

# Consultancy support from the Centre for the Advancement of Positive Behaviour Support at BILD

The Centre for the Advancement of Positive Behaviour Support (CAPBS) has a bank of highly qualified and experienced consultants who can guide individuals and organisations through change and professional development. We can help organisations identify areas for change and provide the 'how to' in cultural change and development using PBS approaches.

A whole organisational approach is promoted, and the Centre has developed an evidence-based framework 'What does good PBS look like?' that can support service and organisational reviews and evaluations. See, *What does good PBS look like?* at [www.bild.org.uk/capbsresources](http://www.bild.org.uk/capbsresources)

The Centre's consultants have a wide range of knowledge and experience covering all sectors, and are located across the UK. They can support and guide teams and organisations in developing and implementing PBS approaches, including individual behavioural assessments.

CAPBS consultancy works within an enabling model and aims to support organisations and teams to build up their own levels of PBS skills and expertise. A regular programme of consultancy, with quarterly or monthly clinics, could support teams to develop and implement evidence-based Behaviour Support Plans that have a positive impact on the lives of people who have concerning behaviours.

For more details about CAPBS' consultants, go to: [www.bild.org.uk/capbsconsultancy](http://www.bild.org.uk/capbsconsultancy)

## CAPBS consultancy packages

The Centre can help organisations implement Positive Behaviour Support approaches across the whole organisation in a range of ways designed to meet their specific needs and budgets. Below are listed some of the types of consultancy support the Centre can offer; more detail is given later, but please contact us to discuss your particular needs.

- Restrictive Practices Audit - Reduction Strategies Audit
- Whole organisation approach
- Schools and Colleges
- PBS Coaches Programme and support
- Regular Clinical Support
- Individual Behavioural Assessment
- Staff Needs Review, and design and delivery of training programme
- Service Evaluations
- Stakeholder Consultations
- Periodic Service Review
- Active Support Implementation

### Restrictive Practices Audit - Reduction Strategies Audit

*“It is possible to identify critical strategies that appear common to efforts to reduce the use of restraint seclusion and as required medication.”*

*Reducing the use of Restrictive Practices with People who have Intellectual Disabilities, A practical approach, Allen 2011*

Using Professor David Allen’s *Framework for reducing restrictive practices*, a CAPBS consultant can provide an initial assessment of organisational needs in this important area and work together with you on the design of more detailed audit and action plan.

#### **2 days initially**

Any package of more than four days consultancy will be charged at a discounted rate.

## Whole organisation approach

PBS is most successful when implemented as a whole organisational approach. This way the most impact can be made by the most people – the outcomes should include a better quality of life for people supported by the service, reductions in the use of restrictive practices, an increase in staff confidence, competence and job satisfaction.

*“Over the two years we have seen a more than 50% drop in the amount of physical interventions and restrictive practices. This has given staff confidence to know that managing behaviours of young people who find communication difficult can be done with Positive Behaviour Support, rather than through restrictive practices.”*

Mark L, Children’s Service Manager, Action for Children

### **Positive Behaviour Support Audit and Action Planning.**

Dependent on need, this is likely to include:

- A review of policy and procedures and recording systems
- Audit of staff needs including learning and development needs / attitudes and attributions / stress levels
- Restrictive practices and reduction strategies audit
- Behaviour Support Plan audit
- Stakeholder consultations
- Ongoing advisory consultancy support factored in for a specified period of time
- Review of client interactions

CAPBS consultants can undertake the above audit or offer regular support and guidance to someone in the organisation who will complete most of it. BILD will work with your organisation on a realistic action plan and can offer regular reviews of progress.

This is likely to be a significant piece of work dependent on size, or organisational needs and requirements.

CAPBS offer substantial discounted rates for packages of more than 10 days per year.

See the CAPBS case study, *Implementing Positive Behaviour Support across a service*, available to download at [www.bild.org.uk/capbsconsultancy](http://www.bild.org.uk/capbsconsultancy)

## Schools and Colleges

CAPBS have carried out a number of school reviews that have included the following:

- Reviewing current policies, procedures and processes around Positive Behaviour Support to ensure that they are fit for purpose and adequately safeguard both learners and staff
- Identifying how far the approaches to learners with behaviour described as challenging are aligned with the ethos and approaches in Positive Behaviour Support
- Identifying how staff work on a daily basis, including how they engage and interact with the learners being supported
- Producing a report that highlights current good practice, identifies gaps in policies and procedures. The report will recommend an action plan that can be used for future progress and help in the development of policies and procedures that ensure that both staff and learners are adequately protected
- Providing a training plan and working with staff to develop the skills to help them meet the competences as described by the PBS Competence Framework

## PBS Coaches Programme and support

*“The BILD PBS coaches programme is a great course for developing staff to lead on the development of PBS within an organisation. It's so important to get the introduction of PBS right and their PBS Coaches programme was so valuable to our organisational implementation of PBS. After training our coaches went out and delivered a series of workshops to managers about PBS and what it meant for our organisation.”*

Darren Sanders, National Learning & Development Manager, Mencap

The PBS Coaches Programme will develop a layer of Positive Behaviour Support expertise across the organisation.

