



# Redstone

Positive Behavioural Support

## **Positive Behaviour Support Training**

Face to face, online and on demand workshops and programmes





**Redstone**  
Positive Behavioural Support

## Introduction

**Our PBS training programmes and workshops have been developed by an experienced group of PBS professionals and trainers, working with a range of services and teams. We understand the key knowledge and skills required for organisations to put PBS into practice.**

### **What is positive behavioural support (PBS)?**

PBS is an approach to increasing an individual's quality of life through the provision of adapted support, new opportunities and skill development. Behaviours of concern become redundant due to changes in the environment and the development of alternative behaviours.

At Redstone PBS we believe that everyone, regardless of the behaviour they may present with can live in and access their local community. The key is getting effective PBS in place and training is an essential part of that.

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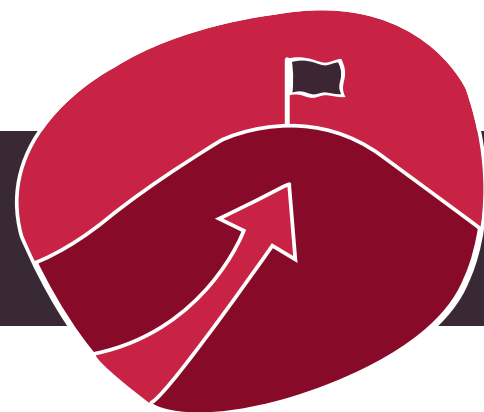
*\*please note all prices quoted are base prices please contact us with your location for an organisation specific quote*



**£995\* +VAT PER WORKSHOP**

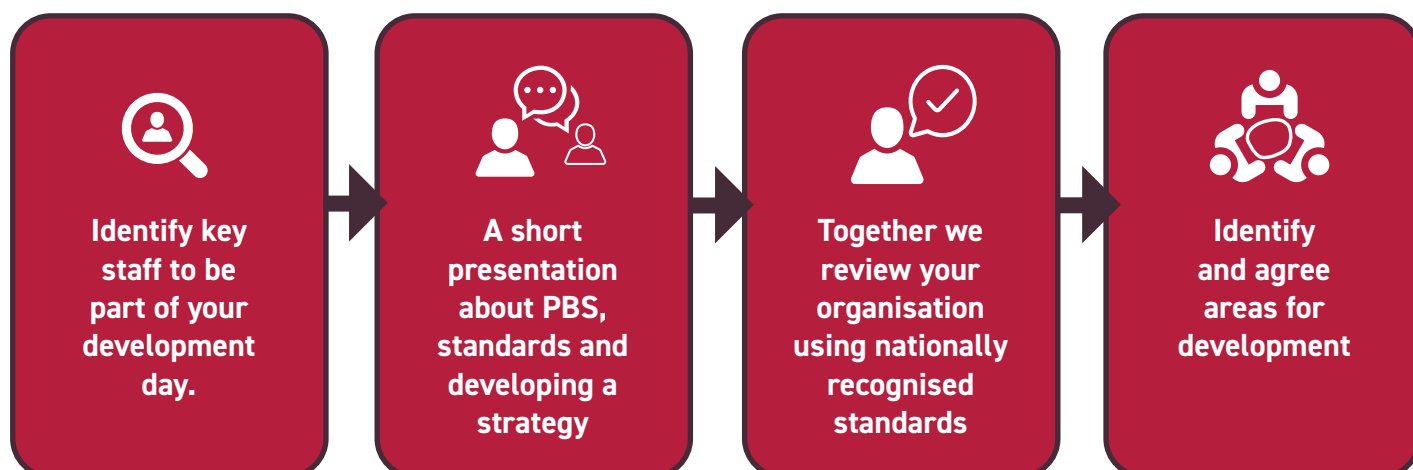
# **PBS Development Day**

*A workshop for leaders and key staff*



**If you're looking to start your PBS journey as an organisation,  
or looking to review what you have in place so far, then this workshop is ideal.**

There is plenty of guidance about what good PBS looks like and how commissioners want to see PBS working in services, but there's very little direction about where to start. We will review what you already have in place and give you clear guidance on what to do next. It's a great way to bring all your team together and get everyone on the same page. Every organisation needs its own PBS strategy, with the benefit of our experience of working with many organisations, we can support you to make the right start in developing yours.



After the workshop you receive a report which outlines the details of your review, all the opportunities for development identified and the key areas which were discussed as priorities on the development day.

