

Challenging Behaviour

Community of Practice

Impact

Change

Inform



Cymuned Ymarfer

Ymddygiad Heriol

Effeithio

Newid

Rhoi Gwybod



North Wales Active Support:

Community of Practice

4th October 2019, Coed Pella,
Colwyn Bay

Communities of Practice Cymunedau Ymarfer

bild

Restraint
Reduction
Network

bild

all about people

Centre for the
Advancement
of Positive
Behaviour
Support

Cymraeg

Edwin Jones PhD

Swansea Bay University Health Board
Bwrdd Iechyd Prifysgol Bae Abertawe



University of
South Wales
Prifysgol
De Cymru

uic Universitat
Internacional
de Catalunya

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What is a Community of Practice (CoP)?



Practice is a shared history of learning. >
Practice is conversational. 'Communities of Practice' are groups of people who share a concern (domain) or a passion for something they do and learn how to do it better (practice) as they interact regularly (community).

— Etienne Wenger —



“Domain”

“Communities of Practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.”



Etienne Wenger

“Practice”

“Community”

Communities of Practice

Learning, Meaning, and Identity

ETIENNE WENGER



LEARNING IN DOING: SOCIAL, COGNITIVE, AND COMPUTATIONAL PERSPECTIVES

Why focus on communities of practice?

dimensions of value creation

short-term value

- help with challenges
- access to expertise
- confidence
- fun with colleagues
- meaningful work

long-term value

- personal development
- reputation and network
- professional identity
- marketability
- voice and influence

members

- problem solving
- time saving
- knowledge sharing
- synergies across units
- reuse of resources

- strategic capabilities
- keeping abreast
- innovation
- retention of talents
- new strategies

organization

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Community of Practice

‘community’ is only established when members engage in joint activities & discussions, help each other, and share information, build relationships & learn from each other.

Members are do-ers--develop a shared repertoire of resources: experience, stories, tools, ways of addressing recurring problems—in short, a **shared practice**.

This takes time and sustained interaction.

Etienne Wenger www.ewenger.com

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Some reflections on the past 9 yrs

❖ **Get people together and talk openly-**

❖ **Everyone is Equal** at the CoP!

❖ **Make it informal, accessible, straightforward, comfortable**

❖ **Agree what your SHARED broad interest / aim is**

❖ **Ask who are the people who might be interested?**

❖ **Spread the word and invitations widely**

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Some reflections on the past 9 yrs

- ❖ **It's NOT ABOUT** representatives from every organisation
- ❖ **IT IS ABOUT**
- ❖ **people with similar aims who want to work together**
- ❖ **building relationships— a network that supports each other**
- ❖ **There's no such thing as a stupid question at the CoP !**
- ❖ **NEED** someone to organise and facilitate. Some ££ to cover expenses, lunch (?) venue, travel costs of experts by experience

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Some reflections on the past 9 yrs

- ❖ **First few meetings are a bit confusing —don't have things too structured to begin with --invite people to share ideas, experience/ good practice**
- ❖ **carry on and things will develop --grow gradually & organically**
- ❖ **Start to agree what things to work on first**
- ❖ **Don't exclude people—as the groups establishes itself and starts working together people will decide whether they want to be a part of it or not**

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Active Support Community of Practice is a good idea

- There's always a lot more we can all learn about active support
- We learn about Active support by doing it—through PRACTICE
- We can share good practice to help each other as a COMMUNITY
- We need to develop and support Practice leaders
- There needs to be a clearer focus on interactive training- coaching staff in practice – for implementation and maintenance
- Active Support is the key to primary prevention in PBS
- Members of the CBCoP are here to help
- BILD v interested in developing Communities of Practice and could help
- We are stronger together

