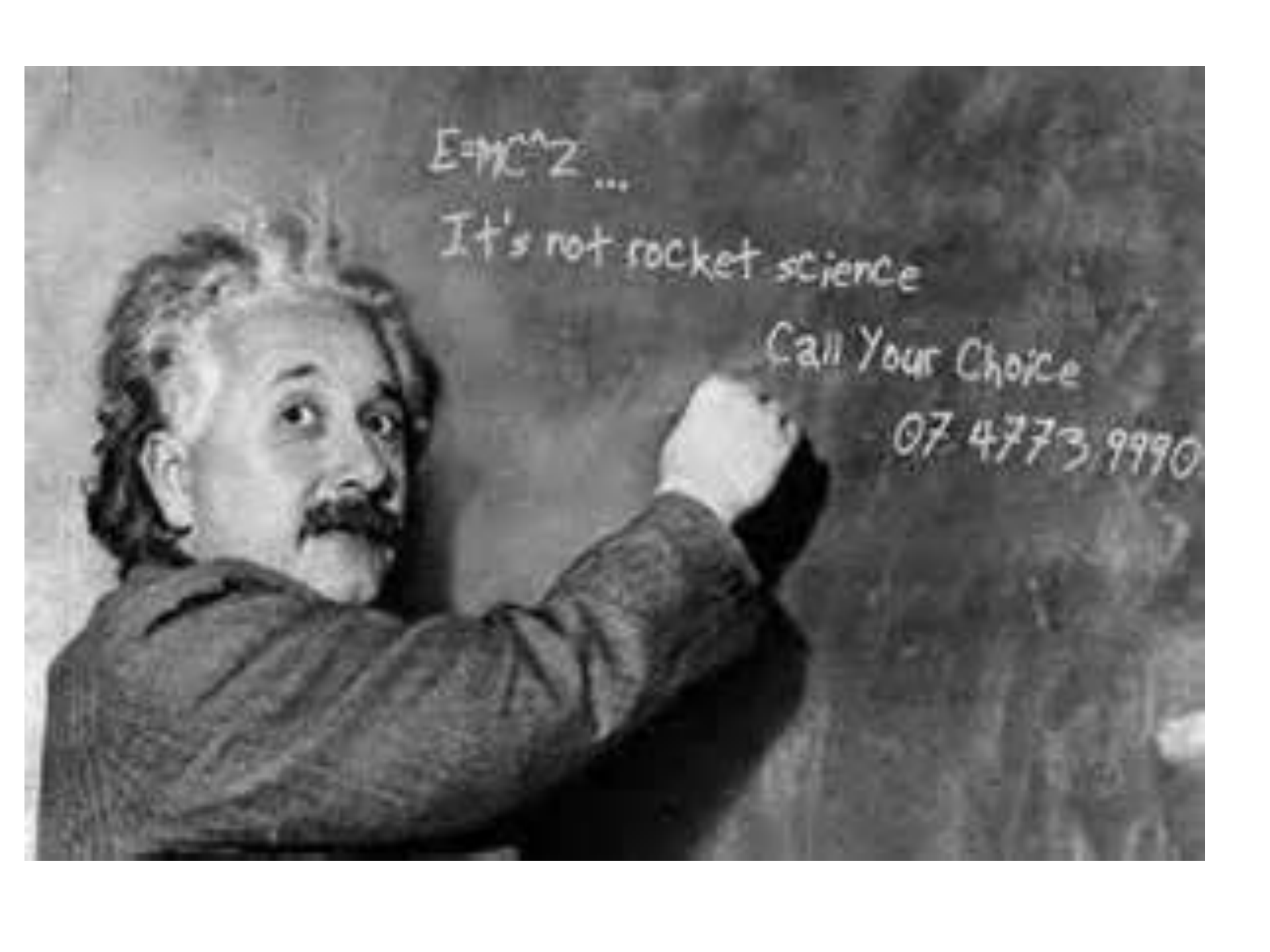


10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

..... and maybe what to do about it

Damian Milton and Richard Mills with
Simon Jones
Learning Disability Today Conference
London
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$E=MC^2 \dots$

It's not rocket science

Call Your Choice

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10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

1. **If you don't understand me call me 'complex'** – this way 'the behaviour' is my fault and not yours – better still call me a 'patient' – even better, move me hundreds of miles away from my family. Make sure your most inexperienced people support me.

