

# POSITIVE RESPONSE

TRAINING AND CONSULTANCY



## Positive Behavioural Support

Positive Response Training and Consultancy is pleased to present this outline of our Positive Behavioural Support (PBS) options.

**PBS Training - Positive Approaches to Challenging Behaviour**

**Brief Behavioural Assessment Tool (BBATpro)**

**In-depth Behavioural Assessment (PBSpro)**

[www.positive-response.co.uk](http://www.positive-response.co.uk)

## Who we are

The company was established in 1999 to provide training and expert consultancy to families, social care providers, health services and specialist providers supporting people whose behaviour challenges services. Our mission is to deliver person centred, socially valid and effective approaches to the prevention and safe management of behaviours that challenge. Working in partnership with referring agencies, we strive to improve the quality of life of service users and their carers and reduce the use of restrictive practices.

Initially formed to provide Positive Behaviour Management (PBM) in the field of learning disabilities, its award-winning training in reactive strategies (a critical component of the PBS model), Positive Response soon began to specialise in PBS and delivers all its training through this framework. The company prides itself on being able to evidence the effectiveness of its training through publications in peer review journals, references for which are available on request.

Positive Response works exclusively within the health and social care sector and the training it delivers is based on extensive experience of working with and delivering to these sectors. Many of our training concepts originated in our extensive years of work in NHS services; Positive Response itself was set up at the instigation and with the support of the Clinical Director, Professor David Allen's then NHS employer.

The head office is based in Cornwall, but we deliver services across the UK, Ireland and Europe.

## Professor David Allen

Positive Response is led by its Clinical Director, Professor David Allen. He is a clinician, manager, trainer and academic with over 35 years experiencing working in the NHS and has an international reputation in the field of PBS, a contribution that was acknowledged by a leadership award from the British Institute of Learning Disabilities in 2012.

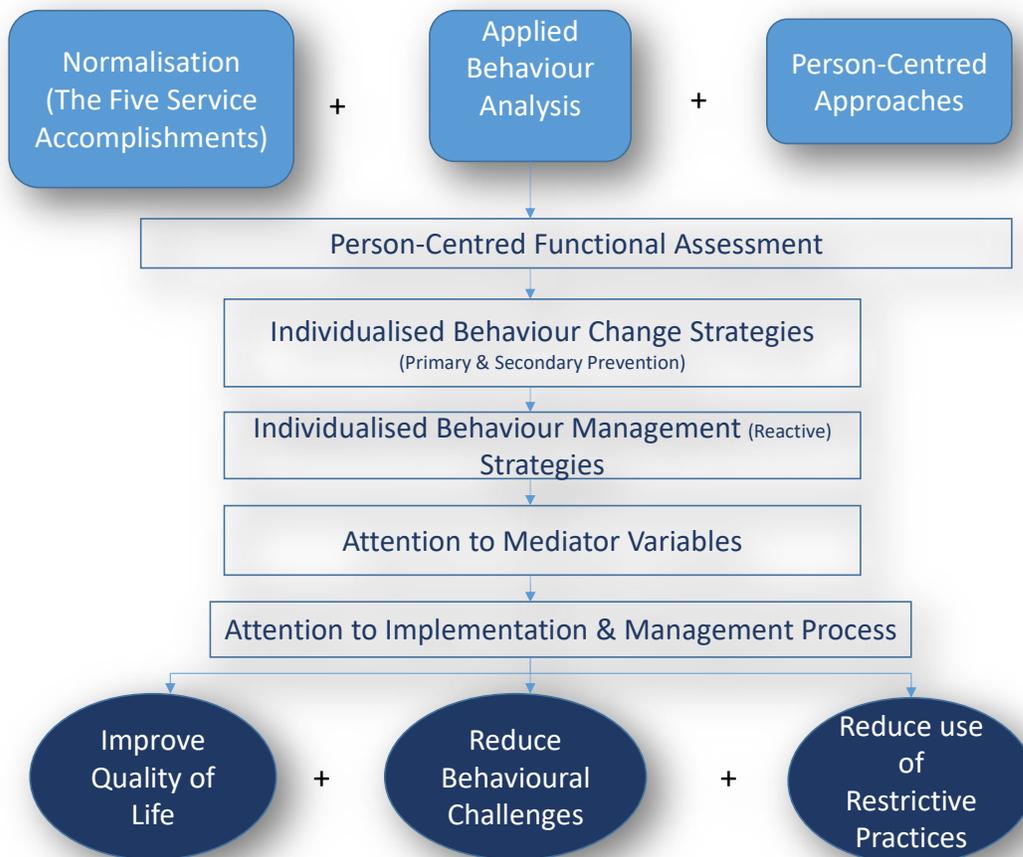
He is currently Professor at the Tizard Centre, University of Kent, and a Fellow of both the British Psychological Society and the International Association for the Scientific Study of Intellectual Disability.

