Positive Behaviour Support

Past and Future Direction in South Eastern Trust

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What is PBS?

- An Approach where the focus is not on 'fixing' the person or on the behaviour itself

- Value based

- Emphasis on teaching the person more effective/acceptable/alternative behaviours than the challenging one (or two!)

- Least restrictive option

- Environmental changes to assist with the support of the person

- Deeply immersed in the functional behavioural model
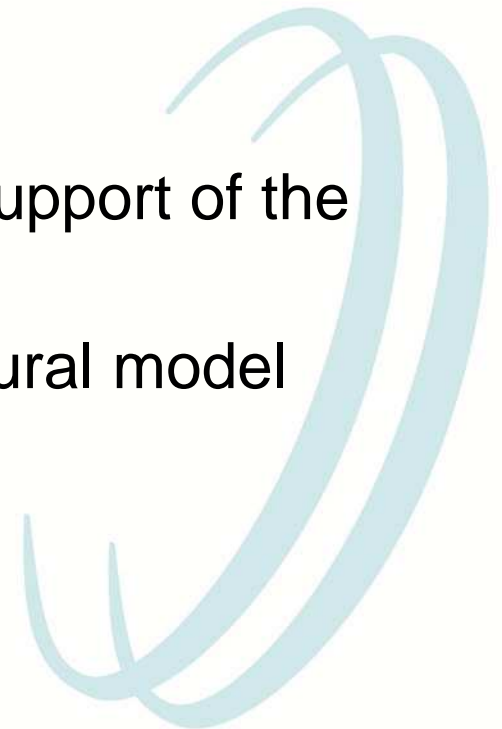
SET Behaviour Support Service

- Established in 1996 within old Down Lisburn Trust

- Adopted a Multi-elemental Approach to behaviour management

- Effective with many individuals and demonstrated many increased quality of life outcomes.

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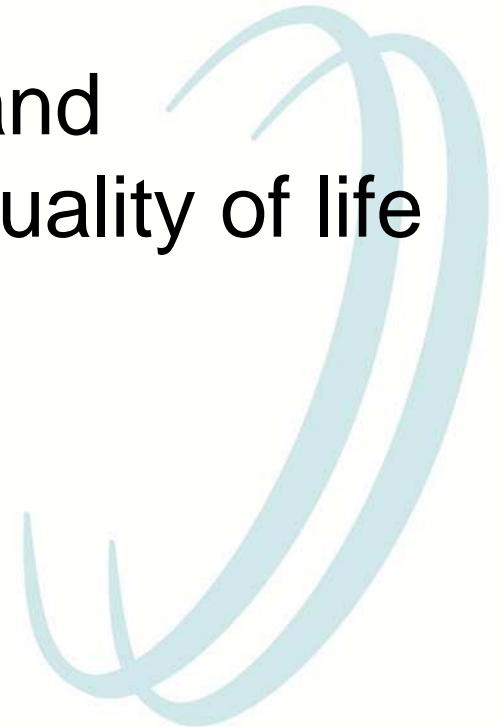
Barriers to Progress

- Lack of generalisation of the concept with individual plans implemented in services

- Limited training and emphasis on Health & Safety in mandatory requirements

- Development of plans seen as a 'specialist' role.

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Development of ISS

- Implemented in April 2016, increased resource
- Extension to BSS
- Numerous models across NI
- Incorporates Mental health, Forensic and behavioural referrals
- Aim to enhance training opportunities
- Bild PBS Coach training
- Senior management endorsement as priority for services
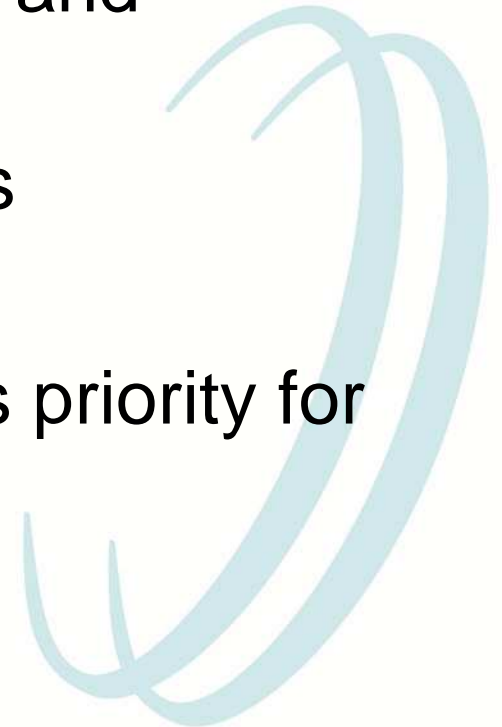
PBS training roll out

