

Positive Behavioural Support / Autism Training Fund Evaluation, September 2016

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Background

Summary

Evaluation

Conclusions



Background information

The Positive Behavioural Support and Autism Training Fund was funded by the 'positive and safe programme' and established to contribute to the aims of the Transforming Care programme through financial support for:

- Developing 'skills around the person'
 - Interagency / multi agency work at a person centred level
 - Providing training in line with PBS competency framework or good autism practice
 - Contribution to the discharge (or avoided likely admission) of one or more persons
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Main aims of the fund

- To support employers and circles of support at a critical point
 - To foster innovation in providing PBS and Autism skills and knowledge, and skills in delivering training in these topics
 - To promote and demonstrate sound approaches within organisations and local systems
 - To learn from others and share good practice
 - To promote and explore person-centred, multi agency workforce development
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Purpose of the monitoring and evaluation

- To monitor the progress of the funds distributed
 - To assess the actual delivery against that planned
 - To assess the costs of training
 - To provide an opportunity for early feedback on the impact of the training
 - To measure short term outcomes of the funding programme
 - Longer term, different approaches to training could be examined
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Process and timescale for monitoring and evaluation

- Initial monitoring completed May 2016
 - Early evaluation September 2016
 - Longer term follow up Spring 2017
 - Evaluation and 'sharing the learning' events for fund recipients and TCP reps to be held; 31.10.16 in London and 01.11.16 in York
 - Collation of case studies
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Monitoring and Evaluation

- Participants completed two separate questionnaires online;
- Monitoring questionnaire (immediately after delivery)
 - Evaluation questionnaire (around three months after delivery)

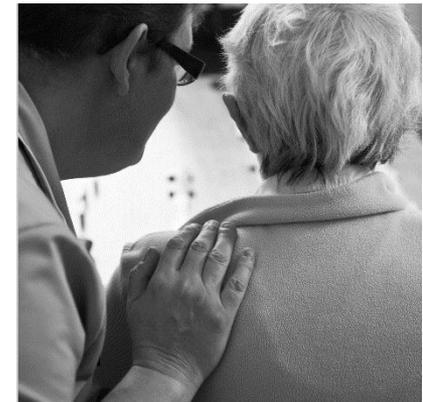
This presentation summarises the monitoring survey and reports fully on the evaluation surveys

| No. grants awarded | No. of organisations | Monitoring responses | Evaluation responses |
|--------------------|----------------------|----------------------|----------------------|
| 169 | 65 | 63 | 57 |

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- In total 169 grants were awarded to 65 organisations spread across England
 - The fund provided an estimated 2,900 training interventions for a total investment of £557,600. This is an average of £191 per intervention
 - The interventions were undertaken by social care and health workers at all levels and by individuals' family carers. Many people undertook a combination of two interventions (for example PBS and autism or PBS level C and trainer skills)
 - Most people delivered the training they planned, but found it hard to do so in the 3 – 4 months allowed
 - For most, the anticipated costs were accurate
 - Most people had built in review or evaluation of the training
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Who received the funding?

- Funding was dispersed across England fairly evenly, with a peak in London
 - It was well spread over:
 - Local authorities (20%), PVI (27%), Third (20%) and Health (24%) sectors
 - Community based services were well represented (36%) as were care homes without nursing (17%), local authorities (17%) and health services (17%)
 - The majority were large organisations (73%), although medium and small organisations were represented (12% each)
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Feedback from learners as at April 2016

- All who had conducted evaluation had considered the training to be a success.
 - Positive feedback from learners (n=20)
 - Improved skills and knowledge (n=17)
 - Improved practice (n=12)
 - Increased confidence (n=7)
 - Team building (n=3)
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Future changes to training?

