

Apple House Ltd - Positive Behaviour Support and Management  
PROACT-SCIPr-UK ® Training Program

Apple house Ltd believes that any work they do with the residents should be proactive and focused on the best interests of the individual. Apple House Ltd also believes that staff should be safe at work and should not be exposed to undue or unreasonable risk. It believes that staff should be able to work in the home safely, free from the threat of injury or upset through acts of aggression or violence.

To support these aims Apple House Ltd implements a PROACT-SCIPr-UK ® training program.

PROACT-SCIPr-UK ® (Positive Range of Options to Avoid Crisis and use Therapy) is a person-centred approach to supporting the individuals in our care.

It is a 'values-based approach' with an emphasis on being proactive. The focus is on getting it right for the person, rather than being reactive or responding to an episode of challenging behaviour. The aim is to raise the person's self-esteem, improve their quality of life, empower them and enable them to live in a more independent and fulfilling manner.

At Apple House our approach promotes a gradient model where the majority of the support we provide (at least 70%) is proactive and focused on developing strategies driven by the individual that make the need for challenging behaviour less likely. It is acknowledged that from time to time people may require additional support to keep themselves and others safe. In order to ensure that this is addressed, additional more restrictive techniques are included within our overall approach to ensure that what is being offered has the capacity to cover a wide range of situations and minimise the risk of injury to both support staff and the individual.

PROACT-SCIPr-UK ® is a recognised method of supporting people with behaviours that can be difficult and dangerous to themselves and others. It is accredited by BILD and reflects the Restraint Reduction Network Training Standards that have been adopted by Apple House Ltd and incorporated into our latest training program.

PROACT-SCIPr-UK® as the name implies, focuses primarily on a proactive approach to managing challenging behaviour. In our training we use a 70%, 20%, 10% split as visual for the Proactive Strategies, Active Strategies and Reactive Strategies.

Our training is divided along those lines, with an overwhelming focus on how to manage behaviours through predominantly proactive measures that reduce the need for any form of reactive response and make any physical intervention a big deal.

During our training we focus on several core aspects of the behaviour cycle including Beliefs values and attitudes, Gradient support, A whole approach, Health and safety, Physical Interventions and the law, What is Abuse, Recording, Debrief and support, Behaviour Support vs Control, Crisis escalation, Triggers and warning signs, Verbal and non-verbal calming, Gateways proactive management and The law and Risk assessment. These are delivered to staff over 2 days and give staff a sound understanding of their role in relation to behaviours that can be difficult to manage.

Where there is an identified need for a physical response as a last resort to keep everyone safe, Apple House uses more focused training surrounding the individual.

When training for the use of a physical response to any challenging behaviour PROACT-SCIPr-UK® divides the audit based interventions into categories that reflect a gradient of support from Proactive working practices, Keeping safe, Person specific and finally restrictive person specific interventions.

At Apple House we can then teach some Person Specific supports surrounding an individual that are in addition to the supports above.

We only train to supports that are needed in the home that the staff are predominantly working in.

These interventions are broadly about keeping everyone safe and making sure there is a rapid de-escalation of any incident a controlled manner. We focus on the need for staff to make split second judgement calls in their responses to very stressful situations and the importance of recording the detail of

these afterwards. We try and foster a culture of self-reflective practice and encourage staff to question any strategy they do not understand.

All staff undergo the initial 2 day scip training and then have updates annually. Where there is a specific behaviour of concern staff will monitor this more closely and the behaviour support plan and risk assessment will be reviewed.

Through our training program Apple House is committed to making the people in our care as independent and able to self-manage their anxieties, with maximum proactive support negating the need for any reactive strategies, increasing an individual's independence and enhancing their life skills.

