



**The Challenging
Behaviour Foundation**

making a difference to the lives of people with severe learning disabilities

Positive Behaviour Support Workshops

For people who support or care for children, young people or adults with severe learning disabilities whose behaviour challenges



Positive Behaviour Support Workshops

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About this guide

This guide is aimed at professionals and support staff across health, education, frontline emergency services, probation and social care personnel supporting children, young people or adults with serve learning disabilities (or moderate learning disabilities and autism) whose behaviour challenges.



The guide sets out how the CBF workshops aim to build families' and staff's ability to reduce challenging behaviour by increasing their knowledge and skills to support an individual's behaviour positively.



The Challenging Behaviour Foundation also supports local areas and researchers to build capacity and engage with families. You can find out more about this in our “Building Local Capacity”, “Engaging and Listening to Families” and “Involving Families in Research” brochures. The work set out in this brochure can either be commissioned individually or in any combination and we may be able to tailor the content to meet any specific requirements you may have.

1. Introduction

About the Challenging Behaviour Foundation

Our vision is for anyone with severe learning disabilities whose behaviour challenges to have the same life opportunities as everyone else.

Our mission is to give families and carers the right support and information, and to drive change in the quality of services, opportunities and inclusion for people with severe learning disabilities whose behaviour challenges.



Information and support:

We develop and share a range of accessible, practical information and resources to equip and empower families and professionals, promoting early intervention and prevention, supporting and providing casework to families in complex situations.



Campaigning and influencing:

Informed by our family support work, this strategic work focusses on ensuring that children, young people and adults with severe learning disabilities whose behaviour challenges, and their families are included, engaged and represented in policy and practice at a national, local and individual level.



Promoting best practice:

There is a range of evidence and practice that demonstrates how children, young people and adults with severe learning disabilities whose behaviour challenges can be supported to have a good quality of life within their local community. The CBF is committed to actively sharing and promoting evidence-based best practice, including working with researchers and practitioners.

What does the CBF do?

We want to see children, young people and adults with a learning disability whose behaviour challenges and their families getting the right support, in the right place at the right time. To work towards making this vision a reality we:

- Our work is in three interrelated: information and support, strategic influence and sharing best practice
- Provide information and support to family carers
- Facilitate peer to peer support for family carers and professionals
- Deliver Positive Behaviour Support workshops to families and paid carers
- Listen to the experiences of families and use these to highlight the needs of individuals whose behaviour challenges and their families on a national and local level
- Chair the Challenging Behaviour – National Strategy Group which promotes partnership working and high-quality support for people whose behaviour challenges
- Support services and local areas to develop good relationships with family carers



2. Challenging Behaviour and PBS



What do we mean by 'Challenging Behaviour'?

Some children, young people and adults with severe learning disabilities display behaviour that may put themselves or others at risk, or which may prevent the use of ordinary community facilities or a normal home life. This can be referred to as challenging behaviour, behaviour that challenges, or sometimes 'distressed' or 'problem' behaviour.

This behaviour may be in the form of physical behaviour, self-injurious behaviour, stereotyped behaviour or disruptive and destructive behaviour, examples include:

- Hitting
- Kicking
- Hair pulling
- Destroying objects
- Headbanging
- Eating inedible objects
- Smearing faeces
- Sitting down and refusing to move

What do we mean by 'severe learning disabilities'?

Severe learning disability is a developmental disability and refers to individuals who have either no speech or limited communication, a significantly reduced ability to learn new skills and who require support with daily living skills such as dressing and eating.

The workshops will be helpful for those staff who are directly or indirectly supporting individuals with an additional diagnosis of autism, but would not be relevant for those caring for children, young people or adults with Asperger syndrome / autism only. If in doubt, ask:

Does the person have either no speech or limited communication skills?

Does the person have a significantly reduced ability to learn new skills?

Does the person require support with daily living skills such as eating and dressing?

What is Positive Behaviour Support (PBS)?

This is an approach to support that research tells us is a good way of working with people whose behaviour challenges services.

PBS is about:



Quality of life: Improving the quality of life of the person and those around them by preventing and reducing challenging behaviour.



Skills: Developing and building skills of the person and of those who support them rather than using aversive (i.e. unpleasant) or restrictive (i.e. limits the person's movement or activities) interventions.



