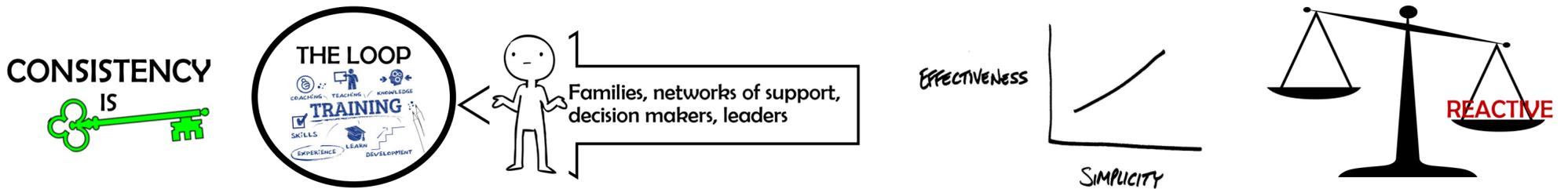


Positive Behavioural Support (PBS) delivers positive outcomes

Why don't we stick to it?



- ❑ Inconsistent approaches across the Social Care System while families and networks of support are often “not in the loop”
- ❑ PBS Specialists seen as “fixers” and some are guilty of using complicated language and approaches. Their advice is not led from within so lacks engagement
- ❑ Support providers focus training in reactive strategies to “keep people safe”
- ❑ Decision makers and leaders not in the loop of training some thinking PBS is someone else’s specialist job or “just for support workers”

Build The Right Support & Stick To It

- ✓ Create interest & understanding
- ✓ Create cooperation & consistency
- ✓ Create ownership & impact
- ✓ Create PBS capable environments

- ✓ Collaborate to create a proactive relationship that benefits people not just when things go wrong



- ✓ Practice Leaders replace Service Managers, no need for separate PBS Leads
- ✓ Organisation Leadership trained as Practice Leaders including CEO Finance & HR
- ✓ Commit to training and resources that already exist – PBS Competency Framework

Havencare Support Team structure...



Plymouth
PBS Network

Logo was created by people who have support...
“what does positive behavioural support mean to you?”

- ✓ Collaborate to develop local networks including supported people, family, providers, clinicians, university, commissioners, adult’s and children’s services
 - ✓ Forums for linking, sharing and developing PBS
 - ✓ Opportunities for workforce & organisation development (PBS Competencies Framework)
 - ✓ Engagement, peer support, learning and sharing practice, knowledge and experiences for all

The journey is difficult, but...

**DON'T LOSE
— SIGHT —**

...of what is important

Engagement in PBS for all
not just ‘specialists’ and support workers

Focus on the positive outcomes
don't measure in misery

Measure improvement in quality of life and skill development
not in number of incidents of challenging behaviour

Use resources and training that already exist
don't waste time reinventing the wheel

Share practice, knowledge and experience
develop local networks and work with National Membership Organisations