

Report

Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	12 February 2024
Report by:	Project Manager, Clyde Valley Learning and Development Group

Subject:	Clyde Valley Learning and Development Project – Progress and Activity of the Social Care Group
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide the Joint Committee with a summary and overview of the key activities and outcomes achieved by the Social Care Group over the past year

2. Recommendation(s)

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

- (1) that it be noted that the specific recommendations of improvements to the Promoting Positive Behaviour (PPB) programme identified in the review have been implemented;
- (2) that it be noted that the PPB Strategic Governance Group has accepted and endorsed the recommendations of the review that further consultation should continue over two-year cycles to integrate further feedback recommendations dynamically; and
- (3) that it be noted that Orkney Islands Council has become the first council outside the owners of the programme to adopt PPB, and that the programme is now up and running in Childrens' and Adult Services on Orkney.

3. Background

- 3.1. The Clyde Valley Learning and Development Group (CVLDG) Social Care Group drives and delivers the Project's collaborative activities under the Social Work and Social Care agenda. As the originators of the flagship programme Promoting Positive Behaviour (PPB), the Social Care Group also assumes a crucial role in the programme's governance and management.
- 3.2. The PPB programme has been used across the Clyde Valley Group for more than ten years with the first pilot programme running in June 2013.
- 3.3. The programme has historically been delivered by all eight of the original Full Member Councils, primarily in Social Care, Education and Homelessness services.
- 3.4. In 2019, an independent evaluation of the programme concluded that PPB had successfully delivered on its original objectives, was well received by both training and operational staff and was making a positive contribution to delivering services in a safe working environment.

- 3.5. During the past year, the review of the programme commissioned by the PPB Strategic Governance Group was completed and the action plan to address the recommendations was addressed and implemented as required.
- 3.6. Since PPB was been in operation across the Clyde Valley Councils, several other councils and external organisations have made enquiries about gaining access to the programme and introducing it into respective organisations.

4. The Strategic Review

- 4.1. The primary purpose of the review was to safeguard the future of the programme by ensuring it continues to move with the times while addressing the implications and impact of changes to Social Care policy as they arise.
- 4.2. For this reason it was agreed that the programme review would continue as a continuous and dynamic process whereby the PPB programme will be scrutinised in real time, to ensure a rapid response to strategic and policy changes as councils introduce them.
- 4.3. Specific consideration was given to the impact of Trauma Informed Practice and the consultation document on the Promise, as well as other methods and approaches being used in care settings alongside PPB (e.g. Stress and Distress, Positive Behaviour Support (PBS)).
- 4.4. Considering the above priorities, the core course materials have now been amended and reviewed by subject matter experts to ensure greater emphasis on legislation e.g. Adult Support and Protection, Adults with Incapacity, Regulation of Care and Health and Safety legislation references.
- 4.5. The review group acknowledged that finding language which is consistent with the PPB value base and current good practice thinking is difficult. Nonetheless where possible the language has been changed to be consistent with the approach advocated in Trauma Informed Practice. In some cases this could be perceived as a matter of semantics, however, it is in this context that confusion and conflicting messages can arise and lead to different interpretations of what approach is being advocated.
- 4.6. In the context of Children's Services it was acknowledged that elements of PPB have always been trauma informed and also reflect the ethos of the Promise. For example, the emphasis on relationship-based practice. Nonetheless as this thinking develops, the group will ensure that PPB continues to develop in parallel with both these strategies.
- 4.7. The review group concluded that if used correctly and for the right reasons, PPB safe holds are consistent with the ethos of the Promise (which advocates an aspiration for no restraint of children in any circumstances). Indeed evidence considered in the review indicates that the use of safe holds is so rare across the Clyde Valley Councils as a result of PPB's nurturing and de-escalation approach that PPB can provide the circumstances to achieve this objective.
- 4.8. All the recommendations on course content improvements have now been amended and are in place and have been adopted in service settings. This is consistent with fundamental principles of Trauma Informed Practice which advocate taking a trauma informed view on policy, practice and training rather than simply delivering training on the nature of the ethos.

- 4.9. Improvements have also been made to the system of version-control of core materials and centralised file storage online.
- 4.10. As feedback is a dynamic process, it was agreed not to seek feedback as a snapshot in time, but to introduce the feedback loop as a feature of the programme. It has therefore been agreed that the views of service users will be sought at least annually from now on. Distinct aspects of the programme will be reviewed during each consultation resulting in a full cycle of improvement over a two-year period.
- 4.11. The PPB Strategic Governance Group has scheduled a meeting with the Social Care Group and other experts and stakeholders to take place on 29 February 2024. This is in recognition that the review and feedback does not take place at a fixed point in time, and so will consider the views of other interested stakeholders in taking the review to the next stage.
- 4.12. A presentation is being prepared covering all aspects of the review which will be the focus of the meeting, and which can in turn be shared with each council's respective Internal Governance Groups.

