

Policy No: ReS 5.1B**Positive Behaviour Support Policy – Children’s Services**
2017-18 Policy Statement**1 Policy**

- 1.1 As set out in national guidance, Hesley Group is expected to operate a positive approach to supporting people, including a restrictive interventions reduction programme. This policy and the associated internal guidance situated at [ReS 5.1B.1](#), [ReS 5.2](#) and ReS 5.1D, Hesley Enhancing Lives Programme and national guidance as listed in the final section of this document together form Hesley Group’s Positive Behaviour Support Policy, which includes Hesley Group’s restrictive intervention programme.
- 1.2 It is Hesley Group policy that the principles of Positive Behaviour Support (PBS) will underpin all services provided by Hesley Group and that our approach will support children and young people’s positive experiences of child-centred, safe, effective and compassionate care.
- 1.3 As stated above, whilst Hesley Group is committed to reducing the need for restrictive intervention the main aim of our PBS approach is to improve an individual’s quality of life.
- 1.4 All children and young people will be supported by staff that have received a high standard of training and who understand the person’s needs.
- 1.5 All children and young people supported in Hesley Group services will be assessed in relation to their likely need for restrictive intervention and plans will be based on clear evidence of need.
- 1.6 This policy will not preclude anyone from acting in an emergency in the best interests of the child or young person concerned.
- 1.7 This policy and associated guidance will be kept under review by Hesley Group Board.

2 Outcomes

Hesley Group is committed to delivering effective and person centred positive behaviour support that prevents the need for restrictive physical interventions. People we support and those around them will experience an improved quality of life because we will:

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- Structure the environment such that behavioural incidents are prevented from occurring in the first place.
- Enable children and young people to experience positive and rewarding relationships.
- Work to reduce the frequency and intensity of behavioural incidents.
- Ensure that people experience restrictive intervention only as a last resort to prevent harm, when other less restrictive interventions have not been effective.

3 Legal Basis for this Policy

- 3.1 This policy and the associated Guidance is based on DH (2014) Positive and Proactive Care. This is intended for adult users of health and social care services (18 or over). This guidance replaces the 2002 non-statutory guidance "The use of restrictive physical interventions for staff working with children and adults who display extreme behaviour in association with learning disability and /or autistic spectrum disorders" and "The use of restrictive physical interventions for pupils with severe behavioural difficulties".
- 3.2 New Guidance from NICE (National Institute for Health and Clinical Excellence) entitled "Reducing the Need for Restraint and Restrictive Intervention - Children and Young People with Learning Disabilities, Autistic Spectrum Disorder and Mental Health Difficulties" is expected to be published in March – April 2018. Until this Guidance is published, Hesley Group is basing its PBS Policy and Guidance for Children and Young People on the "Positive and Proactive Care" framework (DH 2014) and the provisions of the Children's Homes Regulations and Quality Standards 2015. Please also see the document - Statement on restrictive physical interventions with children (*The Challenging Behaviour Foundation, January 2016*).
- 3.3 This document sets out our policy in relation to what we will do to deliver the Restrictive Interventions Reduction Programme and work within the legal framework. Hesley Group Positive Behaviour Support – Implementation Guidance for Children's Services, [ReS 5.1B.1](#), sets out in further detail how we will work to the principles set out in this policy and within the legal framework and Hesley Group Restrictive Interventions Reduction Guidance, [ReS 5.2](#), provides further detail in relation to the Restrictive Intervention Reduction Programme.

4 Elements of Positive Behaviour Support (PBS)

- 4.1 Positive Behaviour Support as an approach will run through all Hesley Group assessment planning and delivery of services to children and young people. PBS uses child-centred, values based approaches to ensure people are living the best life they possibly can.

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- 4.2 PBS is based on skilled assessment including functional behavioural assessment to understand the probable reasons why a person presents behaviours of concern. Hesley Group will use behaviour support plans which have been informed by assessment to ensure aspects of a person's environment, their unique needs, aspirations, experiences and strengths are recognised and addressed and their quality of life is enhanced.
- 4.3 Hesley Group will always aim for a positive risk based approach that carefully balances the need to protect children and young people from harm with freedom of choice.
- 4.4 Children and young people supported in Hesley Group and their families, carers and advocates will be consulted wherever this is practicable and subject to the individual's wishes, age and capacity and confidentiality obligations.

