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What is Positive Behaviour Support (PBS)

Positive behaviour support (PBS) is 'a person-centred framework which is designed to provide long-term support to people with a learning disability, and/or autism, including those with mental health conditions, who have, or may be at risk of developing, behaviours that challenge.

It is a blend of person-centred values and behavioural science and uses evidence to inform decision-making.... Behaviour that challenges usually happens for a reason and maybe the person's only way of communicating an unmet need. PBS helps us understand the reason for the behaviour so we can better meet people's needs, enhance their quality of life and reduce the likelihood that the behaviour will re occur.

https://www.cqc.org.uk/sites/default/files/20180705_900824_briefguide-positive_behaviour_support_for_people_with_behaviours_that_challenge_v4.pdf

Swanton has our own specialist in house teams who support all services across the country to deliver PBS throughout the organisation.

At Swanton we work at recognising three stages to PBS:

- Primary prevention. This is the most important part of PBS because it has the greatest impact on the quality of people's lives. This could be **changing the environment in which an individual lives or spends time to meet their needs**. changing triggers that lead to behaviours that challenge.
- Secondary prevention - The focus of secondary prevention is to support people, when they are becoming distressed or agitated, to relax and prevent behaviours from becoming challenging. The emphasis is on **calming, redirecting, distracting and problem-solving to avoid the need for physical restrictions and interventions**.
- Reactive strategies - are how to respond in situations of a crisis and may include both non aversive strategies and crisis management strategies such as restraint and required as and when needed medication.

Steps we need to take to ensure we have a robust PBS for those supported at Swanton:

Functional Analysis – This allows us to define why an individual present behaviour that challenge, their preferences, their health needs, and communication needs.

PBS plan – Helps the service team understand a person's needs, ensuring we are providing the right support for the individual, the support plan in written with the persons input and those close to them where appropriate. The PBS plan will incorporate the functional analysis as guidance and will be reviewed on a regular basis with the PBS team for that service, again including the voice of the person supported and those close to them. The plan will mainly focus on the *primary intervention, supports us to decrease escalations, however, will include the *secondary intervention strategies,

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where a person may have escalated their behaviours due to unknown or identified triggers. It will also include the appropriate *reactive strategies that have been identified (pop in links here for the below PDF's)

Confidence in our workforce: We are confident in our workforce as they all receive full training and mentoring around how best to support a person when this ranges from e-Learning to face to face training which ensures that everyone his highly skilled within their care/support.

The investment of our workforce is paramount to ensure we offer a quality service. Our team of PBS practitioners have completed or in the process of completing qualifications: Level 4 facilitator, Level 5 Diploma, Level 7 Lead Practitioner. Our aim is to ensure each service has a holistic approach to supporting a person with behaviours that challenge to promote quality of life for both the person supported and their family.

As a service we work very closely with national recognised training providers BILD (British Institute Learning Disabilities <https://www.bild.org.uk/>) RRN (Restraint Reduction Network <https://restraintreductionnetwork.org/>) and NAPPI (Non-Abusive Psychological and Physical Interventions <https://www.nappiuk.com/>). Our workforce is trained by NAPPI who is affiliated with both BILD and RRN, the training covers a range of modules including Primary, secondary and Tertiary stragies, understanding functional awareness, and trauma informed care.

Please see below some links from NAPPI uk that may offer an insight.

<https://www.nappiuk.com/trainers/trainerresources/rra0h7jj5hjfkI9.pdf>

Resources:

We are happy to purchase resources that will support a person and also their environment, this will be highlighted during the assessment and review meetings. Please let a member of the team know if there are any resources that will support a person/yourself within your home.

To find out more please contact us via the contact us page: