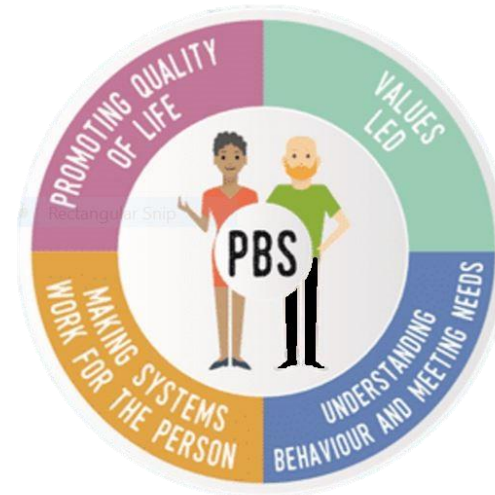
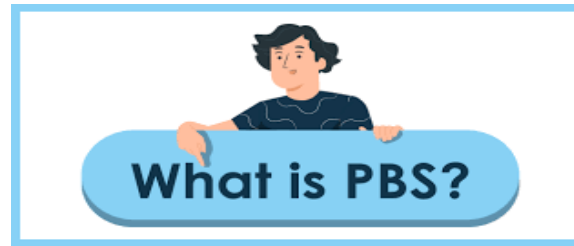




Positive Behaviour Support (PBS) Training: A Pilot Study

Sarah.Butcher@combined.nhs.uk





- PBS is a proactive and preventive behaviour management system
- PBS plans are designed to promote understanding of what causes and maintains an individual's challenging behaviour (*Clark et al. 2017*).
- PBS planning aims to enhance quality of life
- PBS aims to reduce restrictive practice
- The PBS model identifies early warning signs which predict challenging behaviour and suggests de-escalation/distraction techniques prior to crisis management using a person-centred approach
- Positive Behaviour Support (PBS) is currently considered to be the best practice when supporting someone with complex and challenging behaviour

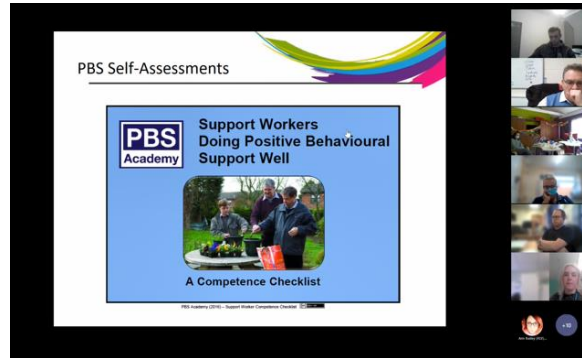
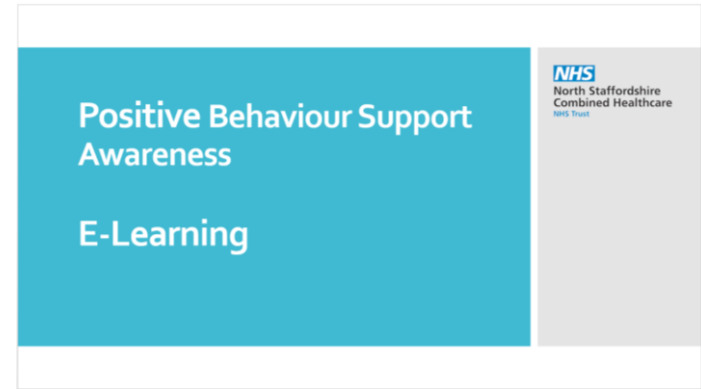
The Vision

- In Staffordshire, it is estimated that **16,400** adults are diagnosed with a Learning Disability.
- Many people with Learning disabilities **display behaviour described as challenging**. This often leads to **inappropriate inpatient stays**, the use of **overmedication** and other **restrictive practices** such as restraint being carried out.
- The vision was to support the local PBS community in order to **raise the standards** and support **consistency of PBS** practice; and therefore improving the experience and outcomes for local people with learning disabilities and challenging behaviour.



What did we do?

Development of e-learning package



Creation and Delivery of 2 half day PBS sessions

What did we do?

Bi-Monthly PBS Forums

Positive Behaviour Support Forums

Join the Combined Healthcare PBS team for group support forums designed to assist the ongoing development and continued learning of PBS practice leaders.

When?

13:00—14:15

Where?

Via Microsoft Teams

Dates:

25/08/2021

20/10/2021

Dates for Dec & Feb: TBC

Agenda for August PBS Forum:

First half of the forum will include reflective practice and practice leader continued learning

Second half of the forum will include a guest speaker and welcome to the specialist directorate



Supervision & Reflection



Group Reflective Sessions for PBS Practice Leaders

When?

10:00—12:00

14:00—16:00



Where?

