

POSITIVE RESPONSE

TRAINING AND CONSULTANCY



Positive Behavioural Support

PBS Training - Positive Approaches to Challenging Behaviour Brief Behavioural Assessment Tool (BBATpro) In-depth Behavioural Assessment (PBSpro)

Our background

The company was established in 1999 to provide training and expert consultancy to families, social care providers, health services and specialist providers supporting people whose behaviour challenges services. Our mission is to deliver person centred, socially valid and effective approaches to the prevention and safe management of behaviours that challenge. Working in partnership with referring agencies, we strive to improve the quality of life of service users and their carers and reduce the use of restrictive practices.

Initially formed to provide Positive Behaviour Management (PBM) in the field of learning disabilities, its award-winning training in reactive strategies (a critical component of the PBS model), Positive Response soon began to specialise in PBS and delivers all its training through this framework. The company prides itself on being able to evidence the effectiveness of its training through publications in peer review journals, references for which are available on request.

Positive Response works exclusively within the health and social care sector and the training it delivers is based on extensive experience of working with and delivering to these sectors. Many of our training concepts originated in our extensive years of work in NHS services; Positive Response itself was set up at the instigation and with the support of the Clinical Director, Dr David Allen's then NHS employer.

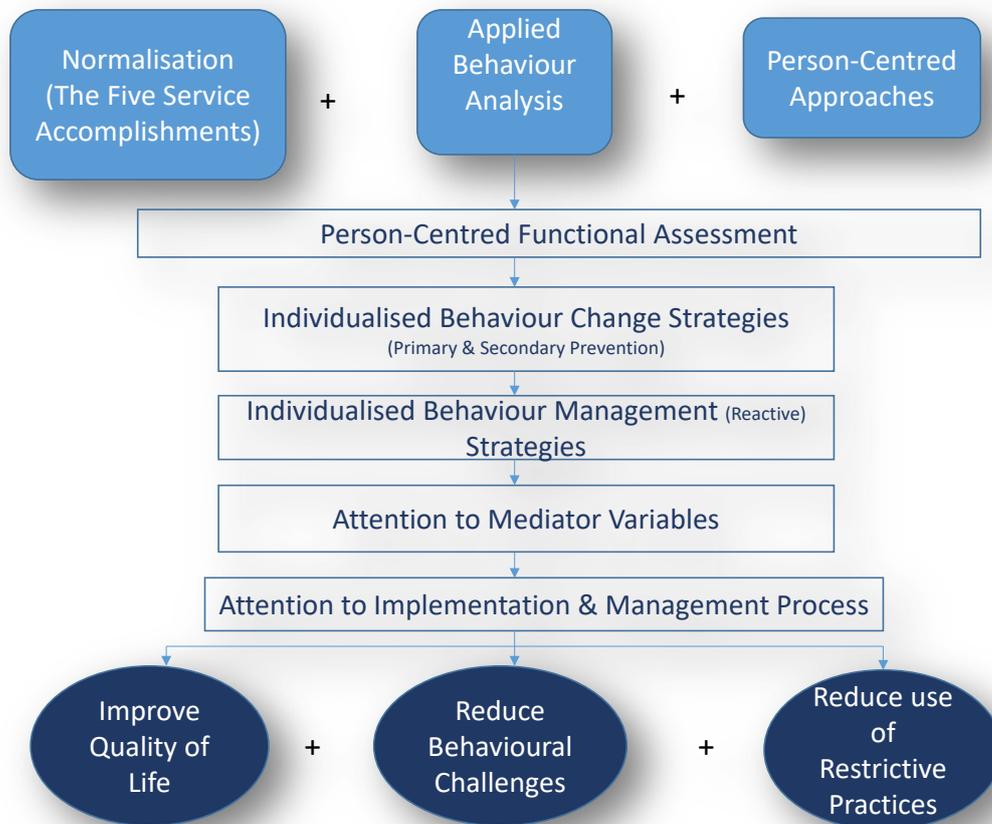
The head office is based in Cornwall, but we deliver services across the UK, Ireland and Europe.

