

The All-Wales Community of Practice for Behaviours that Challenge: Terms of Reference

Introduction:

The Community of Practice (CoP) for Behaviours that Challenge in Wales is established to foster collaboration, learning, and resource-sharing among professionals, practitioners, and stakeholders involved in managing and addressing behaviours that challenge within the Welsh community. Everything the community of practice does is about promoting the human rights based practise.

Our Values

Empowerment and Dignity: We are committed to upholding the principles of empowerment and dignity for all individuals, recognising their inherent worth and right to respect, inclusion, and self-determination.

Inclusivity and Diversity: We embrace diversity in all its forms and are dedicated to creating an inclusive and welcoming environment where diverse perspectives, experiences, and voices are valued and respected.

Collaboration and Partnership: We believe in the power of collaboration and partnership, recognising that meaningful change and innovation are best achieved through collective action, shared expertise, and mutual support.

Compassion and Understanding: We approach our work with compassion, empathy, and understanding, recognising the complex and multifaceted nature of behaviour that challenges and its impact on individuals, families, and communities.

Equity and Justice: We are committed to promoting equity and justice in our efforts to address behaviour that challenges, advocating for fair and equitable access to resources, services, and opportunities for all individuals, irrespective of background or circumstance.

Evidence-based Practice: We value evidence-based practice and strive to integrate the latest research, knowledge, and best practices into our work, ensuring that our interventions and approaches are informed by sound evidence and informed by the experiences of those affected.

Continuous Learning and Growth: We embrace a culture of continuous learning and growth, recognising that our understanding of behaviour that challenges is constantly evolving, and that we must remain open to new ideas, perspectives, and insights.

Accountability and Integrity: We hold ourselves accountable to the highest standards of integrity, professionalism, and ethical conduct, recognising the trust placed in us by individuals, families, and communities affected by behaviour that challenges.

Resilience and Hope: We acknowledge the resilience and strength of individuals and communities impacted by behaviour that challenges, and we are committed to fostering hope, resilience, and positive change through our collective efforts.

These value-based statements reflect our shared commitment to creating a supportive and inclusive community dedicated to addressing behaviour that challenges with compassion, integrity, and respect.

Objectives:

- Facilitate knowledge exchange and best practice sharing related to behaviour that challenges across diverse sectors and disciplines.
- Develop a supportive network for professionals working with individuals exhibiting behaviours that challenge, including but not limited to educators, social workers, healthcare providers, and caregivers.
- Explore evidence-based interventions, strategies, and approaches to address behaviour that challenges effectively.
- Identify and promote policies, resources, and services that support individuals, families, and communities impacted by behaviour that challenges in Wales.
- Collaborate with relevant organisations, government bodies, and stakeholders to advocate for improved services and support systems for individuals with behaviour that challenges.

Membership:

- Membership is open to professionals, practitioners, researchers, educators, care providers, policymakers, people with lived experience and families, and other stakeholders with an interest or expertise in behaviour that challenges within the Welsh context.
- Members should demonstrate a commitment to the objectives of the community of practice and actively contribute to discussions, knowledge-sharing activities, and initiatives.
- Membership is voluntary and does not involve financial obligations.

Governance:

- The CoP will be led by a Steering Committee composed of volunteers from diverse backgrounds and disciplines, representing the interests and perspectives of the membership.
- The Steering Committee will oversee the strategic direction, activities, and initiatives of the community of practice, ensuring alignment with its objectives and sustainability.
- Decision-making within the community of practice will be consensus-driven, with input and feedback sought from all members on key initiatives, projects, and policies.

Activities and Deliverables:

- **Regular Meetings:** The community of practice will organise regular meetings, both in-person and virtually, to facilitate discussions, presentations, and workshops on relevant topics related to behaviour that challenges.
- **Knowledge Sharing:** Members will be encouraged to share resources, case studies, research findings, and best practices through online platforms, forums, and newsletters.
- **Training and Professional Development:** The community of practice will collaborate with relevant organisations to provide training, workshops, and professional development opportunities for members.
- **Research and Advocacy:** The community of practice may undertake research projects, surveys, or advocacy campaigns to raise awareness, inform policy, and promote effective interventions for behaviour that challenges.

- Collaborative Projects: Members will have the opportunity to collaborate on projects, initiatives, and working groups focused on specific aspects of behaviour that challenges, such as prevention, intervention, and support services.

Communication and Engagement:

- The community of practice will maintain an online platform, mailing list, or social media channels to facilitate communication, networking, and information sharing among members.
- Members will be encouraged to actively participate in discussions, share resources, and engage with one another both online and offline.

Evaluation and Review:

- The effectiveness and impact of the community of practice will be periodically evaluated through member feedback, surveys, and performance metrics.
- The Steering Committee will conduct regular reviews to assess the relevance of the community of practice's activities, identify areas for improvement, and make necessary adjustments to its structure and operations.

Amendments and Updates:

- These terms of reference may be amended or updated as deemed necessary by the Steering Committee, with input and approval from the membership.

Adoption:

- These terms of reference shall come into effect upon adoption by the Steering Committee and endorsement by the membership.

Date of Adoption: [Insert Date]

Co- Chairperson: [Name]

Co-Chairperson: [Name]