Via Microsoft Teams

Dates:

Every 3rd Wednesday & Friday of the month

First sessions will be:

13/09/2021

17/09/2021

This is an opportunity for reflective learning, sharing ideas and to discuss any cases of interest

*please note any shared cases will need to remain anonymous to protect patient confidentiality

To book in to a group reflective session, please email either:

hannah.bloor2@combined.nhs.uk

jessica.head@combined.nhs.uk

Standardised PBS Template



PBS Plan Grab Sheet

Primary Strategies (What to do to prevent the behaviour happening)	Secondary Strategies (What to do when the individual is showing warning signs)	Reactive Strategies (What to do when the individual is in crisis)
How does the individual present at their baseline (on a normal day to day):	Warning signs:	When the individual is in crisis they may:
What to keep the individual happy and settled	How to support the individual when they are displaying early warning signs:	How to support the individual when they are in crisis:
Communication/Interaction:	Communication/Interaction:	Environmental management:
Structure and Routine:	Environmental Management:	Distraction/Redirection:
Sensory Needs:	Distraction/Redirection:	What strategies can the individual use when they are in crisis?
Environment Needs:	What strategies can the individual utilise when they are displaying early warning signs?	PRN Medication (if required)
Activities and other Strategies	PRN Medication (if required)	
What new skills to focus on		
Post Incident Support	How to support the individual	How to support others



EXBEA (Experts By Experience)

Hi I'm Tom,

Some of my duties include:
I have helped do leaflets

I have helped deliver training

I have read out slides of
presentation





Practice Leader Feedback:

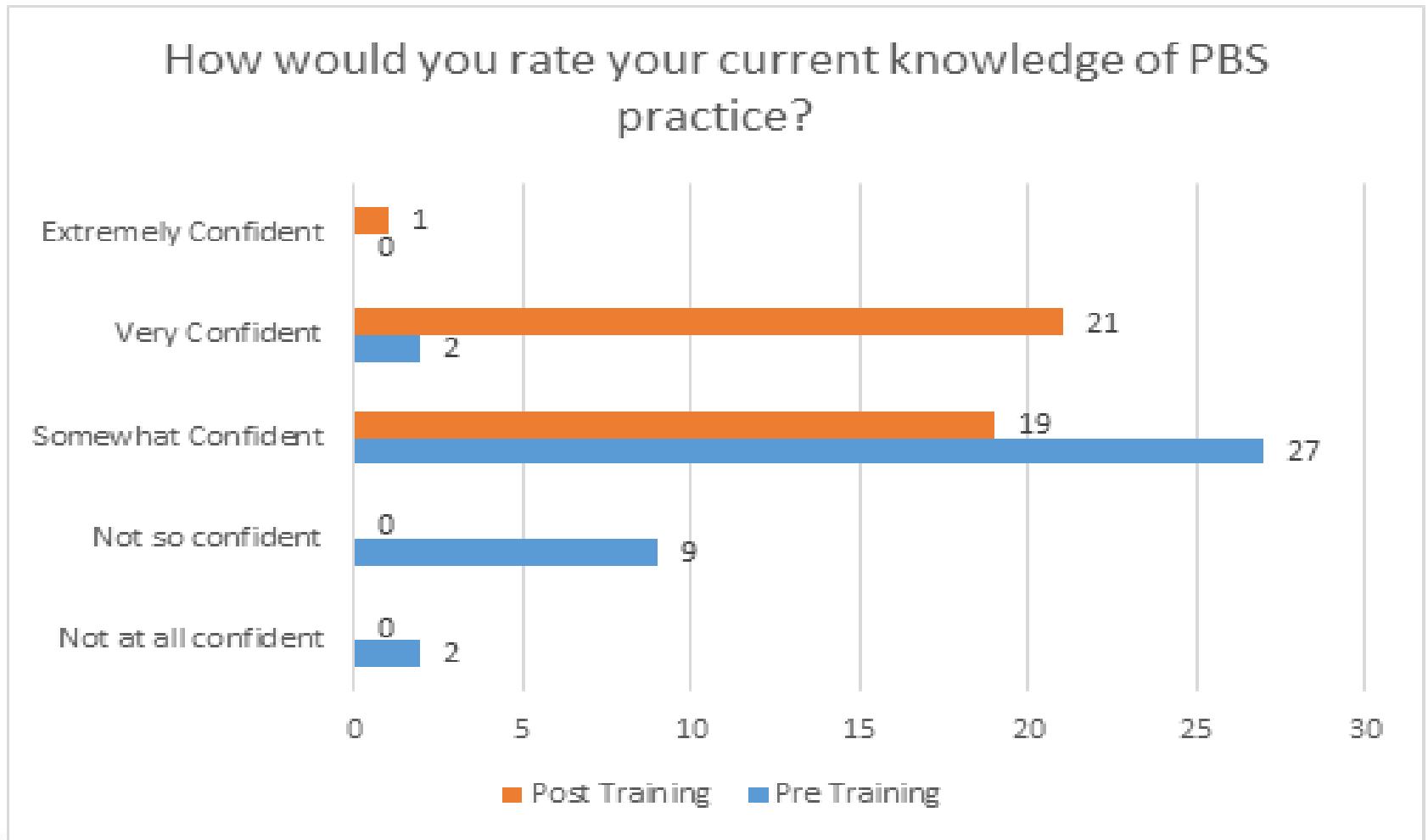
- *“I enjoyed the training and feel more confident using PBS in my service now”*
- *“This training was fantastic and I plan to highly recommend it”*
- *“Really enjoying the training and will be recommending this training to a lot of my colleagues!”*