Dr David Allen

Positive Response is led by its Clinical Director, Dr David Allen. He is a clinician, manager, trainer and academic with over 35 years experiencing working in the NHS and has an international reputation in the field of PBS, a contribution that was acknowledged by a leadership award from the British Institute of Learning Disabilities in 2012. He has held honorary professorial chairs at the University of Glamorgan, Cardiff University, and the Tizard Centre, University of Kent, and is a Fellow of both the British Psychological Society and the International Association for the Scientific Study of Intellectual Disability. His extensive training experience includes developing Positive Behaviour Management (PBM), leading the establishment of Cardiff University's Positive Approaches to Challenging Behaviour Masters programme and the suite of vocational BTEC PBS qualifications. He was also founding co-editor of the *International Journal for Positive Behavioural Support*.

Key frameworks that underpin our work

All our training and consultancy is underpinned by the overarching PBS framework. Our vision for how the founding elements of PBS translate into practice and deliver a range of meaningful outcomes for service users and services is shown below.



This illustrates the three founding components of PBS: the values of normalisation, the technology of PBS and a person-centred focus. These set the context for our person-centred functional assessment, which is the cornerstone of developing functionally based interventions that underpins both behaviour change and behaviour management strategies.

The model places a great emphasis on the abilities and needs of carers charged with implementing PBS, and how the delivery of PBS is managed in practice. The critical outcomes we strive to achieve through this model are person centred and primarily focus on improved quality of life (Allen 2009).

PBS Training - Positive Approaches to Challenging Behaviour

This CPD approved one day PBS theory course is applicable to all staff who support service users whose behaviours challenge. The training gives a broad introduction to PBS by exploring:

- The concept of challenging behaviour
- Basic building blocks of the behavioural model
- Entry level behavioural assessment
- Basic interventions to prevent challenging behaviour
- How to create helpful learning environments.

The focus is very much on primary prevention strategies and the course therefore provides critical complementary training for staff who may also require instruction in secondary and reactive strategies via our PBMpro model. The training is available in two formats:

1. A one-day course delivered by a Positive Response trainer at your own venue.
 - Five units are delivered using interactive PowerPoint presentations.
 - Delegates are supplied with a workbook and a range of exercises to complete.
 - The course finishes with a written quiz and delegates are issued with a certificate of attendance.

The course fee is £795 for up to 10 staff or £895 up to 20 staff (plus VAT).

2. A self-directed version that provides you with all the information to deliver the training independently in-house. It can be completed by participants working alone or as part of a group. This comprises:

- Five videos featuring the course tutor, Dr David Allen, Clinical Director, Positive Response Training
- A workbook and additional exercise materials
- A facilitator guide that supports the completion of the course exercises in a group format
- The opportunity for participants to pose questions to the course tutor
- An online automated knowledge test.



The training materials are provided on password protected webpages, one for facilitators and the other for delegates who are working remotely.

Delegates can work through the course on their own or in a group run by a facilitator (either in the classroom or via a sharing platform like Zoom).

The videos average around 30 minutes each but vary from around 15-40 minutes in length, excluding the time for carrying out the exercises. The videos include instructions for the exercises which can be carried out independently or within a group setting. Delegates can download the workbook and exercises and complete them on-screen or be provided with printed copies.

Delegates can ask questions of the Positive Response course tutor by email and also have access to a list of frequently asked questions together with responses.

At the end of the course, delegates complete an online quiz. Once they submit their answers, they will get immediate feedback and also a copy of the results sent to their email address. Facilitators can issue certificates of attendance.

This version is licensed for specific use within purchasing organisations and on an unlimited basis therein. As such, it provides a cost-effective means of providing foundation level training in PBS as a routine component of staff induction and refresher training.

The initial licence fee is £695 plus VAT plus an annual renewal fee of £195 plus VAT thereafter. The renewal fee covers continued use of the materials, access to programme updates, access to course tutors and ongoing hosting. Discounts are available to customers who also use our PBMpro training programme: 10% off the workshop and 15% off the self-directed version.

BBATpro

Functional Behavioural Assessment, finding out under what conditions a person's behaviour tends to occur and what outcomes it achieves for them, is central to providing effective Positive Behavioural Support. It is only by producing such an assessment that we can properly understand the meaning behind a person's behaviour and develop appropriate support plans for them.

