

# Positive Behavioural Support in CMG



CMG believes that all behaviour is meaningful and a form of communication. Positive behaviour is most likely to occur if a person has a good quality of life and can:

- Communicate their basic needs, choices and preferences
- Do enough of the right type of activities for them
- Have quality relationships with peers, family and staff
- Access a healthy lifestyle
- Work towards and achieve goals
- Develop new skills and independence
- Has a living environment that meets their physical, sensory and social needs
- Reduce restrictive interventions including physical interventions and psychotropic medications

Positive Behavioural Support (PBS) is a multi-component framework that aims to increase a person's quality of life and reduce behaviours that challenge. PBS combines a person centred approach and values base with in depth functional behavior assessment. CMG is committed to working with the individual, their family, staff that support the person and other professionals to understand the person's behaviour and to provide excellent quality evidence based support designed to prevent challenging behaviour and enhance opportunities for the person to achieve and develop skills (e.g. communication skills, coping skills and life skills).

## CMG has a whole organisation approach to PBS

### PBS Strategy Panel

Our panel determine the direction and structures for PBS within CMG. Membership includes the CEO, representatives from the Clinical Support, Operations and Learning & Development Teams. Our panel has developed a PBS Strategy for the organisation and has oversight of governance and quality assurance. There is a clear process for two way feedback between the PBS Strategy Panel and the Board of Directors, Regional Operations Directors and Service Managers.



For further information please contact:

**Michael Fullerton, Clinical Director**

t: 01372 364 000

m: 07979 694 674

e: michael.fullerton@cmg.co.uk

*fulfilling potential*

## Positive Behaviour Support Team

CMG has a PBS team consisting of:

- Regional PBS practitioners who are responsible for completing functional assessments, working in partnership with services and families to write comprehensive PBS plans and provide training, advice and support.
- PBS Coordinators who work intensively with practitioners, service staff teams and individuals to implement PBS plans through modeling and positive monitoring, coach and mentor core skills such as Active Support, and provide quality assurance.

The PBS team works in close partnership with the Clinical Support team who have expertise in Epilepsy, Mental Health, Autism and Physical Health and Relationship Support.

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## CMG's PASSPORT to PBS Success

CMG has achieved excellent outcomes and standards through a whole organisation strategy in combination with our practice development programme in PBS called PASSPORT. We produce an annual report on our progress and outcomes that details evidence of personal outcomes for individuals:

- Significant reductions in frequency and impacts of challenging behaviours
- Significant reduction in use of physical interventions and PRN medications
- Staff training stats and evidence of knowledge and practice standards
- Service standards

The PASSPORT practice development programme is a modular based learning system that wraps around an individual, delivering high quality training specific to that individual's needs. Modules have varied teaching methods including e-learning, mentored personal study and classroom based whole team teaching. PASSPORT extends to include the development of a working PBS plan, implementing and monitoring that plan in practice and advanced modules for managers and key staff in debriefing, stress management and analysing behaviour. There are 18 modules in total, 3 of which are BILD accredited reactive strategy modules.

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## Partnerships in Transforming Care

CMG take an active role in national partnerships in PBS. We participate in a number of local authority projects and networks demonstrating a commitment to Transforming Care planning and to the development of a national strategy for PBS.

We are currently leading on a partnership project with 6 other providers, local authority and a PBS network in Surrey, to deliver a PBS Festival in 2017, which will be celebrating and sharing positive outcomes and exploring the national perspective for Positive Behaviour Support in the UK.

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