

**Let's talk....
about Positive
Behaviour
Support (PBS)**

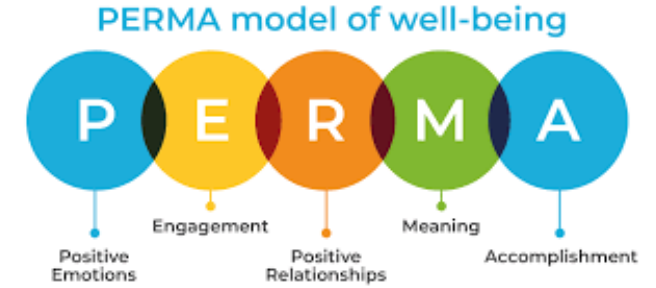


Norfolk
County Council

What is PBS?

Positive behaviour support (PBS) is a person centred framework for providing 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 happen.- **Care Quality Commission**

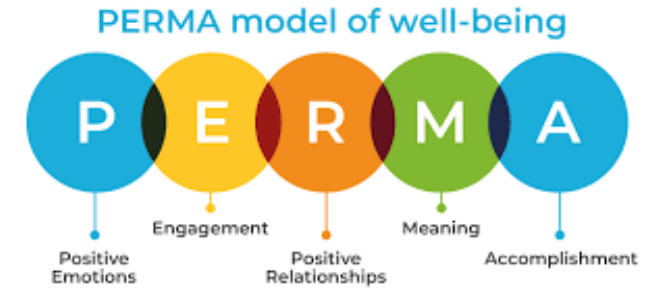


Aims of PBS

The overall aim of Positive Behaviour Support (PBS) is to improve the quality of a person's life and that of the people around them. This includes children, young people and adults, as well as older people.

PBS provides the right support for a person, their family and friends to help people lead a meaningful life and learn new skills without unnecessary restrictions. It is not simply about getting rid of problematic behaviour.

With the right support at the right time the likelihood of behaviour that challenges is reduced.



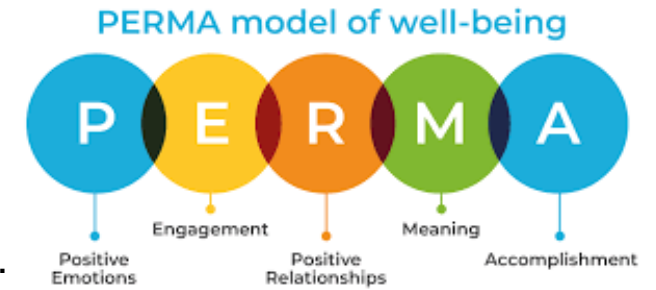


Key principles of PBS

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 happen.

A PBS framework:

- Considers the person and his or her life circumstances as a whole including physical health and emotional needs such as the impact of any traumatic or adverse life events and mental illness
- Reduces the likelihood of behaviours that challenge occurring by creating physical and social environments that are supportive and capable of meeting people's needs.
- Is proactive and preventative and aims to teach people new skills to replace behaviours that challenge – and other skills that enhance the opportunities people have for independent, interesting and meaningful lives.
- Is likely to involve input from different professionals and include multiple evidence based approaches and treatments that come from a shared value base and are provided in a coordinated and person centred manner. These may include trauma informed care, autism specific approaches, active support and other appropriate interventions that support physical, mental health and wellbeing.



Differences between ABA and PBS

Applied Behavioural Analysis (ABA) is the science of behaviour. It uses scientific principles to measure the affect of interventions that are being used to evidence the approach and prove it is working.

Science does not have values, and many past practices and research projects by individuals were unethical. Due to this, strict codes of ethical guidance have been written and applied to all practicing behaviour analyst who use ABA.

Those behavioural analysts who created PBS recognised this and wanted to make a clear move away from unethical practice, removing the use of aversive practice in the implementation of PBS.

PBS uses the science of ABA, but incorporates values and focuses on improving quality of life above all else. ABA is not what it was 30 years ago, but due to these historic practices has been stigmatised as an abusive intervention.



What is happening nationally?



The use of PBS is strongly recommended by The National Institute for Health and Care Excellence (NICE), The British Institute for Learning Disabilities (BILD), The Department of Health, The British Psychological Society (BPS), The Challenging Behaviour Foundation and Skills for Care.



The use of PBS is also recommended through guidance around the Transforming Care Programme.

The Care Quality Commission (CQC) has PBS within its inspection framework and can fail a setting should staff not be suitably competent in PBS. They are also increasingly less likely to accept short eLearning courses as evidence of training.



NHS England also expects it's staff to have knowledge of PBS.

What is happening nationally?

With the release of the Core Capability Frameworks for both Learning Disability and Autism (Oliver McGowan training), PBS is specifically cited as required knowledge for all staff working across health and social care. This includes Children's and Adult social services.

These frameworks will become mandatory training in the future (2023).



