

Southdown

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PI System/model Positive Behaviour Support

Geographical area covered Southeast England

Who is training for? Services/individuals supporting adults with learning disabilities and/or autistic spectrum condition

Accredited courses Positive Behaviour Support

General Approach to Teaching Physical Interventions

Our course ***Positive Behaviour Support*** provides staff with the values, skills and confidence they need to safely support service users who behave in challenging ways to have a good quality of life. We take an holistic approach to working with challenging behaviour and look at environmental issues, internal factors for the individual, teaching the person more positive behaviours, identifying appropriate activities, controlling staff responses and behaviour and addressing service arrangements. We aim to help staff to work in a personalised way that improves the quality of life and sense of control for the individuals they support.

The training has a strong focus on helping staff to understand how their own attitudes and behaviours impact directly on the behaviour of the person they are supporting and how changing staff behaviour may reduce challenging behaviour.

The training helps staff understand why people behave in ways others find challenging and the range of factors that give rise to this. Participants are taken through a model that explains what happens as someone becomes anxious, agitated or angry and the appropriate response from staff at each stage (to deescalate the situation and provide effective support). We emphasise that Physical Intervention is a last resort, and only used following a risk assessment.

We know that staff need to feel safe and well supported. We need to take account of staff anxiety and stress levels as well as their physical safety. We know that if staff are challenged by service users and are ineffectively supported, there is a risk that they can become stressed and respond inappropriately or punitively towards service users. The training emphasises the need for practical techniques to ensure safety but also the need for effective, supportive team-working in services.

The training uses a mix of presentation, group discussion, small group work, case studies, work sheets and physical demonstration/practice. Participants are encouraged to apply what they are learning to their work with specific individuals and are able to raise issues from their practice.

As a service/support provider as well as a training provider, our model of training has developed from our firm commitment to provide high quality, personalised support. We have found our approach to be effective in helping to prevent challenging behaviour and in reducing its intensity and frequency. The training is informed by national policy, legislation and guidance, Southdown's positive value base and Professor Mansell's 2007 report. Our trainers are experienced practitioners and managers, who have managed services where challenging behaviour has been reduced and effectively managed

Relevant Training Topics

- Defining challenging behaviour as part of the human condition
- Functions and causes of challenging behaviour
- The elements of positive behaviour support
- Staff attitudes and behaviour
- Non verbal behaviour, personal space & body language
- Punishment & consequences
- Use of language
- Promoting positive behaviour & positive relationships
- Proactive primary prevention
- Behaviour escalation and intervention
- Effects of anxiety, fear & anger
- Resilience and de-briefing
- Physical intervention policy & guidance
- Physical and personal safety techniques