

Positive Behavioral Support in Achieve together

Achieve together believes that all behaviour is meaningful and a form of communication. Positive behaviour is most likely to occur if a person has good quality of life and can:

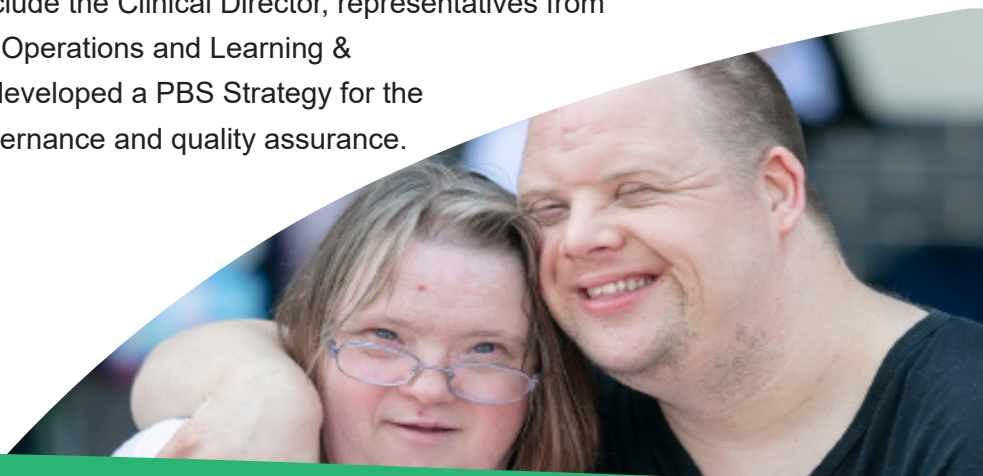
- Communicate their basic needs, choices and preferences
- Do enough of the right type of activities for them
- Have quality relationships with peers, family and staff
- Access a healthy lifestyle
- Work towards and achieve goals
- Develop new skills and independence
- Has a living environment that meets their physical, sensory and social needs
- Reduce restrictive interventions including physical interventions and psychotropic medications

Positive Behavioural Support (PBS) is a multi-component framework that aims to increase a person's quality of life and reduce behaviours that challenge. PBS combines a person centred approach and values base with in-depth functional behaviour assessment. Achieve together is committed to working with the individual, their family, staff that support the person and other professionals to understand the person's behaviour and to provide excellent quality evidence based support designed to prevent behaviours that may challenge and enhance opportunities for the person to achieve and develop skills (e.g. communication skills, coping skills and life skills).

Achieve together has a whole organisation approach to PBS, to guarantee skilled support teams and ensuring people are supported by skilled and competent staff.

PBS Strategy Committee

The PBS committee determine the direction and structures for implementing PBS within Achieve together. Members include the Clinical Director, representatives from the PBS Team, Campaign 4 Change, Operations and Learning & Development Teams. Our panel has developed a PBS Strategy for the organisation and has oversight of governance and quality assurance.



Positive Behaviour Support Team

Achieve together has a PBS team consisting of:

- Regional PBS practitioners who are responsible for completing functional assessments, working in partnership with services and families to write comprehensive PBS plans and provide training, advice and support.
- Dedicated forensic and mental health practitioner who provides support for people who have more significant mental health difficulties and may be of risk of contact with the criminal justice system.
- Service Support Team (SST) work alongside the PBS team to role model good practice. SST work on shift with staff teams to make sure the implementation of behaviour plans are consistent and constant. SST team are specialist trained, enabling them to give specialist support to staff teams.

The PBS team works in close partnership with the Clinical Support team who have expertise in Epilepsy, Mental Health, Autism and Physical Health and Relationship Support.

Achieve together's PASSPORT to PBS Success

Achieve together has achieved excellent outcomes and standards through a whole organisation strategy in combination with our practice development programme in PBS called PASSPORT. We produce an annual report on our progress and outcomes that details evidence of personal outcomes for individuals:

- Significant reductions in frequency and impacts of challenging behaviours
- Significant reduction in use of physical interventions and psychotropic medicines
- Staff training stats and evidence of knowledge and practice standards
- Service standards

The PASSPORT practice development programme is a modular based learning system that wraps around an individual, delivering high quality training specific to that individual's needs. Modules have varied teaching methods including e-learning, mentored personal study and classroom based whole team teaching. PASSPORT extends to include the development of a working PBS plan, implementing and monitoring that plan in practice and advanced modules for managers and key staff in debriefing, stress management and analysing behaviour. There are 18 modules in total, 3 of which are BILD accredited reactive strategy modules.

Partnerships in Transforming Care

Achieve together take an active role in national partnerships in PBS. We participate in a number of local authority projects and networks demonstrating a commitment to Transforming Care planning and to the development of a national strategy for PBS.



Case Study: Michelle from 51 Rutland Gardens

Michelle originally moved from a secure and specialist hospital into a local Achieve together supported living service in Brighton. Whilst in hospital, she needed 2:1 and often 3:1 staff support in order to provide support for her extreme and often dangerous challenging behaviour, with episodes ranging from 1-6 incidents a day.

Michelle's diabetes and diet were not controlled and she was overweight. She had no control over her own finances, rarely got involved in any activities and was unable to have access to any kitchen equipment unless eating. Michelle did not like people to get too close, and initially was unable to have any close contact with staff or service users, which would result in her eating alone and only going out with staff on rare occasions.

When Michelle arrived at Achieve together, the manager started to implement a robust and consistent PBS approach that combined visual communication tools, such as social stories, planners and agreements, a focus on positive achievements and building self-esteem, high levels of structure and sensible but progressive positive risk taking.

She asked Michelle what she wanted to achieve, rather than guessing what she could achieve. These goals were then broken down into very small steps. It was also ascertained why she behaved as she did and how the staff team could support her better.

With each new step that Michelle achieved, she would be given lots of praise by staff at the service and her achievements would then be reviewed. Her family, who were also very much on board, would send Michelle certificates for her achievements, to further re-enforce the positive behaviour.

As Michelle progressed, staff lifted restrictive practises which were in place (or agreements that had been in place that Michelle would have seen as restrictive). With every week that passed Michelle's confidence and independence grew.

- Michelle went over a year with no incidents
- It was believed that Michelle could only do 3 activities a week due to her behaviour, but she now has 2 activities a day
- It was believed that Michelle would always have 2:1 support in the community but she is building up her independence skills and will now walk around the block independently, visit to the local shop independently and take herself out for a drink independently
- Michelle now prepares her own menus using healthy eating recipes and cooks all of her meals using fresh ingredients which she purchases herself. Her diabetes has dramatically improved and she has lost 3 stone in weight.

Michelle's impressive outcomes were all achieved by taking positive risks and ensuring she made all the decisions, so she was in control. Each step was reviewed and reflected upon. Additional support for the staff team at Rutland Gardens was given by Achieve together's PBS team and also the great support and encouragement of Michelle's family.

