



PROFILE

Gillian Nethell is a Principal Clinical Psychologist who works for Swansea Bay University Health Board in a specialist tertiary service for adults with learning disabilities and complex behavioural needs. She has worked in the learning disability and challenging behaviour field in the NHS for 22 years.

DR GILLIAN NETHELL

HOW WE DO IT HERE –TAKING A DIFFERENT APPROACH TO WORKING WITH PEOPLE WHO CHALLENGE

The talk will be on an approach that I have developed that we use in my service. Instead of doing a full functional assessment when we receive a referral (which can take a long time and be resource intensive), we simply assess people's NEEDS and WANTS with people who know them well and the person themselves (I am in the process of developing an assessment tool to aid this process). We assess people's NEEDS in relation to the functions of behaviour (Sensory, Escape, Attachments/social interaction, Tangible -SEAT), and relate this to Maslow's hierarchy of human needs. We then look for any barriers to meeting these needs, and then find ways of overcoming these. We have found that using this approach can lead to improvements in the person's life and reduction in CB (no formal data at this stage, however). It appears to be having a positive effect on staff as they are able to understand CB as way of meeting a NEED, and that the people they support have the same needs as they do. This approach is quick, and nowhere near as resource intensive, and sometimes intrusive, as a full functional assessment. In the presentation I will talk through the rationale for the approach, what we do, and how we do it.
