



"Thank you - you've made PBS come alive and be accessible. There's nothing quite like it when a group of like-minded people get together - we can move mountains!"

"The discussion was challenging, motivating and inspiring. I have a clear idea of what I need to do back in my organisation."

Positive Behaviour Support

We are the UK leader in training in Positive Behaviour Support (PBS) with a wide range of tried and tested training programmes designed to meet the needs of those learning about PBS for the first time and intermediate programmes for those with some knowledge who need to extend this.

Our PBS Coaches Programme is a three day intensive programme training individuals in more advanced PBS approaches and coaching techniques to help support the implementation of PBS approaches within their organisation.

Training Programmes

BILD's Positive Behaviour Support training programmes are delivered at three levels, from beginner, through intermediate, to advanced. All are mapped to the PBS Competences Framework developed by the PBS Coalition.

1. Foundation level 1A: Introduction to Positive Behaviour Support

Who is this for?

This course is for people who want to understand what Positive Behaviour Support is and how it works. It provides a basic introduction and covers the core components

and principles of PBS. It covers the minimum knowledge that everyone should have in an organisation that wishes to implement PBS Approaches

Aim of the course

To provide a basic overview of PBS and give participants an understanding of what good PBS is and the underpinning values theory and processes that are part of a PBS approach. It provides a foundation for people to develop their knowledge further.

2. Practitioner level 1B: Next steps in Positive Behaviour Support

Who is this for?

People who have a basic understanding of PBS and wish to develop their knowledge further

Aim of the course

To give participants a deeper understanding of some of the key elements of Positive Behaviour support, the theory and values underpinning PBS and how it works in practice. This event will introduce the key components of PBS and the values and science that underpin it as well as helping participants to identify restrictive practices in their own workplace. The potential causes and function of behaviours of concern will be covered as well as the impact of personal attitudes values and beliefs on the quality of support that is offered.

Participants will learn what information is needed to help identify the purpose and meaning of behaviour of concern and the different types of data collection methods. The facilitator will explain the range of support strategies that can be put in place to help improve the quality of life for the person will and the difference between proactive and reactive strategies. The course will also cover the range of first and last resort strategies that can be used in a crisis

Participants will be supported to audit a behaviour support plan they have bought with them. The benefits of using a wellbeing framework for individual and staff will be explored and participants will be encouraged to think about the connection between wellbeing and happiness focused interventions and behaviours of concern. There will be a brief overview of what is at an organisational level for the successful implementation of PBS

This course will help people meet some of the competencies for direct care staff in the PBS Competency framework.

3. The CAPBS Positive Behaviour Support Coaches Programme

By the end of this programme participants will:

- Develop knowledge of PBS and its key elements
- Understand what is needed to embed a PBS approach within a service or organisation and how to monitor and review progress
- Develop the skills and confidence to coach others in the workplace to develop their PBS skills and make a positive difference to the quality of life of the people they support

An intensive programme for practitioners with some practical experience of positive behaviour support who would like to extend their knowledge and support the implementation of a positive behaviour support approach within their organisation.

This three day programme will provide participants with the opportunity to discuss the current context of PBS and the specific elements of a PBS approach, as well as what should be in a behaviour support plan, restrictive practices and how to embed PBS within services and organisations.

The focus will be on supporting colleagues in the workplace to understand the main concepts and make changes to practice that will impact positively on the people being supported.

The programme will also cover the principles of coaching and participants will prepare and present a session plan for a key element of PBS.

These programmes can be adapted to meet the specific needs of staff in your organisation, contact us to discuss what you are looking for and how we can help provide that for you.

Find out more

To book this training or to discuss how it can be adapted for your needs, please contact **Jackie Pountney** or **Emma Loft** on **0121 415 6970**, or email **learning@bild.org.uk**

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