







Review Sheet		
 Last Reviewed 17 Sep '20	 Last Amended 17 Sep '20	 Next Planned Review in 12 months, or sooner as required.
Business impact	 <p>MEDIUM IMPACT</p> <p>Changes are important, but urgent implementation is not required, incorporate into your existing workflow.</p>	
Reason for this review	Scheduled review	
Were changes made?	Yes	
Summary:	This policy outlines the principles of positive behaviour support, with links to best practice. It has been reviewed with minimal changes and references checked to ensure they remain current. The reference number of this policy has changed. Previously it was CC123	
Relevant legislation:	<ul style="list-style-type: none"> • Autism Act 2009 • The Care Act 2014 • Equality Act 2010 • The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 • Health and Safety at Work etc. Act 1974 • Human Rights Act 1998 • Management of Health and Safety at Work Regulations 1999 • Safeguarding Vulnerable Groups Act 2006 • Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR) 	
Underpinning knowledge - What have we used to ensure that the policy is current:	<ul style="list-style-type: none"> • Author: Positive Behavioural Support Coalition (PBS) UK, (2018), <i>Positive Behaviour Support (PBS)</i>. [Online] Available from: http://www.bps.org.uk/sites/bps.org.uk/files/Member%20Networks/Divisions/DCP/Positive%20Behaviour%20Support.pdf [Accessed: 17/9/2020] • Author: PBS Academy, (2020), <i>Other PBS Resources</i>. [Online] Available from: http://pbsacademy.org.uk/other-pbs-resources/ [Accessed: 17/9/2020] 	
Suggested action:	<ul style="list-style-type: none"> • Encourage sharing the policy through the use of the QCS App • Add the policy to the planned team meeting agendas • Share 'Key Facts' with all staff • Develop training sessions for relevant staff • Ensure the policy is discussed in planned supervision sessions with relevant staff • Ensure relevant staff are aware of the content of the whole policy 	
Equality Impact Assessment:	QCS have undertaken an equality analysis during the review of this policy. This statement is a written record that demonstrates that we have shown due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations with respect to the characteristics protected by equality law.	



1. Purpose

1.1 To ensure that Service Users are aware of what to expect with the promotion and development of Positive Behaviour Support (PBS) Care Plans within Inspiring Aspirations Plus Ltd T/A Inspiring Support.

1.2 To demonstrate that all staff are aware of PBS Care Plans which are in place, the need for Care Plans to be developed if required and the ongoing review of the effectiveness of such Care Plans

1.3 To ensure that all staff receive appropriate training and support in PBS and its implementation.

1.4 To support Inspiring Aspirations Plus Ltd T/A Inspiring Support in meeting the following Key Lines of Enquiry:

Key Question	Key Lines of Enquiry
CARING	C1: How does the service ensure that people are treated with kindness, respect and compassion, and that they are given emotional support when needed?
CARING	C2: How does the service support people to express their views and be actively involved in making decisions about their care, support and treatment as far as possible?
EFFECTIVE	E1: Are people's needs and choices assessed and care, treatment and support delivered in line with current legislation, standards and evidence-based guidance to achieve effective outcomes?
EFFECTIVE	E2: How does the service make sure that staff have the skills, knowledge and experience to deliver effective care and support?
RESPONSIVE	R1: How do people receive personalised care that is responsive to their needs?

1.5 To meet the legal requirements of the regulated activities that {Inspiring Aspirations Plus Ltd T/A Inspiring Support} is registered to provide:

- | Autism Act 2009
- | The Care Act 2014
- | Equality Act 2010
- | The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014
- | Health and Safety at Work etc. Act 1974
- | Human Rights Act 1998
- | Management of Health and Safety at Work Regulations 1999
- | Safeguarding Vulnerable Groups Act 2006
- | Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)



2. Scope

2.1 The following roles may be affected by this policy:

- | All staff

2.2 The following Service Users may be affected by this policy:

- | Service Users with Dementia
- | Respite Service Users
- | Residential Service Users
- | Service Users with Learning Disabilities

2.3 The following stakeholders may be affected by this policy:

- | Family
- | Advocates
- | Representatives
- | Commissioners
- | External health professionals
- | Local Authority



3. Objectives

3.1 This policy and procedure will ensure that Inspiring Aspirations Plus Ltd T/A Inspiring Support will follow their compliance management strategy and meet the requirements of legislation.

3.2 Service Users and prospective Service Users will be aware of the standard and practices of PBS within Inspiring Aspirations Plus Ltd T/A Inspiring Support.

3.3 To ensure that all relevant staff receive training, education, and support in PBS.



4. Policy

4.1 This policy outlines the principles, practice and key messages of positive behaviour support (PBS).

4.2 It explains the steps to be taken to assess, plan, implement and evaluate Service Users' PBS Care Plans.

4.3 It includes guidance on the range of Service Users and other organisations to be involved in PBS.



5. Procedure

5.1 All staff within Inspiring Aspirations Plus Ltd T/A Inspiring Support must receive training, education and support in the development and delivery of PBS.