Often, decisions are made about how to support someone to change their challenging behaviour without really understanding why the behaviour is happening in the first place. Not surprisingly, interventions that are not based on functional assessment are less effective than those which are.

BBATpro will help you to carry out an entry level functional assessment of challenging behaviour. It is a semi-structured functional assessment tool that comes with a detailed manual that provides clear instructions for both completing the interview and interpreting the results.

The BBATpro manual also provides instructions for supplementing the interview with direct observations and guidance on producing entry level PBS plans.

BBATpro will help you:

- Clearly define the behaviour(s) of concern
- Prioritise the behaviours for assessment
- Identify key antecedents
- Identify early indicators of challenging behaviour
- Identify possible maintaining consequences
- Identify whether the person is able to use alternative responses, other than their challenging behaviour, so that you can build on these
- Identify the person's basic communication skills
- Identify the person's main preferences, so that you can use these to reinforce non-challenging behaviour.

What does it cost?

Organisations can buy a licenced copy of BBATpro for £75 plus VAT. This will give you unlimited use within your organisation.

BBATpro materials are supplied under licence to the purchasing organisation for non-commercial use and are protected by copyright.

BBATpro:

- Is ideal for working on less complex behaviours and can address up to three behaviours per interview.
- Can be used alongside direct observational methods (such as ABC forms) to improve the quality of your data (and the manual also provides information on how to collect such data).
- Is best used by people who already have an understanding of Positive Behavioural Support and behavioural assessment. Positive Response can provide foundation level training for those organisations and settings where this knowledge needs to be developed or improved.

How do I complete it?

BBATpro is an informant-based interview that takes about an hour to an hour and a half to do, and another half hour or so to pull together the key information.

Who do I interview?

We know that people's perceptions of challenging behaviour can be very subjective- so it's vital that you do it with the right people. Typically, this would be a parent, house manager, key worker, support worker, or teacher who knows the focus person really well. BBATpro can also be completed with a small group of informants working together (e.g. a house manager and a key worker) so that your assessment is based on a richer source of data.

How do I obtain a copy?

Email a written order to our office and we will send you a PBS agreement to sign and then invoice you. Once the invoice is paid, we will provide the materials electronically.



More complex behavioural challenges require more complex assessment – something that can be achieved by our online functional assessment tool.

PBSpro is a unique functional assessment tool that brings Positive Behavioural Support (PBS) within everyone's grasp – parents, teachers, support staff and professionals - by taking users through a step-by-step online process of:

- Conducting a Functional Behavioural Assessment
- Collecting direct behavioural observations
- Producing an individualised PBS plan

PBSpro puts together key information about a person and then structures this information so that the reasons behind their challenging behaviour become understandable.

Behavioural Assessment Interview

Step 1 generates a detailed behavioural report based on your understanding of why behaviours are occurring. You can save and print the PDF.

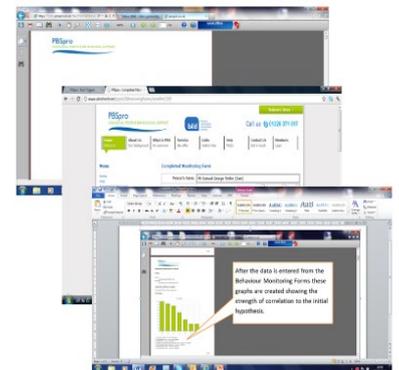
Behaviour Monitoring Form

Step 2 allows you to print forms to conduct observations to test out the accuracy of your interview and upload the results.

Individualised PBS Plan

Step 3 uses the updated data to construct an intervention plan containing primary and secondary prevention and reactive strategies. You can save and print the PDF.

- PBSpro acts as a virtual psychologist. It generates a detailed behavioural report based on your understanding of why behaviours are occurring and allows you to conduct observations to test out the accuracy of your hypotheses.
- It is designed to help you put together all the information you have about a person and to structure this information in such a way that the reasons behind their behaviour challenges become more apparent.



Each step costs £12.99 inc VAT

Credits can be purchased instantly by PayPal or we can invoice organisations for blocks of 10 credits.

For further information, please contact our office:
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