5. Establishment and Implementation of PPB in Orkney Islands Council

- 5.1. It has previously been noted (paragraph 3.5) that informal enquiries have frequently been received from other councils and external organisations regarding the use of PPB. However none of these enquiries had been pursued to the next stage.
- 5.2. A separate Minute of Agreement governs the use and ownership of the PPB programme. This includes granting licence for the programme to be adopted by Participating Members of the CVLDG, subject to meeting the governance and licence terms.
- 5.3. At the beginning of 2023 Orkney Islands Council (OIC), a Participating Member of the CVLDG, made some initial enquiries about the feasibility of introducing PPB to the council across its Education, Children and Adult Care Services.
- 5.4. This was formally authorised by the PPB Strategic Governance Group on 16 May 2023, subject to providing the following information and commitments:-
- ◆ providing an application Letter of Licence signed off by a senior officer of the council. This was duly received having been signed by the Chief Officer of Orkney Health and Social Care Partnership for counter signature by the Chair of the PPB Strategic Governance Group
 - ◆ that OIC would establish a local governance group with membership from senior managers and stakeholders from participating services
 - ◆ there would be a plan established to run a pilot implementation programme to cover initial roll out in each service area
 - ◆ a full implementation plan would be submitted for the roll out of the programme for all services
 - ◆ the training strategy to provide initial training should be developed in consultation with the Clyde Valley Social Care Group. This would be delivered by trainers from CVLDG councils travelling to Orkney
- 5.5. OIC indicated a degree of urgency in establishing PPB due to requirements identified in Care Inspection reports. For this reason the council sought to arrange initial training in Adult Services in June 2023. OIC committed to fund all travel, accommodation and subsistence for trainers delivering the training.

- 5.6. The Clyde Valley Social Care Group consulted with Principal Trainers to establish if any were willing to travel to Orkney for this purpose. Given the requirement to deliver the training in the first instance to staff from an Adult Supported Accommodation establishment and from a Children's Residential House, it was necessary to seek at least two volunteer trainers each from both Adult and Childrens' Services.
- 5.7. After looking at a variety of options, two experienced trainers from Inverclyde Council Childrens' Services volunteered to travel to Orkney to deliver the first tranche of training. This was delivered in the week commencing 12 June 2024 with all delegates successfully completing the training and assessment requirements.
- 5.8. A full group of 16 delegates attended the training including two members of staff who had been nominated to be part of OIC's internal PPB training team. This approach to capacity building is a fundamental principle of the PPB delivery model and allows each council to be self-sufficient in delivering each council's PPB training.
- 5.9. A similar exercise was conducted in late summer to run the pilot course for OIC in Adult Services. On this occasion two PPB trainers from Adult Services in South Lanarkshire Council answered the call. The training was delivered for a group of 16 Adult Services Day Care staff. Once again this included two delegates who had been nominated to be future PPB trainers.
- 5.10. Despite significant logistics and complex co-ordination arrangements, both training sessions were delivered effectively and to the satisfaction of all participants, trainers and OIC managers. Evaluation responses from both courses were universally positive and it is clear that delegates attending the training were enthusiastic about the content and structure of the programme and how it will be applied in practice in the workplace.
- 5.11. This model of establishing the programme in a new council setting through skills development and training the trainer follows the prescribed route developed by the CVLDG, which builds capacity and sustainability for the organisation adopting PPB.

6. Conclusions

- 6.1. The PPB programme has been independently and locally evaluated throughout the lifetime of the programme. The extremely positive results delivered from both evaluation approaches have provided the CVLDG with confidence in the effectiveness of the programme.
- 6.2. In order to continue to reap the benefits of the programme it is necessary to move with the times by considering PPB's continued appropriateness and currency in the context of new thinking and Social Care policies.
- 6.3. The PPB review has set out to address this and doing so has resulted in a renewed confidence that the programme remains current and robust enough to be compatible with newer policies and strategies.
- 6.4. The commitment to continue gathering feedback and continuing the review on a rolling basis will strengthen the programme still further. This approach will also go a significant way to sustaining the programme in years to come through the robust governance structure in place.

- 6.5. The longer-term sustainability of the PPB programme is rooted in shared ownership and underpinning values between stakeholders at all levels and from each of the participating councils. This needs to be safeguarded through continuity and forward planning in each council.

7 Employee Implications

- 7.1. The continuation of the review cycle will involve stakeholders at all levels and across all councils using the programme. The PPB Strategic Governance Group will take responsibility for this in consultation with Clyde Valley Social Care Group, who will take responsibility for allocating the tasks to each stakeholder group.

8. Financial Implications

- 8.1. None

9. Climate Change, Sustainability and Environmental Implications

- 9.1. There are no implications for climate change, sustainability or the environment in terms of the information contained in this report.

10. Other Implications

- 10.1. No specific risks have been identified beyond maintaining the commitment and application of members of the Group.
- 10.2. The sustainability of the programme is contingent on the continuation of the CVLDG and the ongoing commitment of its Members.

11. Equality Impact Assessment and Consultation Arrangements

- 11.1. 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.
- 11.2. Consultation with all participating Councils has been fundamental to conducting the review process and has been delivered through discussions at the Clyde Valley Social Care Group and the PPB Strategic Governance Group.

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23 January 2024

Previous References

- ◆ 5 December 2016 – Clyde Valley Learning and Development Project – Governance of the Promoting Positive Behaviour Programme
- ◆ 27 February 2023 – Clyde Valley Learning and Development Project – Strategic Review of Promoting Positive Behaviour (PPB) Programme

List of Background Papers

- ◆ Clyde Valley Learning and Development Project Minute of Agreement

Contact for Further Information

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

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