5 Restrictive Interventions Reduction Guidance

Hesley Group has a restrictive intervention programme that runs throughout this policy and all associated guidance. The Restrictive Intervention Reduction Guidance is an integral part of this programme, see [ReS 5.2](#).

6 Incident Reporting and Monitoring

Hesley Group's Incident Reporting process and HELP Management System for monitoring incidents is integral to this policy and these are detailed within the incident reporting documents situated at ReS 5.1D.

7 PBS and the of Use of Restrictive Intervention

The law in relation to the use of restrictive interventions is set out in Hesley Group PBS Implementation Guidance, [ReS 5.1B.1](#), and Restrictive Interventions Reduction Guidance, [ReS 5.2](#).

8 Health and Safety

Under health and safety legislation, Hesley Group is responsible for the health, safety and welfare of employees and the health and safety of persons not in employment, including children and young people using our services and visitors. This requires employers to assess risks to both employees and people using our services arising from work activities, including the use of physical interventions. Hesley Group has a duty to establish and monitor safe systems of work, and to ensure employees are suitably trained. Use of physical intervention may result in injury, including psychological trauma to the person concerned, making proper training and use imperative.

9 Workforce Development

- 9.1 Regulation 35 of the Children's Homes Regulations and Quality Standards 2015 says:

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As part of their induction, staff must receive training that is relevant to their role and at a suitable level to make sure any control, restraint or restrictive practices are only used when absolutely necessary, in line with current national guidance and good practice, and as a last resort. The provider should make arrangements to keep staff up to date at appropriate intervals.

- 9.2 Hesley Group will provide training and development, including PBS and HELP for employees in order to meet the requirements set out in Regulation 18. Employees will not carry out a planned restrictive intervention unless they have been trained and assessed as competent to do so safely. Any unplanned intervention used in an emergency will be subject to scrutiny of the situation and any learning taken forward. The use of restrictive interventions will be monitored and reviewed at individual level, service level and corporate level using the HELP Management System, see Hesley Group Restrictive Intervention Reduction Guidance, [ReS 5.2](#), and Incident Reporting, ReS 5.1D, and their associated documents.

10 Responsibilities and Accountability

- 10.1 The Operations Director is the lead for PBS on behalf of Hesley Group. They are responsible for overseeing the use of a recovery-based approach including positive behaviour support planning, an improvement in quality of life and a reduction in restrictive interventions as required in BILD Guidelines and Positive and Proactive Care. The TCI programme meets this specification.
- 10.2 Hesley Group Board will maintain and be accountable for Hesley Group overarching restrictive intervention programme and the associated model of support which is Hesley Enhancing Lives Programme (HELP).
- 10.3 Hesley Group Board via the Quality Governance Board will approve the behavioural support planning and restrictive intervention reduction to be taught to their staff. This will be reviewed annually.
- 10.4 Hesley Group will have in place and maintain an up to date governance structure and transparent policies around the use of restrictive interventions which involved the collection and analysis of data.
- 10.5 Hesley Group will maintain clear policy requirements and ensure these are available and accessible to users and carers.
- 10.6 Responsibilities at service level are set out in Hesley Group PBS Policy Guidance for Children's Services, [ReS 5.1B.1](#).

11 Review of Policy

This policy will be next routinely reviewed in August 2018.

12 Standard Forms, Letters and Documents

- 12.1 [Hesley Group Positive Behaviour Support Practice Guidance for Children's Services, ReS 5.1B.1](#)