Mewn Undeb mae Nerth a Heddwch

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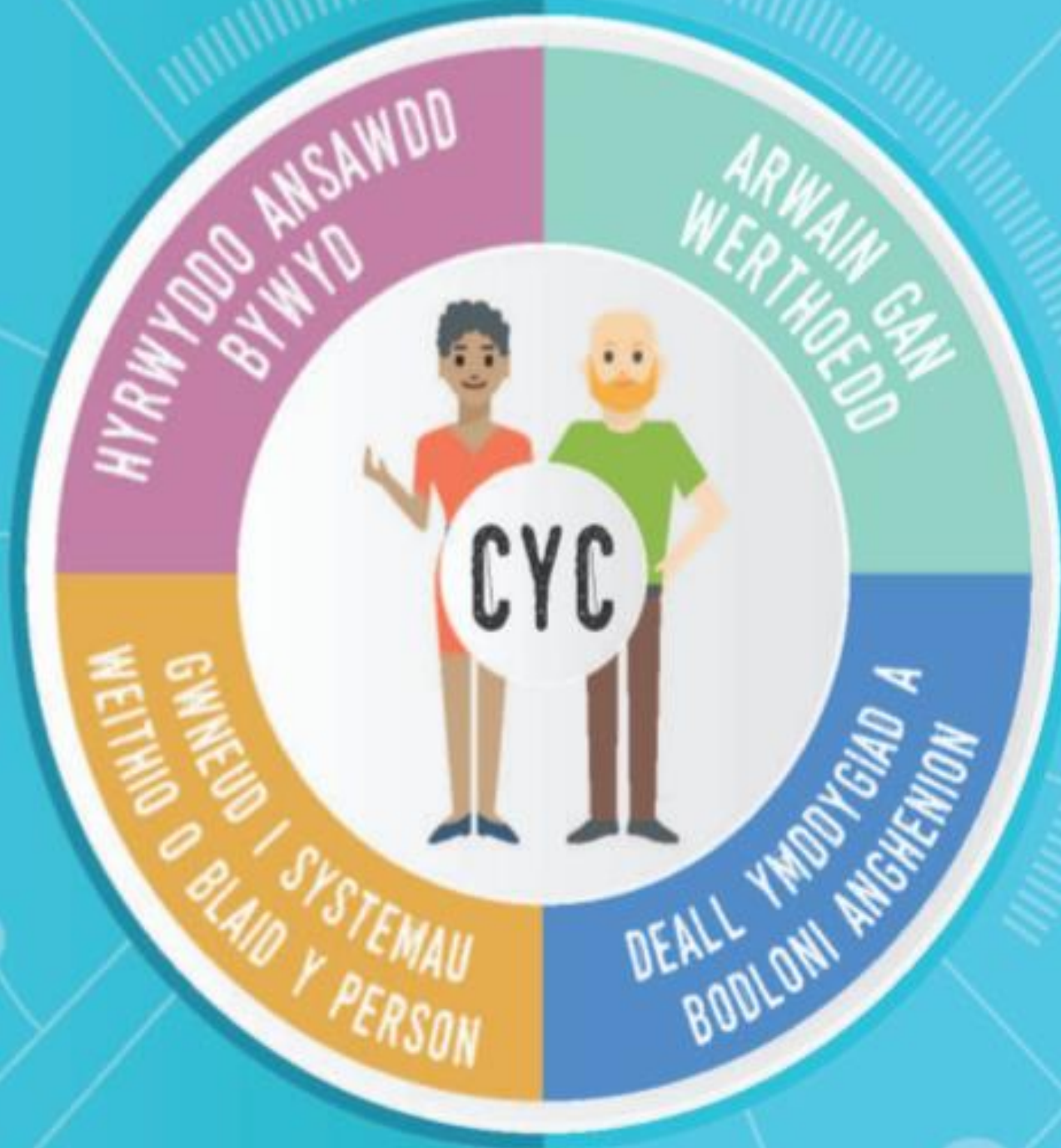
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All Wales Challenging Behaviour Community of Practice (CB CoP)

