



Positive Behaviour Support

Training Directory

2022 – 2024

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Audience, Aims and Learning Outcomes

Awareness (1)

PBS Awareness for Unpaid Carers and Family Members

Four hours total -

Split into two workshops 2 hours each

Mixture of online and face to face with some evening dates

6 cohorts

Max 15 per cohort

Aims

For parents and informal caregivers to gain peer support and an awareness of the framework of Positive Behavioural Support. To be confident in working with professionals responsible for support planning and recognise how effective plans can improve the quality of life and well-being for the person supported and themselves.

Target Audience

Parents and unpaid carers

Workshop Contents

- What is PBS?
- Understanding behaviours of concern
- The impact of trauma
- Contributing to assessments and plans
- Essentials of PBS interventions
- Values and restrictive practice
- Well-being and support

Learning Outcomes

- To understand that all behaviour is about the interaction between the person and their environment and all the factors that might lead to behaviours of concern occurring
- To discuss what is and is not Positive Behaviour Support
- To recognise how adapting the environment and the support can lead to positive change
- To identify the strategies used at each stage of arousal, reducing the need for restrictive and aversive practice
- To be able to describe and contribute to the assessment process and behavioural support planning and feel confident with the terminology
- To collaborate with providers and professionals to create support that continually opens opportunities to increase autonomy

PBS Awareness (2)

PBS Awareness for Non-Social Care/Non-Healthcare Staff

One four-hour workshop in total

Online only

4 cohorts

Max 15 delegates

Aims

To gain an oversight and understanding of behaviour and its relationship with the environment

Target Audience

Professionals (Not from Learning Disability, Autism, Health or Social Care) who work with people whose behaviour may challenge (e.g. customer services, housing support, health staff, police, admin etc)

Workshop Contents

- Understanding behaviours of concern and the impact of trauma
- Human Rights based approach
- Arousal cycle and appropriate responses
- Essentials of capable environments
- The effect of punishment and restrictive practice

Learning Outcomes

- Understand that all behaviour is about the interaction between the person and their environment and all the factors that might lead to behaviours of concern occurring
- Recognise how adapting the environment and the support can lead to positive change
- Recognise different approaches when responding to behavioural distress, reducing the need for restrictive and aversive practice

Informed (3)

PBS Introduction for Frontline Staff and Practitioners

One day workshop (whole day delivery)

Face to face only

Max 15 delegates

8 courses in cohort

Aims

This Introduction workshop helps direct care staff and those who are new to PBS to understand the key elements of Positive Behaviour Support (PBS). The aim is to ensure that those participating in this workshop will understand how behaviour helps people to express themselves, communicate their needs and to cope; as well as understanding the challenges for direct support staff, managers and carers/families.

Target Audience

Direct care staff and practitioners, including Occupational Therapists, Social Workers, and all Professionals within commissioning teams, support, and therapy teams

Workshop Contents

- The principles and values that underpin PBS including human rights.
- The reasons behaviours of concern occur
- How trauma affects people and the trauma informed PBS approach
- Understanding needs and how to get support right.
- Models of support and PBS interventions
- Quality of life, including the importance of meaningful activity, participation and skills development

Learning Outcomes

- Discuss the values base underlying PBS and define why it is important
- Recognise why behaviours of concern occur and identify the functions of behaviour.
- Describe the ABC/STAR model and demonstrate skills in recording behaviour objectively
- Analyse and discuss the factors that ensure a good quality of support
- Illustrate the importance of knowing the person, their abilities and aspirations and specific support needs
- Describe the assault cycle, proactive and reactive interventions, and PBS plans

Informed (4)

PBS Training for Key Staff and Service Leads within Provider Services

Four workshop days

Mix of online and face to face

4 cohorts

Max 15 delegates

Aims

This Programme ensures key staff can lead the PBS practices in their support settings. Taking a leadership role by providing an audit for team leaders to assess the capability of their teams and a toolkit to aid implementation of key PBS practices. On completion delegates are expected to attend 3 group mentoring sessions and complete further PBS initiatives in their services.

Target Audience

Team Leaders, Service Leads and key direct support staff based within support settings

Workshop Contents

- Definition and context of PBS
- Key elements of PBS, Quality of life and 'Capable Environments'
- PBS Toolkit: assessments of service capability and needs of people supported
- Functional behaviour assessment and how to contribute to this process
- Key PBS interventions: Ways to increase service capability and meet support needs
- Overview of Active Support as a key intervention
- Guidance for creating quality PBS plans
- Practice Leadership: motivating staff and leading staff meetings
- Supporting staff well-being: models of stress and incident debrief
- Service based project using tools and interventions from the programme

Learning Outcomes

- To apply their knowledge of PBS and confidently communicate essential information to those they lead or manage
- To use and analyse a range of assessment tools and checklists
- To describe interventions which increase quality of life through the development of capable environments
- To demonstrate and lead interventions that increase the capability of their service to meet the needs of those people supported
- To develop and write clear PBS plans for staff teams to follow and evaluate the quality of PBS plans
- To explain the role of functional behaviour assessment and to ensure that they and their teams can present appropriate information for this assessment
- To create a clear action plan for developing and embedding PBS in their service
- To understand the practice leadership role
- To discuss the impact of stress on staff wellbeing and be able to identify signs of stress and burnout in their teams

Intermediate (5)

