

# Positive Behaviour Support Training Overview

April/ May 2024

# What is PBS?

- Not a specific technique, but a broad approach to working with people who engage in behaviours that challenge
- The aim of a PBS approach is to **improve quality of life**. The reduction of behaviours that challenge is a side-effect of this.
- PBS aims to do this by:
  - Developing an understanding of why the behaviours of concern happen (finding the ‘function’).
  - Helping to establish new behaviours or skills in the person and those who support them.
  - Making changes to the environment.

# Training overview



# BILD PBS Practitioners Course

**Length of course:** 2 days (generally delivered consecutively)

**Target audience:** Direct support staff, parent/ carers

**Spaces available:** 150 (10 sessions for 15 people over next 2 years)

## Overview:

- Provides the foundational knowledge for anyone expected to work within a PBS informed way.
- Helps create lightbulb moments, challenges attributions and embeds theory and curiosity (functional thinking).
- Reiterates that PBS is a preventative framework focussed on improving quality of life through the development of capable environments.
- Full details available [here](#)

## To access:

- This course is available to book through My Learning Source (for internal and external staff): [Course: Positive Behaviour Support: Practitioner Programme \(2 days\) \(mylearningsource.co.uk\)](#)
- First courses scheduled for **Tuesday 9<sup>th</sup> and Wednesday 10<sup>th</sup> July** and **Tuesday 8<sup>th</sup> and Tuesday 9<sup>th</sup> October**
- If your org is not registered on MLS please complete [this form](#)
- Attendees that do not have a Southwark email address will need to [create an account](#)

# BILD PBS Coaches Programme

**Length of course:** 3 days + 1 day delivered 6 months later (9am-7pm on day 1 and 2 and 9am-4pm on day 3).

**Target audience:** Practitioners with some practical experience of PBS who would like to extend their knowledge and support the implementation of a positive behaviour support approach within their service or organisation

**Spaces available:** Funds allocated based on application and availability

## Overview:

- Considers the current context of PBS, the specific elements of a PBS approach and how to embed PBS within services and organisations
- Incorporating practice leadership approaches, the focus is on supporting colleagues to make changes to practice that impact positively on the people being supported.
- Coaches become the 'culture carriers' that support colleagues and maintain PBS tier one culture (capable environments).
- Includes pre-course reading and workplace assignments (relevant to services need) and a 1 day follow up training day six months later.
- Full details available [here](#)

## To access:

- Interested applicants are required to complete [an EOI](#) by **12noon on Friday 7th June 2024**
- The PBS cross-system working group will make decisions on course allocation

# BILD PBS Level 4 Certificate

**Length of course:** 10 to 12 months (150 learning hours made up of online self-directed activities i.e. webinars, reading etc; practice-based activities i.e. assessments and case studies; and individual/ group online tutorials)

**Target audience:** Direct support roles such as support workers, teaching assistants and successfully completed by parent carers.

**Course requirements:** Level 2 English, Access to a 'Focus person'

**Spaces available:** Funds allocated based on application and availability

## Overview:

Set across 3 units:

- Unit 1: Understanding Behaviours that Challenge and the role of Positive Behaviour Support (5 credits)
- Unit 2: Developing Capable Environments (6 credits)
- Unit 3: *Supporting* Functional Assessment and intervention (4 credits)
- All learners are supported by a tutor to navigate all learning required and will have access to lunchtime lectures and discounts at future Bild events.
- Full details can be found [here](#).

## To access:

- Interested applicants are required to complete [an EOI](#) by **12noon on Friday 7th June 2024**
- The PBS cross-system working group will make decisions on course allocation

# BILD PBS Level 5 Diploma

**Length of course:** 12 to 18 months (350 learning hours)

**Target audience:** Direct support roles with responsibility for coaching others

**Course requirements:** Level 2 English, Access to a 'Focus person'

**Spaces available:** Funds allocated based on application and availability

## Overview:

Set across 5 units:

- Unit 1: Understanding behaviours that challenge and the role of positive behaviour support (5 credits)
- Unit 2: Developing capable environments (6 credits)
- Unit 3: Practice leadership, interactive coaching and active support (8 credits)
- Unit 4: Functional assessment and intervention (8 credits)
- Unit 5: Reducing restrictive practices (8 credits)
- Only BILD qualification that covers how to *complete* a Basic Functional Assessment and how to use this to co-produce, implement and quality check Positive Behaviour Support Plans.
- No demand to source in house supervision during training period as learners supported by Bild tutor
- Learners will also have access to all Bild's lunch time lectures and conference discounts etc.
- The qualification is certified by Pearsons and has been rated as gold via a skills for care peer review.
- Full details available [here](#).

## To access:

- Interested applicants are required to complete [an EOI](#) by **12noon on Friday 7th June 2024**
- The PBS cross-system working group will make decisions on course allocation

# Completing an EOI

## For PBS Coaches, Level 4 and Level 5

1. Read all of the course information to establish that it meets your learning needs and that you meet any criteria and can commit the time necessary
2. Complete the [EOI form](#), which includes
  - Information about you (the applicant) i.e. contact details, current contract
  - Information about your organisation i.e. contact info, type of org, numbers of people who currently have a PBS qualification and to what level, current approach to behaviour support
  - EOI i.e. which training you'd like to access, why, existing training/ qualifications in related areas, when you could commence study
  - Management & organisational support i.e. managers detail, statement of support
3. Submit EOI form by **12noon on Friday 7th June 2024**
4. EOIs will be reviewed by a cross-system working group and applicants notified over the summer

If interested in a higher-level qualification please contact us for an initial chat asap. Please email [thriveto25@southwark.gov.uk](mailto:thriveto25@southwark.gov.uk) with details of your current training/qualifications in PBS, the course you are interested in undertaking, why you want to undertake this qualification, and why the other training offered is not sufficient e.g. PBS Coaches/ BILD Level 5.