- ❖ Shared interest-- **improving quality of life** for people with learning disabilities who are at risk of behaving in challenging ways
- ❖ Practitioners, networking, **helping each other**, **sharing good practice** & developing a repertoire of resources
- ❖ Evidence based practice- Positive Behavioural Support--building on history & values
- ❖ Launched February 2010- meets 3 or 4 times per year
- ❖ 300+ people on mailing list from all sectors—core attendance of approx. 50-very positive feedback
- ❖ £5K funding per annum Welsh Gov
- ❖ Expert reference group for Welsh Gov Learning Disability Advisory Group
- ❖ Major influence on policy and practice across health and social care



CEFNOGAETH YMDDYGIAD CADARNAOL

ARWAIN GAN WERTHOEDD



Mae Cefnogaeth Ymddygiad Cadarnhaol yn cefnogi hawliau dynol ac yn hyrwyddo parch, urddas, cynhwysiant a bywyd heb gyfyngiadau diangen. Mae Cefnogaeth Ymddygiad Cadarnhaol yn golygu trin pobl yn gyfartal a gweithio mewn partneriaeth â'r unigolyn a'i deulu i wneud pethau'n well i bawb.

HYRWYDDO ANSAWDD BYWYD



Nod cyffredinol Cefnogaeth Ymddygiad Cadarnhaol yw gwella ansawdd bywyd person a bywyd y bobl o'u cwmpas. Mae hyn yn cynnwys plant, pobl ifanc, ac oedolion, yn ogystal â phobl hŷn. Mae Cefnogaeth Ymddygiad Cadarnhaol yn darparu'r gefnogaeth briodol ar yr adeg briodol i berson fel y gall fyw bywyd ystyrlon a diddorol a chymryd rhan mewn gweithgareddau a dysgu sgiliau newydd.

