



Wirral Evolutions

## Positive Behaviour

Wirral Evolutions (WE) provides building based and employment day services across the Wirral to adults with disabilities; they employ 157 staff across nine sites. More than 20% of individuals accessing WE day services have a diagnosis of autism and/or behaviour which challenge services.

They applied for funding through Skills for Care's Positive Behavioural Support (PBS) and autism training fund, to ensure their staff had the right skills and knowledge to provide high quality, person-centred support.

The fund provided financial support to:

- develop skills around the person
- encourage inter-agency and multi agency work at a person centred level
- provide training in line with PBS competency framework or good autism practice
- contribute to the discharge (or avoided likely admission) of one or more person.

## What we achieved

They wanted to use the fund to train a team of staff how to better support people with a diagnosis of autism and/or behaviour that challenge services.

This means staff would have the right skills and knowledge to understand and recognise behaviour that challenges, and be able to better support people to build relationships with other people who need care and support. This would improve the quality of life for the individual.

The training would also support the company to redesign and modernise its day services to be better able to meet the needs of individuals and the community, with a more flexible approach to supporting individuals who have behaviour that challenges services, in the service, the community and at home.

They hoped this would help them to grow the reputation of WE as a market leader in using PBS to support individuals who use their services.

## What we did

WE told us more about how they used the funding to improve the care and support for people with autism and/or behaviours which challenge services. They said:

“The training was provided by BILD and funded by Skills for Care. We chose them based on the reputation and experience of the company, knowledge of the trainers, relevance of course content and competitive cost. We met the cost of staff time and venues.

The training consisted of:



## Skill f Care ec e d

We have lots of resources to help employers and their workforce to support people who need care and support, including people with autism and behaviour that challenges.

### S i g e l e i h a i

Resources to help employers and their workforce to support people with autism and behaviour that challenges.

[www.skillsforcare.org.uk/autism](http://www.skillsforcare.org.uk/autism)

### S i g e l e i h lea i g d i a b i l i e

Resources to help employers and their workforce to support people with learning disabilities.

[www.skillsforcare.org.uk/learningdisability](http://www.skillsforcare.org.uk/learningdisability)

### Re i c i e a c i c e

Resources to help employers and their workforce to support people with restrictive practices.

[www.skillsforcare.org.uk/restrictivepractices](http://www.skillsforcare.org.uk/restrictivepractices)