

ST ANNE'S COMMUNITY SERVICES



POSITIVE BEHAVIOUR SUPPORT



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WELCOME TO ST ANNE'S

St Anne's Community Services (St Anne's) is one of the North of England's leading person-centred charities.

We offer a wide range of person-centred care services including; supported living, residential and nursing care, outreach and domiciliary care, respite and day services, Shared Lives, homeless hostels, and crisis hubs, as well as residential detox and rehabilitation.

We are also a registered housing provider, and offer supported housing and housing management services, to facilitate people to live successfully in their community.

Our leading skills and expertise are utilised to support other providers through our training programs.

We pride ourselves on our vision:

"A LIFE WITHOUT LIMITS FOR THE PEOPLE WE SUPPORT"

LEADING PBS TRAINING

We provide Restraint Reduction Network certified training to our diverse group of internal services and also to external organisations. Our training is suitable for:

Social care providers, NHS Trusts, Local Authorities, supported living, residential homes, nursing homes, outreach support, domiciliary care, schools, families.

Our training can be adapted for a diverse client group including adults and children with:

Learning disabilities, Autism, mental health diagnosis', homelessness, addictions, substance misuse, Dementia, physical health needs.

Our training package is made up of evidence-based theory of behaviour with the main emphasis being on using least restrictive techniques to reduce crisis. We will cover:

- Primary: planning, audits, functional assessment, Quality of Life, Skill teaching, functional communication training, meeting needs, environment, risk assessments, client involvement, choice, trauma informed care.
- Secondary: triggers, warning signs, de-escalation, diffusion, distractions and self-management.
- Tertiary: non aversive interventions, least restrictive practice which may include bespoke RRN Certified breakaways and physical interventions as a last resort, TINA principle, duty of care, human rights, health and safety, legal considerations.
- Recovery: recovery, post incident support, debrief, stress management, reporting and recording, data collection.

Our trainers are RRN Certified and have current, up to date hands-on experience as working clinicians.



PBS COURSES

Our primary courses are readily adapted or can be made bespoke to meet the needs of individualised teams including focus on either adults or children with learning disabilities, autism, mental health diagnosis, dementia.

OPTION 1: RRN PATHWAY: INTRODUCTION TO PBS THEORY

The course covers:

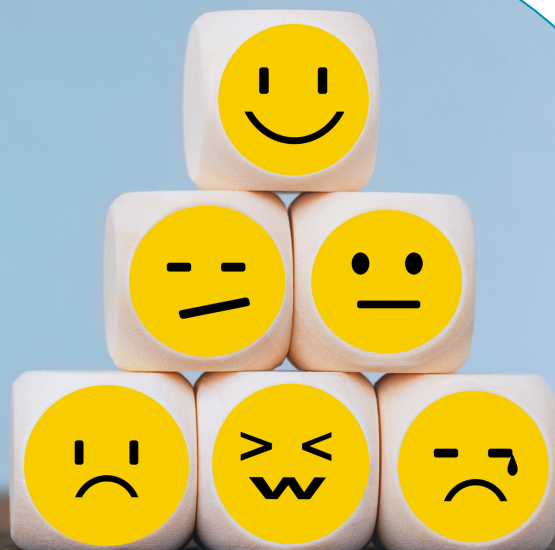
- What is PBS and what components make up a successful PBS approach?
- The concept of behaviour?
- Why do we sometimes behave in challenging ways?
- All behaviours have a function and communicative intent. How do we analyse what these might be.
- Primary, Secondary, Tertiary and Recovery Strategies.
- Improving quality of life to decrease challenging behaviour proactively.
- Ethical working, values attitudes and beliefs
- Self management and self control. What impact does our own behaviour have on those we support



A one day course designed for new starters or less experienced staff who work in challenging environments.

Feedback:

"The trainers embedded points from our discussion with him into the training material to make it more bespoke to us, this really helped".



PBS COURSES

OPTION 2: RRN PATHWAY: PBS THEORY PLUS BREAKAWAY TECHNIQUES

This course covers the same as option one plus additional areas below:

- The law and points to consider when responding to behaviours of concern.
- Current National Legislation and guidance.
- Health and Safety during and after hands on interventions.
- Keeping safe – breakaway techniques.
- Good recording and reporting skills.