Partnership: Practitioners working in partnership with the person and all of those who are important to them including their family and friends, carers, and other professionals and actively include them in assessments, defining targets, implementing interventions, and reviews.



Support: Support led by values of choice, respect and inclusion for all people.



Planning: Long-term commitment to supporting positive behaviour change.

Support staff and families who use a PBS approach seek to understand the purpose and reasons for an individual's behaviour, then adapt the environment and a person's support to suit them.

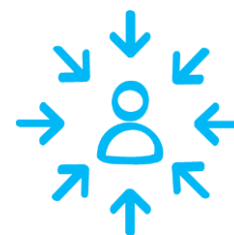
PBS does not advocate the use of punishment and aims to reduce or eliminate physical intervention by using positive proactive and reactive strategies.

PBS reduces the likelihood of behaviour that challenges by altering triggers, developing skills and teaching alternative strategies.

3. Why CBF workshops are unique

The approach is person-centred, non-aversive and reflects families' and professionals' perspectives.

The style is interactive and informal - participation is encouraged through discussions and activities in small/whole groups.



- 1 A holistic partnership approach:** CBF workshops are delivered by a Positive Behaviour Support trainer and a family carer trainer working together in partnership. The family carer trainer is the relative of a child or adult with severe learning disabilities whose behaviour challenges. They provide real life examples from their personal experience. This approach ensures that all 'theory' translates into practice and facilitates partnership working.
- 2 Developed and reviewed with family carers:** The CBF workshops were devised and developed in partnership with family carers, and the content and format were extensively tested, evaluated and reviewed periodically by family carers and professionals. The terminology and illustrations used have all been selected to ensure the workshops are practical, accessible and rooted in daily life experience.
- 3 Follow up support:** Free follow-up support is available to workshop participants through the CBF email networks (for families and professionals) and family support service

"Being with other parents who share the same experiences is fantastic to reduce feelings of isolation"

A family carer

The benefits of CBF workshops

Positive feedback about our workshops tells us that they really benefit families and professionals, and formal evaluations have confirmed improvements in behaviour as well as in workshop attendees' confidence and to respond to challenging behaviour.

"Brilliant workshop – I have learnt so much"

A family carer

"Excellent – particularly listening to parents' points of view – it is so easy to forget about a child's home life".

A family carer

The workshops help provide a consistent approach to increase predictability for the person and increase their choice and control over their everyday interactions.



Learning outcomes from CBF workshops include:



Understanding reasons for challenging behaviour



Identifying strategies to prevent and reduce challenging behaviour



Where/how to access ongoing support



Practical communication strategies



How to improve partnership working between families and professionals

4. Content of CBF workshops

The CBF offers workshops in:

- Understanding Challenging Behaviour (UCB)
- Supporting Behaviour Change (SBC)
- Positive Behaviour Support (PBS) one day intensive - UCB and SBC combined
- PBS Awareness Workshop
- Pica Awareness Workshop
- Communication and Challenging Behaviour

Please read on for the content of each workshop.

Our workshops can be delivered as “stand alone” events or in combination with each other. We welcome the opportunity to discuss your individual requirements.

Understanding Challenging Behaviour and Supporting Behaviour Change form a two-part workshop set about Positive Behaviour Support.

Understanding Challenging Behaviour (UCB) includes:

- What is challenging behaviour
- The impact of challenging behaviour
- Reasons for behaviour
- ABC recording
- A story of success
- How to look after yourself

Supporting Behaviour Change (SBC) includes:

