

MacIntyre's approach to Continuous Professional Development



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Providing support...your way

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MacIntyre's philosophy has always been to welcome all.

Through our Commitments and value base, the promotion of Great Interactions and Person Centred Approaches, we aim to give each and every individual a life that makes sense to them, with a level and style of support of their choosing.

We call this our DNA, and we are committed to working with each person in a facilitative way, providing individualised support and regularly checking that each person we support is living their life, their way



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Our DNA



MacIntyre's statement of values stresses the importance of placing an individual at the centre of their service. In keeping with that objective, Person Centred Approaches ensure that any individual using a MacIntyre service is always fully involved in decisions affecting all aspects of his or her life.

To provide a service that is truly person centred is to embark on a process of continual listening, learning and focussing on what is important to someone, now and in the future, then acting on this with their family, friends and anyone else the person wants to involve. As a result people will be assisted to work out what they want; they will agree the support they require and we, as the service provider, have the responsibility to then try and deliver it.



Person Centred Approaches

We know that, whatever contact external stakeholders have with MacIntyre, the one thing that means more than anything else to the people using our services is the way that we interact with them, every day and in all situations.

‘Great Interactions’ is our project to improve interactions of all our staff, first by observing a group of ‘natural’ facilitators who instinctively had a creative approach to interaction, and then using this information to develop a recruitment, training and development strategy that would help all frontline staff to emulate the practice of these naturals.

As a result of the ‘Great Interactions’ project, we believe people who access our services are benefiting from being supported by staff who are more reflective about their practice and who understand what it really means to deliver personalised services centred on the individual.



Great Interactions

We at Macintyre are committed to the principle of inclusion. This fundamental belief founded on human rights and human potential, means that we work hard to include everyone within our range of support, to enable people to live their lives to the full, and to do our best for them irrespective of complexity of need or intensity of behaviour that challenges.

We also know that to properly support a person with complex needs, we have to be working to the best of our ability.



Working to the best of our ability means:

- Constantly updating and improving on the capacities of the organisation for people with complex needs
Placing a high priority on developing our specialist expertise as well as interlinking with and working in partnership with local specialist services
- Shaping policies that do transform into excellent practice where it needs to be....in direct support of people
- Providing training for our support workers, teachers and those engaged in Life Long Learning services
- Building on what we do well as well as always being honest, vigilant and open to change and improvement in those few instances when we might have done better

Challenging Behaviour



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Our CPD aim :

- Help staff become more focussed and clear about what they are doing and why so that staff motivation and job satisfaction will be boosted and provide a cornerstone for continuing improvement of performance in the job role.





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- MacIntyre is committed to developing the performance of each member of staff through a structured process of reflection, discussion and agreed action. The process will identify the learning and development activities for each member of staff in relation to their role and the needs of the individual they support.



Our approach is based on the CIS- Common Induction Standards

- Standard 1 Role of the health and social care worker
- Standard 2 Personal development
- Standard 3 Communicate effectively
- Standard 4 Equality and Inclusion
- Standard 5 Principles for implementing duty of care
- Standard 6 Principles of safeguarding in health and social care
- Standard 7 Person-centred support
- Standard 8 Health and safety in an adult social care setting

Each standard contains a number of areas of knowledge that care workers need to know about before they can work unsupervised. Managers have a duty to ensure new staff know enough to meet the required outcomes in each knowledge area.

The focus for CPD is on:

- Improving service quality
- Liaising with external stakeholders
- Supporting the team
- Maintaining commercial disciplines- best use of time and money!
- Taking responsibility for your own personal development



Step 1

SAFE

Service Orientation
Safe Learning Record
Support and Supervision



Step 2

COMPETENT

Probation learning
Competent Learning Record



Step 3

CPD

Continuous Prof.
Development
CPD Learning List



The Induction Process

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My MacIntyre **Learning** Messages

My Learning

Expand All Collapse All Print

Course Name	Status	Last used	Rating	Actions
Welcome to MacIntyre	Complete	11/12/2011	★★★★★	+
Great Interactions Film	Complete	11/12/2011	★★★★★	+
MacIntyres DNA	Complete	07/12/2011	★★★★★	+
Welcome to MacIntyre Induction Film	Complete	07/12/2011	★★★★★	+
Interactive Policies				
Step 1 Safe				
Step 2 Competent				
Step 3 Skilled / CPD				
Resources Modules				

Additional Learning Add a new record

Personalised Learning

Course search -- All -- Search Show All Request

Personalised e-learning: Welcome to MacIntyre- a view of e-learning

▼ Welcome to MacIntyre

▲ Interactive Policies

▼ Behaviour that Challenges Interactive Policy

▼ Complaints, Comments and Feedback Policy

▼ Great Interactions Interactive Policy - word

▼ Person Centred Thinking and Planning Policy

▼ Recruitment and Selection Policy

▼ Safeguarding Vulnerable Adults Policy v1

▼ Speaking Up Interactive Policy

▼ Supervision and Appraisal Guidance ebook

▼ Supervision and Appraisal Policy

▼ Volunteers Policy

▼ Whistleblowing Interactive Policy v1

Interactive Policies



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My MacIntyre

Learning

Messages

My Learning

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▼ Step 1 Safe

▼ Step 2 Competent

▼ Step 3 Skilled / CPD

▼ Resources Modules

Additional Learning

Personalised Learning

Course search

-- All --



Search

Show All

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Category

3 steps to
'skilled'

MacIntyre's Mission is to be recommended and respected for offering the best choice, providing best value and employing the best people in support of children and adults with learning disabilities.



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