

## **Positive Behaviour Management Pro Training (PBMpro)**

PBMpro is more than a physical intervention package. Its introduction and implementation, particularly when used to dovetail with Positive Behaviour Support, will help transform your organisation's approach towards reducing restrictive practices. It is an ethical training programme focused on cultural change and imbued with a commitment to respect for people being supported.

It is well established and has evolved in line with developments in the sector. It began as, and remains, a pioneering method which rejects the use of punishment and the use of pain-based physical intervention techniques. It has been a powerful influence in shaping staff attitudes and improving the quality of life for vulnerable people in services who are at risk of restrictive practice.

Positive Behaviour Management Pro (PBMpro) is certified by BILD ACT and complies with the Restraint Reduction Network (RRN) Training Standards.

### **PBMpro provides:**

- Full range of proactive approaches
- Non-physical reactive options
- Pain-free reactive physical interventions including:
  - Self-protection and breakaway techniques
  - Low level removals
  - Removal holds for high distress or dangerous situations
  - Clinical holding techniques
  - Bespoke techniques for a range of challenging scenarios
  - Pod-based holding techniques

### **Dr David Allen**

Positive Response was founded by Dr David Allen. With many years' experience working in the NHS as a clinician, manager, trainer, academic and an international reputation in the field of PBS, his contribution was acknowledged by a leadership award from BILD in 2012. David held honorary personal 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. David retired from Positive Response at the end of 2021 and is succeeded by a new director of training services, Mark Hilley.

## About us

Positive Response Training & Consultancy was established in 1999 to provide training and expert consultancy to social care providers, health services and specialist providers supporting people whose behaviour challenges services.

Our mission is to deliver person-centred, ethical and effective approaches to the prevention and safe management of behaviour that challenges. Working in partnership with you, we strive to improve the quality of life of service users and their carers by reducing the use of restrictive practices.

Positive Response delivers all its training through a Positive Behavioural Support (PBS) framework. The company prides itself on being able to evidence the effectiveness of its training through publications in peer review journals and user testimonials. Positive Response works exclusively within the education, health and social care sectors and the training it delivers is based on extensive experience of working with, and delivering to, these sectors.

### PBMpro addresses all parts of a PBS plan:

- Primary prevention: identifying and proactively addressing risk factors in relation to behaviours that challenge.
- Secondary prevention: changing the course of already triggered behavioural episodes through prompt intervention.
- Reactive strategies: ethical and safe approaches to those behavioural challenges which may not be preventable and require physical intervention.



### PBMpro is effective

PBMpro training has undergone peer review research into its effectiveness. Published outcomes include:

- ✓ Lower rates of restraint use
- ✓ Lower rates of emergency medication use
- ✓ Reduced injuries to staff
- ✓ Reduced injuries to service users
- ✓ Increased staff confidence and knowledge

### Why is safe ethical physical intervention training important?

- MacIntyre Under Cover, 1999
- Cornwall, 2006
- Sutton & Merton, 2007
- Winterbourne View, 2011
- Whorlton Hall, 2019



Transforming care:  
A national response to  
Winterbourne View Hospital

Department of Health Review:  
Final Report

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## PBMpro has multiple options

PBMpro training is available in England, Scotland, Wales, Northern Ireland and Europe for the following service user groups:

- Adults with learning disabilities or autism
- Children & young people
- Adults with acquired brain injury
- Adults with mental health conditions
- Older people with dementia

Although each programme option has many physical techniques in common, the theoretical component in each case is tailored specifically to the service user population in question.

## PBMpro is available for care staff or trainers

Our **Foundation course** (one day) is for staff working in very low-risk services. It provides introductory information on proactive approaches in the prevention and management of a limited number of behavioural scenarios requiring non-restrictive self-defence techniques.

The **full care staff course** is 2.5 or 3 days: two days theory plus half a day for self-defence and breakaway techniques and another half day for restrictive interventions (removals and seated restraint). The annual refresher is one day.

The **train-the-trainer course** enables you to train in-house trainers to deliver your own care staff training. It is CPD-approved and consists of nine days in three blocks, with approximately two weeks between each block (5 + 2 + 2 days).



## PBMpro is delivered by a highly qualified team

The PBMpro training team is led by Mark Hilley. He has over 25 years' experience working in the field of learning disabilities and autistic spectrum disorders as a senior manager and trainer. He has been training the PBMpro model for over 20 years.

Positive Response has trainers across the country who deliver PBMpro for us. Many of these trainers hold managerial posts within their primary employment and possess a vast wealth of practical experience in services and in delivering the training – both for Positive Response and within their primary employment.

PBMpro training is highly interactive and uses a variety of learning styles. Trainers are experienced at supporting learners with a variety of educational needs. Over the last 30 years our training has been delivered to many thousands care staff across the UK and Europe. Feedback from training is always overwhelmingly positive.

## PBMpro course outline

The theoretical component of the full care staff training is delivered over two days and consists of the following units.

1. Introduction to the Training
2. Introduction to behaviour that challenges and Positive Behavioural Support
3. Time Intensity Model and Attribution Theory
4. Primary Prevention: Factors Influencing Behaviour and Proactive Strategies
5. Secondary Prevention: The Dynamics of Aggressive Incidents
6. Introduction to Reactive Strategies, Legal Concepts and Medical Contra-Indications
7. Post-incident Management
8. PBS Planning and Data Analysis

## PBMpro practical techniques

The practical component of PBMpro training depends on the specific needs within your service and consists of instruction in the following areas:

1. **Defensive & Breakaways Techniques** - physical interventions that participants can employ to reduce the impact of assaultive behaviour or to escape from being held or grabbed.
2. **Restrictive Physical Interventions** - techniques to move or proportionately restrain in more dangerous situations.

All techniques are biomechanically assessed and avoid the use of pain compliance and high-risk restraint positions. Instruction is based on a training needs analysis of challenges faced in the work setting and techniques only taught on a need-to-know basis.

## What to do next

Please contact us and we will send you more details and answer any queries. Our head office is based in Cornwall, but we deliver services throughout the UK and Europe.

For further information, please contact our office

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**[www.positive-response.co.uk](http://www.positive-response.co.uk)**