DEALL YMDDYGIAD A BODLONI ANGHENION

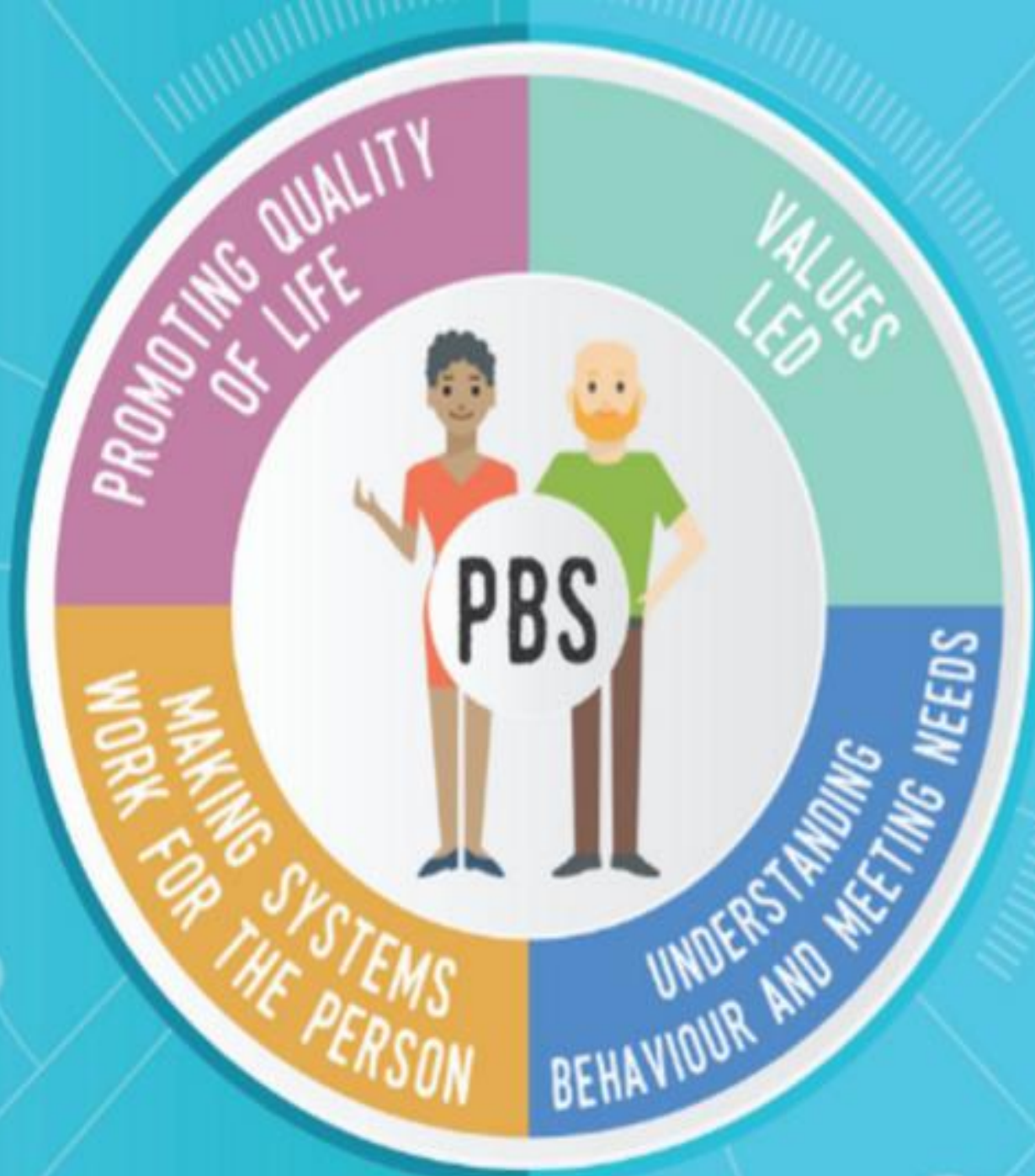


Mae Cefnogaeth Ymddygiad Cadarnhaol yn defnyddio gwahanol ddulliau i gasglu gwybodaeth er mwyn deall beth mae ymddygiad pobl yn ei olygu. Mae'n gwella cefnogaeth ac yn grymuso pobl i ddefnyddio ffyrdd gwell a llai niweidiol i fodloni eu hanghenion. Yn aml, mae hyn yn golygu defnyddio amrywiaeth o ddulliau gwahanol sy'n gwella bywyd person.

GWNEUD I SYSTEMAU WEITHIO O BLAID Y PERSON



Rhoi'r gefnogaeth briodol ar yr adeg briodol fel y gall pobl ffynnu a chyflawni eu potensial. Gall hyn olygu newid y ffordd y caiff y person ei gefnogi. Mae'n bosibl y bydd angen hyfforddiant ar ofalwyr a staff, a gall fod angen newidiadau mewn strwythurau a diwylliannau gwasanaethau. Mae adolygu parhaus yn bwysig er mwyn sicrhau bod cefnogaeth yn parhau i weithio'n dda i'r person a'r bobl o'i gwmpas.



POSITIVE BEHAVIOUR SUPPORT



VALUES LED

PBS supports human rights and promotes respect, dignity, inclusion and a life without unnecessary restriction. PBS means treating people equally and working in partnership with the person and their family to make things better for everyone.



PROMOTING QUALITY OF LIFE

The overall aim of PBS is to improve the quality of a person's life and that of the people around them. This includes children, young people and adults, as well as older people. PBS provides the right support at the right time for a person so they can lead a meaningful and interesting life participating in activities and learn new skills.



UNDERSTANDING BEHAVIOUR AND MEETING NEEDS

Giving the right support at the right time so people can thrive and fulfil their potential. This may mean changing the way the person is supported. Carers and staff may need training, and service structures and cultures may need to change. Continuous review is important to make sure support carries on working well for the person and those around them.