5.2 All staff and Service Users will be aware of the principles underpinning PBS. These are:

- | **Understanding** – the reason, or to seek understanding, for behaviours
- | **Consideration** – of the Service User as a whole – their life history, physical, emotional, and mental health and wellbeing
- | **Proactive and preventative** – focusing on the teaching of new skills to replace challenging behaviours
- | **Inclusion** - of the Service User, their family and carers, and other relevant professionals

5.3 Inspiring Aspirations Plus Ltd T/A Inspiring Support will ensure that any Service User who require PBS Care Plans must expect the following:

- | **A functional assessment** – to help understand the reason behind challenging behaviours
- | **A PBS Care Plan** must be developed with the Service User, their family, carer, advocate, or guardian, which include agreed primary, secondary and reactive strategies happening
- | **A focus on teaching new skills** rather than just containing challenging behaviours
- | **Agreed regular reviews** of the Care Plan and its affect/effectiveness/outcome



6. Definitions

6.1 Positive Behaviour Support

- | An understanding of the behaviour of a Service User. It is based on an assessment of the social and physical environment, and the broader context in which the behaviour happens, includes the views of the Service User and everyone involved, and uses this understanding to develop support that improves the quality of life for the Service User and others who are involved with them

6.2 Assessment

- | The collection and analysis of data relating to the behaviour concerned and includes what happened before, during and after the behaviour. Intensity and duration must also be taken into consideration

6.3 Positive Behaviour Support (PBS) Care Plans

- | Must include strategies to reduce the Service User's unwanted behaviours, and enhance their quality of life, their safety, the safety of others and their wellbeing

6.4 Primary Strategies

- | Used to reduce the likelihood of the behaviour happening, for example, managing or avoiding "triggers". Primary strategies also provide opportunities for new experiences and acquiring new skills

6.5 Secondary Strategies

- | Used if or when the primary strategies do not work, and there is an escalation of the behaviour — the use of calming approaches, changing the environment or diversion techniques

6.6 Reactive Strategies

- | Planned, rigorous interventions that are in place in response to an incident; they aim to take control of the situation and minimise risk

6.7 Reviews

- | Must include the support being provided, to ensure that it is effective and reflects current and/or changing needs



Key Facts - Professionals

Professionals providing this service should be aware of the following:

- | This policy gives an outline of the standards of practice expected when using PBS, further training, education, and support will be required
- | The input of other health and/or social care professionals may be needed for the assessment and preparation of the PBS Care Plan
- | Where challenging behaviours pose a risk to the individual or others, a risk assessment must be carried out



Key Facts - People affected by the service

People affected by this service should be aware of the following:

- | You will be included in the assessment and development of your PBS Care Plan
- | You can expect that your family, carer, advocate, or guardian will be involved in the development of your PBS Care Plan
- | You will be offered opportunities to acquire new skills to assist you



Further Reading

There is no further reading for this policy, but we recommend the 'underpinning knowledge' section of the review sheet to increase your knowledge and understanding.



Outstanding Practice

To be 'outstanding' in this policy area you could provide evidence that:

- 1 Staff training records will include training, education and support in the development and use of PBS
- 1 Staff will record when the support of other health and/or social care professionals have been involved in the assessment, planning and review of a PBS Care Plan
- 1 Records showing the frequency, intensity and duration of complex behaviour must be kept, and evaluated against the strategies included in the Service User's Care Plan
- 1 The wide understanding of the policy is enabled by proactive use of the QCS App



Forms

The following forms are included as part of this policy:

Title of form	When would the form be used?	Created by
Positive Behaviour Audit Form - CC141	To audit Positive Behaviour Care Plans	QCS

Inspiring Aspirations Plus Ltd T/A Inspiring Support

Positive Behaviour Care Plan Audit**Service User Name:**

Is there evidence to support that the PBS policy and procedure is implemented in practice?
How many PBS Care Plans are in place within Inspiring Aspirations Plus Ltd T/A Inspiring Support?
Do all Service Users who have a PBS Care Plan in place have a PBS assessment in place?
Is there evidence of input/consultation with other health or social care professionals?
Do all PBS Care Plans contain primary, secondary, and reactive strategies?
How often are PBS Care Plans reviewed?
Is there evidence that the Service User, their family, carer, advocate, or guardian have been involved in the development of the Care Plan?
Is there evidence that the Service User, their family, carer, advocate, or guardian have been involved in the review of the Care Plan?

How often are primary strategies effective?
How often are changes, if any, made to primary strategies?
How often are secondary strategies used?
How often are changes, if any, made to secondary strategies?
How often are reactive strategies used?
How often is the reactive strategy used first?
How often are changes, if any, made to reactive strategy?
General comments/notes:

Inspiring Aspirations Plus Ltd T/A Inspiring Support

Date	By	Review date