This package could include annual development days and consultancy support as part of a package to implement a Positive Behaviour Support Approach across the whole organisation

**Initial 3 days training for up to 10 delegates, 1 annual development day plus consultancy support as needed.**

Consultancy support is offered at a reduced rate to organisations who take up the Coaches Programme

## Regular Clinical Support

*All workers involved in the development or implementation of PBS strategies receive supervision from an individual with more extensive PBS training and experience. Workers in consultant roles are supervised by an individual (within or outside the organisation) with a relevant postgraduate qualification e.g. applied behaviour analysis, positive behaviour support, and clinical psychology.*

Ensuring Quality Services, 2014, NHS England and Local Government Association  
[www.local.gov.uk](http://www.local.gov.uk)

A CAPBS consultant can supply regular clinical support - 1 day per quarter or monthly.

The consultant can build up a relationship with the service, run behavioural clinics and provide clinical supervision/group debriefing to staff, and provide ongoing monitoring and review of Behaviour Support Plans and data collection.

**4 days per year – 12 days as needed**

## Individual Behavioural Assessment

*“Just a quick note to say a massive thank you again for conducting the workshop over the last couple of days, it's been a huge success. Great feedback from the support team with lots of ideas and enthusiasm as a result of the time we've spent together. It's all down to us now to create and maintain the PSP for our son, which we're all looking forward to working towards.”*

John Munnelly, who oversees his son's team of personal assistants.

A CAPBS consultant can carry out a functional assessment and work with the support team and family to implement PBS strategies and develop a Positive Behaviour Support Plan, with ongoing support if required.

A basic assessment, including a visit to the service and time spent with the individual and some training session with the support team, can usually be achieved over 3 days. More complex cases will take longer.

## Staff Needs Review, and design and delivery of training programme

*“Effective support does not require different kinds of service but it does require more skilled staff support that is well organised to meet the person’s individual needs.”*

The Mansell Report, 2007

*“We created a bespoke training programme for the staff, which allowed them to implement the PBS programs we had designed.”*

Mark L, Children’s Service Manager, Action for Children

CAPBS consultants can review your staff needs and make recommendations for development. A consultant will conduct a review, make recommendations for learning and development needs that take into account current staff stress levels, as well as attitudes and needs. The consultant will design a manageable programme that can support the team to achieve some of the competencies described by the PBS Competence Framework (download here: <http://bit.ly/1I3EyQq>), and build in an evaluation of progress.

**Staff needs and training review: 2 days.**

CAPBS training will be offered at a discounted rate to services / organisations who have a staff needs review

## Service Evaluations

CAPBS can offer an independent evaluation of your service. If you are implementing a new Positive Behaviour Support approach, a restraint reduction strategy, or an innovative practice, an experienced CAPBS consultant could measure your progress and produce a report to showcase success and highlight further necessary actions.

Contact us for a discussion about how we can support you by conducting an independent evaluation.

## Stakeholder Consultations

We have many years' experience in facilitating stakeholder consultations. Individuals supported by a service or organisation, and their friends and family, should have their views taken into account when developing policy procedures and plans; they should also have input into the kinds of environment they want to live in, and the arrangements around staff support.

We can use a range of creative communication and information-gathering methods to help you ensure that stakeholder views have an impact on the service you deliver.

**The consultancy arrangement would depend on the scope of the consultation required, but could start from working with one group, designing the consultation, facilitating it and writing a report. This would be 2 - 3 day's work.**

## Periodic Service Review

Using the LaVigna Periodic Service review format, the periodic service review (PSR) is both an instrument and a quality improvement system. It provides a precise view into the efficacy of a service. Systematic feedback is provided on every aspect of the service that the provider considers important, at regular intervals.

The PSR can help managers assess the quality of a service and also provides a system to improve the quality.

**A CAPBS consultant can conduct a PSR or work with the service to set up the reviews themselves. Cost will depend on size of service and scope of review  
Estimate: 3 - 5 days**

## Active Support Implementation starter - 3 days

Active Support is a method of enabling staff and services to support people with learning disabilities to engage more in their own lives, both at home, and in their community. It works well in a range of support settings.

Active Support changes staff support from 'caring for' to 'working with', engaging, empowering, promoting independence and supporting people to take part in their own lives. It is the actions by staff that turn person centred plans into person centred action.

**Day 1: Active Support Introduction and Coaching course - for managers and practice leaders**

**Day 2: The day is spent in-service with the manager and practice leaders**

**Day 3: 'How to do Active Support' course for the whole team**

When services use active support they are able to evidence important outcomes - for example, the activities they offer and how the support is designed to directly improve quality of life. It shows they are not just focusing on evidencing basic elements of provision, but are enabling people to live ordinary lives.

There is information about CAPBS' Active Support training available at [www.bild.org.uk/capbstraining/activesupport](http://www.bild.org.uk/capbstraining/activesupport)

## More information

If you require more information, or to discuss a piece of consultancy in more detail, please contact Sarah Leitch, Development Manager for the Centre for the Advancement of PBS at BILD, on **0121 415 6970** or email [s.leitch@bild.org.uk](mailto:s.leitch@bild.org.uk)

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