



Quality of Life & Effective Implementation of PBS

PRESENTED BY NICK WITAN

Who is Nick Witan?

- OVER A DECADE AND A HALF WITHIN THE HEALTH & SOCIAL CARE SECTOR
- PASSIONATE ABOUT QUALITY OF LIFE FOR THOSE WE SUPPORT
- MASSIVE FAN OF PBS!
- FOUNDER OF THE 'JUST CARE' CAMPAIGN
- HOST OF THE 'JUST CARE' PODCAST

'Just Care' vs Quality of Life

'Just Care'

- ▶ basic human needs are met
- ▶ hardly any input via people we support or MDT
- ▶ supported people are surviving
- ▶ we meet regulatory expectations

Quality of Life

- ▶ aim to meet ALL human needs
- ▶ person led support
- ▶ supported people are thriving
- ▶ we are guided by a moral obligation

What does Quality of life look like?



-**QOL is different for everyone** and it depends on whose lense we are looking through



-**What is important to them** differs from person to person

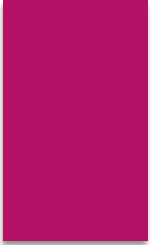


-**QOL is fluid** and can change over time



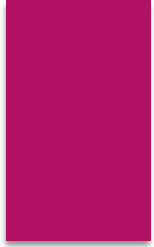
-**Person Led Support** allows to take this all into consideration





If **you** or a **family member** of yours required support would you want them to **thrive** or just **survive**?

WE ALL HAVE A LEGAL 'DUTY OF CARE' TO THE PEOPLE WE SUPPORT, HOWEVER THIS IS MORE THAN THAT, IT'S ABOUT HOW WE TREAT EACH OTHER AS HUMAN BEINGS.



Poll

Is doing whatever we can to ensure those we support have a great quality of life a moral obligation?

You can see how people vote. [Learn more](#)

Yes

100%

No

0%

Unsure

0%



Poll

Maslow's Hierarchy of Needs

Maslow's Hierarchy of needs applies to those we support too!


If someone's needs are met they do not need to communicate that they have an unmet need!



Is a mindset shift required across our sector?

To move away from 'just care' being provided **we must**:

- acknowledge that quality of life for those we support is a priority
- place ourselves in a position to be able to facilitate this (staff training etc)
- ensure that those who provide direct support understand expectations

Challenges around successful implementation of PBS

Improving QOL can be described as **the** main aim of PBS - if we get this right, behavioural incidents reduce as a **by-product** of people being happy and having their needs met.

Should staff teams who provide direct support understand QOL before PBS related training takes place?.....



Poll

Do frontline staff in health & social care need a thorough understanding re: quality of life before they can effectively provide PBS?

You can see how people vote. [Learn more](#)

Yes ☒

95%

No

2%

Unsure

2%



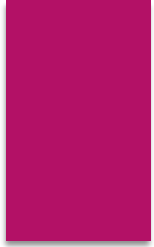
Poll



Barrier between staff teams and people we support

What can help break down this barrier?

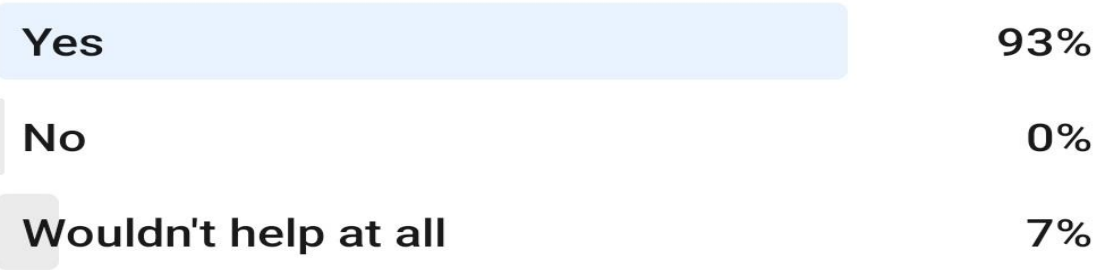
- staff teams seeing those we support as 'human beings' and not 'people we support'
- placing staff in the shoes of the people we support
- making PBS related training relatable for staff



Poll

Should staff looking into their own behaviours/
what drives them be a part Support Worker
training PBS wise??

