



## Accessing the service

The Service is available to all teams who provide support to individuals who may display behavioural challenges.

- A referral system is in place for accessing the service.
- Referral forms are available in service policy folders or directly from the Behaviour Support Team.
- Within two weeks of referral a member of the team will contact you.

## About The Richmond Fellowship Scotland

The Richmond Fellowship Scotland provides high quality community-based services for people who require support in their lives. All of our services work in person-centred ways to offer choice, promote inclusion and maximise ability.



> Positive Behaviour  
Support Team



## Positive Behaviour Support Team

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





The Aim of the Behaviour Support Team is to supplement and enhance the ability of services within The Richmond Fellowship Scotland to address the needs of people who may display behavioural challenges.

Our objectives are:

- To reduce frequency & severity of behavioural challenges.
- To increase knowledge, skills & confidence for staff teams.
- To improve quality of life for the people we support, in particular to increase participation in the community.

The team has a wealth of experience of both managing and working in a range of support services within health and social care settings.

Each team member has in-depth knowledge and experience of utilising the multi-element model of Positive Behaviour Support.

The team is also skilled in non-aversive practice, in particular Gentle Teaching and Active Support.

## | What the team offers

### Behavioural Assessment

- An intensive piece of work involving a member of the Behaviour Support Team spending 2-3 days per week in a service over a period of several weeks.
- Reviewing all aspects of the service resulting in a number of recommendations including changes to the support offered to the individual.

### Intensive Support

- Devising behaviour support plans and structured behavioural strategies, and then providing direct support to implement these.
- Introducing a quality assurance system to ensure implementation.

### Consultation

- Being a resource for the organisation with regard to Positive Behaviour Support e.g. developing policy, promoting good practice & providing advice/support to managers.

### Research

- Contributing to published research and practice development in the field of Positive Behaviour Support.

### Management Development

- A programme of Service Managers workshops focusing on how to assess and manage behavioural challenges.

### Staff Training

- Providing person-specific training in behavioural methods, including functional analysis and proactive and reactive strategies.
- Providing short-term or one-off training sessions.
- Offering training in other areas relating to behavioural challenges e.g. Autism, communication, sexuality.

### CALM Training

- Providing a 2-day intensive training course in CALM Physical Interventions including Health & Safety issues and legal factors in relation to Physical Interventions.