







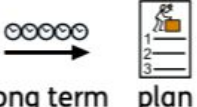
PBS4 Strategy for 2021 Easier Read Version

We have created this easier read version of our 2021 strategy to promote its accessibility. However, we recognise for many people this will still not be an “easy read”.



Please feel free to contact us if you would like any further information about the contents of this report. Please also let us know if you would like us to share this information with you in another way.

Our contact email address is hello@pbs4.org.uk



Introduction

 coronavirus	Coronavirus has had a huge impact on our lives and our plans. This has affected our employees and the people we support.
 funding	We know that funding for support is likely to be difficult due to the coronavirus costs too.
 12 month	Instead of a long term strategy, we have decided to put together a 12 month strategy to make sure we are acting on what is important now.
 data	This report has used: <ul style="list-style-type: none"> - Employee satisfaction surveys - Data we collect on what we do - The outcomes of away days to decide what to include in this plan.
 long term plan	Next year we will start working on our next five year plan.





Our Mission

 personalised	To provide personalised Positive Behaviour Support
 living my best life	To help people achieve their potential and live lives that are purposeful for them.

Our Vision



 <p>new ways of thinking</p>	<p>We aim to cause disruption to social care</p>
 <p>improve</p>	<p>This means we aim to show that things can be done differently to make things change.</p>

Our Values





 <p>Enable</p>	<p>Enabling - we support people to be as independent as possible</p>
 <p>Proactive</p>	<p>Proactive - We promote positive things to happen</p>
 <p>Disruptive</p>	<p>Disruptive - In order to achieve change we need to show better ways of getting things done</p>
 <p>Personalised</p>	<p>Personalised - Our support is designed for each person based on their unique needs, wishes and preferences</p>

PBS4's Current Position





Purpose

 <p>Support</p>	PBS4 supports people with learning disabilities whose behaviour may be described as challenging.
 <p>Positive Behaviour Support</p>	Our support is based upon Positive Behaviour Support and we employ clinicians to ensure we do this right.

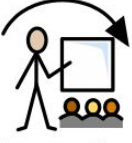
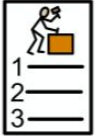
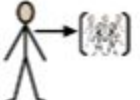
Current profile

 <p>locations</p>	<p>We support 38 people. 18 people in Hampshire, 10 people in Dorset, 5 people in Berkshire, 4 people in Oxfordshire, and one person in North Somerset.</p>
 <p>People</p>	<p>We are close to employing 250 people.</p>
 <p>Quality</p>	<p>We are on some local frameworks where we have proved the quality of our support.</p>
 <p>Offices</p>	<p>Our main office is in Southampton. We have recently opened another office in Ferndown, Dorset. We will need similar office space for Berkshire and Oxfordshire soon.</p>









Policy context

 <p>policies</p>	<p>There are some key national policies that influence our work:</p>
 <p>Building the right support</p>	<p>Transforming Care & Building the Right Support. Although this policy work ended in 2018 there is still a lot of work ongoing to ensure people with learning disabilities do not have long stays in specialist hospitals and community support improves</p>
 <p>Care Act</p>	<p>The Care Act. This promotes personalisation and the models of support that are needed.</p>
 <p>CQC</p>	<p>CQC Right Support, Right Care, Right Culture. This describes how CQC's registration and regulation can support the services that need to be developed. There is also some work on identifying closed cultures and a human rights based approach to regulation that will influence what we do.</p>








Strategic Objectives

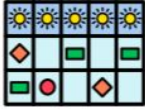




2021	For 2021 we have grouped our objectives under three headings:
 Engaging	Be engaging
 Organised	Be organised
 present	Be present

Be engaging








 <p>Engaging</p>	<p>To be engaging we have to make sure we are listening to everyone. Here is a list of outcomes we aim to achieve to make this happen.</p>
 <p>Feedback and Complaints</p>	<ul style="list-style-type: none"> - We will ensure all people we support and families have had our publications about giving feedback, raising concerns and making complaints
 <p>Social Events</p>	<ul style="list-style-type: none"> - We will increase the social events we have in each area.
 <p>Flats</p>	<ul style="list-style-type: none"> - We will talk to commissioners about different models of support we can try, like setting up flats for people to live close to each other.
 <p>Empowered Teams</p>	<ul style="list-style-type: none"> - We will explore coaching on how to make our teams more empowered and independent.
 <p>values & rights</p>	<ul style="list-style-type: none"> - We will make sure our values remain strong and we will see how we can rate our support in meeting people's human rights.
 <p>Employee Council</p>	<ul style="list-style-type: none"> - We will develop an employee council to support our employees to be heard and involved in decisions about PBS4. This will also promote anonymous whistleblowing so people can raise concerns easier.
 <p>Celebrate Achievements</p>	<ul style="list-style-type: none"> - We will review with each person we support and their families how we can celebrate their achievements, privately and publicly.

Be organised

 Organised	<p>There have been lots of changes in 2020. We need to make sure in 2021 we are working in a way that has responded to these changes and makes sure we are consistent in what we do.</p>
 Effective	<ul style="list-style-type: none"> - We need to make sure our recruitment is organised and effective.
 Induction	<ul style="list-style-type: none"> - We will make sure all employees have a good induction
 Training	<ul style="list-style-type: none"> - We will review our training, particularly e-learning and personalised training.
 IT Support	<ul style="list-style-type: none"> - We will consider the need for in-house IT support.
 Policies	<ul style="list-style-type: none"> - We will make sure all of our policies and procedures are up to date
 WhatsApp	<ul style="list-style-type: none"> - We will check that employees are aware of our policies, like our instant messaging policy, to ensure there is good use of apps like WhatsApp.

 <p>Rota</p>	<ul style="list-style-type: none">- We will review how our rotas are planned to make sure this is done consistently and helps employees to plan.
 <p>Reward</p>	<ul style="list-style-type: none">- We will develop a pay and rewards strategy
 <p>People</p>	<ul style="list-style-type: none">- We will improve the data we hold about employees diversity to support us identifying any areas of discrimination
 <p>Finance</p>	<ul style="list-style-type: none">- We will continue to strengthen our financial controls and reporting.
 <p>Meetings</p>	<ul style="list-style-type: none">- We will review internal meetings to check they are productive

Be present

 <p>Local Community</p>	<p>This section is about making sure that PBS4 is known about in our local communities, and that we are making a difference for the people we support. Here is a list of outcomes we want to achieve in this area.</p>
 <p>Career Opportunities</p>	<ul style="list-style-type: none"> - We will continue to develop career development opportunities for our employees.
 <p>Attend events</p>	<ul style="list-style-type: none"> - We will increase our attendance at local events, assuming local events begin to return next year. This will help PBS4 to be recognised as an employer locally which should help people to apply to work with us.
 <p>Office</p>	<ul style="list-style-type: none"> - We will keep planning for an Oxfordshire/Berkshire office
 <p>North Somerset</p>	<ul style="list-style-type: none"> - We will try and build the support we provide in and around North Somerset
 <p>Resilience Training</p>	<ul style="list-style-type: none"> - We will develop resilience training for our teams to help them respond to stress at work.
 <p>Locally and Nationally</p>	<ul style="list-style-type: none"> - We will continue to advocate for high quality Positive Behaviour Support locally and nationally.