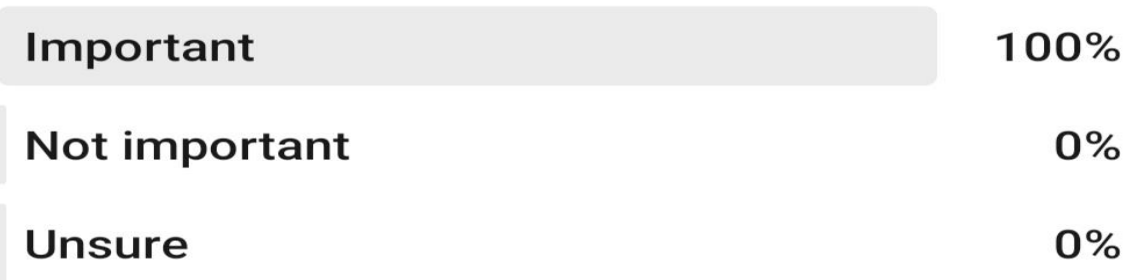
You can see how people vote. [Learn more](#)



Poll

How important is it to put frontline staff in the
shoes of the people we support when it comes
to them understanding PBS?

You can see how people vote. [Learn more](#)

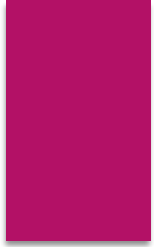


Face to face PBS related training for frontline staff!

PBS can be seen as something quite complex, **if frontline staff do not understand it we are failing those we support!**

Face to face training allows for:

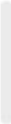
- engagement
- opportunities to confirm understanding
- trainers adopting teaching styles depending on the staff's learning style



Poll

Should PBS training (F2F of course) be made mandatory for those organisations who utilise PBS?

You can see how people vote. [Learn more](#)



No

Ssshhh Nick, less profit!

95%

5%

0%



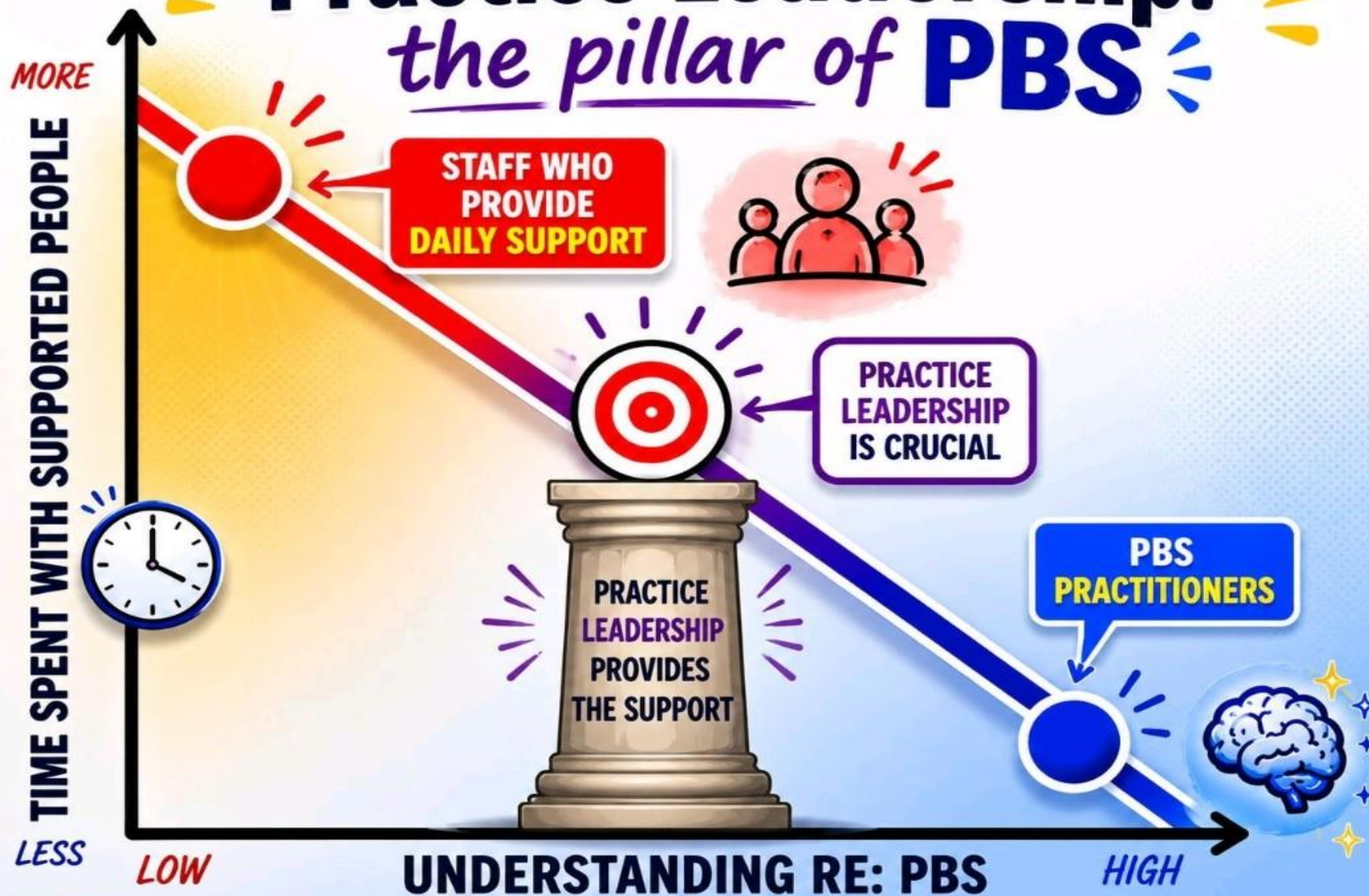
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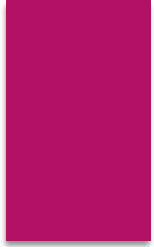
PBS knowledge can be quite top heavy...Practice Leadership anyone?

