

Section 1 – Resident Related Polices

1D Positive Behavioural Support Policy (PBS)

Why Oakdown House champions the use of Positive behaviour support

- PBS looks at what is challenging behaviour for. It then looks at how the person can differently meet this need, by making environments more enabling or by supporting skill development.
- When people increase skills then challenging behaviours reduce naturally.
- PBS always avoids negative consequences and approaches that the person wouldn't like.
- PBS is based upon Applied Behaviour Analysis, the science of learning.
- PBS also uses values that promote the right to good quality of life, with the person at the centre of all plans

Policy statement

We recognise that the people we support have the same rights as everyone else. Our commitment is to support each individual within our services in the most positive way possible.

The best interests of the people who use our services are paramount in all decision making and we ensure that the dignity, respect and choice of the individual is maintained by implementing appropriate strategies to safely manage incidents of challenging behaviour within the law and best practice guidance.

We recognise that some individuals might display behaviour that may be described as challenging. In order to minimise such situations, our ethos is one of positive behaviour support.

What does positive support mean to Oakdown House?

- Seeing the person not the behaviour.
- Providing appropriate communication supports and meaningful occupation.
- Being consistent and predictable in our approach
- Recognising the person's strengths and abilities.
- Understanding that behaviour is meaningful and effective for the person
- Recognising that behaviour may perform a communicative function for the person.
- Supporting the person to manage their own behaviour and take control of their own lives
- Supporting the person to fully integrate and participate in valued opportunities
- Supporting the person to experience the quality of life they choose.

Positive Behaviour Support - Physical intervention

Physical intervention (RPI) will only be used as a last resort when all other positive behavioural support strategies have been unsuccessful **and** where there is an immediate danger to the individual concerned or others.

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Procedures

1. PREVENTATIVE STRATEGY

In most incidents, behaviours that challenge can be prevented by giving careful consideration to the personal and environmental factors affecting the individual.

Each individual we support will have a documented and robust assessment, a person centred support/care plan which is informed by a detailed risk assessment which will contain the following elements to form effective preventative and reactive strategies:

- Identification of personal factors significant for the individual e.g. tiredness, pain, stressors, being asked to wait, family contact, etc.
- Environmental factors significant for the individual e.g. noise, crowds, temperature, over/under stimulation, etc.
- Identification of any other known cue behaviours and triggers
- Individual support plans for skill development and meaningful engagement
- Identification of any communication aids/support necessary for the person's voice to be heard
- Identification and support plans for mental and physical health and wellbeing
- Early warning signs that the individual is becoming anxious or distressed
- Early Intervention strategies for de-escalation (including any advance decisions where people have capacity to make and be involved in this must be detailed in the support/care plan.
- Consideration of changing the environment, including people in it (triggering factors).

2. REACTIVE STRATEGY

Where behaviours escalate, despite preventative and de-escalation strategies that have been put in place, the support/care plan will detail the next steps that may need to be taken.

Any advance decision made by/with the individual detailing how they would like to be supported as they become more anxious/angry **must** be considered and, where appropriate and possible, implemented to support de-escalation.

The individual support/care plan will clearly identify:

- Signs or behaviours being displayed to indicate the behaviour is escalating and strategies to aid the person towards recovery
- Detailed intervention strategies, including appropriate staff interaction which may include involving different people in managing the situation i.e. removing staff where they may appear to be the target of the challenging behaviour, using key words and phrases and body language to encourage de-escalation where possible, etc.
- Consideration of changing the environment including people in it to minimise risk and assist in support of the individual and management of the behaviour