His extensive training experience includes developing Positive Behaviour Management (PBM), leading the establishment of Cardiff University's *Positive Approaches to Challenging Behaviour* Masters programme and the suite of vocational BTEC PBS qualifications.

He was one of the authors of the proposal for a PBS Academy for England that was endorsed in Sir Stephen Bubb's recent report, *Winterbourne View-Time for Change*, and founding co-editor of the *International Journal for Positive Behavioural Support*.

## Key frameworks that underpin our work

All our training and consultancy is underpinned by the overarching PBS framework. Our vision for how the founding elements of PBS translate into practice and deliver a range of meaningful outcomes for service users and services is shown below.



This illustrates the three founding components of PBS: the values of normalisation, the technology of PBS and a person-centred focus. These set the context for our person centred functional assessment, which is the cornerstone of developing functionally based interventions that underpins both behaviour change and behaviour management strategies.

The model places a great emphasis on the abilities and needs of carers charged with implementing PBS, and how the delivery of PBS is managed in practice. The critical outcomes we strive to achieve through this model are person centred and primarily focus on improved quality of life (Allen 2009).

## PBS Options

We offer three levels of PBS support that can help your organisation deliver effective behavioural support. These can be purchased individually or in a complete whole-organisation package.

## PBS Training - Positive Approaches to Challenging Behaviour

This CPD approved training course is applicable to all staff who support service users whose behaviours challenge. The course gives a broad introduction to PBS, the concept of challenging behaviour, the building blocks of the behavioural model, and outlines interventions to prevent challenging behaviour and create helpful learning environments.

The training is available in three ways:

1. A self-study course (6-8 hours), training materials supplied for staff to complete the course independently.
2. A one-day workshop for up to 20 staff delivered by us in your own venue.
3. A facilitator option so you can deliver the one-day workshop yourself (within your own organisation).

### Content

- Definitions of challenging behaviour
- Development of the PBS model - the values base, the technology and current policy context
- Introduction to the basic ABC model
- The impact of personal and environmental factors on behaviours that challenge
- Creating helpful environments and teaching skills
- Basic principles of PBS intervention - primary, secondary and reactive.

### Specific Learning Outcomes

- Understand the historic and current context of support for people with LD
- Understand the term challenging behaviour
- Identify common challenges experienced by people with LD
- Understand who is most at risk of developing challenging behaviour
- Understand a model for how we behave and apply this to challenging behaviour
- Describe setting events, triggers and reinforcers that influence behaviour
- Identify challenging environments
- Recognise the importance of functional assessment and what this entails
- Understand the concept of proactive approaches
- Recognise the need for de-escalation and reactive interventions
- Understand the policy context in which we work.

The course is assessed by means of a short quiz and delegates receive a certificate.

*"I thoroughly enjoyed delivering the PBS workshop to our staff and the feedback was excellent regarding content and activities. The detailed presenter notes helped me to deliver the course with confidence."* Glenholme Supported Living.

### **BBATpro**

Functional Behavioural Assessment, finding out under what conditions a person's behaviour tends to occur and what outcomes it achieves for them, is central to providing effective Positive Behavioural Support. It is only by producing such an assessment that we can properly understand the meaning behind a person's behaviour and develop appropriate support plans for them.

