

### The PBS approach

We are excited to be advertising for a new post and opportunity within our services. Centre 404's approach when working with people is strongly **person centred** rather than a service approach. Therefore, rather than using terms such as 'challenging behaviour' that can stigmatise the person label them as a challenging person, we refer to behaviours that people find challenging and we adopt positive behaviour support techniques to address this.

We base our approach upon the principle that behaviour has a communicative intent – i.e. that the person is trying to communicate something to us with their behaviour. **Understanding behaviour as communication** enables us to respond to it accordingly, by enabling the person to communicate their needs better. Thus, a **preventative** rather than reactive approach is always preferable.

We aim to meet our requirements (both under legislation and as an example of good employment and service practice) in **preparing** team members for, and responding to, behaviour that people may find challenging. The starting point for any such approach is gaining a detailed understanding of **why** the person engages in the behaviour.

We believe there is a direct link with the Transforming Care Agenda and the dire state of care and support that was uncovered at Winterbourne View. There are still many people with learning disabilities and Autism placed far away from families in hospitals or 'hospital like' settings who with the right support, would be able to have a much better quality of life with better outcomes in a community setting. Thinking of homes not hospitals and 'Building the right support' published in October 2015, we can be part of a solution for many people by providing bespoke packages of support within the community, which focus on understanding and therefore reduce the impact and severity of any behaviour.

This post will be instrumental in coaching, leading and developing staff in this area of work, completing functional assessments and PBS plans, as well as assessing new potential people to work with and set up support services for them. It will be a varied role where no two days are the same.

### Our work so far

Positive Behaviour Support is a growing area of work and business opportunity for Centre 404. Over the last year, we have:

- Developed an in-house team of coaches who have completed the PBS coaches training programme and who can complete functional assessments. This team is now expanding.
- Started to complete PBS work with our service users.
- Designed, delivered and sold PBS training to external parties.
- Delivered in-house training to our support teams.
- Started a PBS drop-in for serviced users and staff.
- Secured clinical supervision for the PBS team.
- Successfully been awarded a place on the PBS framework in Haringey.
- Completed a complex and detailed transition out of hospital for one man who has moved into his own home in the community.

Currently, our referrals come from Islington and Camden through spot purchase arrangements and the DPS framework. We also occasionally get referrals through our outreach service and personal budgets service. We also get a number of referrals through the PBS Framework in Haringey.

### **About you**

You will be a competent lead for PBS and Autism, with an energy and strong passion for high standards to help us develop our work in this area.

You will form part of the Housing central team who lead the service in terms of quality, new business and values. We are looking for a person to develop and achieve our strategic aim of being the PBS expert and provider of choice in North London and beyond.

We particularly need a committed and highly organised lead post in this area as we are receiving lots of referrals and are currently at capacity in terms of completing assessments and setting up support services.