

## The CAPBS workforce and organisational development pathway

The overall aim of Positive Behaviour Support (PBS) is to improve the quality of life for people who receive and provide support. For more information on PBS see *The Key Messages about PBS*, here: <http://bit.ly/2puZnTM>



The Centre for the Advancement of PBS at BILD provides a wide range of learning and development options that fit within a workforce and organisational development framework, see the CAPBS Organisational and Workforce Development Framework available at [www.bild.org.uk/training](http://www.bild.org.uk/training)

This guide is intended to help organisations identify the right PBS training or consultancy for their needs, prior to a more comprehensive discussion with the CAPBS team.

CAPBS believes that a whole organisational approach is needed to embed PBS. Everybody who works in the organisation in whatever role should have a basic understanding of PBS and its value base. However, implementing Positive Behaviour Support successfully requires more than attendance on a training programme, though this can be a good place to start the learning process.



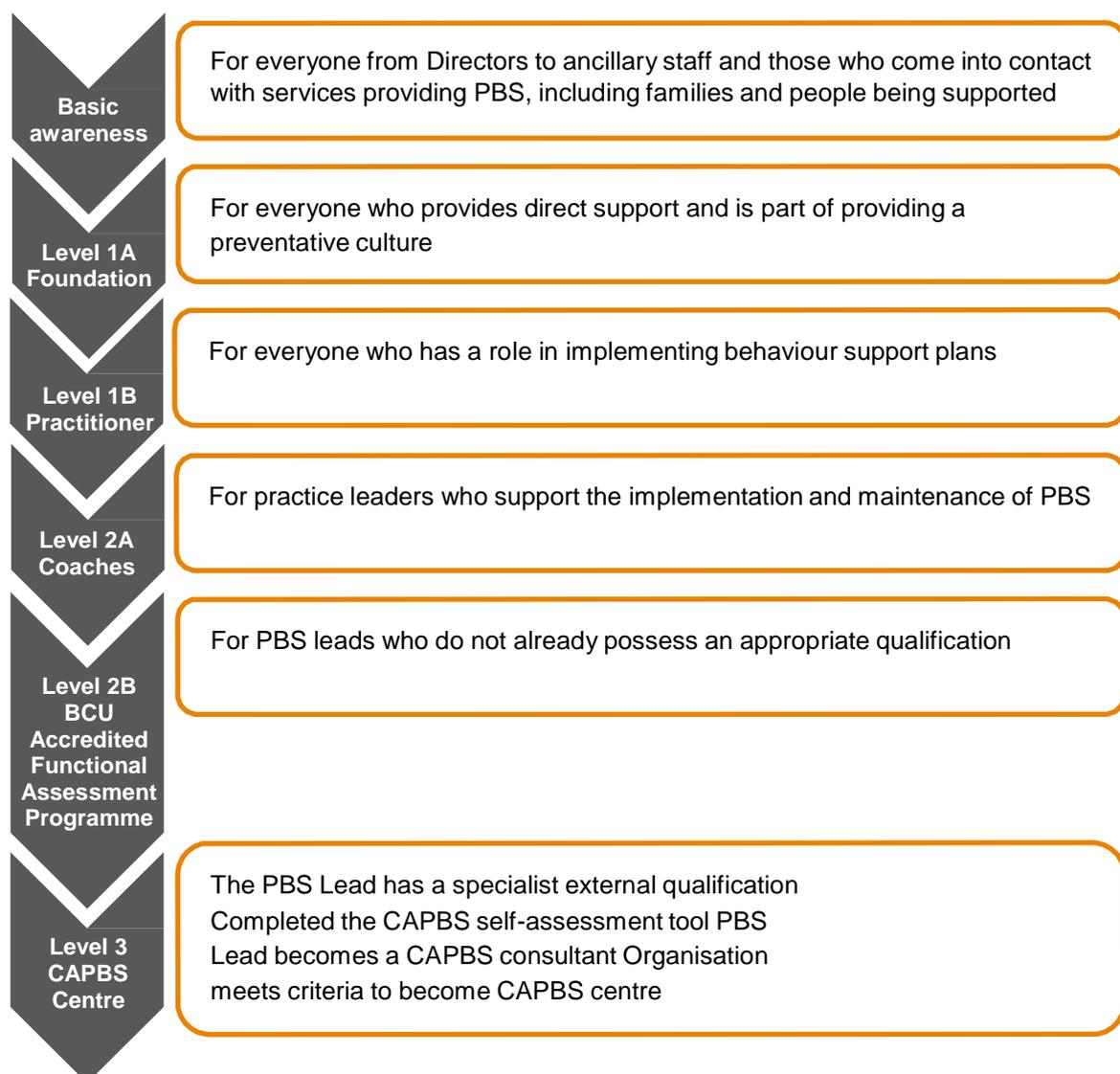
Skills and knowledge in PBS need to be practiced, checked and encouraged in the workplace, and the best way to do this is through on site practice leaders. These are people within the workplace who understand and are enthusiastic about PBS and can encourage and guide others who may not be so confident. Practice leaders can highlight good practice examples and through consistent working, the

whole service can continually improve and make a real difference to the quality of life of the people they support.

A good preventative PBS service would provide a person centred, supportive and capable environment that promotes the health and wellbeing of the person. This would be coupled with carers who understand that for people with communication and cognitive differences, behaviours are 'messages that communicate important things about the persons quality of life' (Pitonyak, 2005).

Attuned and skilled carers who understand the history, characteristics skills and specific needs of a person are best placed to provide the right support at the right level at the right time. A good PBS service is structured so that the likelihood of behaviours of concern arising is reduced.