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- 12.2 [Accident/Incident Reporting Definitions, ReS 5.1B.2](#)
- 12.3 [Risk Rating Schedule for Incidents, ReS 5.1B.2a](#)
- 12.4 [Body Chart, ReS 5.1B.4](#)
- 12.5 [Incident Review Form, ReS 5.1B.5](#)
- 12.6 [Guidance to completion of Incident Review Form, ReS 5.1B.5a](#)
- 12.7 [Steps of Incident Review and Recovery – Guidance Notes, ReS 5.1B.6](#)
- 12.8 [Incident Investigation Form, ReS 5.1B.7](#)
- 12.9 [Flowchart for Reporting of Incidents, ReS 5.1B.8](#)
- 12.10 [HELP Profile Template, ReS 5.1B.9](#)
- 12.11 [HELP Profile Guidance, ReS 5.1B.10](#)
- 12.12 [Monitoring Record – Post Intervention, ReS 5.1B.11](#)
- 12.13 [Behaviour Observation Form, ReS 5.1B.12](#)
- 12.14 [Example Behaviour Observation Form, ReS 5.1B.12a](#)

13 Other Documents to be Referred to

- 13.1 [Restrictive Intervention Reduction Guidance, Policy ReS 5.2](#)
- 13.1 Incident Reporting, Policy ReS 5.1D
- 13.2 [Positive Behaviour Support Assessment Tools – Policy & Guidance, ReS 5.1E](#)
- 13.3 [Workforce Development, Policy Per 3.1](#)
- 13.4 [Health and Safety, Policy H&S 1.1](#)
- 13.5 [Accidents, Policy H&S 1.2](#)
- 13.6 [Near Miss Recording, Policy H&S 1.3](#)
- 13.7 [Planning and Delivery of Care and Health Support, Policy ReS 5.3](#)
- 13.8 [Individual Risk Assessment and Management, Policy ReS 6.11](#)
- 13.9 [People’s Rights and Having a Say, Policy ReS 5.8](#)
- 13.10 [Capacity and Consent MCA, Policy ReS 6.4A](#)

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- 13.11 [Capacity and Consent DOLS, Policy ReS 6.4B](#)
- 13.12 [Review Policy – Children’s Services, Policy ReS 1.2B](#)
- 13.13 [Safeguarding Children, Policy ReS 2.1AB](#)
- 13.14 [Speaking Up, Policy Corp 5.1](#)
- 13.15 [Information Sharing and Confidentiality, Policy ReS 2.4](#)
- 13.16 [Being Open - Hesley Group Duty of Candour, Policy Corp 8.1](#)
- 13.17 [PBS Positive Behaviour Support Easy Read – Tizard 2015, ReS 5.1A.13](#)

14 Other Guidance

- 14.1 [Positive Behaviour Support and Active Support, *Essential Elements for achieving real change in services for people whose behaviour is described as challenging*, United Response, Tizard Centre, University of Kent, The Avenues Group, ReS 5.1A.14](#)
- 14.2 Positive Behaviour Support Guide (United Response and Tizard)
<http://www.unitedresponse.org.uk/positive-behaviour-support-guide>
- 14.3 Active Support Guide (United Response and Tizard)
<http://www.unitedresponse.org.uk/active-support-guide>
- 14.4 The Children’s Homes Regulations and Quality Standards 2015 (DfE)
- 14.5 Positive and Proactive Care (DH 2014)
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/300293/JRA_DoH_Guidance_on_RP_web_accessible.pdf
- 14.6 Positive and Safe (SCIE 2014)
<https://www.gov.uk/government/speeches/positive-and-safe-reducing-the-need-for-restrictive-interventions>
- 14.7 BILD Code of Practice for Training Standards
<http://www.bild.org.uk/our-services/accreditation/>
- 14.8 NICE quality standards for Challenging Behaviour and Learning Disabilities (DH 2014)
<https://www.nice.org.uk/guidance/QS101/documents/challenging-behaviour-and-learning-disabilities-qs-topic-overview2>
- 14.9 [NICE Standard Challenging behaviour and learning disabilities: prevention and interventions for people with learning disabilities whose behaviour challenges – 2015](#) <https://www.nice.org.uk/guidance/ng11>
- 14.10 HELP programme including TCI Programme (Cornell University 2010) – Hard copy only – see own copy or Workforce Development Manager

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- 14.11 TCI Post Crisis Response (Cornell University 2010) – Hard copy only – see own copy or Workforce Development Manager
- 14.12 Statement on restrictive physical interventions with children; *The Challenging Behaviour Foundation January 2016*
<http://www.challengingbehaviour.org.uk/learning-disability-assets/statementonrestrictivephysicalinterventionswithchildren.pdf>