around positive relationships
- 6) That they do things that they want to do (work, education, fun,)
- 7) That they place themselves or others at risk infrequently

7 key outcomes for Organisations

- 1) Happy, busy, autonomous, fulfilled people living within the Organisation
- 2) Reduction of risky behaviour by individuals across the Organisation.
- 3) Happy supported staff.
- 4) Good reports from CQC, Ofsted, Accreditation etc
- 5) Favourable reputation within the community.
- 6) Reduced or absence of safeguarding issues, inquiries.
- 7) Viable business model.

Positive Behaviour Support

Intervention and Potential Outcomes

Individual interventions Whole service approaches

- Applied behaviour analysis
- Person centred intervention
- Culture
- Leadership
- Behaviour management
- Activity
- Accountability
- Quality assurance
- Values

Applied behaviour analysis and Intervention

Non PBS

- No evidence of assessment
- 'Obvious' hypothesis reached
- No consultation with person or support staff
- Management 'driven' not led
- Untrained staff

PBS

- Detailed assessment
- Understanding behaviour
- Informed hypotheses
- Ethically acceptable
- Involvement and empowerment
- Trained staff

Person centred intervention

Non PBS

- Elimination of behaviour most important
- Knee jerk responses based on 'obvious' hypothesis
- Improvised and reactive management
- Guided by P.I. training
- Not reviewed and analysed

PBS

- Primary (proactive strategies)
- Secondary strategies
- Reactive strategies
- Consent or best interests
- 'Mindful' approaches
- Reviewed and evaluated
- Reduction in challenging behaviour
- Understanding and commitment of everybody

Culture

Non PBS

- Culture of abuse
- Punitive regime
- Routine intimidation by powerful individuals
- Denial culture

PBS

- Culture of support and empowerment
- Transparency
- Honesty

Leadership

Non PBS

- Leadership either absent or collusive
- Distance leadership with little understanding of actual culture or day to day work

PBS

- Leadership effective at all levels in the organisation
- Mutual understanding and respect for each others work
- Identification and management of resisters and saboteurs

Management of behaviour

Non PBS

- No clear strategy for managing challenging behaviour
- Reliance on “improvisation” in physical intervention

PBS

- Well constructed positive behaviour support plans in place and rigorously implemented

Activity programmes

Non PBS

- High levels of disengagement
- Poorly planned
- Irrelevant

PBS

- Positive programming and active support integral to positive behaviour support plans
- Meaningful, enjoyable activities

Accountability

Non PBS

- No peer scrutiny
- Isolated
- Strong resistance to external professional involvement

PBS

- High level of transparency and good governance
- Sense of managers and ground floor staff working cohesively and in a spirit of cooperation

Values

Non PBS

- Significant gap between “espoused” and “lived” values
- Anti-professionalism
- Staff just ‘do’ the job

PBS

- Congruence between values and practice “on the ground”
- Ethical principles are followed
- Staff ‘feel’ the job

Measuring Outcomes

- In the same groups as before, take your lists, and identify how each of those key outcomes could be measured before, and after Positive Behaviour Support Intervention ?

Action Plan

- Who wants to be involved ?
- Who will do what, and by when ?