MAKING SYSTEMS WORK FOR THE PERSON

PBS uses different methods to gather information to work out what people's behaviour means. It improves support and empowers people to use better and less harmful ways to get their needs met. This often involved using a range of different approaches that enhance a person's life.



Winterbourne View



Ah, Michael!



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Grŵp Cyngori
ym maes Anabledd Dysgu
Learning Disability
Advisory Group

**TRANSFORMING CARE FOR PEOPLE IN
WALES WITH A
LEARNING DISABILITY AND CHALLENGING
BEHAVIOUR**

**A REPORT TO THE DEPUTY MINISTER FOR
SOCIAL SERVICES FROM THE LEARNING
DISABILITY ADVISORY GROUP**

APRIL 2014

THE FIVE TOP PRIORITIES FOR TRANSFORMING CARE IN WALES FOR
PEOPLE WITH A LEARNING DISABILITY AND CHALLENGING BEHAVIOUR –
REPORT FROM THE LEARNING DISABILITY ADVISORY GROUP

5 top priorities

1. Joint planning and commissioning of local services
2. Accurate reliable data on PWLD&CB
3. Improve competency of the workforce
4. Service specific standards , guidance and processes for regulation and inspection
5. Repatriation of PWLD placed out of area



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PBS: a culture, not just a training programme

PBS, mental health and trauma – have we got it right yet?

A Price Worth Paying?

Kate picks up award

BILD urges MPs to back Sen's Law

BILD responds to NICE draft guidance

Tom at SWPBS Conference

The Communications Passport: Giving a voice to the voiceless

Belfast Trust CAPBS Coaches nominated for Chairman Awards

Celebrating 100 CAPBS Coaches Programmes

100 Coaches Programmes: Belinda Bradley Case

You are at: Home » About BILD » News and Views » New PBS measures endorsed by Welsh government

New PBS measures for Wales



Three measures have been developed by providers, commissioners, clinicians and practice leaders to improve the overall quality of service delivery in line with Positive Behavioural Support (PBS). They are endorsed by the Welsh and the All Wales Challenging Behaviour Practice.

Documents to download:

[PBS Standards for Wales](#)



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BILD Centre for the Advancement of Positive Behaviour Support

PBS resources

An Introduction to PBS animation

Other PBS Resources



Easy Read

You are at: Home [»](#) BILD Centre for the Advancement of Positive Behaviour Support [»](#) PBS resources [»](#) An Introduction to PBS animation



An Introduction to PBS

An Introduction to PBS is a short animation - just six minutes long – that gives an overview of PBS and how PBS approaches work in practice when supporting an individual.

We were delighted to have received funding from the Department of Health to produce the animation.

This animation was created by a small group of academics and researchers, practitioners and parents, trainers and facilitators and people with a learning disability who are passionate about improving the quality of people's lives.

We hope you will find this useful to watch, listen and share with others as an introduction and brief

PBS Awareness Course

This course forms part of the Department of Health's Positive and Safe Programme and is about the organisational culture needed to put the Positive and Proactive Care guidance into practice. It has been designed for staff and carers who support vulnerable people, and the purpose of the course is to raise awareness of the principles and practices embedded in PBS.

It was developed by Prof Kathy Lowe and Dr Edwin Jones of the Abertawe Bro Morgannwg University Health Board and was commissioned by the Department of Health.

We advise you use Internet Explorer or Google Chrome to complete this course.

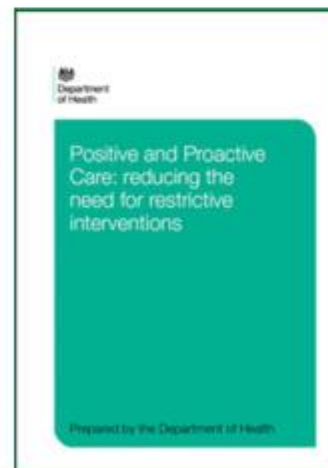


Department
of Health

WELCOME

Positive
and
Safe

- This course forms part of the Department of Health's Positive and Safe Programme
- The Department of Health published guidance in 2014 for health and social care organisations to develop therapeutic environments that reduce restrictive practices and use physical interventions only as a last resort
- The course is about the organisational culture needed to put the Positive and Proactive Care guidance into practice



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NICE Guideline on Learning disabilities and Behaviour that challenges: Service Design and Delivery Consultation

The draft guideline on learning disabilities and behaviour that challenges: service design and its supporting evidence are now out for consultation.

