

Positive Behavioural Support

PBS Training - Positive Approaches to Behaviours of Concern Brief Behavioural Assessment Tool (BBATpro)

Our background

Positive Response Training & Consultancy was established in 1999 to provide training and expert consultancy to families, social care providers, health services and specialist providers supporting people with behaviours of concern. Our mission is to deliver person centred, socially valid and effective approaches to the prevention and safe management of behaviours of concern. Working in partnership with you we strive to improve the quality of life of the people you support and their carers by reducing the use of restrictive practices.

Initially formed to provide safe, ethical, award-winning physical intervention training (Positive Behaviour Management) in the field of learning disabilities, we soon began to specialise in PBS and now deliver all training through this framework. The company prides itself on being able to evidence the effectiveness of its training through publications in peer review journals.

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 through extensive years of work in NHS services. Positive Response was set up at the instigation of Dr David Allen - who was a pioneer of PBS within NHS learning disability services.

Dr David Allen

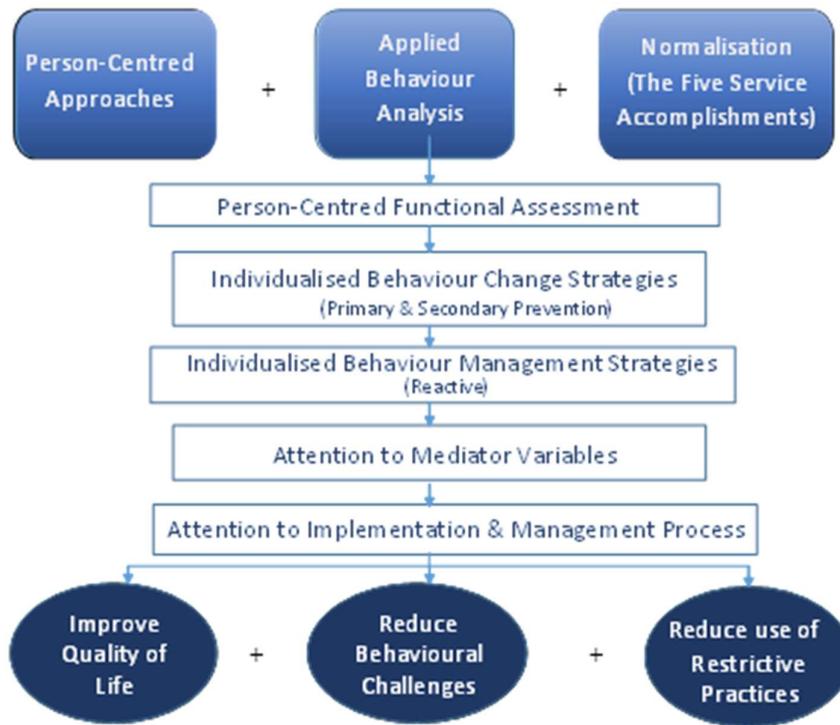
Positive Response was founded by Dr David Allen. With many years' experience working in the NHS as a clinician, manager, trainer, academic and with an international reputation in the field of PBS, his contribution in the field was acknowledged with a leadership award from BILD in 2012.

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 produced over 60 publications in peer review journals, 120 national and international conference presentations and was founding co-editor of the International Journal for Positive Behavioural Support. David retired from Positive Response at the end of 2021 and is succeeded by a new director of training services, Mark Hilley.

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 people being supported as well as carers 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 Behaviours of Concern

Our CPD-certified one day PBS theory course is applicable to all staff who support people with behaviours of concern. The training gives a broad introduction to PBS by exploring:

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



The focus is very much on primary prevention strategies and the course therefore provides foundation level PBS training for all care staff. It also represents recommended complementary training for staff who are trained in our PBMpro model. The training is available as a workshop delivered by us at your venue (option 1) or a self-directed training package where you run the programme yourself (option 2).

Option 1 - The on-site workshop

- Five units delivered at your venue by one of our senior trainers using PowerPoint
- A workbook and additional exercise materials
- The opportunity for group discussion and Q&A
- A quiz paper or online automated knowledge test
- Certificate of attendance.