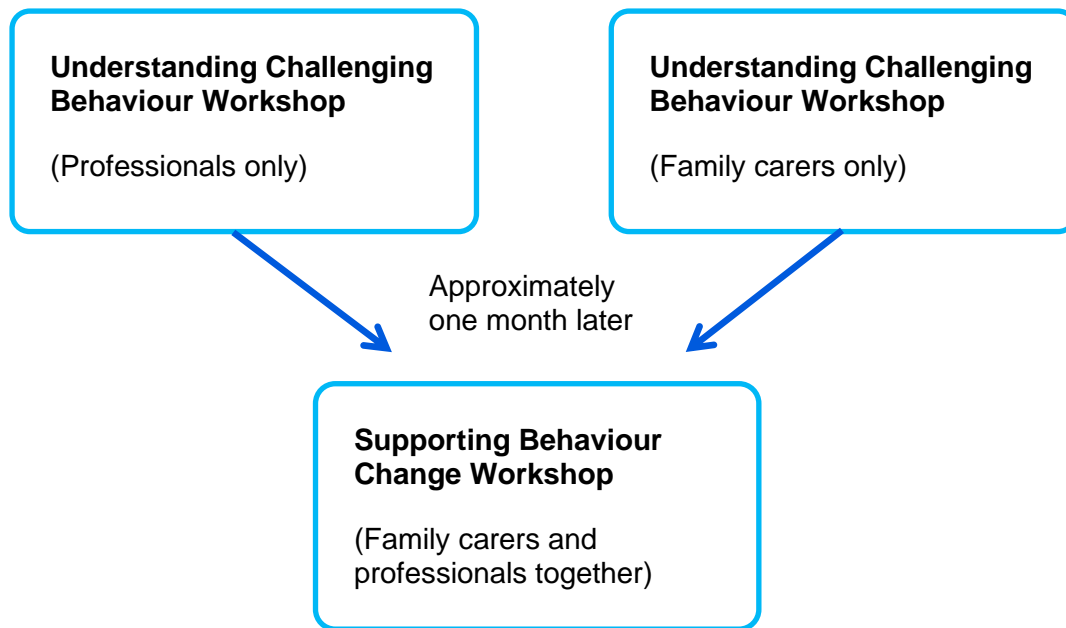
- Why do people challenge (recap)
- Reasons and purpose (recap)
- Arousal curve
- Positive Behaviour Support
- Proactive and reactive strategies
- How to prevent challenging behaviour
- How to stop behaviour escalating

UCB and SBC are delivered together as a two-part workshop set about PBS— participants should attend both. The workshops are suitable for both professionals and family carers, see below for our model to deliver to both professionals and families in partnership.

The workshops facilitate partnership working, to enable staff and families to work together to identify appropriate individualised behaviour support strategies that can be used consistently in all settings.

The length of each workshop is 4.5 hours, with SBC being held approximately one month after UCB.

Format of PBS workshop set partnership model



This diagram of the workshops format shows how our working in partnership model works.

Positive Behaviour Support (PBS) one day intensive workshop - UCB and SCB combined

This course is 7 hours long and is suitable for professionals and paid staff only. The content is a combination of the UCB and SCB courses above and is delivered if organisations are unable to release staff for more than one day.

The workshop will include:

- What is challenging behaviour
- Context and environment
- Setting events and triggers
- Purposes (functions) of behaviour
- A story of success
- Positive Behaviour Support
- Proactive and reactive strategies
- How to prevent challenging behaviour
- How to respond to an incident
- Individual planning and behaviour support plans
- Working in partnership

PBS Awareness Workshop

A half day (4 hour) Positive Behaviour Support (PBS) Awareness workshop is offered to professionals who will benefit from understanding the principles and importance of PBS but will not be applying it directly in their work.

The workshop will include:

- Definitions of severe learning disabilities and challenging behaviour
- Positive approaches to behaviour
- Being person centred
- Behaviour as communication
- Applying learning to own work

We are able to discuss tailoring this workshop to meet the needs of the group attending.

Pica Awareness Workshop

The CBF's Pica Awareness workshop is specifically designed for professionals/support staff supporting children, young people or adults who have severe learning disabilities and display Pica behaviour (eating inedible objects) and/or polydipsia (drinking fluids).

The Pica Awareness workshop will be delivered to support staff who will benefit from understanding the risks to the individual, the importance of understanding the behaviour characteristics and the need for vigilance. It is suitable for those staff who will be directly or occasionally supporting someone who may display this behaviour characteristic. We shall discuss the particular behaviour of the person/persons you support prior to delivery of the workshop in order that we can tailor it to your specific requirements.

We are able to deliver this workshop to a group of family carers who experience Pica behaviour – please enquire to discuss this option.

The Pica Awareness workshop is 4.5 hours long and can accommodate up to 20 attendees in a physical environment, or 12 attendees in a virtual setting.

The workshop will ensure that you have a good, practical, introduction and understanding of Pica behaviour and how to support people to keep them safe.

For more information about Pica and Polydipsia, see the information section of our website.