Feedback:

"The instructor had experience in the industry, and presented in line with service needs. Excellent".

Feedback:

"The trainers were very supportive, energetic and engaging".



A one day course designed for staff who work in challenging environments and may need extra techniques to keep safe.



PBS COURSES

OPTION 3: RRN PATHWAY: PBS THEORY PLUS BREAKAWAY TECHNIQUES AND BESPOKE INTERVENTIONS

The aim of this course is to emphasise the need for staff to reduce the use of restrictive interventions. This is achieved by completing 12 hours intensive theory prior to any restrictive intervention technique training. A training needs analysis (TNA) will be used to develop each individual course to best suit the needs of the service and the client they support. Candidates will learn:



**This course is
a two day
course for staff
working in an
highly
challenging
environment.**

Day 1:

- Session one: Participants consider What is challenging behaviour and how can PBS support it within the context of a Human Rights based approach.
- Session two: Participants explore Person Centred Planning, and risk assessments to enable positive risk taking based around Duty of Care and Best Interest.
- Session three – Participants undertake Behavioural analysis and functional assessment in order to determine why people may challenge and what function the identified behaviours support.
- Session four: Candidates review Legislation and best practice around the use of restrictive interventions. Overview of national and local legislation and how it effects organizational policy and procedure.

Day 2:

- Session one: Participants undertake an in-depth planning and behavioural assessment session building on the Day 1 session to develop a plan specific to the needs of the client and the service.
- Session two: Participants learn de-escalation, distraction and diffusion theory and techniques which incorporates an approach that promotes self-awareness, self-management and reflection.
- Session three: Participants explore Theory of tertiary strategies and managing trauma including theory elements of non-aversive interventions, Breakaway techniques and physical intervention. Ethical working practice, use of self-reflection, the application of sound values attitudes and beliefs.
- Session four: Candidates consider Post incident support and recovery strategies. Reporting and Recording, debrief and reflective learning.

Day 2 also consists of the practical skill training relating to the required skillset as identified by the Training Needs Analysis. This may include several Breakaway or Restrictive Physical Interventions (the timescale for this will be determined by the TNA and the level of restriction required).

All Breakaway and Physical interventions are approved through the RRN Certification and are taught in line with the ethical and legal considerations of the use and implementation of the techniques and always with the view to reduce the need for physical intervention, restrictive practice and restraint.

ST ANNE'S RRN REFRESHER/ UPDATE

A one day course to be completed each year after completing the initial one or two day introduction. Our refresher course is a recap of those skills learnt during the Introduction. Our refresher course is regularly updated with new content.

LEARNING OUTCOMES

- To have an understanding of the theory of behaviour.
- To understand Primary Strategies in relation to individual clients.
- To understand Secondary strategies and when to use them.
- To be able to come up with and use non-restrictive Tertiary Strategies.
- To understand the difference between restrictive and non-restrictive practice.
- To be able to demonstrate Breakaway techniques and Physical Interventions if needed.
- To understand health and safety considerations in relation to the use of each intervention.
- To have an understanding of current legislation and what the law says about using hands on interventions.



Our training package can also include some prior or post consultation work to include functional assessments, data collections and accompanying behaviour support plans.



PRICES

- **Courses 1, 2 and refresher :**
 - Under 12 people), 1 trainer. £670 + VAT + expenses
 - Over 12 people, 2 trainers. £960 + VAT + expenses
- **Course 3,**
 - Per day 2 trainers. £960 + VAT + expenses

We also offer:

- Bespoke courses
- Online courses
- Prior and post consultation sessions
- Functional assessment and behaviour support planning input

**PLEASE CONTACT TO
US DISCUSS YOUR
NEEDS'**

MEET THE TEAM

Our training team has a combined total of over 40 years experience working in social care. We have worked in a range of roles and in a range of settings from support worker to management to clinician and trainer. Our team are driven by their strong value base and are passionate about supporting teams to make measurable differences for their clients using the least restrictive approaches. All our training courses are delivered by working clinicians with current and ongoing experience of using evidence based PBS procedures in applied settings.



CONTACT US

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