Core Capabilities Framework for Supporting People with a Learning Disability

This is an update of the 'Learning Disabilities Core Skills Education and Training Framework'.



Core Capabilities Framework for Supporting Autistic People



[Supporting autistic people and/or people with a learning disability | Skills for Health](#)

Reducing the Need for Restraint and Restrictive Intervention

[Reducing the need for restraint and restrictive intervention - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

This guidance is for health services, social care services and special education settings.

It sets out how to support children and young people with learning disabilities, autistic spectrum conditions and mental health difficulties who are at risk of restrictive intervention.

Within this document it discusses taking an evidence-based approach to behaviour. PBS is mentioned as a preferred framework:

Evidence has shown that approaches using such a framework can:

- build skills – for example communication skills, so that a child may learn a sign for ‘finished’ rather than throwing a cup, or resilience skills to gradually learn to cope with demands which were once too much for them;*
- enhance quality of life – for example, by identifying pain and enabling medical intervention for an earache which is causing a child to bang their head on the wall or by changing the environment so that a child that needs to run around a lot is taken outdoors regularly, reducing the need for them to run away; and*
- reduce the likelihood of behaviours that challenge – development of proactive strategies such as avoiding sensory overload for a child where this is known to increase anxiety by allowing them to move to the next session a few minutes before others, will reduce the need for reactive strategies such as trying to intervene in an incident in a crowded corridor when anxiety levels are high.*

What is the plan for PBS in Norfolk?- Adult Social Services

- NCC is offering free PBS training to support Norfolk commissioned LD Residential Homes, Supported Living and Day Service providers to train their staff.
- NCC is working with our Health partners to make sure we have integrated PBS practice that is consistent across care. This includes training some colleagues to Masters level and making sure LD teams have been trained in PBS.
- NCC is looking to make PBS training contractual. There will be an expectation within future contracts that providers will train their staff in PBS and supply evidence that they have the minimum level of PBS competency throughout their workforce to be commissioned.
- NCC is looking to provide PBS courses for parent carers/ families.

Who are the PBS Cooperative?



The PBS cooperative has been set up by four like-minded organisations dedicated on improving the quality of Positive Behavioural Support available to those who need it.

With a desire to put aside competition, the PBS Cooperative aims to work in partnership with families and health and social care support teams, to develop bespoke strategies that empower those providing direct support.

The overarching aim is to bring about a change in workplace behaviour that leads to meaningful outcomes for the people receiving support.

Our courses teach people practical ways of implementing values-driven, evidence-based PBS.

PBS training for family carers- Pilot

We are commissioning 5 Family Carer PBS courses via the PBS Cooperative. These courses support 6 families at a time and include 6 training sessions across 6 weeks.

The family carers will also receive pre and post 1:1 meetings with the trainer/ behaviour analyst.

This is a pilot and we will be evaluating the effectiveness, assessing the need and interest of this course through impact assessments that will be completed during and after the pilot.

Each training session is 2 hours with breaks.

The course covers:

- Carer wellbeing
- Low arousal strategies
- Rapport
- Structure and predictability
- Reactive strategies



POSITIVE BEHAVIOUR SUPPORT TRAINING FOR FAMILIES

WHAT TO EXPECT

This is a free-to-you, council funded opportunity to provide some timely support to families/carers who are caring for a family member aged 16+ at home, who is engaging in behaviours of concern and has a learning disability and/or autism.

Six sessions over six weeks - two hours each.

In-person access to an experienced behaviour analyst & provision of tailored resources to take away with you!

The chance to meet other families who may be experiencing similar difficulties

Please email scipe@norfolk.gov.uk to make a booking.



PBS training for family carers- Pilot

In what format would you like the course to be delivered? Face to face or online?

What days and times would work best for you to attend this course?

What potential barriers are there to you accessing this course?

Do you have any concerns about this course?

If you are interested in attending the PBS training course for family carers please email: hannah.riches@norfolk.gov.uk

PBS training for family carers- resources

The Challenging Behaviour Foundation- PBS information pack for family carers

[pbsfamilycarerresource2019.pdf \(challengingbehaviour.org.uk\)](https://www.challengingbehaviour.org.uk/pbsfamilycarerresource2019.pdf)

PBS Academy- Family Carers resource

[The PBS Academy UK | Positive Behavioural Support \(PBS\) guide to family and carers.](https://www.pbsacademy.org.uk/positive-behavioural-support-pbs-guide-to-family-and-carers)

The Once for Wales Positive Behaviour Support family resource

[Positive Behaviour Support - Public Health Wales \(nhs.wales\)](https://www.nhs.uk/public-health/wales/positive-behaviour-support)

BILD PBS helpline resources

[PBS helpline resources: Understanding behaviour | bild](https://www.bild.org.uk/pbs-helpline-resources-understanding-behaviour)

[PBS helpline resources: self-help | bild](https://www.bild.org.uk/pbs-helpline-resources-self-help)

Questions?