

Positive Behavioural Support in CMG



Positive Behavioural Support (PBS) is a multi-component framework for delivering a range of evidence based support to increase quality of life and reduce the occurrence, severity or impact of behaviours that challenge.

CMG uses PBS to provide excellent support to people we support. Qualified PBS Mentors work alongside the service user, supporting staff and other stakeholders to complete an assessment of the person's behaviours and coping mechanisms, so that we can develop a PBS plan focused on enhancing life, communication and coping skills.

CMG has the following structures and support in place:

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. The Strategy Panel has developed a PBS Framework for the organisation and an Internal PBS Accreditation Programme.

PBS Accreditation Programme

This programme is used to support and maintain PBS approaches within each CMG service, offering a clear measure to each support team of how PBS is progressing.

PBS Mentorship

Members of the PBS Team act as Mentors within CMG to promote best practice using the Accreditation framework. Mentors guide and support teams to ensure they are skilled and competent to deliver person centred support.

PBS Training

All support staff are provided with PBS training. Managers are provided with specially tailored modular training to focus on key aspects of PBS, practice leadership, crisis and stress management.

Clinical Support Team

The Clinical Support Team work together to provide a well-rounded and flexible style of support offering bespoke training and consultancy support. With Psychology, Learning Disability and Mental Health Nursing alongside Health and Wellbeing facilitation we are able to support people with extremely complex issues to maintain an excellent quality of life.

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fulfilling potential

Partnerships

CMG engage with other stakeholders including service users, families, external health and social care professionals, commissioners and other providers to drive up the quality of PBS support internally, regionally and nationally.

Minimising Restrictive Interventions

CMG is committed to minimising restrictive interventions for the people we support. This includes physical interventions and the use of psychotropic medicines.

Outcomes

PBS in CMG has changed lives. One example is John who has autism and lives in a residential service. John experiences high levels of anxiety and can be physically challenging. Under guidance from the Clinical Team, a PBS Mentor identified functions of his behaviour such as social attention and demand avoidance. Over 18 months the team were supported, mentored and trained and began by improving John's meaningful activities, communication skills, adjusting keyworking sessions, activity planning and choice making. Currently John's challenging behaviours have reduced, there has been no police interventions for 2 years and his medications are also being reduced. He has a part time job, has started a college course and has a holiday abroad planned - all things that would have been considered too risky in the past.



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