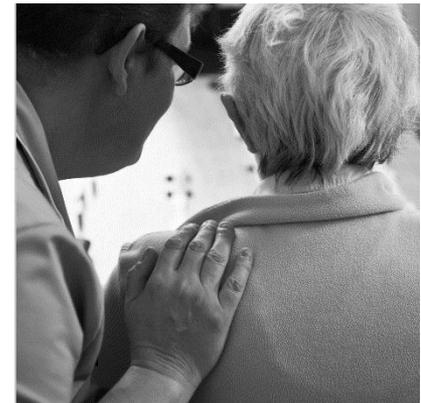
- The majority were either unsure (49%) or would not make changes (20%)
 - Suggestions included:
 - Greater practical element
 - Better management of trainers / costs etc.
 - Inclusion of follow up training
 - Higher level of training offered
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Purpose of the early evaluation in July 2016

- To provide an opportunity for early feedback on the impact of the training
 - To measure the short to medium term outcomes of the funding programme
 - To inform new initiatives around PBS / Autism training and development
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Findings - Promotion of the fund

Organisations heard about the fund through a number of different routes:

- Recommended by a colleague or manager(48%)
 - Skills for Care communications (25%)
 - Through local network meeting (23%)
 - Directly invited by SfC (18%)
 - Social media (9%)
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Findings - Training position

- Just over half were thinking about training in this area in the future but the fund had brought this forward (53%)
 - One quarter had training planned so the fund was very opportunistic (25%)
 - The remainder were prompted to do the training by this fund (22%)
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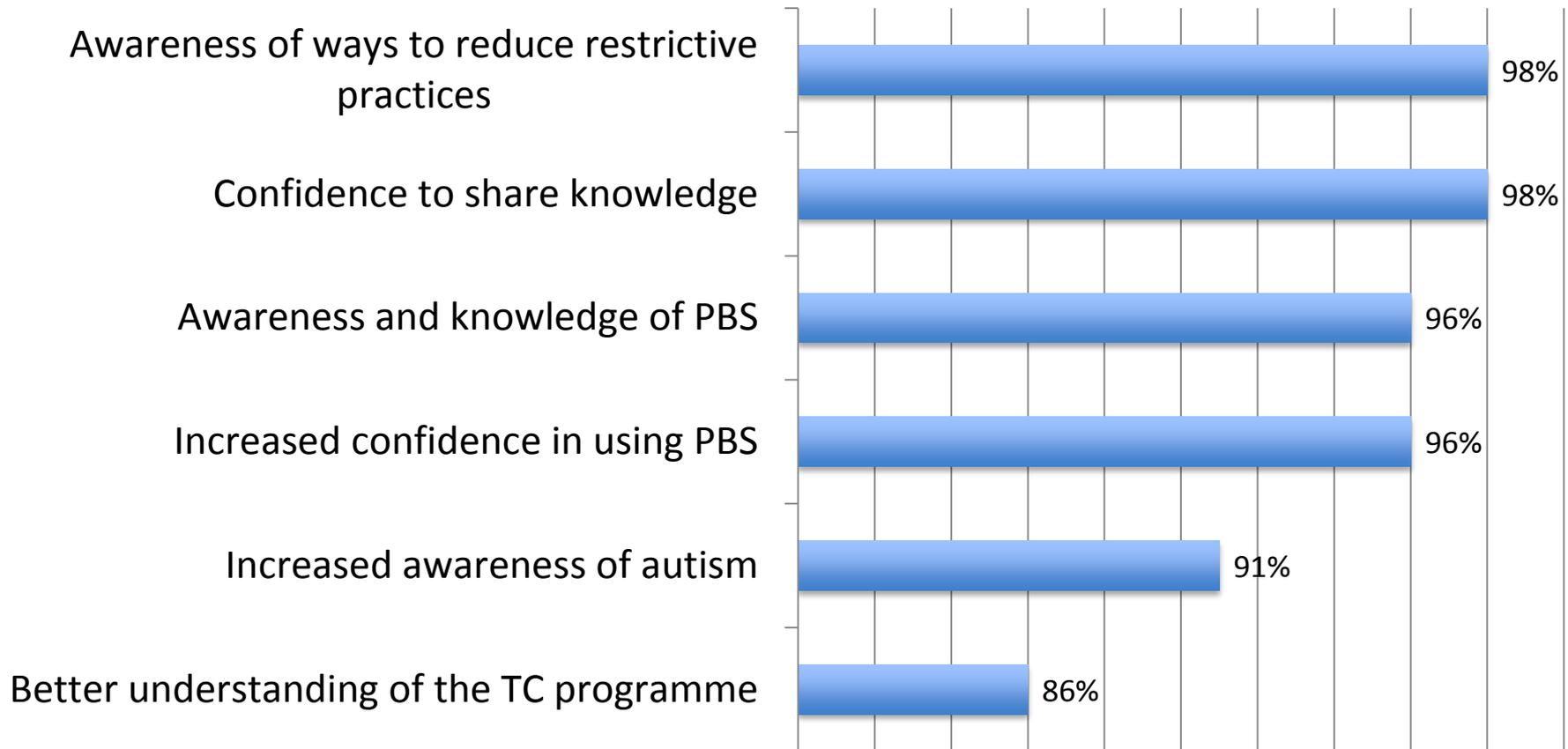
Findings – The impact of training on the focus person and others using service

