

Testing a peer review process for PBS training



Marie Lovell
Skills for Care.
January 2021.





Welcome & introductions

**Background and aims of
this pilot**

The process (briefly!)

Any questions





Background to the project

We know that there are issues around PBS training for staff working in adult social care services.

- Lack of consistency or comparability.
- The term 'PBS' and / or 'Positive behavioural Support' is used to describe training that isn't PBS.
- Learning and development doesn't always cover the PBS Academy training standards or competency framework.

We decided to: **test a peer review model to improve the quality of PBS training.**

Agreed vision / aim

- A peer review scheme for PBS training; assessing against the most contemporary research, guidance and best practice and in which the 'voices' of experts by experience are loud and clear.
- An independent and transparent system for adult social care providers to make informed decisions when choosing a learning provider, based on a trusted peer review, quality assurance mechanism.
- To create a self-sustaining system for learning providers, via voluntary participation, with valuable benefits for participants and adult social care providers. As affordable as possible for learning providers and ensure that those participating feel they're getting good value.

Planning alternative tomorrows with hope



NHS
Health Education England



TODAY

Pilot reviews

Evaluation

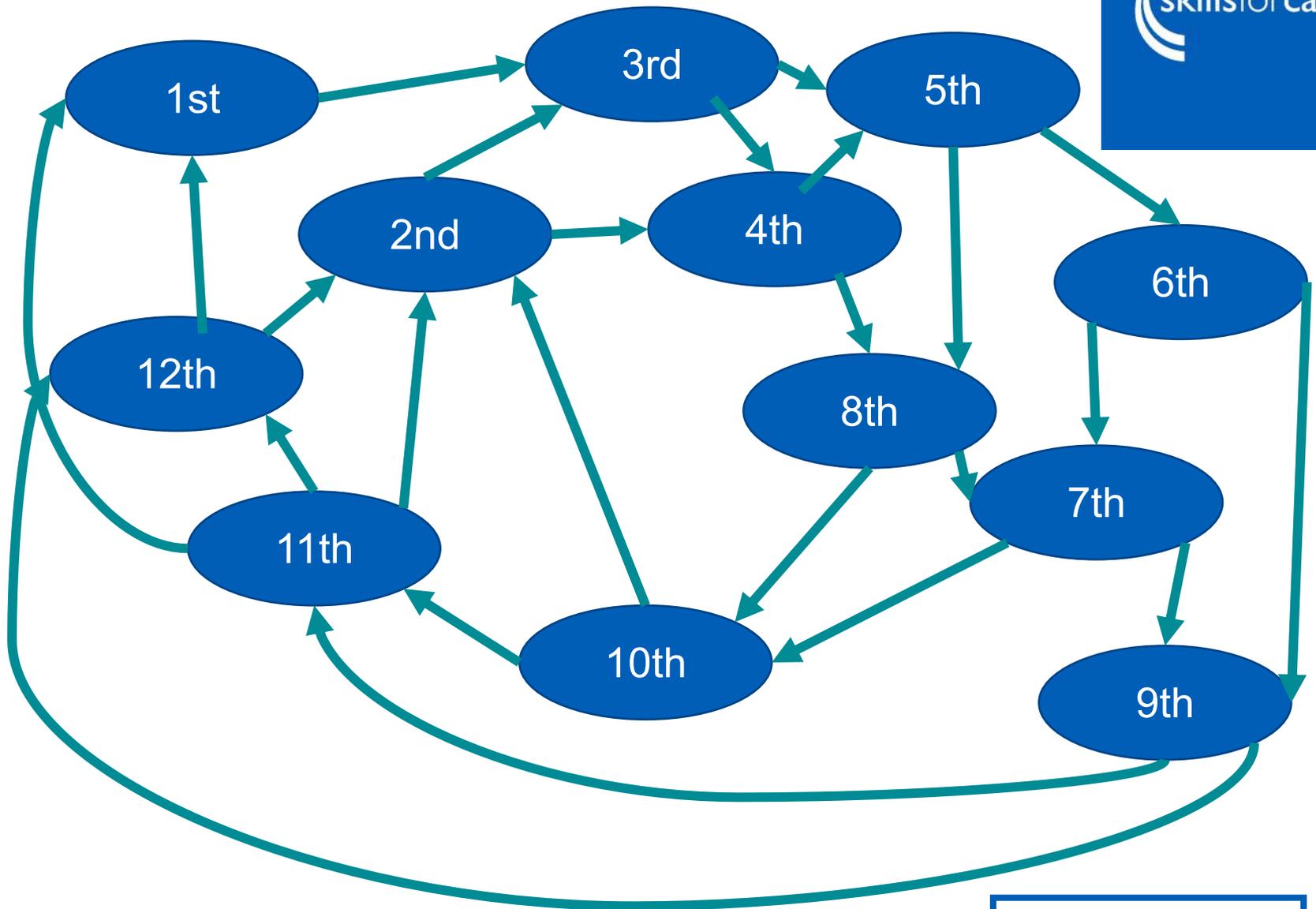
Report and recommendations

?????