Practice Leadership is a **key element** in ensuring that PBS is actually in practice (and is not just mentioned on an organisations website!!!!)

Practice leadership allows for the coaching of direct practice (modelling and feedback) - **coaching translates theory to practice** (training knowledge to hands-on skills).

Practice Leadership: *the pillar of* PBS





PBS wise how important is it that practice leadership takes place regularly?

You can see how people vote. [Learn more](#)

It is important

100%

It doesn't make a difference

0%

Nobody local to do this

0%



Poll



Poll



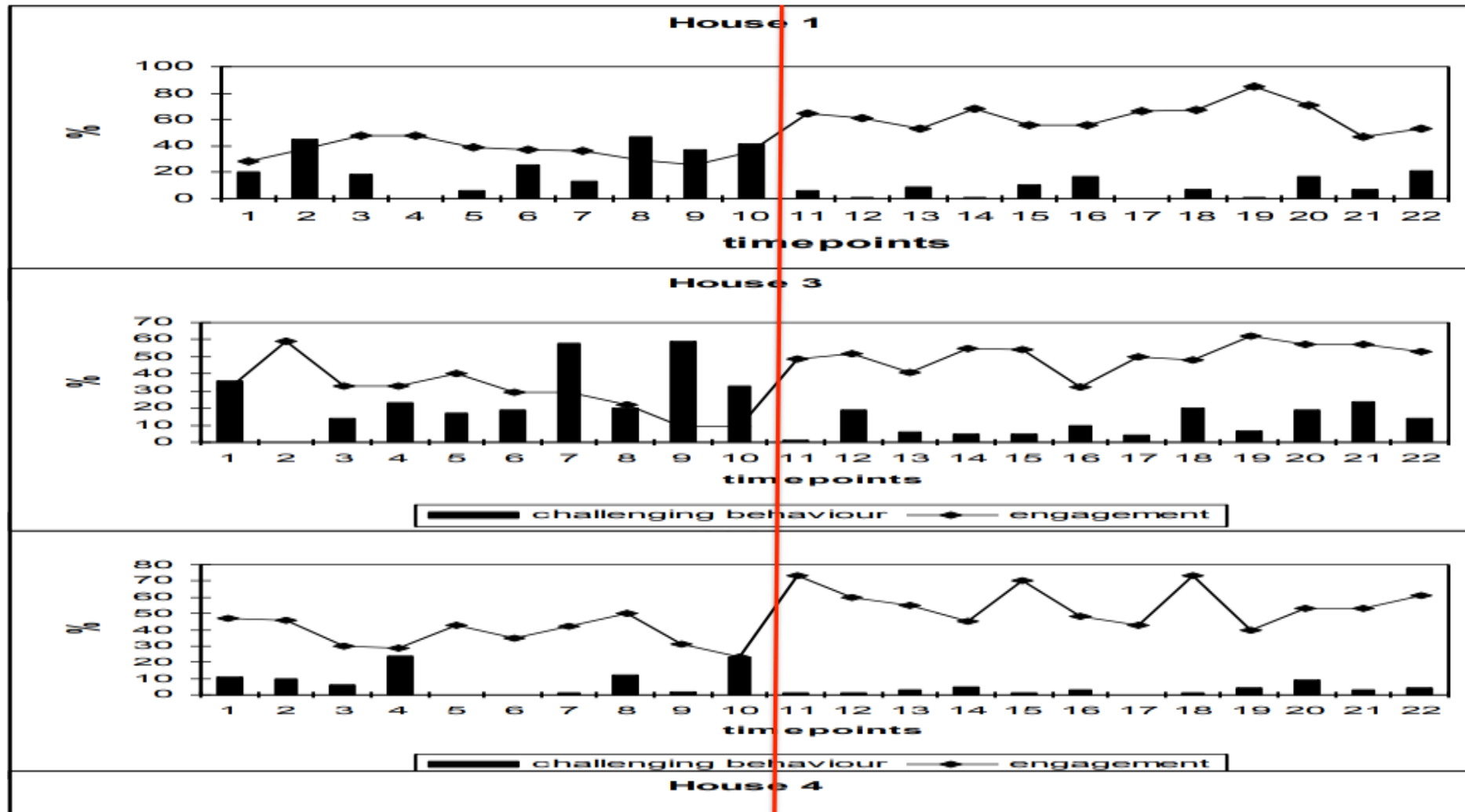
Is there a lack of Active Support across our sector?

There is a wealth of research evidence for Active Support (for example, Edwin Jones, Sandy Toogood, Julie Beadle-Brown) that suggest that when people are engaged, behaviours of concern **are less likely**.

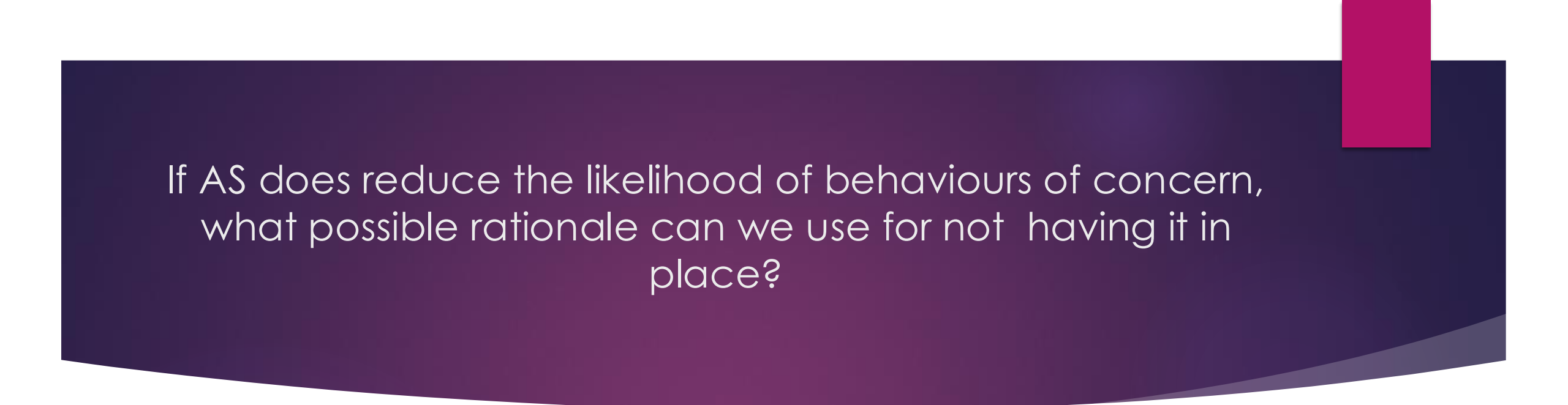
Following slide shows data from a study that was conducted relating to AS.

