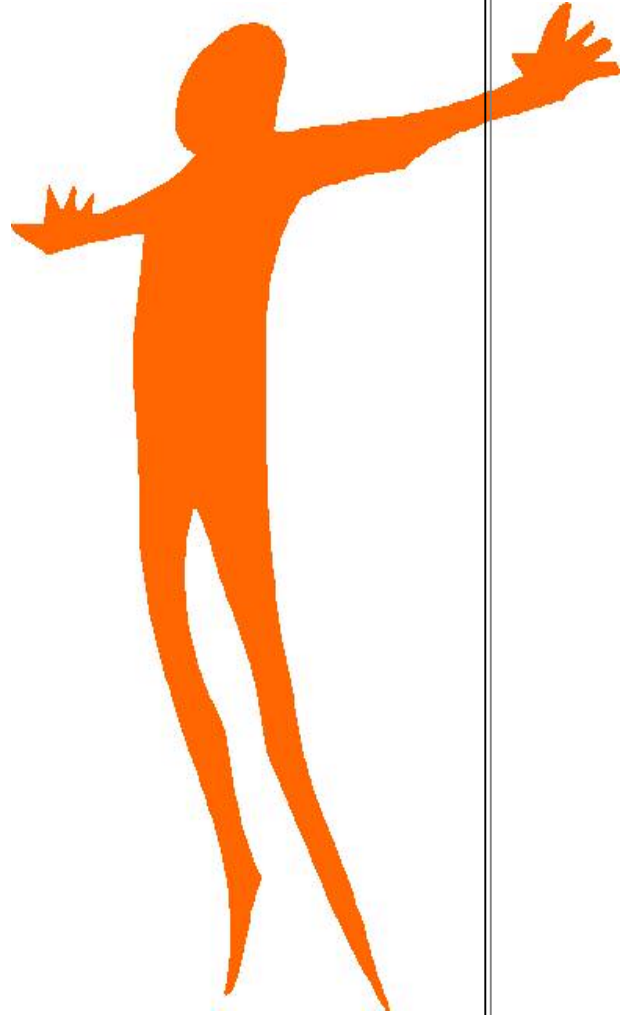


3.6 Training and Support



	<h1>Introduction</h1>	
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- ◆ Valuing People says that PCP is the foundation for making sure services do what individuals need and want them to do.
- ◆ For organisations, this may mean that they have to make a lot of changes in the way they work
- ◆ Every organisation needs to make sure that they have staff with the right experience, and skills to support Person-Centred Planning.
- ◆ The guidance from the Department of Health says that there are two types of training – Depth Training and Breadth Training.



‘A depth & breadth strategy should be used. The depth strategy invests in high quality training and support for facilitators over time to learn about implementing person centred planning. Therefore a small but increasing number of people in the service, have in depth person centred plans that are implemented. What happens to everyone else is addressed by the breadth strategy. This makes introductory training available for everyone, so that people can decide on actions to further develop person centred approaches, and get started with some aspects of person centred planning.’

(DoH guidance)

Best Practice Statements

Breadth Training

- People with Learning Disabilities and their families should also be involved in training people

- Breadth Training can be done:-
 - in workshops
 - with training packs
 - in road shows and conferences

- There should be clear targets, so people know what to expect

- There should be chances for people to learn more if they want to

- LIGs must make sure that the training is good enough.

- Organisations might like to see whether their breadth training can be “accredited”. This means it is a good standard, and people can get certificates.

Best Practice Statements

Depth Training

- ◆ This will tell the groups who to offer training to first.
- ◆ It must be clear how many people will be supported to develop their own plans
- ◆ There are a number of training agencies that can be used (see Section 5)
- ◆ The LIG needs to make sure that local organisations can train their own staff in future
- ◆ The LIG must make sure that family carers and people with learning disabilities can also have depth training if they want to
- ◆ Each organisation must include depth training in their training plans
- ◆ Organisations might like to see whether their depth training can be “accredited”. This means it is a good standard, and people can get certificates.



Supporting Implementation

Person-Centred Planning and Person-Centred Approaches work best when it is clear what is expected of everybody, and how people will be supported.

Each organisation should:-

*It is essential that each organisation creates its own implementation Group or similar mechanism
(DoH Guidance)*

- ◆ Set up a group that says how they will make sure Person-Centred Planning is done, and services are person-centred
- ◆ These groups will also see how well PCP is going, and will link to the LIG PCP sub-group
- ◆ Make sure they have some staff who know a lot about PCP, and who can help other staff
- ◆ Link with “experts” from outside of the organisation, so that they can all learn together
- ◆ Make sure that their facilitators are in contact with each other, so that they can support each other

- ◆ *In the UK to date, person-centred planning facilitators have benefited from a range of supports, including:*
- ◆ *Buddy systems*
- ◆ *Mentors/coaches*
- ◆ *Action learning sets*
- ◆ *Making time within teams for problem solving and staff supervision*
- ◆ *Stakeholder days, or “awaydays”*
- ◆ *Learning about organisational change*
- ◆ *Learning from Best Practice*

DoH Guidance