| | Focus person | Others using service |
|--|--------------|----------------------|
| Improved quality of life through better relationships and reduced isolation | 81% | 17% |
| Supported better communication in daily lives | 77% | 23% |
| Reduced use of any form of restrictive practices | 74% | 13% |
| Reduced frequency, duration or intensity of incidents of challenging behaviour | 72% | 26% |
| Helped support independent living in community and engagement with meaningful activities | 68% | 25% |
| Supported transition in living arrangements | 55% | 21% |
| Increased contact with family and friends | 49% | 23% |
| Helped move toward reduction in medication used | 47% | 26% |

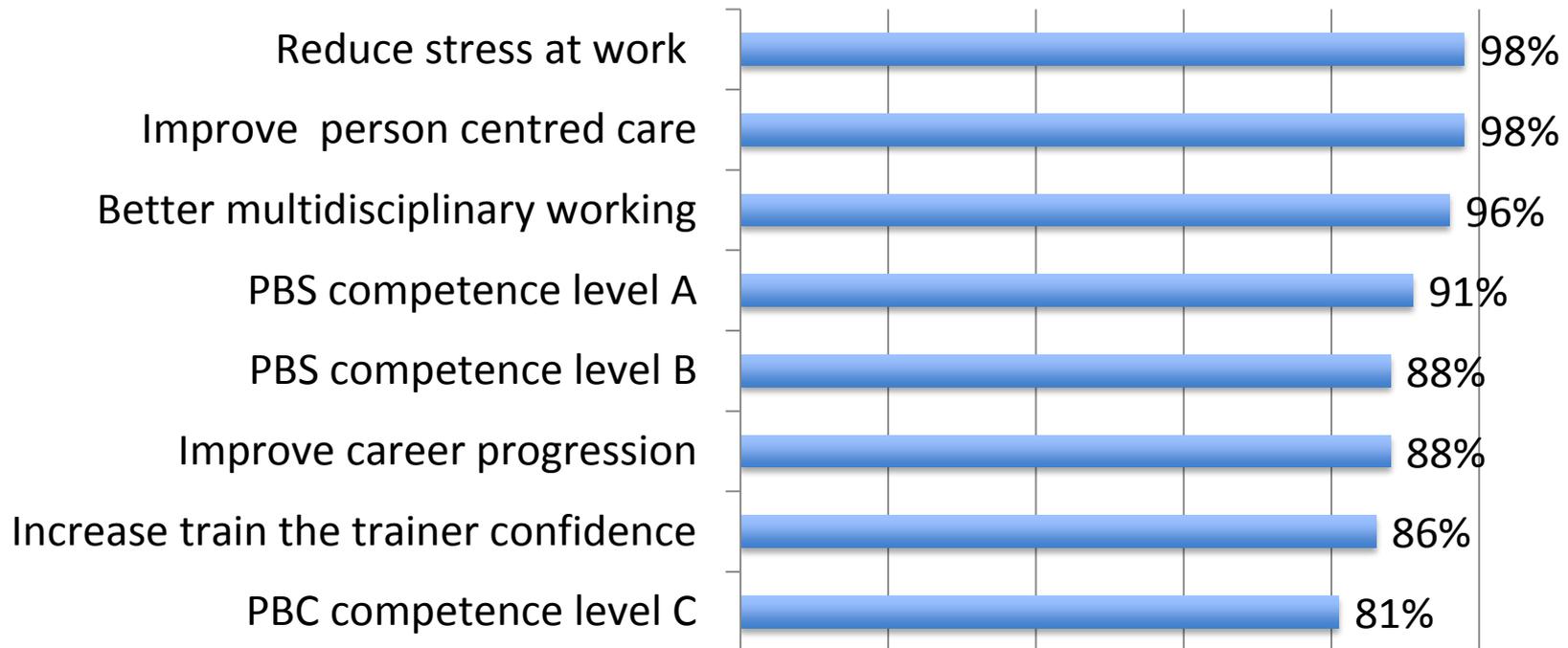
Examples of impact on the focus individual