Costs for the workshop

The cost for the on-site workshop is £995 plus VAT for up to 20 delegates. You host the course yourself. Venue requirements are in the training agreement. If you would like to book a workshop please ask for a copy of the training agreement to sign and then we can arrange dates with you.

Option 2 - The self-directed training package

- Five videos featuring the course designer, Dr David Allen
- 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 email questions to Positive Response
- A quiz paper or online automated knowledge test
- Certificate of attendance.

Self-directed format

An easy to manage self-directed programme that gives you all the materials to deliver the training to your employees yourself. It gives you the option to run face-to-face sessions for groups of up to 20 or to provide the training remotely, either as a live session or for your employees to study independently.

How do we obtain the materials?

The self-directed materials are provided to you on two password-protected webpages on our website. One webpage is for facilitators and the other can be shared with delegates if they are working remotely. Delegates can view the videos and download a PDF workbook and PDF handouts to either print and complete by hand or complete on-screen and save to their computer. Alternatively, facilitators could download and print the materials to give copies to delegates. Facilitators have access to download the videos and a facilitator guide. The guide provides information about providing the training remotely or delivering it as a classroom-based course or online via a sharing platform.

How is the training course delivered?

Because this option is presented as videos, rather than PowerPoint, you do not need a PBS trainer to deliver it. The videos are supplied with the presentation by Dr David Allen included. The videos can be paused to complete the exercises and, in a group setting, to allow time for discussion and feedback. The workbook and exercises can be completed on-screen or by using printed copies.

How long are the videos?

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 individually or within a group setting.

Can delegates ask questions?

As well as discussing with other delegates and talking to your own course facilitator, delegates can also email questions to Positive Response and have access to a list of frequently asked questions together with responses.

How is the course assessed?

At the end of the course, delegates complete a paper-based or online quiz. If they submit their answers online, they get immediate feedback and a copy of the results sent to their email address.

Are certificates issued?

We provide you with a certificate template as part of the package. Once your delegates have completed the course you can issue certificates of attendance. We'd suggest you ask your delegates to send you copies of their completed workbook and quiz if they are doing the course independently.

Licence details

The self-directed training programme is licensed annually for you to train employees within **your named organisation only** and on an unlimited basis therein. Provided you pay the annual renewals, you can continue to use the materials within your organisation. Full details are in the training agreement.

Costs for the self-directed option

The initial licence fee is £950 plus VAT plus an annual renewal fee of £150 plus VAT thereafter. As such, it provides a cost-effective means of providing introductory training in PBS for your employees. The renewal licence fee covers continued use of the materials, access to programme updates, access to the Q&A and ongoing hosting. Customers who also use our PBMpro training are eligible for a discount of 15% on the initial fee.

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.

Decisions are often made about how to support someone to change their behaviours of concern without really understanding why the behaviour is happening in the first place. Unsurprisingly therefore, interventions which are not based on functional assessment are much less effective than those which are. If you start with the wrong premise, it's common to reach the wrong conclusion - resulting in flawed intervention plans.

BBATpro will help you to carry out an entry level functional assessment of behaviours of concern. 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 behaviours of concern
- Identify possible maintaining consequences
- Identify whether the person can use alternative responses, other than their behaviours of concern, so that you can build on these
- Identify the person's basic communication skills
- Identify the person's main preferences, so you can reinforce non-challenging behaviour.

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 understand 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 behaviours of concern 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 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.

What does it cost?

Care organisations can buy an internal, non-commercial use licence for BBATpro for £95 plus VAT. This will give you unlimited use within your organisation.

Commercial organisations, for example consultants who carry out chargeable work for external clients, can buy a commercial licence. Please contact us for prices.

BBATpro materials are supplied under licence to the purchasing organisation and are protected by copyright.

How do I obtain a copy?

Email our office and explain how you plan to use it we will send you a suitable BBATpro agreement to sign. Once your invoice has been paid, the materials will be supplied electronically: BBATpro form (Word docx), user guide (PDF) and behaviour monitoring form (Word docx).

Our head office is based in Cornwall, but we deliver services across the UK and Europe.
For further information, please contact us:

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