- Aim of this training is to bring theory to Practice and is competence based

- Based on the National framework "Positive Behavioural Support – A competence Framework"

- 4 stages to the pilot training

Prerequisite understanding
(Service Provider responsibility)

- NISCC induction book

- Ensuring services are values led

- Knowing the person we are supporting

- Matching support with each person's capabilities and with goals and outcomes that are personally important to them

- Establishing clear roles and effective team work

- Legislation that underpins good practice

- Commitment to behaviour skills Training

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Stage 1 - Outcome Measurement – Baseline data

<u>Before Training</u>- 3 stage process

- **Stage 1 - Pre-test**
- Part 1 – Trainee's current knowledge on Positive Behaviour Support
- Part 2 – Trainee's attitude on the benefit of a positive behaviour support approach

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Stage 2- Outcome Measurement – Baseline data

Stage 2 – E learning module

- BILD- PBS awareness course

- http://www.bild.org.uk/our-services/positive-behaviour-support/capbs/pbs-awareness-course/

- To progress into the training - 80% pass rate in the online assessment

- Trainees to produce their assessment print outs for discussion with behaviour practitioner

- Number of attempts it took for the trainee to achieve pass mark in assessment
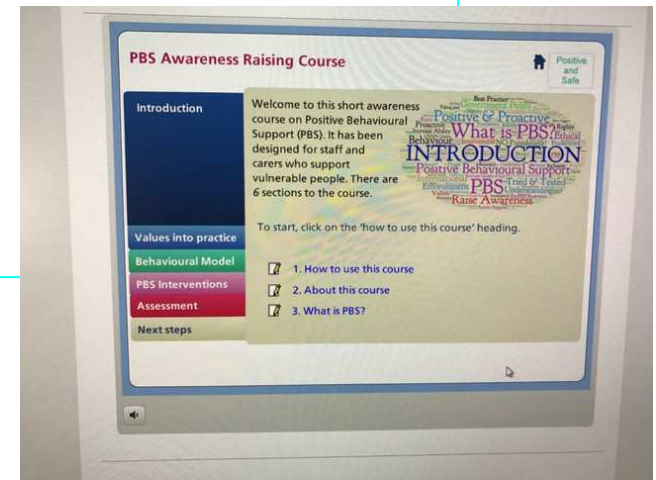
Stage 3 - Outcome Measurement – Baseline data

Stage 3 – Post- test

- Test provided again with the same questions as stage 1 in different random sample

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Stage 4 - Competence Training

Positive Behaviour Support Training

1. Communication and Choice
2. Setting Events
3. Supporting Safe environments
4. Data Collection
5. Functions of Behaviour
6. Positive Behaviour Support plan

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Introduction meeting

- What is a learning disability?
- What is to be expected

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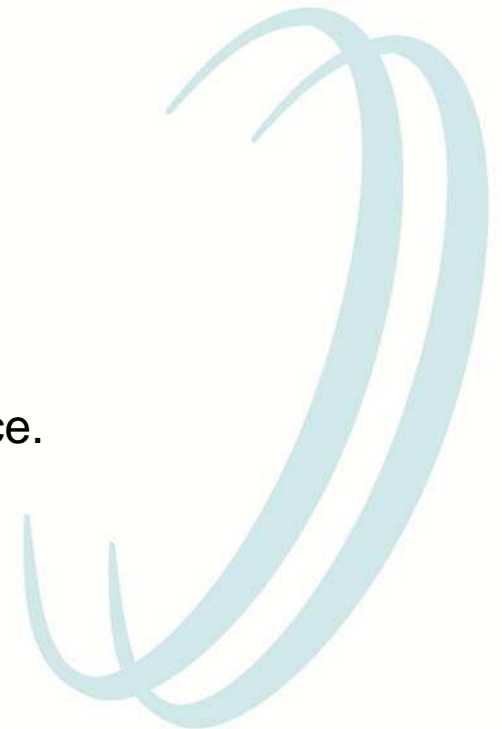
Module 1 – 1.5 Communication and Choice

1.5 Communication

        - TEACCH

        - Objects of reference

        - Makaton

        - PECS

        - Service user examples

1.6 Choice

        - Choice research

        - Teach Choosing skills

        - Complications with Choice

        - Service user responding only to last choice.