- “The person is more settled, he does not seem to be as anxious and is more relaxed in his home environment”
 - “Improved physical health due to improved care”
 - “Intensive interaction has been really useful in building relationships. The focus person has begun calling people by their names, where previously she was shouting man or woman ... she is able to do more adventurous trips out...and largely it is the staff team understanding and skills that have contributed to this”
 - “Much improved quality of life, developing positive relationships with staff team, decrease in challenging behaviours”
 - “Immediate improvement in self-esteem, quality of life, access to activities and positive relationships”
 - “The individual is now experiencing independent living with the right levels of support”
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Findings- Impact of the training on learners



Findings - Impact of training on learners (continued)



Findings – Impact of the training on the organisation



Examples of the impact on the organisation

- “Professionals are now far more adept at putting themselves in the focus person’s world thus helping them and others to understand what can be done to minimize anxiety and stress”
 - “The training has impacted on the culture of the service, and translated to staff adopting the view that behaviours perceived as challenging are a form of communication that a need is not being met well”
 - “The how process has changed the way we manage and identify behaviours ... focusing on triggers has meant a reduction in interventions and restrictive practices”
 - “We have started to build PBS training into all of our new staff inductions”
 - “Lower staff turnover, reduced stress and better reflection”
 - “Staff are more confident when dealing with challenges, reducing the incidents”
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Discharge from in-patient services or avoidance of admissions

- 82% of organisations who were hoping to reduce or avoid hospital admission for the focus person as a result of the training felt they had achieved this
 - Estimates for the number of avoided admissions ranged from 1-5 per organisation
 - In addition, 27 organisations felt they had reduced or avoided hospital admission for others using the services following training
 - Estimates ranged from 1-10 avoided admissions per organisation
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Final comments

Respondents were asked for any final comments on the fund:

- Many respondents highlighted the fact that the fund allowed training and multi agency development to happen that otherwise might not have (n=22)

“The funding has helped to bring together several agencies and members of the public for a common purpose which is something we would normally find very difficult or impossible to achieve”

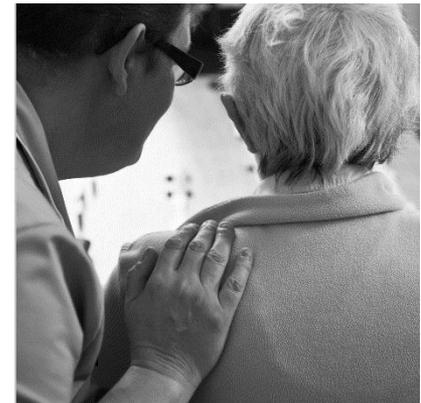
- A few commented on the challenging timetable associated with delivery (n=5) to comply with funding requirements
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- This training was really well received
 - The benefits to individuals using services (both focus person and beyond) were evident and all methods of delivery achieved good outcomes
 - Learners greatly benefited from the fund
 - There was clear impact on organisations and widespread agreement that the funding had allowed skills development that would not otherwise have happened, to happen
 - The fund was crucial in enabling hospital discharges and avoiding admissions
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Skills for Care:

www.skillsforcare.org.uk/transformingcare

Skills for Health:

www.skillsforhealth.org.uk/transformingcare

HEE:

www.hee.nhs.uk/our-work/person-centred-care/learning-disability