We encourage you to review these guidelines and submit comments. Organisations must be registered stakeholders - you can [register here](#) and then submit your comments . Alternatively, please send your comments to us and we will incorporate them in our response.

The guidelines are available here [NICE Draft Guideline on Learning Disabilities and behaviour that Challenges Consultation](#).

Please note the consultation will close on **Monday 20 November 2017 5pm.**

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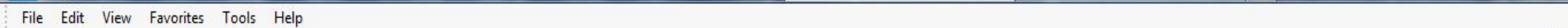
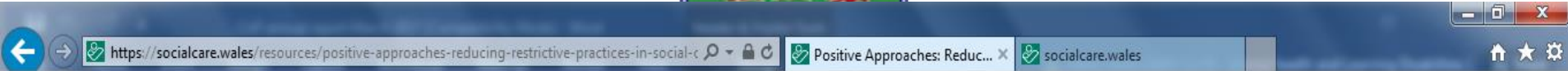


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Positive Approaches: Reducing Restrictive Practices in Social Care

Summary

Positive Approaches: Reducing Restrictive Practices in Social Care

Download .pdf

Website feedback



POSITIVE APPROACHES:

Reducing Restrictive Practices in Social Care

Version 1, April 2016





About PBS Academy

PBS Competence Framework

PBS Standards

People With Learning Disabilities

Family Carers

Other PBS Resources



About the PBS Academy

The PBS Academy is a

What is PBS?