Often, decisions are made about how to support someone to change their challenging behaviour without really understanding why the behaviour is happening in the first place. Not surprisingly, interventions that are not based on functional assessment are less effective than those which are.

BBATpro will help you to carry out an entry level functional assessment of challenging behaviour. It is a semi-structured functional assessment tool that comes with a detailed manual that provides clear instructions for both completing the interview and interpreting the results.

The BBATpro manual also provides instructions for supplementing the interview with direct observations and guidance on producing entry level PBS plans.

### **BBATpro will help you:**

- Clearly define the behaviour(s) of concern
- Prioritise the behaviours for assessment
- Identify key antecedents
- Identify early indicators of challenging behaviour
- Identify possible maintaining consequences
- Identify whether the person is able to use alternative responses, other than their challenging behaviour, so that you can build on these
- Identify the person's basic communication skills
- Identify the person's main preferences, so that you can use these to reinforce non-challenging behaviour.

### **What does it cost?**

Organisations can buy a licenced copy of BBATpro for £75 plus VAT. This will give you unlimited use within your organisation.

BBATpro materials are supplied under licence to the purchasing organisation and are protected by copyright.

## **BBATpro:**

- Is ideal for working on less complex behaviours and can address up to three behaviours per interview.
- Can be used alongside direct observational methods (such as ABC forms) to improve the quality of your data (and the manual also provides information on how to collect such data).
- Is best used by people who already have an understanding of Positive Behavioural Support and behavioural assessment. Positive Response can provide foundation level training for those organisations and settings where this knowledge needs to be developed or improved.

## **How do I complete it?**

BBATpro is an informant-based interview that takes about an hour to an hour and a half to do, and another half hour or so to pull together the key information.

## **Who do I interview?**

We know that people's perceptions of challenging behaviour can be very subjective- so it's vital that you do it with the right people. Typically, this would be a parent, house manager, key worker, support worker, or teacher who knows the focus person really well. BBATpro can also be completed with a small group of informants working together (e.g. a house manager and a key worker) so that your assessment is based on a richer source of data.

## **How do I obtain a copy?**

Email a written order to our office and we will invoice you. Once the invoice is paid we will provide the materials electronically.



**PBSpro** is a unique online programme that brings Positive Behavioural Support (PBS) within everyone's grasp – parents, teachers, support staff and professionals - by taking users through a step-by-step process of:

- Conducting a Functional Behavioural Assessment
- Collecting direct behavioural observations
- Producing an individualised PBS plan

**PBSpro** puts together key information about a person and then structures this information so that the reasons behind their challenging behaviour become understandable.

### Behavioural Assessment Interview

Step 1 generates a detailed behavioural report based on your understanding of why behaviours are occurring.

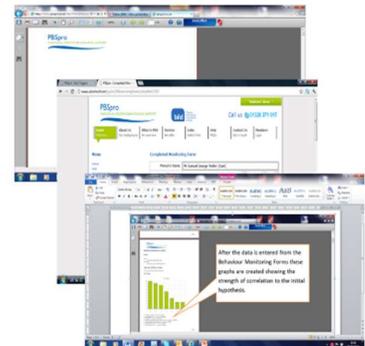
### Behaviour Monitoring Form

Step 2 allows you to conduct observations to test out the accuracy of your interview.

### Individualised PBS Plan

Step 3 uses the data to construct an intervention plan containing primary and secondary prevention and reactive strategies.

- PBSpro acts as a virtual psychologist. It generates a detailed behavioural report based on your understanding of why behaviours are occurring and allows you to conduct observations to test out the accuracy of your hypotheses.
- It is designed to help you put together all the information you have about a person and to structure this information in such a way that the reasons behind their behaviour challenges become more apparent.



**Each step costs £12.99 inc VAT**

Credits can be purchased instantly by PayPal or we can invoice organisations for blocks of 10 credits.

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For further information, please contact our office:  
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