Communication and Challenging Behaviour

This practical 4 hour workshop is an introduction to the links between communication and behaviour. Aimed at anyone who wants to understand how to improve communication with individuals with severe learning disabilities - in turn improving their quality of life, choice and behaviour.

This workshop includes:

- What is communication and why it is important
- What makes communication difficult
- The relationship between communication and challenging behaviour

- Alternative approaches to communication (inc. pictures, signing, intensive interaction, digital communication aids)
- Communication passports

Practical details - Costs of Workshops

Workshop	Cost (£)
UCB & SBC as these form a 2 part set it is necessary to book both workshops as follows:	
2 workshops (professionals only)	2750
2 workshops (family carers only)	2500
3 workshops (family carers and professionals)	4000
4 workshops	5000
Full day Intensive Workshop	2500
Communication & Behaviour	1500
Pica Awareness Workshop	1500
Half day PBS Awareness Workshop	600
Optional extras	
Development time (for bespoke content)	TBA
Basic Evaluation & Report	250

Communication and Behaviour and PBS Awareness can be booked as standalone workshops or together with the other workshops for a discount.

5. For the workshops



Challenging Behaviour Foundation provides:

- Positive Behaviour Support Trainer
- Family Carer Co-trainer
- Workshop materials and PowerPoint presentation
- Handouts and information
- Travel expenses for trainers and accommodation if required

Host Organisation provides:

- Venue
 - Suitable for the workshops
 - Quiet, private room
- Equipment
 - Table for small group work
 - Flip chart and pens
 - Screen and projector for presentations
- Refreshments for participants
 - Drinks, biscuits and lunch as appropriate
- We encourage you to consider:
 - Travel costs for family carers
 - Replacement care arrangements for family carers

Identify support staff and other professionals

CBF workshops are designed to facilitate staff across your Organisation working together to identify appropriate behaviour support strategies that can be used consistently in all settings. It is important you enable as many people as possible who are involved in the lives of the individuals to attend. This may include short breaks staff, school/college staff, health professionals and key workers.

5. Next Steps

Please contact the Challenging Behaviour Foundation to discuss the workshops and arrange provisional dates if you would like to go ahead:

Telephone: 01634 838739

Email: workshops@theCBF.org.uk

Experience has shown that to engage successfully with families ideally workshops should be planned **at least three months in advance.**

Checklist with suggested timescales

When	To do	Done
As soon as possible	Book workshop dates with CBF	
Minimum 10 weeks before first workshop	Identify the staff and family carers who support the individuals identified and ask them to attend the workshops	
Minimum 4 weeks before first workshop	Confirm arrangements for venue and refreshments: <ul style="list-style-type: none"> • A room appropriate for workshops • Tables for small group work • Flip chart & pens • Screen & projector (for PowerPoint slides) • Drinks & biscuits • Lunch 	
Two weeks prior to first workshop	Send out to all workshop participants a reminder of date of workshop	
Workshops starts	Participants invited to complete feedback form at end of workshop	
Approx. 4 weeks later (if accessing the UCB & SBC training)	Participants invited to complete final feedback form	

6. Frequently Asked Questions

Who should attend CBF workshops?

The CBF workshops are specifically designed for families and professionals/support staff either directly or indirectly involved if supporting children, young people or adults who have severe learning disabilities. The workshops are also suitable for those caring for children, young people or adults with moderate learning disabilities and autism, but would not be relevant for those caring for children, young people or adults with Asperger syndrome/Autism who have good communication skills.

The CBF workshops aim to promote a holistic partnership approach to behaviour support, so for the maximum impact we recommend that everyone likely to be involved in providing support attend the workshops – i.e. family carers, siblings over 16 years old, teachers, teaching assistants and learning support staff, health workers, short break staff, emergency service personnel etc. Please contact the CBF to discuss.

How many people can attend a workshop?

Ideally 15 – 25 people for each workshop (maximum 30).

Note: for Organisations offering workshops to both staff and families, please bear in mind that the maximum number of participants for the joint workshop (Supporting Behaviour Change for families and professionals together) is 30, therefore a maximum of 15 family carers and 15 professionals should be invited to attend.

How long does each workshop last?

