

Report

Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	10 December 2018
Report by:	Chair of Clyde Valley Learning and Development Project Implementation Steering Group

Subject:	Clyde Valley Learning and Development Project – Update on Social Care Group Projects
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Joint Committee on activities undertaken to maintain and develop the Promoting Positive Behaviour (PPB) programme across the Clyde Valley
- ◆ inform the Joint Committee of the forward work plan proposed for the Social Care Group for the coming year

2. Recommendation(s)

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

- (1) that the activities undertaken to support the quality assurance, evaluation, development and governance of the PPB programme be noted; and
- (2) that the forward work plan for the Social Care Group be noted.

3. Background

- 3.1. The work of the Social Care Group continues to contribute greatly to the achievement of the Clyde Valley Group's Learning and Development objectives.
- 3.2. At the Joint Committee meeting on 11 June 2018 it was approved that the Social Care Group should be accorded equal status to the Implementation Steering Group in matters relating to the Health and Social Care Agenda. This is also a reflection of the resourcing implications to deliver and expand the uptake of the PPB programme which has been the focal point of development and good practice since its inception.
- 3.3. The PPB programme is now well established and subject to ongoing review for improvement and quality assurance purposes.
- 3.4. In addition to the work carried out on PPB, the Social Care Group has also developed an outline forward work plan for the coming year.

4. Developments in PPB

4.1. Quality Assurance

Although only part of the programme's content, the physical interventions carry the highest degree of risk. It is therefore essential that this risk is managed on an ongoing basis.

- 4.2. An initial risk assessment of the physical interventions was carried out by Robert Gordon University (RGU) in the summer of 2013 before the launch of the programme, however as the programme is now embedded in practice within all eight Full Member Councils, it was appropriate to revisit this process again engaging independent expertise to do so.
- 4.3. A more detailed risk assessment was carried out by RGU in late June of this year. The resultant feedback report indicated no new risks to trainers, practitioners and service users.
- 4.4. It has been agreed by the Social Care Group that this process should be carried out on a bi-annual basis from now on to maintain the currency of the analysis and quality assurance. This has also been approved by the PPB Strategic Governance Group.
- 4.5. **Progress with Programme Evaluation**
An initial meeting has taken place between members of the Social Care Group, Learning Network West and 3rd Horizons (evaluation consultants) to explore the scope of evaluation of the impact of PPB training on social care practice.
- 4.6. Whilst this has been useful in identifying a range of evaluation opportunities, these carry significant costs which fall outside the limit of the available resource. There is some potential to explore a reduced evaluation exercise by limiting the extent of the work requested.
- 4.7. Although this could be useful, it would impact on a range of activities including the size of the sample of staff asked to contribute, the number of partner authorities participating in the evaluation and therefore, may bring into question the validity of the findings across the Clyde Valley.
- 4.8. An alternative evaluation approach has been mooted via the Social Care Group that involves a case-study approach where collating and reviewing examples of PPB intervention in practice could be used as the basis of analysis. These could be considered alongside historical examples using previous behaviour management models. The aspiration with this model would be that evidence is found that reflects (positive) differences in approach and practice.
- 4.9. Service user involvement in the evaluation of PPB has, in principle, been discounted by the Social Care Group. This is partly due to the nature of PPB and its approach alongside the dilemma of finding service users who have experience of both PPB and a predecessor model; and can offer a qualitative assessment/opinion regarding how their behaviour was responded to by staff.
- 4.10. The task of defining the scope of the evaluation demands a degree of compromise when comparing the scope of the analysis against the available budget.
- 4.11. **Continuous Professional Development (CPD) (trainers and practitioners)**
The third annual PPB CPD event took place at Glasgow City Halls on 13 June 2018. The event was run by members of the Social Care Group and participants were welcomed and addressed by the Chair of the PPB Strategic Governance Group.
- 4.12. Around 60 practitioners and trainers from all eight participating councils attended the event which involved a mixture of presentations, workshops, problem solving exercises and sharing best practice.

- 4.13. Feedback from the event was universally positive indicating that this type of event provides both a development opportunity for participants and also valuable evaluation feedback for the programme.
- 4.14. It has been provisionally agreed that the next CPD event will take place in June 2019.
- 4.15. **Strategic and Local Governance**
The six monthly meetings of the Strategic Governance Group is now well established and is attended by all eight participating authorities. Central to the agenda is the requirement that each council provides minutes from the local governance groups managing the programme locally.
- 4.16. It is clear from the content of the minutes, delivered and discussed at the meeting that a robust structure is now in place across the Clyde Valley.
- 4.17. It will be essential to maintain these governance structures, particularly to expand existing capacity and expertise to meet current and future demand for the programme.

5. Social Care Group Forward Work Plan

- 5.1. Following a consultation exercise with members of the Social Care Group in September 2018 and subsequent consensus meetings of the Group, the following subjects and development areas were identified as potential priorities for the Group:-
- ◆ Training to meet the requirements of the British Sign Language Act National Plan;
 - ◆ Cross organisational mentoring (how to make it meaningful for Social Work staff);
 - ◆ Leadership and Management in a Social Work context;
 - ◆ Supervision – Difficult conversations, Reactive decisions – reflective thinking;
 - ◆ Critical reflection;
 - ◆ Care Standards for graduates;
 - ◆ Basic generic e-learning module on Race/Equality from a Social Work perspective;
 - ◆ Residential and Day Care Services – How to set standards for looked after children of all ages;
 - ◆ Scope out possible tender for Moving and Assisting training.

6. Employee Implications

- 6.1. The ongoing commitment and involvement of representatives of the Clyde Valley Councils is central to the delivery of the proposed work plan and the completion of the PPB evaluation process.

7. Financial Implications

- 7.1. The limited funds available to the Clyde Valley Learning and Development Group will limit the extent to which external support can be commissioned to complete the evaluation exercise. The scope of the task will be determined appropriately in order to stay within the available budget of £4,500.

8. Other Implications

- 8.1. The risks associated with the delivery and application of the PPB programme are mitigated by the quality assurance measures outlined at paragraphs 4.1 to 4.4 and the governance arrangements outlined at paragraphs 4.15 to 4.17 of the report.
- 8.2. There are no implications for sustainability in terms of the information contained in this report.

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. All eight Clyde Valley Member Councils were consulted on the forward work plan and also to contribute to the governance and delivery of PPB.

Gill Bhatti

Chair, Clyde Valley Learning and Development Project Implementation Steering Group

12 November 2018

Previous References

- ◆ 11 June 2018 - Update on the Future and Funding of the Clyde Valley Learning and Development Project for 2018/1019
- ◆ 4 December 2017 - Evaluation and Validation of Promoting Positive Behaviour Programme

List of Background Papers

- ◆ Clyde Valley Learning and Development Joint Committee 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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