



MEET OUR POSITIVE BEHAVIOUR INTERVENTION TEAM

We see the person first,
the behaviour second



Many of the individuals Consensus support with learning disabilities, autism and complex needs require specialist interventions and dedicated support. That's why we invest in expert teams who are able to work across our residential and supported living services, wherever and whenever they are needed.



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Supporting opportunity, choice and success

WE BELIEVE THAT COMPLEX BEHAVIOUR DOES NOT NEED TO LIMIT PEOPLE'S LIVES



Our purpose is to provide opportunity, choice and success for every individual we support and to support them to live a meaningful, fulfilling life within the local community.

Since 2006 our in-house Positive Behaviour Intervention Team (PBIT) have helped to support this commitment. Working with individuals who require additional support for however long they need it, the team take a person centred, holistic approach to find out the reasons behind each individual's behaviour.

The team have helped increase the quality of life, skills and independence of people we support as well as enabling a number of people with complex challenges to move from very intensive support settings to more independent settings. Through providing crisis intervention to the support teams within Consensus, they have also been able to reduce placement breakdowns.

About our team

As a dedicated support network, the team build strong relationships not only with all our services and the colleagues who work within them, but also with the individuals we support and their families.

From a range of backgrounds and settings in health and social care they bring a wealth of experience in supporting people who display behaviour that

others might find challenging. Using their significant experiences in learning disability and clinical expertise, they provide tailored Positive Behaviour Support (PBS) and a person centred, values based approach which:

- Recognises the connection between behaviour and communication
- Responds to the purpose behind the behaviour
- Recognises that everyone has unique strengths and talents
- Supports the view that complex behaviour does not need to limit people's lives

Maintaining best practice and sharing industry knowledge is key to our team's success. They have established links with health and social care professionals and community networks, are members of BILD (The British Institute of Learning Disabilities) and The Challenging Behaviour Foundation. They also maintain close links with the Tizard Centre at the University of Kent, renowned for pioneering best practice and expertise in PBS.

Working in partnership across our services

PBIT is part of the wider operational team in Consensus and is led by a Lead Behaviour Practitioner. Working in a consultative, mentoring and training capacity they work closely with, and provide practical support to, our referrals team, service managers and the support teams working in our residential and supported living services. The team are involved from the assessment stage of an individual's complex needs and through the important transition stage to help them settle in to their new environment.

Using direct observation and assessment tools, they provide expertise in shared goal setting, functional assessments, manipulation of environmental settings, manipulation of triggers and motivations to behaviour and help develop communication support.

The team then design a range of proactive and reactive strategies and person centred support plans that enable our colleagues to manage and reduce the behaviour of the people they support and improve their quality of life. They also teach the skills to make environmental and life style changes.



About Positive Behaviour Support

The team use Positive Behaviour Support (PBS) as an approach to assessment and intervention, using Applied Behavioural Analysis (ABA) techniques to bring about meaningful and positive change in behaviour.

Robert Horner (2000) typified PBS as:

"An approach that blends values about the rights of people with disabilities, with a practical science about how learning and behaviour changes occur"

PBS is more like a tool kit with a value base. At its core is a set of key questions which should be considered holistically and in relation to the individual's unique needs and challenges.

- Why is the person engaging in challenging behaviour?
- How can we introduce strategies (such as additional communication support) that could influence the occurrence and reduce the severity of the behaviour?
- What skills could we teach the person as an alternative to relying on the behaviour?
- What changes can we make to the environment to reduce the occurrence of the behaviour?

PBS recognises that challenges often arise from not providing individualised and consistent skilled support. Improvement in behaviour is primarily achieved by the

creation of responsive environments and building new skills, rather than simply attempting to "stop" the person.

PBS aims to support people to enjoy a meaningful life and to build skills and understanding in those supporting the individual. People working with someone with behaviours that challenge will change their focus towards adapting their own behaviour and the environment, instead of just focussing on the behaviour of the people they are supporting.



The work of the PBIT team leads to positive outcomes for everyone involved – from the individuals themselves and their families, to their key workers and the service they're supported by.

Consensus – providing tailored support in the right environment

Consensus provides personalised support and accommodation for over 500 adults with learning disabilities, autism and complex needs, including behaviours which others might find challenging. We have over 90 services across the UK and are passionate about enabling the individuals we support to live a meaningful, fulfilling life.

The teams in our services work alongside the people we support and their families, as well as local commissioners. Everything we do is person centred, tailored to the individual, involving them fully and we use person centred planning to support them to achieve their goals. So whether a person's needs require support in a residential service, supported living accommodation or a little extra support within the local community or with daily routines, we provide the support they need.

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