Report

Report to:	**Clyde Valley Learning and Development Joint Committee**
Date of Meeting:	**22 February 2021**
Report by:	**Service Manager, Learning and Development / Health and Safety, Glasgow City Council, Social Work Services/ Health and Social Care Partnership** **Chair of Clyde Valley Learning and Development Project Steering Group**

Subject:	**Promoting Positive Behaviour (PPB) - Development and Delivery Update**

1. Purpose of Report

1.1. The purpose of the report is to:-

♦ provide an update regarding the development and delivery of Promoting Positive Behaviour (PPB) training during the COVID-19 pandemic

2. Recommendation(s)

2.1. The Joint Committee is asked to approve the following recommendation(s):-

(1) that the additional guidance issued to member councils regarding PPB delivery be noted; and

(2) that the ongoing development of on-line learning opportunities to support the provision of PPB refresher training be noted.

3. Background

3.1. Promoting Positive Behaviour (PPB) training is the Clyde Valley owned staff training programme that addresses minimising and managing behaviours that challenge across our services. An important element of the course curriculum involves the demonstration and practice of a range of physical interventions. Significantly, there is a Clyde Valley wide governance structure in place overseeing the programme with local governance arrangements established within each council.

4. Development and Delivery of PPB Training During the COVID-19 Pandemic

4.1. Two very significant challenges have emerged regarding the ongoing delivery of PPB as a result of the pandemic:-

♦ how can we continue to deliver PPB?
♦ how do we manage to deliver the physical element of the training?

4.2. Guidance was developed by the Clyde Valley Social Care Group (CVSCG) and issued via the PPB Strategic Governance Group in May 2020. Working in an advisory capacity, the CVSCG made the following recommendations:-

- decisions relating to the delivery of PPB are governance matters and, therefore, advice should come from Local Governance Groups
- advice to go ahead with the training (including physical interventions), should be consistent with each council's risk assessments and contingency plans in relation to the virus
- in line with many regulatory bodies (e.g. Scottish Social Services Council, Health and Safety Executive and The Royal Environmental Health Institute of Scotland), the 18-month upper limit for refresh can be relaxed until further notice. This arrangement will be reviewed on a month-to-month basis
- as the position improves and the risk diminishes, the 18-month refresh cycle should be reinstated
- this change only applies to learners/trainers whose refresh deadline falls within the contingency period

4.3. Whilst this guidance has supported each council to consider PPB training delivery fit for local need, the Principal Trainers have been exploring alternative methods of training provision. As a result, on-line refresher training has been created for both Adult and Children Services. This offers a flexibility in the delivery of the theoretical component of PPB.

4.4. Where viable, the physical element of PPB can be refreshed in individual workplaces where resident staff are PPB trainers. Where that is not viable, theory-only refresh training can be provided. Routinely, certificates of participation are issued to participants once refresh training is completed. A theory-only certificate will be issued where the opportunity to refresh the physical elements of the course cannot be provided.

4.5. Progressing shared development of on-line options across the Clyde Valley supports the ongoing standardised approach taken to PPB. In the first instance, efforts are focused on developing refresh opportunities for PPB Trainers across the Clyde Valley. In addition, with Microsoft Teams being available in the Clyde Valley Councils, further opportunities to support each other and maximise attendance at on-line courses are available.

5. Employee Implications
5.1. There are no employee implications.

6. Financial Implications
6.1. There are no financial implications.

7. Climate Change, Sustainability and Environmental Implications
7.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

8. Other Implications
8.1. There is a risk that staff are not provided with the appropriate PPB refresh training, however, the measures that have been put in place mitigate against this risk by providing alternative theory only refresh training where the physical element of the training can't be provided because of Covid restrictions.

9. Equality Impact Assessment and Consultation Arrangements
9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

9.2. There is also no requirement to undertake any consultation in terms of the information contained in the report.

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Gill Bhatti
Chair, Clyde Valley Learning and Development Project Steering Group

4 February 2021

Previous References
♦   9 December 2019 - Clyde Valley Learning and Development Project – Evaluation of Promoting Positive Behaviour Programme

List of Background Papers
♦   None

Contact for Further Information
If you would like to inspect the background papers or want further information, please contact:-

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