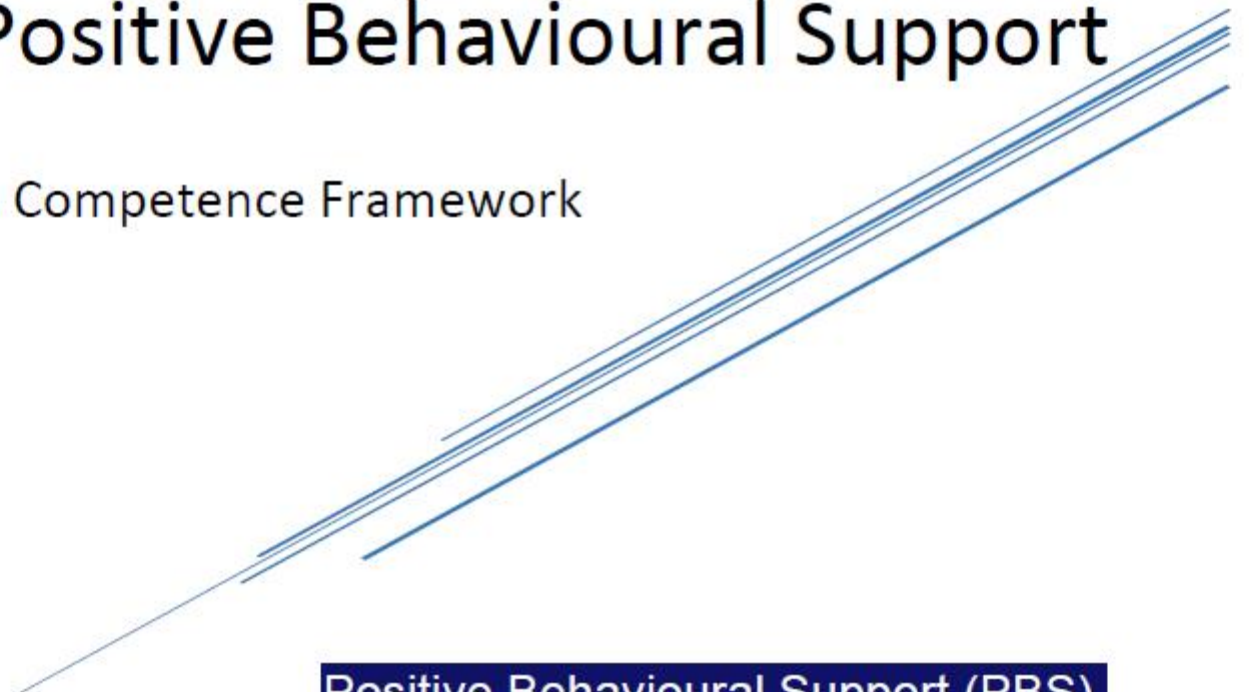
PBS is a multicomponent

PBS Competence Framework

[Tweets by @PBSAcademyUK](#)

Positive Behavioural Support

A Competence Framework



**Positive Behavioural Support (PBS)
Coalition UK**

May 2015

Help

Suggested Sites ▾ Web Slice Gallery ▾



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PBS
Academy



Improving the quality of Positive Behavioural Support (PBS):

The standards for training



Beta version 1.1

PBS
Academy



Improving the quality of Positive Behavioural Support (PBS):

The standards for service providers and teams



Beta version 1.1

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Guidance: Commissioning accommodation and support for a good life for people with a learning disability



Developing improved and progressive practice

National Commissioning Board

March 2019



CLILC • WLGA

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Learning Disability
Improving Lives Programme

June 2018

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***** clotheslined her once.
She ***** hit the deck like a bag of *****

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Learning Disability Improving Lives Programme 2018 – 2020

All Wales Challenging Behaviour Community of Practice (CoP) Additional Actions [Whorlton Hall Scandal July 2019](#)

All Wales Challenging Behaviour Community Of Practice – Actions To Strengthen Improving Lives Recommendation In Response To [Whorlton Hall Scandal](#)

Introduction

The LD Ministerial Advisory Group meeting in June 2019 asked the All Wales Challenging Behaviour Community of Practice (CoP) to consider any actions arising from the Panorama expose of abusive practice in [Whorlton Hall](#) televised in May 2019, and to relate these to the Improving Lives Programme recommendations and actions.

The CoP¹ has been operating since 2010 and continues to draw together around 300 practitioners from across Wales and across all sectors with the common aim of improving quality of life for people with learning disabilities and challenging behaviour, and with a particular emphasis on promoting PBS and other evidence-based best practice.

The CoP met on 2nd July 2019 and dedicated most of the meeting to aspects relating to [Whorlton Hall](#). The meeting was attended by over 60 practitioners from across sectors all over Wales. This report summarises the key points made by members: the overarching actions are detailed first, with other suggestions listed in the third column under the relevant sections of the Improving Lives Programme recommendations and actions table that follows.

The CoP is very supportive of all the recommendations of the Improving Lives Programme, and would welcome working together with Welsh Government in helping to strengthen their implementation

Overarching Key Actions

1. Following on from the Winterbourne View scandal, the learning disability field now has an impressive range of excellent guidance available that has been developed by all the UK governments, NICE and the major professional and voluntary bodies, and that demonstrates a high degree of consistency in recommendations. The CoP members felt strongly that what the field needs now is clear direction from the Welsh Government that requires compliance with this guidance. The 1983 All Wales Strategy (AWS) was a forward-looking policy designed to deliver a range of community services to people with mental handicaps and their families guided by a clear articulation of principles. It was internationally recognised for its success in transforming services, and a key factor was that funding contingent on compliance with the AWS directives for the design of new services^{2*}. CoP members remember how this put Wales at the forefront of good practice and advocate a return to this approach to improve the wellbeing of future generations of Welsh citizens with a learning disability.