We can also provide support with implementation of your PBS strategy, including policy development, PBS plans, training for staff, and coaches programmes.

***Get PBS off to a flying start, book a PBS development day!***



**£895\*<sub>+VAT</sub> FOR GROUPS OF UP TO 15**  
*available online or in person*

# Introduction to Positive Behavioural Support

*(Level 1) PBS – One day workshop*

**Providing an understanding of key values and principles of PBS for direct care staff and those new to PBS.**

The Positive Behaviour Support approach focuses on the individual's needs being at the centre of any strategies that are put into place. Those strategies are only considered successful once they lead to measurable changes in the person's quality of life. This includes skill development and enhancement of positive social interactions across work, school, recreational, and community settings as well as a reduction in behaviours of concern.



## Target Audience

Managers of teams, team leaders, senior support workers, PBS practitioners, and all direct care staff



## Workshop Contents

- The principles and values that underpin PBS including a Human Rights based approach.
- The reasons behaviours of concern occur.
- 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 & discuss the factors that ensure a good quality of support.
- Illustrate the importance of knowing the person, their abilities & aspirations and specific support needs.
- Describe the assault cycle, proactive and reactive interventions, and PBS plans.

N.B. This course is equivalent to the First Step to Foundation level course defined by Skills for Care

# PBS Coaching in Practice Programme

*Four workshop days and three mentoring sessions (level 2)*

**Leadership and coaching are essential when establishing consistent and effective PBS skills within a supported living or residential service.**

This certified PBS Coaching in Practice Programme supports the practice leadership role by providing an audit for team leaders to assess the capability of their teams and a toolkit to aid coaching those skills. On completion of the programme, three one-hour online mentoring sessions are provided.



## Target Audience

Service managers of teams, team leaders, senior support workers, PBS practitioners, PBS leads.



## Programme Contents

- Definition and context of PBS
- Key elements of PBS, Quality of life & '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 & meet support needs
- Active Support as a key intervention
- Guidance for creating quality PBS plans
- Practice Leadership: motivating staff and using key coaching techniques
- Supporting staff well-being: models of stress and incident debrief
- Service based project using tools and interventions from the programme

## No other company offers this!



I have been so pleased with the PBS Coaching in Practice Programme provided by Redstone PBS. Its provided staff within our organisation a really good understanding of PBS and also a tool kit to support them in their role. I think the folders are brilliant well laid out that enable the learning to continue. The check lists ensure that the different areas are being filled out correctly keeping everyone focused. No other company offers this which can be used as continuous learning without having to have a tutor.

**Ruth Worley CEO – Supporting Independence**





## Learning Outcomes

Through completion of the course, delegates will be able:

- 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 define the practice leadership role and demonstrate competence in the use of specific coaching skills
- To discuss the impact of stress on staff wellbeing and be able to identify signs of stress and burnout in their teams

N.B This course is equivalent to the First Step to Foundation level course defined by Skills for Care

## The best training that they have EVER undertaken!

“

We had our senior leadership meeting this week. I asked for feedback on how the first cohort found the PBS Coaching in Practice programme. It was overwhelmingly positive; with a number agreeing that it was the best training that they have EVER undertaken. Thank you so much!

**Rachelle Russell – Operations Director, Bright Futures**

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# Foundation in Functional Behaviour Assessment

*Three day programme (Level 3)*

## This programme provides an introduction to Functional Behaviour Assessment.

Functional Behaviour Assessment is the process by which the reason behind behaviours of concern occur. This assessment helps practitioners to put into place specific interventions which ensures the person's needs are met in relation to the function of the behaviour.



### Target Audience

Service managers, PBS practitioners, PBS leads. Delegates must have attended PBS Coaching in Practice Programme or similar level of training.