- *Take account of the persons means and style of communication, can they express what they want to say? Check their health and whether they might be in pain, distress.....or in sensory overwhelm*
- *Organise services locally - one person at a time. Give people better lives based on knowing them and a relationship of trust. Do not remove control and choice- or remove people from their local communities*
- *Develop an ethos of skilled support. Do not 'involve' the person and their family in planning and organising their support, **they should be leading you!***



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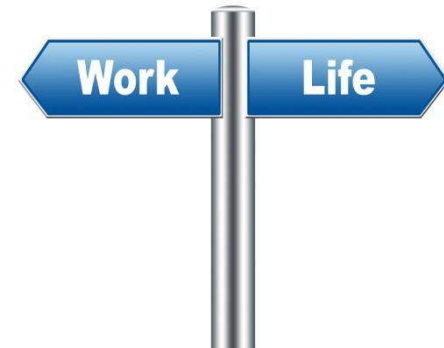
2. If I get upset with you send me to a doctor who can prescribe medication

- *Find out what might be the cause of the upset.*
- ***STRESS IS HUGE- SENSORY ISSUES ARE HUGE***
- *Recognise when a person distressed to the point of losing control*
- *Give the person a way of gaining control of the situation- reduce confrontation*
- *There is no medication to 'treat autism' or to 'treat challenging behaviour' and some nasty side effects that could make matters worse*



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3. Take control of my life like you would a child – choose where I live and who I live with, even if I don't like these people and they cause me stress - and control what I do every day – see me as a commodity - move me without my permission



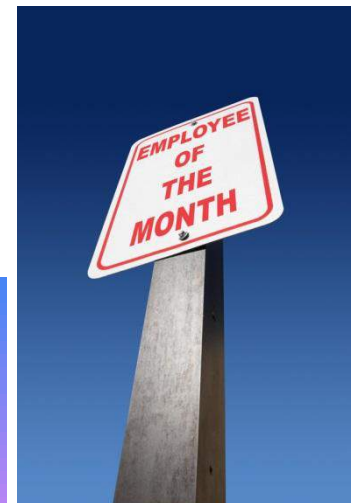
- *Build trust and rapport and relationships that are meaningful.*
- ***This is a human rights issue.** Make choice and control possible. Independent advocates should be sought wherever the person is vulnerable.*
- *Do not move people against their will or to suit the needs of the service*



10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

4. Do not give me things to do that interest me but make me work very hard on things that do notor things that I find difficult or really don't like....

- *Play to strengths - Recognise interests – encourage expertise and knowledge .*
- *Use interests to reduce stress and provide opportunity (not as a reward for 'good behaviour').*
- *Recognise that intensive activity can be stressful and tiring.*
- *Recognise achievement and celebrate diversity.*



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5. Do not teach me how to make choices or broaden my horizons - Allow me to indulge in an unhealthy lifestyle. Burgers coke and coffee, and do not educate me on alternatives.



Exercise and a healthy lifestyle can be interesting and fun.

Give information in ways that mean something to the person to enable them make choices and adjustments that promote opportunities for personal growth.



10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

6. Inflict your preferences and lifestyle on me - Ensure that my life is filled with your idea of fun, sound and activity, leave the TV on at all times or play your choice of music to me. Bring your dog to my house or take me to places you enjoy – like busy shopping malls and pubs. Touch me when I'm least expecting it.