Behaviour Assessment and Planning using a PBS Approach

4 x cohorts

Max 15 delegates on each course

Initial 3 hour session face to face

Teams online 1-2 hours / week bite size online learning 10 weeks

Aims

To facilitate a drop in clinic with Dorset Healthcare clinical support for practical application of PBS knowledge and theory in a local setting

Target Audience

Team Leaders, Service Leads and key direct support staff based within support settings

Workshop Contents

- To build on PBS Informed (4) course
- Activities to “Start with the person”
- How To Support Me Plan
- How to Include individual, their circle and understanding staff confidence/attitudes/flexibilities
- Information on accessing other expertise
- Taking a multi-disciplinary approach
- Information gathering
- Behaviour that challenges pathway (DHUFT)

Learning Outcomes

- Support through first PBS assessment
- Practical application of theory to real life case
- Problem solving in real time
- Familiarisation with forms and documentation
- Reflection and tasks between sessions to embed learning and problem solve

Intermediate (6)

Introduction to PBS for Organisational Leads in Provider Services

Half day workshop (4 hours)

Online

Max 12 delegates

3 cohorts

Aims

This is an introduction to PBS for providers who are thinking about providing care and support to people with complex behaviour needs. The aim of the workshop is to ensure that those attending understand what PBS is as well as what needs to be in place within their organisation so they can provide a PBS informed approach to support

Target Audience

Senior leaders within provider organisations who have a responsibility for service development.

Workshop Contents

- How a PBS approach makes a difference in support services
- Understanding the key elements of a PBS approach
- Understand what staff at different levels need to know and need to do
- PBS standards for services
- Developing an organisation wide PBS strategy

Learning Outcomes

- To understand the current national guidance around PBS in support settings and why PBS is seen as best practice
- To be able to discuss the key elements of a PBS approach
- To be able to discuss the PBS competencies for staff working at different levels on a service.
- To be aware of the PBS standards for services and what good looks like
- To understand how to evaluate own services readiness for developing and embedding PBS practice
- Understand the essential elements required in developing an organisational strategy for PBS

Leaders (7)

PBS for Practice Leaders

One and half days delivered face to face
12 delegates max
6 cohorts in total

Aims

This Programme builds on the knowledge and skills that delegates have gained through attending the PBS for Key Staff and Service Leads within Provider services (Informed 4). It provides an understanding of the key skills of a practice leader and provides opportunities to practice the coaching skills during the training. Delegates gain a good understanding of Active Support as a primary/proactive intervention within the Positive Behaviour Support framework

Target Audience

Team and service leader and senior support workers

Workshop Contents

- Understanding practice leadership
- Techniques for motivating staff
- Introduction to Active Support.
- Coaching techniques and practices using scenarios

Learning Outcomes

- Gain a thorough understanding of the different elements of a practice leadership role and how it differs from management role
- To be able to explain where Active Support fits within a PBS framework of proactive interventions
- Understand the different approaches to coaching staff and have practiced these in the workshop setting
- Develop confidence in training and coaching staff teams using the Active Support model to maximise participation

Leaders (8)

Introduction to PBS for Commissioners and Senior Leaders in Community Teams

Half Day

Online

15 People max

6 cohorts

Aims

This is an introduction to PBS for commissioners who are commissioning service providers to provide services for people whose behaviour may present a challenge. The aim of the workshop is to ensure that those attending understand what PBS is as well as what needs to be in place within organisations so they can evaluate whether an organisation is providing or able to provide a PBS approach.

Target Audience

Commissioners and care managers who oversee the quality and provision of supported living and residential services for people whose behaviour may present a challenge

Workshop Contents

- How a PBS approach makes a difference in support services
- Understanding the key elements of a PBS approach
- Understand what staff at different levels need to know and need to do
- PBS standards for services and what good looks like
- Key points when evaluating service PBS capability

Learning Outcomes

- To understand the current national guidance around PBS in support settings and why PBS is seen as best practice
- To be able to discuss the key elements of a PBS approach
- To be able to discuss the PBS competencies for staff working at different levels on a service.
- To be aware of the PBS standards for services and what good looks like.
- To understand how to evaluate services in terms of their ability to develop and embed PBS practice
- To be able to use knowledge about what good PBS looks like to evaluate a services PBS capability

Other Learning and Development Resources

Skills for Care

[Supporting people with challenging or distressed behaviour](#)

[Core Capabilities Framework for Supporting People with a Learning Disability](#)

[Core Capabilities Framework for Supporting Autistic People](#)

Bournemouth and Poole College

[Understanding Behaviour that Challenges](#)

[Understanding Autism](#)

[Working With Individuals With Learning Disabilities](#)

Oliver McGowan Training

[Health Education England \(HEE\)](#)

[Oliver McGowan.org](#)

[Care Quality Commission](#)

PBS Academy

[PBS Competence Framework](#)

[PBS Standards](#)

[PBS Training Standards](#)

Challenging Behaviour Foundation

[PBS Putting it into Practice – YouTube](#)

[Booklist](#)

[PBS landing Page](#)

British Institute of Learning Disabilities

[An Introduction to PBS - YouTube](#)

[PBS Resources](#)

[PBS Landing Page](#)

Help with training costs

Applicable for all Service Providers:

- £10 per hour of training
- Pay by invoice
- Per cohort
- Paid via purchase order