Workshops	Hours including breaks
Understanding Challenging Behaviour	4.5
Supporting Behaviour Change	4.5
Communication and Behaviour	4.5
PBS Awareness	4
1 Day Intensive UCB combined with SBC	7
Pica Awareness	4 - 4.5

For workshops with family carers, we recommend 10.00 a.m. to 2.30 p.m. with a break for lunch.

A workshop for only professionals could be run a.m. or p.m. without a lunch break: this would take 4 hours.

The 1-day intensive course would run from 09.30 to 16.30.

Why is there a gap between the two UCB and SBC workshops?

We recommend allowing approximately one month between Understanding Challenging Behaviour and Supporting Behaviour Change to allow participants opportunity to practice recording episodes of challenging behaviour and identifying possible reasons for the behaviour prior to developing positive behaviour support strategies when they come back together.

Can other family members attend the workshops?

Yes, we welcome mums and dads, grandparents, siblings over 16 - anyone who is involved in the day-to-day life of the person whose behaviour challenges.

Some of the families who would like to attend workshops will need a translator. Can CBF provide this?

The host Organisation will need to provide translators where needed, and should inform the CBF so that we can allow additional time in the workshops.

Can families bring their family member with severe learning disabilities to the workshop?

The workshops are not suitable for children, young people or adults with severe learning disabilities, or any other children below the age of 16. Siblings over the age of 16 are welcome to attend. The trainers will be flexible to accommodate any additional needs of workshop participants.

Got any more questions?

Telephone: 01634 838739 Email: workshops@theCBF.org.uk

7. Other CBF Resources

The CBF offers a range of opportunities and resources which might help support your work and the families you work with.

Information resources

You may benefit from our information resources to complement the workshops, or as an alternative if you are not able to book the workshops.

Information Sheets - free to download

- Understanding Challenging Behaviour
- Finding the Causes of Challenging Behaviour
- Positive Behaviour Support Planning
- Communication and Challenging Behaviour
- And many other titles available at www.challengingbehaviour.org.uk



DVDs

- An Introduction to Challenging Behaviour
- Challenging Behaviour - Supporting Change
- Self-injurious Behaviour

A full list can be found here: www.challengingbehaviour.org.uk/information-and-guidance/

Positive Behaviour Support Study Pack for Schools and Colleges

For schools and colleges who have students with severe learning disabilities, we offer our PBS Study Pack free with the workshops. This unique learning resource mirrors the content of the workshops and can be used for independent study or small group work to refresh staff knowledge or as a tool for any staff unable to attend the workshops.

For any schools or colleges not booking workshops, the PBS Study Pack can be purchased for £45.

All the CBF resources are available from the shop on our website: <https://the-challenging-behaviour-foundation.myshopify.com>, by email at info@thecbf.org.uk or by calling 01634 838739. Please note, family carers can order any resources free of charge.

Newsletter

The Challenging Behaviour Foundation's newsletter "Challenge" is produced three times a year. Subscription is free of charge. To join our mailing list for "Challenge" please contact us with your email address.



Networks

We have several networks you can join to receive information or share experiences and receive support. For further information or details of how to sign up see the links below:

1. Family Carers' email network
www.challengingbehaviour.org.uk/for-family-carers/family-carers-email-network/
2. Professionals' email network www.challengingbehaviour.org.uk/for-professionals/professional-email-network/
3. Early intervention reference group www.challengingbehaviour.org.uk/what-we-do/projects-and-research/early-years-and-early-intervention/



The Challenging Behaviour National Strategy Group (CB-NSG)

The CB-NSG is an action focussed group and core members meet twice a year to discuss policy and best practice around a variety of issues related to the care and support of children, young people and adults with a learning disability whose behaviours may challenge. Members of the CBNSG are drawn from a range of backgrounds across government, professional bodies, services and charities and include families and people with a learning disability.



To find out more and to sign up for associate membership (free of charge) to receive updates see: www.challengingbehaviour.org.uk/what-we-do/national-strategy-group/

Family Support

The Family Support Service offers information and support around challenging behaviour to anyone who provides unpaid support to a child, young person or adult with a severe learning disability. We can also signpost you to other specialist organisations and sources of information.



You can call us on: 0300 666 0126

Or email us at: support@thecbf.org.uk

We are open at the following times:

Monday – Thursday: 9am – 5pm,

Friday: 9am – 3pm

Contact CBF:

Telephone: 01634 838739

Email: workshops@thecbf.org.uk