No active support

active support

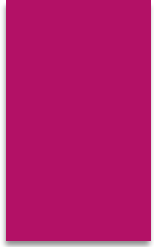


Source: Active Support as a primary prevention strategy for challenging behaviour. International Journal of. Positive Behavioural Support (2013)



If AS does reduce the likelihood of behaviours of concern,
what possible rationale can we use for not having it in
place?

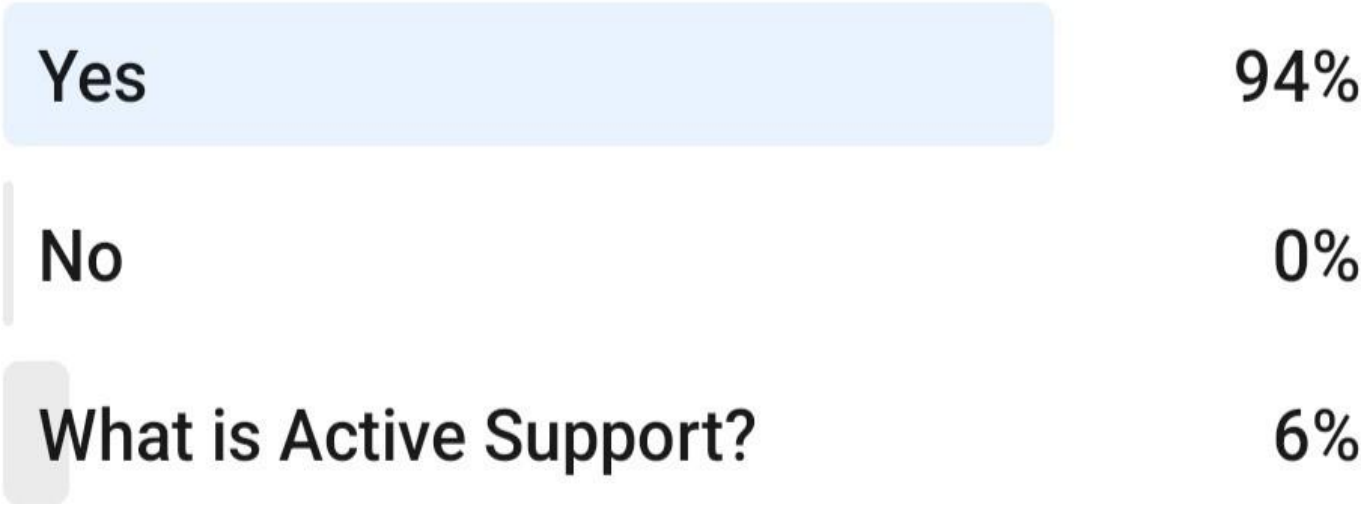
**Is the above statement is correct are we not morally
obligated to ensure that Active Support is the norm across
our sector??????**



Poll

Is Active Support an element of PBS which is generally not given the attention it deserves?

You can see how people vote. [Learn more](#)

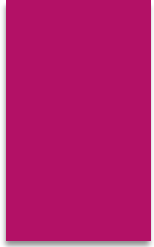


Poll

PBS Related Data

If staff were directly informed/shown how data the PBS Practitioners use can improve the quality of life of those we support would there be an improvement when it comes to capturing data in general?

If I were a Support Worker (which I once was) it would have definitely made me want to improve in this area!



Poll

Can we improve data capturing (PBS wise), if we explained to staff how it ultimately improves quality of life?

You can see how people vote. [Learn more](#)

Yes

87%

No

13%

Unsure

0%



Poll

Thanks for listening and hoping the presentation was meaningful!

Please do tune into the '**Just Care**' **Podcast** where we discuss quality of life! Available via Spotify and links to the Podcast are posted weekly on my LinkedIn account!

