

Behavioural Support Strategies (BSS)

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PI System/ BSS

Geographical Area Covered: Scotland and Northern Ireland

Who Is Training For?:

The BSS program was developed for service users, their families' carers and direct care staff. Our courses are currently trained in a wide variety of services supporting people who may challenge the service or themselves these include services supporting:

- Residential and Day Services
- Residential Schools and Education Settings
- Visiting Support Services
- Fieldwork and Community Services
- Services with complex support needs
- Services with support Physical, Sensory and Learning Difficulties
- Younger adults in transitional services

- Services that support those challenged by autism
- Mental Health Services
- Services that support older people and those diagnosed with Dementia

Clinical Services

Accredited Courses:

Course Code	Duration	Course Title
PITAS/10038/1	1 day	BSS Proactive Strategies Training Course
PITAS/10038/1b	2 day	BSS Proactive Strategies Training Course
PITAS/10038/2	4 day	BSS Instructors Training Course
PITAS/10038/2b	1 day	BSS Instructors re-certification Training Course
PITAS/10038/3	1/2 day	BSS Small holds interventions Training Course
PITAS/10038/4	1 day	BSS Personal Safety and Lone Workers Training Course
PITAS/10038/4a	2 day	BSS Personal Safety and Lone Workers Training Course
PITAS/10038/4b	4 day	BSS Personal Safety and Lone Workers Training Course
PITAS/10038/4c	2 day	Add on BSSS Personal Safety and Lone Workers
PITAS/10038/5	2 day	BSS Proactive Approaches Clinical Interventions Training Course
PITAS/10038/5a	4 day	BSS Proactive Approaches Clinical Interventions Training Course—instructor
PITAS/10038/6	Not specified	BSS Supplementary and restrictive interventions Training Course

General Approach to Teaching Physical Interventions:

Behavioural Support Strategies (BSS) is a Voluntary Organisation it was created as an independent Scottish entity offering training and support to develop and implement the BSS programme of dealing with challenging behaviour in Scotland.

The need to establish BSS was driven by changes in European and Scottish legislation e.g. Human Rights Act 1998 and Regulation of Care (Scotland) Act 2001 which required organisations to have recognised systems of accountability in place to ensure quality of provision for people who use services. The BSS approach is an established and recognised method of achieving this for people who on occasions may challenge services.

Our training has been accredited by the [British Institute of Learning Disabilities or BILD](#) since 2004, BILD reassessed every three years. The assessment criteria for accreditation are drawn from the BILD publication. 'BILD Code of Practice for the use and reduction of restrictive physical interventions', third edition (2010) which all the BSS Instructors we train work in accordance with.

The BSS approach offers a step by step process for crisis intervention and prevention. The BSS programme promotes the Whole Person Approach and aims to provide a framework for the use of proactive support for the management of behaviour that challenges. It emphasises as a very last resort the use of Reactive Strategies and Physical Interventions. Each person's needs are assessed to emphasise positive behaviour changes, with staff actively working to support the individual develop new skills and improve self-control.

BSS acknowledges that there are occasions when a Physical Intervention, Safe Hold or Breakaway Technique may need to be employed in order to prevent injury to self or others. To ensure the training of these manoeuvres is safe, consistent and carried out to a high standard BSS Instructors must follow the strict guidelines which are handed out to them during their training. These interventions are used as a last resort.

All Physical Interventions, Safe Holds and Breakaway Techniques have been Biomechanically Assessed by The Robert Gordon University Aberdeen, Human Performance Laboratory. The aim of this study was to perform biomechanical analysis and risk assessment of all intervention (restraining) techniques, from the perspective of both the restrainer and restrained.

BSS can train and support members of your staff team to become Instructors which will

enable them to go on to deliver relevant, appropriate training courses to the wider staff team within your organisation, and therefore results in this essential training being a very cost effective option. After the initial training is complete the Instructors we have trained receive on going advice, support and further training from our team of BSS **Instructor Trainers**.

We have a variety of courses available to meet the needs of your organisation, your staff and the people who use your services.

The organisations which use the BSS approach are encouraged to adapt the course to the needs of their staff. Only 1/3 of the duration of a 2 day BSS Proactive Course is spent focusing on the training of the Physical Interventions, Safe Holds or Breakaway Techniques. The key messages are identification of the triggers for behaviour, recognition of the early signs of agitation, early intervention, calming and de-escalation. There is also a session on the legal aspects of the use of restraint.

The original programme was developed in New York by the Office of Mental Retardation and Developmental Disability (OMRDD). BSS remains the intellectual property of OMRDD.

Relevant Training Topics:

2 Day BSS Proactive Strategies Training Course

The 2 day course is the course that your Instructors will be able to train once they have received their 4 day Instructors course, BSS can deliver this training as well.

This course is delivered to staff and others who support people whose behaviour can cause issues, these issues may either be for the supported person themselves or for the wider service. It offers an introduction to analysing behaviour and looking at what the service or staff could do to prevent a recurrence of the behaviour, which is causing challenges.

