



# What we have learned about how to implement PBS in services for people with intellectual disabilities



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Restraint Reduction Network  
PBS Alliance

# PBS Alliance

<https://www.bild.org.uk/uk-pbs-alliance/>



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# Our vision:

- People with learning disabilities and/or autistic people (and their families and carers) have a good quality of life
- The workforce is well trained, well led and well supported and has the skills necessary to meet the needs of the people they are supporting within community settings and schools.



# Our purpose:

To develop a shared understanding of PBS, improve the quality of PBS training, support the implementation of PBS across the education, social care and health in order to achieve our vision.





The development of Positive Behaviour Support in the UK is linked to the continuing journey from institutionalisation to community care for people with learning disabilities.

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# Revolving doors

- Community wasn't ready
- Staff weren't ready
- Poor health care
- Social relationships and roles were not replaced

We found different ways to exclude people from their communities – for some people life got worse and they end up back in hospitals.

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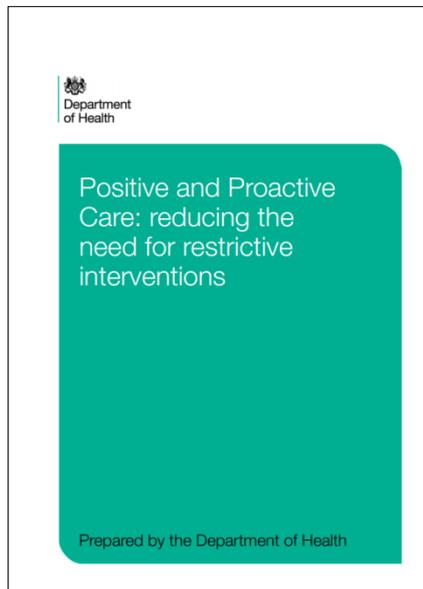
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# Winterbourne View, 2012



Six care workers at the Winterbourne View care home were given prison terms for ‘cruel, callous and degrading’ abuse of disabled patients.

# Transforming Care programme



- 2,365 people still in hospitals
- Pressure to close beds and relocate the most vulnerable
- PBS at the heart of government policy
- Positive and Proactive, 2014

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# Everybody wanted PBS





# Implementation challenges

- Physical intervention training mandatory in some sectors
  - Workforce recruitment issues
  - Integration of PBS with other disciplines
  - Fidelity/dilution of PBS
  - 'Train and hope' model prevalent
  - Limited number of PBS practitioners and qualification pathways
  - Who is responsible for PBS?
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# Human rights based definition

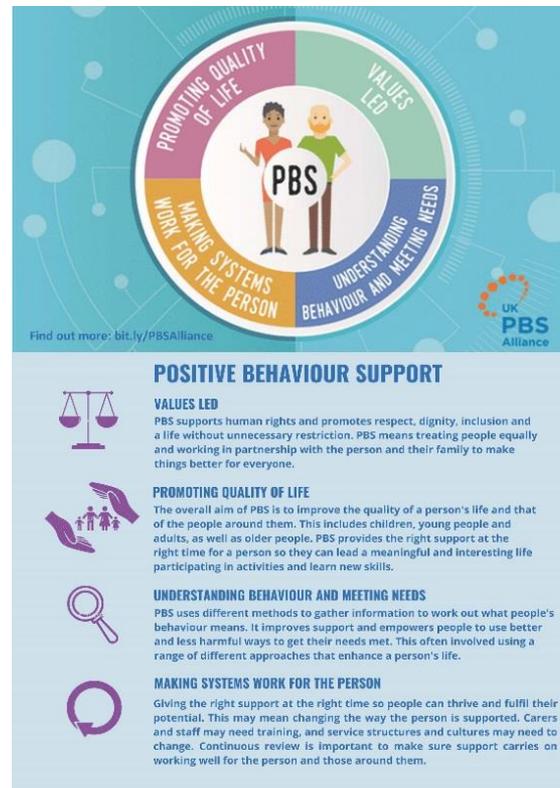
*“Behaviour can be described as challenging when it is of such an intensity, frequency, or duration as to threaten the quality of life and/or the physical safety of the individual or others and it is likely to lead to responses that are restrictive, aversive or result in exclusion.”*

Royal College of Psychiatrists, British Psychological Society, Royal College of Speech and Language Therapists, (2007) *Challenging Behaviour – A Unified Approach*

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# What has worked – a simple description

A simple description  
We have an academic definition  
But we need accessible  
descriptions