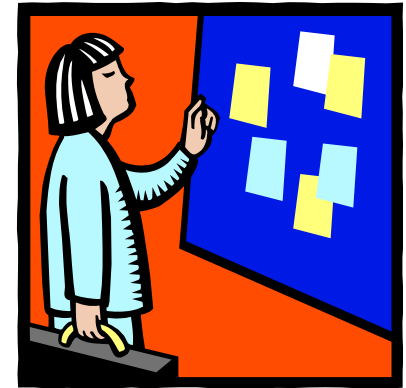
- *Work out individual preferences and enable access to them. Sensory issues can be **VERY SEVERE***
- *Reduce the potential harm from 'stress triggers', such as noise, crowds, touch, and lighting. Facilitate quiet time (not using quiet spaces as a 'prison cell')*
- *Reduce language and confrontation*



10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

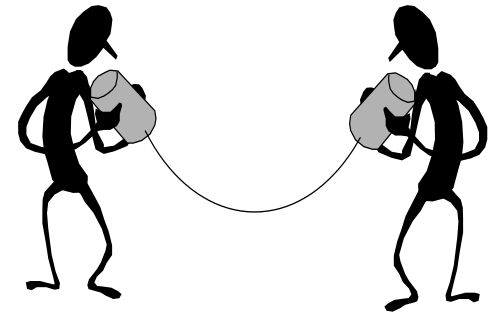
7. Ensure my life has balance - between boredom and sudden nasty surprises

- *Plan changes in advance where possible and work to achieve a balance of relaxation, rest and work – with some fun too.*
- *.....But base it on the person's own choices and preference. Do not rely on words alone, written and/or visual schedules can help.*



10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

8. Describe my attempts to communicate with you in derogatory terms such as 'attention seeking' or 'manipulative' - Threaten to take my things away from me or restrict my life further if I don't change



Be respectful. Work hard to develop understanding and see 'behaviour' in terms of what the person is trying to say or is feeling

*Be kind – be patient – be persistent – be reflective.
Use aids to help communication*

Behave ethically and fairly



10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

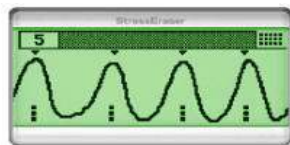
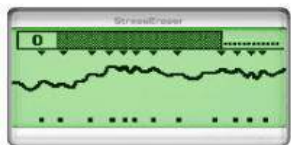
9. Prevent me from 'indulging' in my own 'coping strategies' - 'stimming', pacing or rocking are things that I do to help calm me – so why not physically assault me if I do this?

- *Recognise the importance of these activities to the person*
- *Facilitate opportunities to do - e.g. rocking chair- swings - roller coaster*
- *Understand that we all have diverse needs.Intervene only if a person is suffering distress or harm as a consequence, and do so as part of an agreed plan - led by that person and their family*



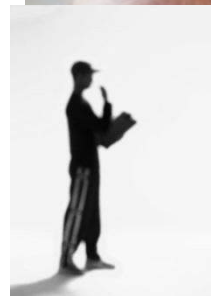
10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

10. Expose me to things you know will stress me out so that I 'get used to them'



Avoid known stressor. Help a person rehearse if inevitable (and avoid if too painful). Provide close support and gentle encouragement. Avoid confrontation.

Find ways to give person control such as self-monitoring devices or access to a personal mentor or life coach to tackle known stressors.