Feedback from the Experts by Experience:

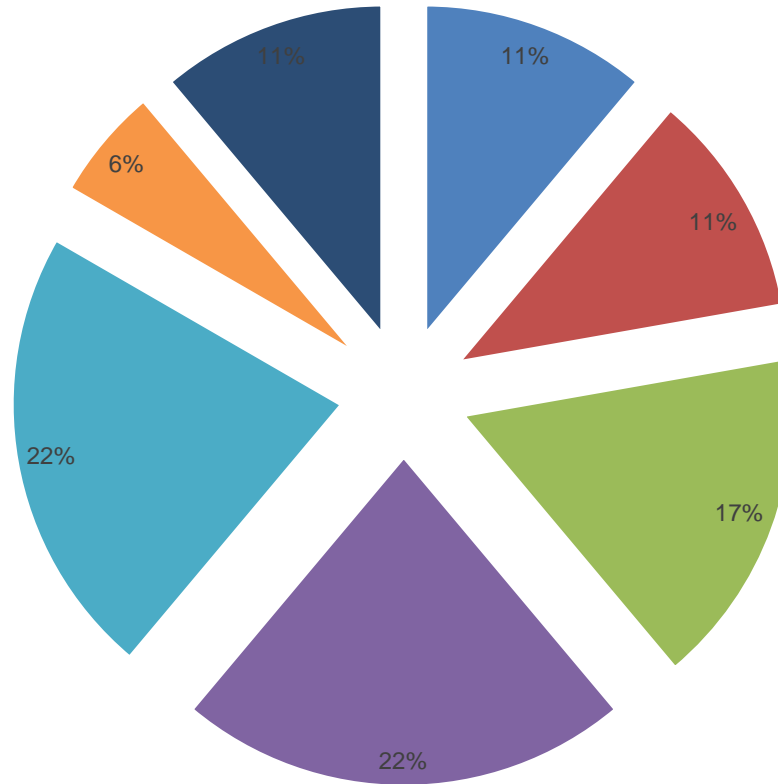
- *“Helping the PBS team has been great doing leaflets and posters and helping out with the presentation. I feel more confident doing training and would like to do more of this, I feel more motivated as I started out as volunteer for 6 years and now have a job, people believe in me”*
- *“PBS helps the person that is struggling to get better help ...without sweeping the situation under the carpet, it’s being dealt with and made slightly easier to manage.”*



Results



Results



Supervision Themes

- cases of concern
- Self-assessment advice
- PBS assessment tools
- reporting accessibility issues
- DBT coping skills advice
- practice leadership
- trauma informed care



Results

The Impact

- Results from the pre-and post-measures demonstrate an improvement in staff competence.
- Questionnaire results demonstrated an improvement in the following;
- Competence of competing a PBS plan
- Observing and recording behaviours of concern,
- Knowledge of active support
- Understanding behaviour analysis
- Carrying out quality of life measures
- Knowledge of restrictive practices and how to reduce these.



Results: 3 Month Follow Up

Practice Leader Qualitative feedback:

- *“These plans have formed part of our individuals' personal files for a number of years. However, completing this course has been a good opportunity to refresh my knowledge and understanding, and to reflect on the way a persons environment, and others interactions with them, can cause an individual to react/ communicate in a certain way.”*
- *“Overall I have found the whole process useful and the contact/ supervisions with trainers has been supportive and regular. I did miss my last supervision due to personal circumstance but have spoken with colleagues. i have also located the last teams meeting and will be watching this shortly.”*
- *“More aware of early signs someone is beginning to feel anxious and react quicker”*
- *“Its been great, a brilliant resource to use and transfer knowledge and understanding to our amazing Shared Lives Carers. The PBS team have been very helpful and given any further advice when needed.”*



What does this mean for Psychological Professionals...

- Pilot study – Can be adapted for future research
- Collaboratively working with other professionals of all disciplines
- PBS is transferable as an approach, as it uses the following: observation, communication and functions.
- Formulation/Intervention planning





- General feedback (i.e. people would prefer to receive training face to face)
- CYP project
- BILD journal
- Reflective pieces

Q&A

