



My Background

- My name is Belinda Foster.
- I have managed First Start for almost 10 Years.
- Previous to this I worked as a Learning Support Assistant in 2 SEN schools in East London.
- Youth Services manager for the Tower Project for 3 years.
- I have a good knowledge of Autism. I have ensured the service gained full Autism Accreditation through NAS.
- I am a member of APPGA (All Party Parliamentary Group on Autism).
- I also have a good knowledge on different challenging behaviours and supporting people to modify these behaviours.

Challenging Behaviours are not always that of a physical nature but can also be quite subtle. E.g. Someone refusing to change their clothes. This may not seem that challenging however it can be when someone's clothes no longer fit them or they need to be changed.

At First Start we experience a number of challenges ranging from refusal to take part in sessions to the more full on unpredictable physical behaviours.



First Start

**Supporting People
with Challenging
Behaviour.**



Overview

The Tower Project is a community based voluntary sector organisation providing a range of services to children, young people and adults with disabilities who are resident within the Corporation of London, London Borough of Tower Hamlets, London Borough of Hackney, London Borough of Newham and surrounding London Boroughs.

- Parents been campaigning for many years for this service.
- Opened at St Margaret's House in Bethnal Green in 2005.
- Day Service People with Autism 19+.
- Opened as a community Based service.



Case Study 1

- Young man of 21 Years Old.
- Diagnosed with Autism and a Learning Disability.
- Non Verbal.
- Incontinent.
- Excluded from School due to challenging behaviours at 13 years of age.
- Challenging Behaviours include, Hitting, Hair Pulling, Grabbing, Throwing things, Self injurious behaviours & vomiting.
- Over sexualised behaviours.
- Requires 2-1 Support sometimes more.
- No respite provisions that can accommodate for these behaviours.



Case Study 2

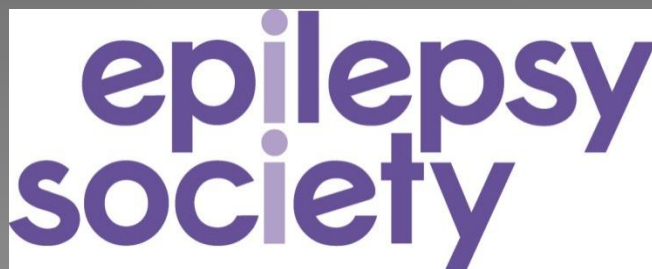
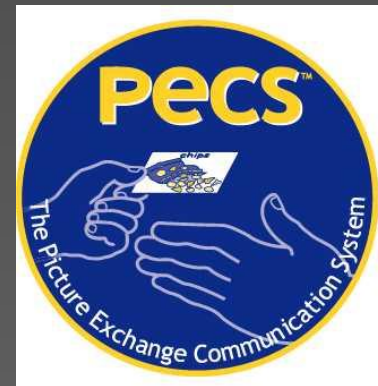
- Young lady of 27 years Old
- Diagnosed with Autism, Learning Disability, Epilepsy and Type 2 Diabetes
- Non verbal
- Excluded from previous Day Provisions due to unpredictable Challenging Behaviours.
- Challenging Behaviours include, Hitting, Pushing, Spitting, Throwing things, over-sexualised behaviours & Self injurious behaviours & Absconding.
- Over sexualised behaviours.

How do we achieve Results Staff

- Specific accredited and approved on-going training for Staff.
- Regular Supervisions/Team meetings/Reflection Time.
- Involve staff in planning/Risk Assessments/Positive behavioural support planning
- Regular on-going progress documentation.
- Open Door Policy.
- Sufficient incident report writing.
- On-going Support for Staff.
- Investment in Staff.
- Adequate policies and procedures.
- A resource library for staff to be able to access.
- Keeping abreast of new technologies, theories and resources that may be of benefit to our service.



Staff Training





How do we achieve Results? Members

- A purpose built spacious calm environment that accommodates all members needs.
- Remember that 80% of the time most challenging behaviours are communicating something.
- Attendance 5/6 Days per week. 52 weeks per year.
- Each person that attends First Start has the following documents, a comprehensive assessment, an Autism Support Plan and a Positive Behaviour Support Plan. These 3 main documents ensure that consistency is practised within the service at all times. These documents have been set up and designed by myself in order that they are relevant to the needs of all members that attend First Start.
- Regular contact with parents/carers/support staff/professionals involved within the persons care & support.
- No exclusion policy.
- We are also an Autism Accredited Service that informs all of our policies and procedures and ensures that we are always working towards a standard of excellence in both theory and practice. This is on-going as the service has to be reviewed every 3 years.



Environment



Policies and Procedures

- Tower Project has clear policies and procedures surrounding Physical Interventions within services and Risk Managements. These policies outlines our practice.
- It is always important to ensure that any physical intervention is documented and to ascertain what was happening before during and after a situation has occurred. This will identify any patterns/triggers that could be potentially happening.
- Psychology referrals are constantly being made as well as psychiatric visits where necessary.
- Behaviour Support Plans are devised and followed to the letter to maintain consistency and are updated where necessary.



Any Questions...