The course has various elements including:-

- The legislative framework and guidelines for supporting people to manage their behaviour.
- The reasons behind behaviour
- Calming and de-escalation techniques that staff can use
- The importance of communication
- Positive, solution focused ways of working
- The importance of staff reflecting on their practice

Anyone who wishes to become an instructor has to have attended a 2 day BSS Proactive Training course; this can be done through BSS or through their own organisation providing there is an established BSS course structure in place.

4 Day BSS Instructors Training Course.

This course provides members of your staff with the necessary skills to deliver a 2 day BSS Proactive Training course on the management of behaviour that challenges within your organisation.

The course involves training Instructors in the presentation of proactive approaches including behaviour analysis, calming techniques and a session on legal issues as well as a valuable opportunity to collaborate with other Organisations.

During the 4 days we also train the 15 Core Physical Interventions and self-protection techniques, which also includes the principles underlying their use and safety issues that they involve. At the end of the course new instructors are assessed and supported to

develop or contribute to the training within their own organisations.

Instructors are provided with all materials required to deliver the 2 day Proactive Training, which can be adapted to fit your service needs following approval.

This course offers a cost effective way of training all support staff in the management of behaviour, which can be challenging. It also provides members of your staff with an excellent development opportunity and an additional method of sharing practice within your own organisation.

Annual Re-Certification Course

BSS Instructors are required to attend a one day annual Re-Certification Course which includes assessment of the Physical Interventions and Presentation Skills. This requirement of our BILD accreditation also enables BSS to ensure a high standard of ongoing training delivery throughout our BSS Instructor group and allows us to update Instructors in skills, changes to legislation or procedures etc.

Re-Certification days are arranged to allow Instructors to meet and collaborate with colleagues from other organisations. Discussion and cross fertilisation of ideas and training methods is encouraged to provide opportunities for course development.

BSS Personal Safety & Lone Working Training Courses

Many of the principles of being proactive in response to behaviour that we may find challenging remain the same whether you are working as part of a team or on your own there are some significant differences. This course is aimed at staff who may find themselves working alone in challenging situations.

The course has various elements including:-

- Keeping yourself safe.
- Risk Assessment
- Recognition early warning signs
- De-escalation
- Proactive Person Centred Approaches
- Legislative framework and guidelines for supporting people to manage their behaviour.
- Breakaway Techniques and Safe Holds

This can be delivered within Organisations as a 1 day BSS Proactive Personal Safety & Lone Working Course with no Break Away Techniques & Safe Holds or as a 2 day BSS Proactive Personal Safety & Lone Working Course with Relevant Break Away Techniques and Safe Holds.

BSS Proactive Approaches Clinical Interventions Training Courses

The BSS Clinical Interventions programme has been developed to meet the needs of staff and service users/ patients who may find themselves in situations where essential treatment may have to be carried out but where this may trigger challenging behaviour and pose a risk to themselves or others.

Our approach acknowledges that on occasions safe holds may need to be used to deal with a specific crisis. The interventions that we have developed are used as a last resort and meet the stringent requirements set out by The BILD Physical Intervention Accreditation Scheme.

The course has various elements including:-

- To increase awareness of the Legislative Framework
- To look at proactive ways to supporting People during clinical procedures
- To assess risks and keep everyone safe
- To be able to manage challenging situations in a safe manner
- To ensure recording & debriefing systems are in place
- To provide a framework to ensure good practice in a proactive way
- Clinical Interventions

This can be delivered within Organisations as a 2 day BSS Proactive Approaches Clinical Interventions Training Course with or without Clinical Interventions..

All courses which include Physical Interventions, Safe Holds and Breakaway Techniques and Clinical Interventions have been Biomechanically Assessed by The Robert Gordon University Aberdeen, Human Performance Laboratory. The aim of this study was to perform biomechanical analysis and risk assessment of all intervention (restraining) techniques, from the perspective of both the restrainer and restrained.

BSS Principles

- We adhere to the BILD Code of Practice
- We will be flexible and adapt the training as appropriate to the service needs
- We will make best use of developments in theory and practice in relation to BSS
- We will ensure the training we offer will continue to be of a high standard and cost effective
- We are committed to BSS and will be supportive to people being trained regardless of designation
- We will review all training on a regular basis and we maintain on-going contact with BSS Instructors
- We are committed to being reflective practitioners and will continue to share learning and improve practice
- We have an open door policy and continually engage with Organisations and BSS Instructors with issues as they arise
- We will learn from the feedback we receive to support a better quality of life for people who are supported through BSS
- We respect everyone equally using the same approach to the staff that use our service as we expect them to have in interactions with the people they support

Accredited Trainers

Behavioural Support Strategies (BSS)



Marie Farquhar
PITAS/10038/001



Angela Allen
PITAS/10038/003



Annie Cosnette
PITAS/10038/004



Stephen Allan
PITAS/10038/005

