

## **M2 Managing Behaviours of Concern Support Pledge**

### **Top Priority 1**

To ensure the Organisation continues to work towards a credible and fully embedded approach to delivering person-centred care, specifically incorporating Positive Behaviour Support principles which aim to minimise the use of restrictive interventions and practices.

#### **Measure of Success**

- To continue the development and roll out of the PBS Champions network throughout the Organisation.
- To develop existing incident recording data which requires a lesson's learned and debriefing approach to incident management.
- To ensure that incident data is routinely made available to senior managers and other relevant personnel within the Organisation.
- To ensure that revised policy and procedure clearly defines the role of all staff (including senior managers) in the Organisation's approach to restraint reduction.

### **Top Priority 2**

To review and develop policy and procedures relating to the reduction of restrictive interventions and promoting Positive Behaviour Support. Once relevant policies have been reviewed, revised and received senior management approval, they will be introduced to staff. Staff will be aware that as a last resort restrictive interventions may continue to be necessary.

#### **Measure of Success**

- Staff will be equipped with the knowledge and skills appropriate to their role, to enable the delivery of support which reduces the need for restrictive interventions.
- Staff will understand that ethically, justifiable restrictive interventions may on occasion be necessary to protect the safety of the people who we support and others.

### **Top Priority 3**

We are committed to ensuring that all staff have the relevant, knowledge, competency and skill to deliver care and support required to meet individual need, in the least restrictive way.

#### **Measure of Success**

Extra Care Housing Service	Support at Home Service	OA Day Services	Residential Services	DMH Day Services	DMH Supported Living Services	Community Equipment Services	Shared Lives Service
✓	✓	✓	✓	✓	✓	X	✓

- All staff will be allocated a named line manager who will be their nominated practice educator during their induction and probationary period.
- All staff up to and including Registered / Locality Manager position will undertake mandatory PBS Skills for Care endorsed training.
- Bild Affiliated Team Teach Tutors, the Team Teach Lead, PBS Coaches and Champions will offer support, guidance and training to colleagues within the Organisation in line with relevant policy and procedure.