

Positive Behavioural Support (PBS) Charter

The PBS Charter, endorsed and implemented company-wide is to ensure that colleagues working within Consensus, with the support of our Positive Behaviour Intervention Team, understand and practice good support. It is built around our PBS approach which mirrors Consensus' underpinning values, and is always **ethical, responsible, non-aversive, compassionate** and **enriching** and all our colleagues commit to embracing its guiding principles.

Guiding Principles

- Ensuring the people we support have **maximum choice** and **control**.
- That our support is **personalised** to meet the needs of the **individual**.
- That we support people within a **total communication** environment.
- That we use **active support** as our principle way of ensuring that people we support have a fulfilled and enriching lifestyle.
- That we promote **positive risk taking**.
- That the people we support can enjoy as much **community participation** as they would like.
- That we practice **sensory awareness** always.
- That we develop and maintain **supportive environments**.
- That we use **functional assessment** to help the people we support reduce their behaviours of concern.
- That we **pro-actively plan** for, nurture and support people.
- That we have reliable and regularly reviewed and updated, **reactive management plans** in place for all the people we support who are at risk of hurting themselves or others.
- That our managers are **practice leaders** and role models of good practice.
- That we help all the people we support to develop and build upon their **individual skills and abilities**.
- That we use **feedback** from the people we support and their staff teams to continuously improve our support.

Our Undertaking

Our objective as an organisation is to reduce and ultimately **eliminate all use of physical intervention or restrictive practices** within our services and support.

- **We will always comply** with all relevant legislation, policy and evidence based practice in order to always improving the standards of the support we provide.
- **We will publish an annual report** to the board, the people who use our services and their families, friends and commissioners to track our progress in attaining the above goals.



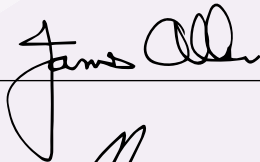
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Supporting opportunity, choice and success

Glossary of Terms in the PBS Charter

- **Maximum Choice and Control:** The more control and choice a person has over their own life the happier they are and the less likely they are to need to use behaviours that challenge.
- **Personalised:** this means tailoring how we support a person to their individual likes and preferences.
- **Total Communication Environment:** using the right combination of communication methods for each person being supported. That can include pictures, signing, the spoken word, visual timetables, objects of reference etc and using them together to maximise communication, for all within a particular service.
- **Active Support:** enabling a person we are supporting to do as much for themselves as possible and to have every moment of their day fulfilled and enriched.
- **Positive Risk Taking:** recognising everything we do in life carries risk. Positive risk-taking means reviewing an activity for hazards and finding ways to facilitate the activity to happen and the risks to be reasonable.
- **Community Participation:** for the person we support to develop links and friendships in their community and if they wish, participate in, and also contribute to, local activities and events.
- **Sensory Awareness:** being alert how someone with autism particularly may find noise, smells, sights, taste etc overwhelming and intolerable.
- **Supportive Environments:** ensuring the person we are supporting is living in an environment they like and that helps promote their independence.
- **Functional Assessment:** analysing and understanding why a person uses a particular behaviour.
- **Pro-actively Plan:** Using our knowledge of a person to help them maximise their time spent doing things they enjoy and avoiding or coping with activities they don't like.
- **Reactive Management Plans:** A plan that tells us what to do when the person we are supporting is extremely distressed or not able to cope.
- **Practice Leaders:** colleagues teaching other staff how to support a person by example and by working "hands on".

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Region _____ Name _____ Signature _____

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