## The CAPBS Pathway



## Five questions that will help to identify your PBS pathway

### 1. Is your organisation just starting to think about implementing PBS?

**YES:** PBS works best when everyone who works in the service or organisation understands what PBS is. There is a free online introductory course, the PBS Awareness Course, available at [www.bild.org.uk/pbsawarenesscourse](http://www.bild.org.uk/pbsawarenesscourse) - or you could run your own awareness session for everyone, from ancillary staff to the directors. We also recommend you provide awareness sessions or information for those people who will be receiving Positive Behaviour Support, and for their families too, so they can give informed consent and be involved in any plans.

**NO:** If you already have some PBS expertise and knowledge – it may be worth thinking about how you can constructively build on this – we would be happy to talk to you about how you might audit your whole organisation / service and identify gaps.

### 2. Do all direct staff have a basic understanding of Positive Behaviour Support?

**YES:** You could audit the competence level with the direct support worker competence checklist available at <http://pbsacademy.org.uk/support-workers/> and identify a practice leader to support the maintenance of a capable environment. You could consider Active Support training for everyone through an Active Support training programme.

**NO:** We suggest you use the free online introductory course, the PBS Awareness Course, available at [www.bild.org.uk/pbsawarenesscourse](http://www.bild.org.uk/pbsawarenesscourse) as a first step and then complete CAPBS Level 1A Foundation induction training. This will help you maintain a supportive environment. You could also consider Active Support training for everyone.

### 3. Do staff have to follow behaviour support plans?

**YES:** We suggest all staff delivering direct support and implementing behaviour support plans also complete Level 1b Practitioner training to build on Foundation level training.

**NO:** We suggest you induct all new staff at Level 1a Foundation training.

### 4. Does anyone in the team have the skills to do a basic functional assessment?

**YES:** Do your staff have enough understanding and coaching to implement the plans effectively? If not, you may want to consider the Level 2a Coaches Programme which will support the implementation of a general PBS culture and coaches can support colleagues to follow plans confidently and competently.

Do some of the people you support sometimes need more complex assessment skills? You may want to consider the level 2b ( BCU accredited programme ) or another behavioral qualification which will give people the skills to develop a full descriptive functional assessment and intervention plan that can support more complex needs if you have no access to other specialist behavioral support – also see question 5

**NO:** Consider the Basic functional assessment programme, it may help to identify need at an early stage and prevent more serious behaviours from developing.

**5. Do you have access to specialist behavioural support either within your team or externally?**

**Yes:** Do you have a PBS Practice Leader in your service that can coach other staff to follow the behaviour support plans that the specialist develops? If not you could identify a natural leader and consider the Level 2a Coaches Programme?

**No:** If you don't have access to specialist support you could consider sending the Practice Leader on the Level 2B BCU Accredited Functional Assessment Programme. Information on this is available at [www.bild.org.uk/capbstraining](http://www.bild.org.uk/capbstraining), or to gain another behavioural qualification.

**6. Do you have people who deliver direct support who have some knowledge and are enthusiastic about PBS?**

**YES:** Consider investing in a workplace based Coaches Programme. Level 2a Coaches can help maintain, monitor and develop the preventative PBS culture. PBS Coaches could provide induction and foundation training to the rest of the team. Coaches should be people that spend time in the service directly supporting staff.

**NO:** You may want to identify people who have particularly enjoyed and excelled at level one training and wish to develop their behaviour and practice leader skills. They could be potential coaches.

## Other complementary programmes to support the development of a preventative culture

**Basic Functional Assessment** – for staff, families and personal assistants who want to develop skills to devise evidence-based Positive Behaviour Support strategies for adults and children who may need some support at Tier 2.

**PBS development** – for senior managers who wish to develop an organisational implementation plan.

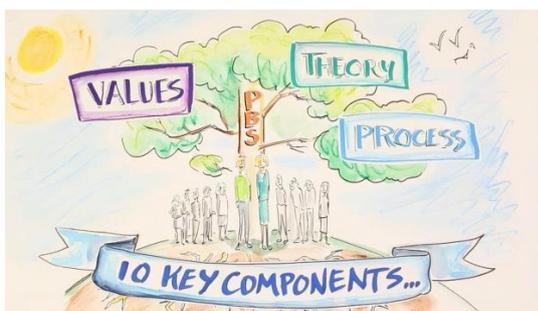
**Practice Leader programme** – for staff or personal assistants who work within health education and social care services and wish to develop their practice leadership skills.

**Active Support Coaches Programme** – for organisations wishing to develop their own in-house Active Support coaches. This is a ‘train the trainers’ programme.

**Positive Behaviour Support Coaches Programme for Schools** – a programme designed to support the development and maintenance of PBS in education settings.

**Developing autism friendly behaviour support plans** – based on John Clements assessment and behaviour support plan approach.

**Positive Behaviour Support and Trauma Informed Care** – a one day programme that helps delegates think how their Positive Behaviour Support practices can be enhanced by an understanding of Trauma and its impact.



For more information



Please contact Tom Evans, PBS Development Manager, by email to [t.evans@bild.org.uk](mailto:t.evans@bild.org.uk) or telephone 07342 882 208, for a more detailed discussion around your needs.

July 2017

**CAPBS**

Birmingham Research Park  
97 Vincent Drive  
Edgbaston  
Birmingham B15 2SQ

0121 415 6970  
[capbs@bild.org.uk](mailto:capbs@bild.org.uk)  
[www.bild.org.uk/capbs](http://www.bild.org.uk/capbs)