

Person Centred Active Support Initiative

CMG has implemented Person Centred Active Support (PCAS) in all of its services. PCAS is a structured approach to supporting people with learning disabilities to maximise their engagement in meaningful activity, from domestic activities at home such as cooking and washing to educational, employment and leisure activities in the community. The key components of PCAS are:

- Every moment has potential
- Doing things little and often
- Offering graded assistance
- Maximising choice and control

A number of senior managers across CMG, including the company's Chief Executive, have been trained and accredited as PCAS trainers. We have developed our own high quality training DVD, a copy of which has been issued to each of our services. All first line managers have been trained in PCAS and have also been given a training pack with guidance as to how to implement PCAS in their service.

We have also developed an e-learning module on PCAS which has been accredited by the Tizard Centre at the University of Kent. Before a member of staff can pass their e-learning module, they need to be observed successfully carrying out PCAS in their service using a recognised observation tool developed by the Tizard Centre. Observation of staff/service user interaction is also carried out every three months in each of our services as part of our quality assurance process.

Outcomes

This initiative has made sure that there is a consistent approach across all of our services nationally to support people with learning disabilities to be empowered and have choice and control over their lives. This initiative has ensured that staff are well trained and have the skills and knowledge to support service users to carry out tasks for themselves and increase in independence, confidence and wellbeing.

CMG's PCAS initiative has significantly benefited service users, increasing their independence both at home and in the community. It has helped service users to achieve positive outcomes in independence, finance, relationships, social inclusion and wellbeing.

For example our PCAS training DVD shows how at one of our residential services 4 service users with severe learning disabilities, previously in a long stay hospital, now do everything for themselves as a result of the service's strong focus on PCAS.

PCAS has also created a boost in staff morale, with staff feeling well trained and that they are engaging positively with service users to achieve outcomes.



