

Positive Behaviour Support



Bild
Association
of Certified
Training

Restraint
Reduction
Network

CERTIFIED
TRAINING SERVICE



*A life without limits for
the people we support*

Positive Behaviour Support (PBS)

We provide Restraint Reduction Network (RRN) certified training to all our services and 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, and families.

Our training can be adapted for a diverse client group including adults and children with Learning Disabilities, Autism, mental health diagnoses, homelessness, addictions, substance misuse, Dementia, and physical health needs. It is made up of evidence-based theory with a main emphasis on using the 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, debriefing, stress management, reporting and recording, and data collection.

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



PBS Courses: RRN Pathways

Option One

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

Option Two

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.



Option Three

PBS theory plus breakaway techniques and bespoke interventions

The aim of the 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 (s) they support.

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 on 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. They also look at an overview of national and local legislation and how it affects organisational policy and procedure.

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



Option 3: Continued

Day 2

- **Session one:** Participants undertake an in-depth planning and behavioural assessment 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 that incorporate an approach that promotes self-awareness, self-management, and reflection.
- **Session three:** Participants explore the 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, debriefing and learning.

Day 2: Practical Skills Training

During day two we look at practical skills and the required skillset as identified by the Training Needs Analysis (this may include Breakaway or Restrictive Physical Interventions).

All Breakaway and Restrictive 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.



www.st-annes.org.uk

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

St Anne's RRN Refresher

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.

Course 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.

Prices

Please contact to us discuss your needs. We will work with you to discuss your requirements and the best support to suit you.



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Our Team

Our team has leading experience working in social care, through a range of roles in diverse settings. Bringing a wealth of knowledge from support worker to management, to clinician, and trainer, our team is driven by a strong values base and are passionate about supporting people 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.

Choosing St Anne's

We are one of the North of England's leading person-centred charities. We offer a wide range of 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 community drugs and alcohol services and residential detox and rehabilitation.

As a Registered Housing Provider, we also offer supported housing and intensive housing management services.



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Our Values

Our values support everything we do:



Person Centred



Respectful



Open



Understanding



Dedicated

Contact us

St Anne's Community Services,
Fountains Court,
Bruntcliffe Way,
Morley,
Leeds,
LS27 0JG

Tel: 0113 243 5151

Email: info@st-annes.org.uk

Website: www.st-annes.org.uk

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