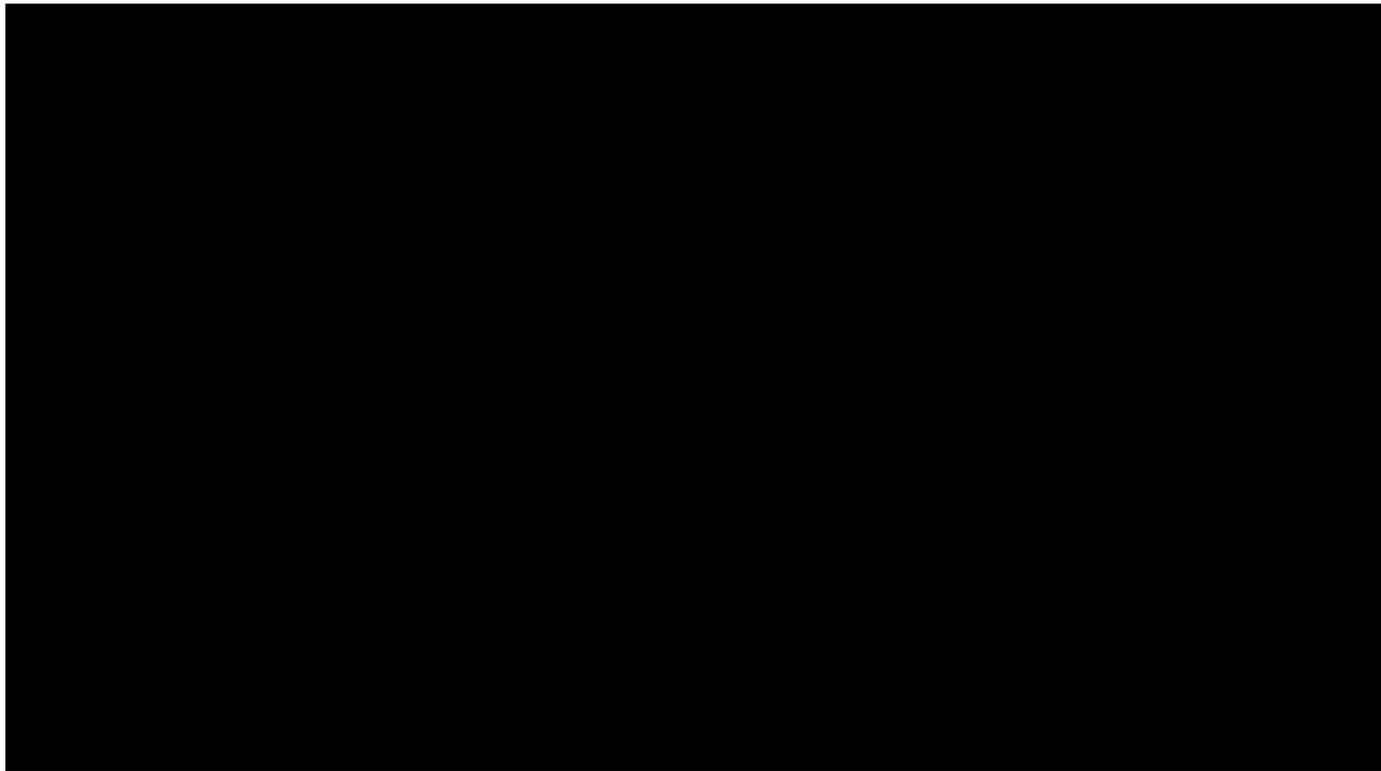
# What is PBS?



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# What is PBS?



# A framework for PBS

## The Positive Behaviour Support Framework



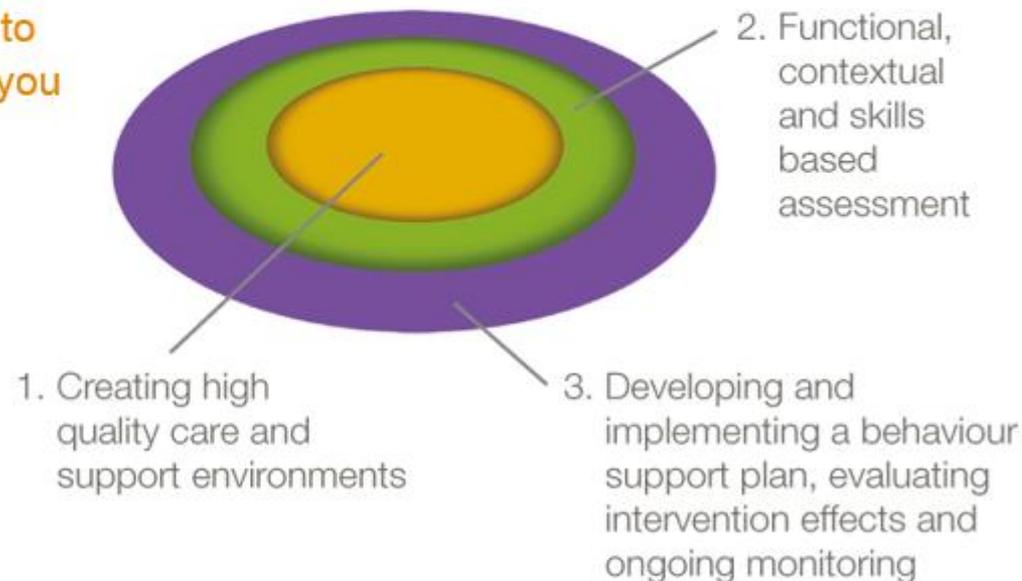


# A workforce development plan

- Skilled mediators (those providing direct support)
  - Practice leaders
  - Access to appropriate levels of behavioural expertise
  - Organisational support (*Denne et al, IJPBS, 2013*)
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# PBS competence framework

Things you need to know and things you need to do when delivering best practice PBS



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# Support Workers Doing Positive Behavioural Support Well. A Competence Checklist



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# A lot of people learning together – Communities of Practice



There are 15 PBS networks and communities that connect through UK PBS Alliance.

Peer support/CPD/expert advice/nurturing/shared practice/cross-organisational support and collaboration/practice development



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# Recommendations



Simple definition and framework

Workforce development plan and competencies

Practice leaders and coaches

Community of practice / networks





# Our network:

Join us and learn together. We want to expand our network and learn from colleagues in Europe.

If you want to find out more or be part of the network, email [communications@bild.org.uk](mailto:communications@bild.org.uk)



Thanks very much

PBS Alliance

<https://www.bild.org.uk/uk-pbs-alliance/>



# Group discussion

Implementing PBS in ID services

What are the barriers ?

What has worked well ?

