



MacIntyre

Providing support...your way

## Positive Behaviour Support (PBS) Action Plan

Objective	Action	Who?	When?
<b>Support and quality assurance processes for PBS Coaches and PBM Trainers</b>	Appoint Lead PBS Coach(es)	SB	Oct 16
	Develop processes and engage human resources	BB + Lead Coaches	Dec 16
	<b>Buy-in clinical supervision for PBS Coaches supporting people with the highest impact behaviours.</b>	Through BILD / PRT - BB	Oct 16
	<b>Agree systems to better enable PBS Coaches and PBM Trainers to work outside of their service eg a Central and / or Area budgets to 'backfill' or pay overtime. Ensure that time to perform the role is considered for any future Coaches.</b>	Directors and HoOps – Sarah Burslem	Dec 16
	<b>Develop systems for booking PBS and PBM training and support</b>	BB, Lead PBS Coach	Nov 16
	Develop Manager's support pack along the lines of the Staff Council pack	Lead PBS Coach	Dec 16
	Direct support to PBS Coach and Area Manager linked to people covered by success measure 2 to achieve PBS plan.	Lead PBS Coach	Dec 16
	Complete review of functional analysis and behaviour planning GPG and templates.	Virtual Coaches group	Oct 16
	Work with BILD to review the impact of the PBS Coaches programme and gain a better understanding of the ongoing support PBS Coaches need to implement their role effectively.	BB	To be agreed with BILD
	Develop guidelines/expectations for clinical supervision	BB	Oct 16
CPD re data collection and PBS reviews including AssessNet graphing, using positive / wellbeing recording systems and using PC thinking tools to support PBS	BB/ Lead PBS Coach + NH	Feb 17 Coaches group	
MacIntyre PBS Training Framework	<b>Develop MacIntyre PBS Training Framework</b> to provide better guidance for FLMS in development of their local training plans. Base this on recent external frameworks (PBS Coalition and BILD). To include DNA training and could include specialist training related to PBS eg autism, dementia and mental health. Develop training resources where needed.	LK, BB, Lead Coach, Coaches group 3	Dec 16

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Wellbeing, happiness and fulfilling lives as the primary focus on PBS	<b>Agree and resource a common strategy for collating, or sampling, wellbeing outcomes.</b>	Directors (CF?, Lead Coach?)	Jan 17
	Reinforce through all documentation	BB, PBS Coaches	Ongoing
	Great Interactions blogs	PBS Coaches	ongoing
	Link to work on setting and measuring person-centred wellbeing outcomes	PBS Coaches, all Managers	Review Apr 17
	Consider the long term place of PBS within MacIntyre's DNA and alongside other practice development initiatives	Directors – external reviewer?	TBC
Continue to develop PBS leadership skills	<b>Training or direct support for new Area and Programme Managers and second stage training and support for all Senior Managers.</b> <ul style="list-style-type: none"> <li>• Functional Assessment</li> <li>• Wellbeing (PWS + staff)</li> <li>• PBS forms</li> <li>• PBM</li> <li>• Practice reflections sessions</li> <li>• Crisis planning</li> </ul>	BB, Lead PBS Coach, EK? (final point)	Negotiate with HoOps
	Develop <b>training for FLMs, Seniors and PBS Coaches</b> , initially in highest needs services, to increase skills and confidence in <b>observing staff practice, providing positive feedback and developing support protocols</b> . Use classroom > role play > on-job support model to embed the skills. Develop MacIntyre training from a bought <b>active support</b> training package.	Lead Coaches, LK, BB Input from GM, CF, CW+SC (Wingrave), NB (Ponciau – filmed examples?), external active support trainer.	2017 – to be agreed
	<b>Support volunteer services to implement the Periodic Service Review and share learning</b>	Lead PBS Coach	TBC
	With FLM self-assess against the schedule of responsibilities. Plan support as required eg from PBS Coach.	AMs	Mar 17
	Increase awareness of support PBS Coaches can provide and the positive impact it can have.	BB, Lead Coach	Dec 16

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	PBS as a standing agenda item in Manager meetings	All AMs	Mar17
	Ensure Local PBS Procedure (explains how the policy is implemented locally) is in each service.	AMs	Mar 17
	Support Managers to implement Practice Supervision (reflections) for relevant teams where this is not in place	BB + PBS Coaches	Dec 17
	Develop organisational and local crisis plans for the event that staff teams are no longer able to provide effective and safe support to a person with high level behaviours of concern.	HoOps	Directors to set
	<b>Complete and release reviewed Getting to Know You / new person assessment and transition documents.</b>	CF + VN. In development but to be completed as priority	
Implement priority actions from initial learning from staff wellbeing interviews	Post-incident support flow chart	SP (TBC), Sonya Cox (working on one for Wingrave)	As soon as released from Camden
	Staff wellbeing focus during corporate induction	GM	Immediate start
	Staff person-centred support plan – <ul style="list-style-type: none"> <li>• Template development.</li> <li>• Implementation.</li> </ul>	<ul style="list-style-type: none"> <li>• SP + CF?</li> <li>• FLM</li> </ul>	To be prioritised
	Staff film sharing people's experiences of incidents, their impact and support strategies that have helped.	GM, BB, HB, JE, Lead Coach	To be prioritised
	Training for those responsible for post-incident support (could be FLMs, Coaches, Seniors or allocated peer supporters)	BB, Lead Coach, PRT? William Devine?	To be prioritised
	Support for staff to cope with self-injury by a person they support	Lead Coaches	To be prioritised
	Consider alternatives to Health Assured that provide a MacIntyre person for staff to talk to eg peer supporters, Coach drop in sessions, a staff support call number etc	HR team	To be prioritised
	Keep additional actions in sight	BB + HB	
Wingrave School specific recommendations	Develop the proposed school specific Schedule of PBS Responsibilities and focus on developing a wider PBS culture (PBS currently appears to be seen by some as the job of the PBS team).	AMD, FV	Dec 16

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	Re-focus the PBS team priorities. Currently very focused on reactive management and post-incident investigation including RIDDOR investigations. The team need time and wider buy-in / relationships to focus on proactive PBS outcomes. Consider removing the responsibility for RIDDOR investigations from the team.	AMD, FV	?
Close monitoring of restrictive practices	Ensure implementation of restriction authorisation process including documenting agreement by the person / Capacity assessment and best interest decision process.	AMs	Feb 17
	Review PI training approval process to combine MacIntyre and PBM forms and ensure Director sign off	MB	Oct 16
	Quarterly summary to Directors, Senior Managers and Coaches: restrictive intervention data and injuries to staff from behaviours of concern	BB	Quarterly: 1 month after close of quarter
	Set up systems to include Shared Lives carers in reporting and PBS processes and supports	BB + AP + Shared Lives FLM	Feb 17
PBS monitoring	<b>In order to really see the impact of PBS on incidents and restriction reduction for individuals, all recorded information for a random sample of people to be evaluated so evidence stored outside of AssessNet can be considered in measuring success.</b>	Lead PBS Coach	Apr 17
	Develop shared database for collating information from staff surveys (success measure 5)	BB	Oct 16
	Service visits and staff surveys (see policy)	AMs, specialists	Oct 16 – Mar 17
	PBSP sample audits	Lead Coach	Mar 17
	Annual reports	AMs	Mar 17
	MacIntyre annual report for external publication – try to adjust data for changes to staff and people we support numbers and ‘types’ of people we support	BB + Lead Coaches	Jun 17