### Programme Contents

- Understanding function and needs
- Tools to use for assessment
- Use of data for baseline and follow-up
- Using observational skills
- Synthesising all information into a formulation of contingencies
- Intervention planning based on function
- Assessing intervention implementation and troubleshooting

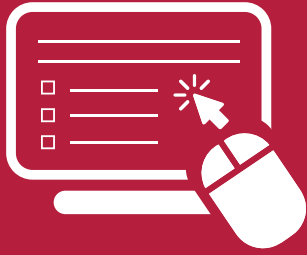


### Learning Outcomes

Through completion of the course, delegates will be able:

- To apply their knowledge and complete a basic functional behaviour assessment
- To use and analyse a range of assessment tools and checklists as well as a functional behaviour assessment interview
- Describe interventions based on the results of the functional behaviour assessment.
- To create a clear action plan for implementing key function based interventions.
- To develop and write clear PBS plans based on the functional behaviour assessment
- To be able to evaluate intervention implementation & the effectiveness of interventions





# Online Training

## E-learning to provide a key understanding of PBS and Active Support.

A flexible solution to increasing staff knowledge and skills in positive behaviour support. As well as our paid courses below, we have a number of free videos and explainers on our e-learning site, so please feel free to get your teams to use these resources. We are continually adding courses to our e-learning site so please click the link for the most up to date information. Organisational licences for paid courses are available.

<https://courses.onlinepbstraining.co.uk/>

### PBS Awareness

A short course which provides an understanding of the key values and principles of PBS. minimum 5 users, discounts for bulk orders with an organisational licence

**£35 per user**

### PBS Toolkit for Service Managers and Team Leaders

Providing service managers & team leaders with key PBS knowledge & a PBS toolkit to use with their teams. Minimum 5 users, **discounts for bulk orders** with an organisational licence.

**£99 per user**

### Introduction to Active Support

A short course providing an understanding of the key elements of Active Support. Minimum 5 users, discounts for bulk orders with an organisational licence.

**£35 per user**

### Positive Behaviour Support & Capable Environments

Video explainer of how the Capable Environments framework helps staff teams to understand the key elements to supporting people effectively.

**FREE**

### PBS Champion – Recording and Analysing Behaviour Incidents and Restrictive Interventions

A series of video explainers about how to use our new software system to record and analyse behaviour incidents and restrictive interventions. Live demo's are also available. Contact us if interested.

**FREE**

### Understanding Behaviours that Challenge/Behaviours of Concern

Video explainer of why behaviours of concern occur and how we can get stuck in a cycle of responding which increases the likelihood of the behaviour occurring again.

**FREE**



# Introduction To Active Support

*Half day Introductory workshop*

**Active Support is an approach to supporting people with additional needs to participate fully in their daily lives.**

This is an introductory workshop about Active Support, which is a primary/proactive intervention within the Positive Behaviour Support framework. The aim of Active Support is to improve quality of life. The Active Support approach provides a system for training staff teams to maximise engagement, maximise participation, and ultimately increasing independence.



## Target Audience

Managers of teams, Team Leaders, Senior Support workers, PBS practitioners, PBS leads and all staff within a service implementing active support.



## Workshop Contents

- Understanding why activity is important to us all
- What engagement and participation looks like
- The active support model
  - breaking down a task
  - giving the right level of support
  - giving positive encouragement
- The coaching process



## Learning Outcomes

- Gain a thorough understanding of Active Support.
- Understand where Active Support fits within a PBS framework.
- Understand how to maximise participation and engagement
- Understand the active support coaching approach

# Active Support Coaching in Practice Programme

*Two and half day programme*

**Practical programme aimed at establishing Active Support Practices in services.**

This Active Support Coaching in Practice Programme provides key staff with the skills to coach their teams in Active Support. As a primary/proactive intervention within the Positive Behaviour Support framework, the aim of Active Support is to improve quality of life. The Active Support approach provides a system where managers and senior staff learn specific skills to coach their teams to maximise engagement, participation and increase independence.



## Target Audience

Managers of teams, Team Leaders, Senior Support workers, PBS practitioners and PBS lead.



## Workshop Contents

### Day 1

Half day Introduction to Active Support. We review the theory and practice of Active Support resources and the material for introducing staff teams to Active Support and the interactive training model

### Day 2

Full day Coaching practices. We look at the Interactive training model. Delegates learn and demonstrate specific coaching skills and verbal feedback

### Day 3

Full day in vivo coaching for four participants. Coaching the coaches' sessions are planned for four participants within the support setting they work. We have found that this element is essential to ensure Active Support is put into practice after training sessions have finished



## Learning Outcomes

- Gain a thorough understanding of Active Support
- Understand where Active Support fits within a PBS framework of proactive interventions
- Understand the different approaches to coaching staff and have practiced these both in the workshop setting and in vivo
- Demonstrate training and coaching staff teams using the Active Support model to maximise

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[www.redstonepbs.co.uk](http://www.redstonepbs.co.uk)