Co-production,
Peers
Mutual respect and learning



Pilot evaluation



Moderation



The peer reviews

- To what extent does the training work towards the **PBS academy training standards**?
- Is it based on the definitions of PBS from:
 - PBS academy?
 - PBS alliance
 - Gore et al (2013)
 - Anne MacDonald, University of Kent.

In particular, is it teaching an ethical, person-centred and non-aversive way of supporting people?

Does the training enable people to deliver PBS which aims to enhance people's quality of life as both an intervention and outcome for people?

Does the training deliver what it promises?



The review process follows the following stages;

Skills for care learning provider endorsement

- Agreed vision - agreement between all parties
- Setting up the review
 - reviewer self-assessment based on the PBS academy practitioner standards
 - [training self-assessment based on the PBS academy training standards](#)
 - training provider information for context
- Carrying out the review / observation
- Making a decision
- Communicating the decision - review report template



The paperwork

Name	Date modified	Type	Size
 1 Peer review agreement revised 2020 09 ...	29/09/2020 13:35	Microsoft Word D...	
 2 PBS reviewer self assessment template....	24/06/2019 18:39	Microsoft Excel W...	
 3 PBS training self assessment template.x...	24/06/2019 18:39	Microsoft Excel W...	
 4 Pre assessment information template.d...	24/06/2019 18:38	Microsoft Word D...	
 5 Review report template.docx	19/09/2019 16:18	Microsoft Word D...	
 6 PBS Competency Template - Direct Co...	04/09/2019 19:26	Microsoft Word D...	
 AA PBS peer review process 2020 09 29v1....	29/09/2020 13:42	Microsoft Word D...	



What we measure against

The process uses;

- PBS training standards
- PBS practitioner standards
- **Reviewers may also use;**
- Anne MacDonald's 17 features of PBS and why does it matter
- PBS competency framework



Setting up a review

Reviewers and reviewees form an agreement to be signed by all parties that covers confidentiality, data protection and intellectual property rights. This still maintains the opportunity for reviewers to learn from the process too. There is a suggested template available

Two people will conduct each review. They must be suitably knowledgeable and experienced to assess the quality of PBS training.

They will complete the **practitioner standards assessment for** themselves and share with the reviewee

The organisation being reviewed will provide the reviewers with information about their learning offer.



The organisation being reviewed will self assess using the **training self assessment template**

The reviewers will validate that self assessment by reviewing training materials, observe it in practice and collecting or reviewing feedback from

- people working for the organisation in each role - delivering training, coordinating or writing materials and setting strategic direction
- people who have received training in the last year
- people who have commissioned training
- people (or their family/advocates) who use the services of those trained.



Making a decision

In order to 'pass', all training must show that it equips learners to deliver PBS. As such, the training must show that it provides the essential characteristics of PBS, which could be taken from:

- Gore et al, and/or
 - Anne MacDonald's 17 features
-



The domains to be considered should be those from the PBS academy standards for training (which reference the use of the PBS competence framework (2015) as a basis for curriculum development).

- Training course development and content
- Personnel delivering training
- Resources and facilities
- Delivery of training
- Assessment
- Evaluation
- Records



Communicating the decision / grading

Gold, silver or bronze!



**This PBS training
was peer reviewed**



as part of a Skills for Care pilot
project, 2019

Valid until March 2021



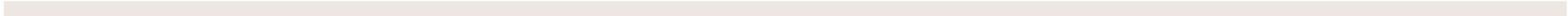
If you want to join the trial

Email policy@skillsforcare.org.uk with 'PBS peer review' in the title and we'll be in touch. Then you can

- Look over the paperwork and the process documents
- Decide if you and your organisation want to be involved
- Let us know with any particular info about
 - where you operate (and potentially where you could / couldn't travel to if that becomes applicable)
 - Any restrictions on the times you are available (busy times, long leave booked)
 - When and where would be best for you to be reviewed



Any questions?





Health Education England

Thank you

www.skillsforcare.org.uk/PBS

Marie.lovell@skillsforcare.org.uk

policy@skillsforcare.org.uk