



The Richmond Fellowship  
Scotland



THE Positive  
Behaviour  
SUPPORT TEAM



**Our unique response to  
support people with  
complex and challenging  
behaviours**

**Winner of the International Award for  
"Innovative practice in Positive Behaviour Support"  
from the British Institute of Learning Disabilities**

# The Positive Behaviour Support Team

Each person we support has a unique set of needs and we are able to help them live rewarding and fulfilling lives. Some of the individuals we support have **complex and challenging behaviours**. This can have a negative impact on the individual and those close to them, and can be stressful for the staff that provide the support.

The Richmond Fellowship Scotland provides specialist support for people with complex behaviours and additional support needs through our **Positive Behaviour Support Team**.



The team is **unique within social care in Scotland**. It is our innovative solution to the need for dedicated behaviour support. This team provides specialist support to individuals who may otherwise find it difficult to live ordinary lives in the community.

Anne  
MacDonald  
**Positive  
Behaviour  
Support  
Manager**

## Training Managers

We have developed a 'Professional Development Award in Management of Behaviour Support'. This award is a managers' training programme, for those managing services for individuals with a learning disability and/ or autism and challenging behaviour.

It is a practice-based course with a blend of values, skills and knowledge to equip managers to work effectively and competently when managing and supporting staff. The course is accredited by Edinburgh Napier University for 30 credits at Level 9. It is recognised by the Scottish Social Services Council for managers' registration.

This course is available to staff within The Richmond Fellowship Scotland and externally to staff in the wider care sector. Contact Anne MacDonald for more information about the course, including costs. Places are available from September 2011 onwards.



*Accredited by Edinburgh Napier University*

# What we do

The Positive Behaviour Support Team provides support, advice, training and direct input to our services throughout Scotland that support people whose behaviour is challenging. This includes working closely with managers, spending time in services with staff and direct work with supported individuals.

We aim to:

- **Improve quality of life for individuals whose behaviour challenges**
- **Increase staff skills and confidence in supporting individuals whose behaviour challenges**
- **Reduce frequency and severity of challenging behaviour**

We provide intensive and holistic person-centred Positive Behaviour Support to individuals. Our approach is made up of the following elements:

- **Functional analysis** – we use this to better understand complex or challenging behaviour
- **Multi-element support strategies** - we recognise that behaviours can be multi functional so we use a range of support strategies to address this
- **Proactive and reactive approaches** – we work to change behaviour over time, not just stop it when it occurs
- **Focus on outcomes that improve quality of life** – we do not just aim to reduce behavioural challenges, our holistic approach ensures that there are positive life changes for individuals.
- **Positive approaches** – we do not use aversive techniques

You can read real life stories about how our Positive Behaviour Support changes lives at [www.trfs.org.uk](http://www.trfs.org.uk)



## Sharing good practice across the social care sector

Our team has an active role in demonstrating and disseminating good practice in Behaviour Support throughout our organisation and in the wider care sector. We regularly present at conferences throughout the UK and have published the outcomes of our work in academic journals. Our team has close links with the Institute for Applied Behaviour Analysis in California, and uses many of their tools including the Periodic Service Review.



The  
Positive  
Behaviour  
Support  
Team



## Our Team

The members of the Positive Behaviour Support Team have a wealth of experience in managing services within health, education and social care settings. They have worked within the fields of autism, learning disability and mental health difficulties. Each team member has in-depth knowledge and experience of using the multi-element model of Positive Behaviour Support. The team also has skills in particular areas of practice such as Active Support, Intensive Interaction and Alternative Communication methods.

*“Your work using the multi element model was outstanding ... it was quite humbling for us to see so concretely the influence we have had on your work and to hear first hand how your work is influencing the quality of life for the people you work with”*

Testimonial from Gary La Vigna, Director of the Institute for Applied Behaviour Analysis



## The right choice for support

Contact The Positive Behaviour Support Team for more information:

**Anne MacDonald**



E: [amacdonald@trfs.org.uk](mailto:amacdonald@trfs.org.uk)



T: 0845 013 6374



3 Buchanan Gate  
Buchanan Gate Business Park  
Cumbernauld Road  
Stepps  
North Lanarkshire  
G33 6FB



F: 0845 013 6399



E: [info@trfs.org.uk](mailto:info@trfs.org.uk)

[www.trfs.org.uk](http://www.trfs.org.uk)

The Richmond Fellowship Scotland is registered under the Industrial and Provident Societies Act 1965  
Reg No. 2450R (S) Charity No. SCO 21621



We're Supporting  
**AGE POSITIVE**



design & print by gt4 t. 01698 206720