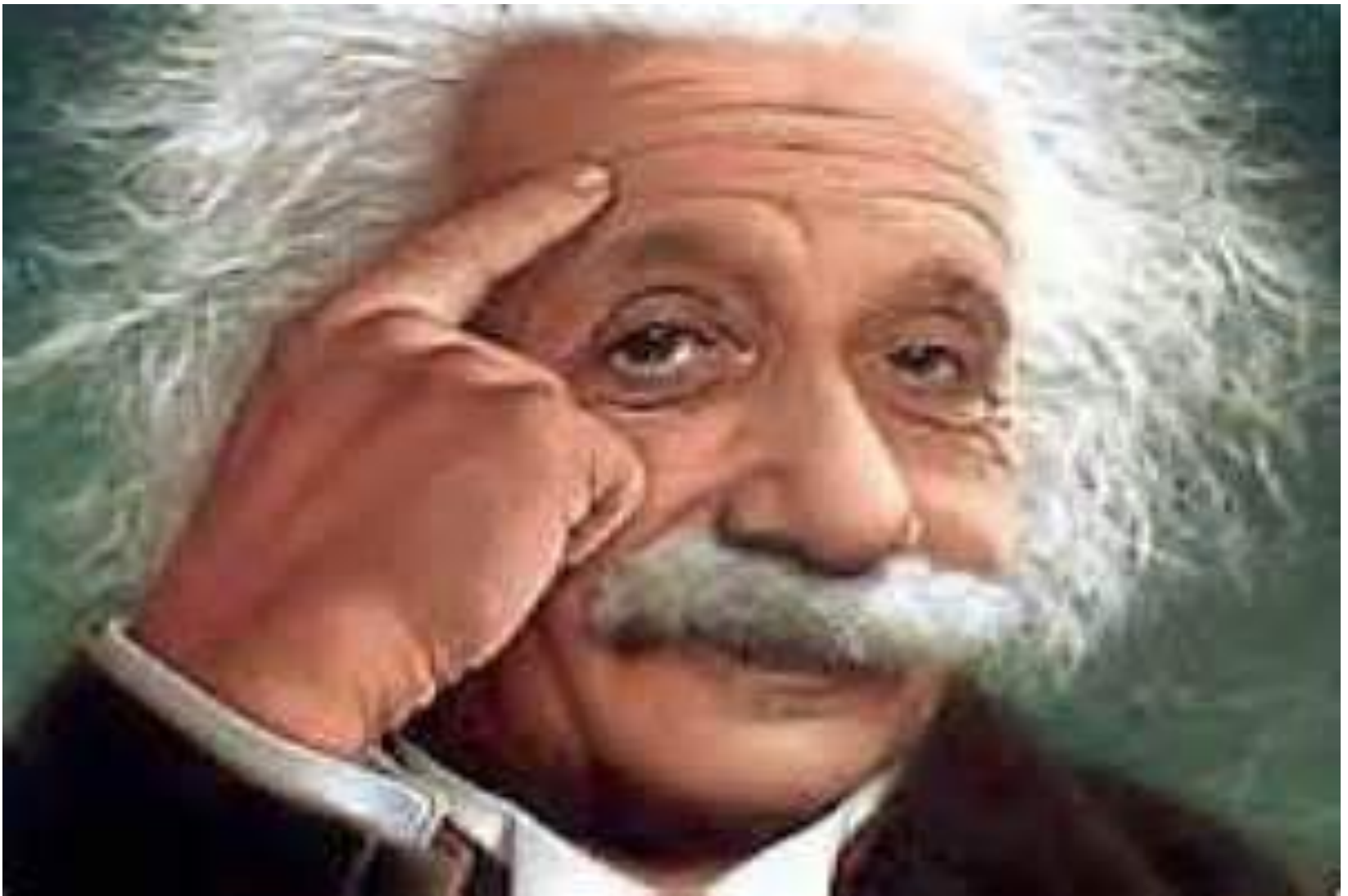


10 rules for ensuring people with learning disabilities and autism develop 'challenging behaviour'

11. Do not keep your word or promises
(such as having 11 things on this list and not 10!)

- *Remember that people may be literal or may not like vague or ambiguous language. Be precise.*
- *It is important to say what you mean and mean what you say.*
- *Be direct keep your word and promises.*





It's not rocket science – anyone can do it ... so why not you?

- Damian Milton
- Richard Mills
- Simon Jones