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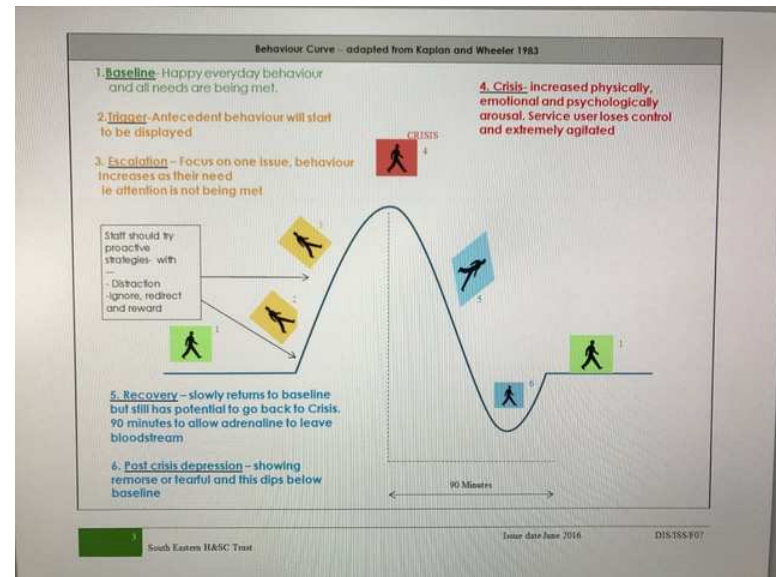
Module 2- Setting events

- Supporting physical and mental health

- Supporting relationships with family, friends and wider community

Module 3- Supporting safe, consistent and predictable environments

Safe consistent and predictable environments

- Behaviour Curve
- Baseline behaviours

Module 4- Data collection

- ABC charts

- Frequency chart

- Task analysis/active support- reading data and next steps

- Why the behaviour team needs this data

- Competence level – video and staff completing the sheet

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Module 5- Functions of behaviour

- Behaviour curve
- Proactive strategies
  - Ignore, Redirect, reward
  - Schedules
  - First and then
  - Distraction techniques
  - How these are implemented – Role-play the strategies
- Active support- skill development
- Reactive strategies

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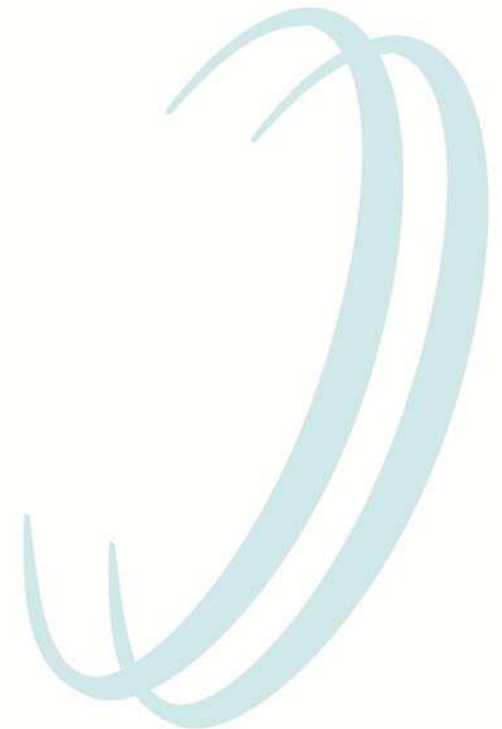
Module 6 – Positive behaviour support plan

- Rationale behind plan-Traffic light system
- Read a PBS plan
- Role-play the plan
- Need for consistency

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Post Pilot

- Review

- Roll out to all statutory services

- Roll out to other service providers

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