



Catesbi CIC

Impact Report

2017-2019

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Welcome to Catesbi

Catesbi is a social enterprise which offers support to children and families in Dundee and Tayside experiencing behavioural issues.

We use a naturalistic, positive approach derived from the Science of Behaviour.

About Us

Catesbi CIC (Community Interest Company) was formed to work in partnership with parents, relatives and carers, and also with professionals who are involved in the care and education of children.

Our mission is to teach skills acquired through the practice of Behavioural Science and Positive Behaviour Support.

No formal diagnosis is needed. Behaviour is key: if a child's behaviour is preventing them from achieving and living a full life, Catesbi can help.

- A child may display 'challenging behaviour' because they're not able to communicate their needs appropriately.
- We analyse the reasons and teach the child the skills they need to manage everyday situations, helping them become accepted and included as individuals.
- This not only helps the child, but also parents, carers and other children, whether it's in the classroom or in the community.

Catesbi supports children on their journey towards individual growth. We help strengthen the role of the parent or carer and we work in partnership with professionals to support their working practice and ongoing professional development.

To find out more, visit Catesbi CIC on Facebook, YouTube, or click on the link below:

<https://www.youtube.com/watch?v=tFUCi9Rlis0&t=10>

What is a Community Interest Company?

A Community Interest Company is a social enterprise formed to help the common good. Community Interest Companies can help meet a social need and improve life chances. Catesbi aims to fulfil both. Catesbi exists to benefit the community. Any profits are locked into the business. We operate as a Community Interest Company rather than a charity as it's less restrictive and allows our board members to work as employees. This gives Catesbi the independence and flexibility to offer innovative services for children and families in Dundee and Tayside.

It is a perfect fit for Dundee which has a strong community spirit with a 'can do' attitude.





I began my journey as a trained social worker and Chair of a Children’s Panel where I was moved by the life stories of children. I’ve worked with children on the autistic spectrum and other disabilities since 2007, but it was my experience as a foster carer which changed everything. Andrew* has autism. His life at home contrasted terribly with his time at school, where his ‘challenging behaviour’ became a real problem as he grew older.

I now realise he wasn’t given the structure and boundaries essential for him to thrive. At the time, although I did my best, no-one had the knowledge or experience to help him get what he needed. He’s now in full-time care and, sadly, he didn’t have to be.

There are questions which still haunt me. If I’d known then what I know now and could teach him better, would he be able to talk? Would he have a job? Would he still be with us? Could we go on holiday together? Children like Andrew deserve so much better. I will do everything in my power to ensure children aren’t left with no support as happened to him.

During Postgraduate Studies in Autism and Learning, I learned a great deal about autism. Things changed significantly when I discovered Applied Behavioural Analysis (ABA) and I studied to become a Registered Behaviour Technician at the University of Belfast.

Before coming to Dundee I worked as a self-employed Behavioural Therapist in Edinburgh.

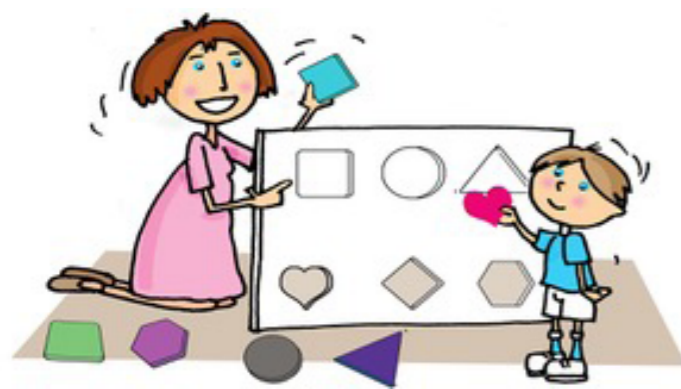
There are many children like Andrew. It’s estimated there are over 400 children in Dundee’s schools who have support needs relating to development and behaviour. They are yet to receive systemic, research-based behaviour intervention.

As the face of Catesbi, I’m working with families and professionals to share everything I’ve learned. Together we can make a positive, enduring difference to the lives of children in Dundee and Tayside.

Suzie Repova MEd., Founder of Catesbi

“Children are at the centre of everything I do. If a child needs positive behaviour support, I want to help.” Suzie Repova

I founded Catesbi to utilise the Science of Behaviour and use the power of positive reinforcement to help children and families fulfil their potential.



Founders and Mentors

Brandon Umphrey is our Research Director and a Board-Certified Behaviour Analyst (BCBA). His findings have demonstrated the need for behaviour support in Scotland. Brandon will deliver training and behaviour support wherever it is needed.

David Walker has proven financial, commercial and managerial skills, gained across a number of industrial sectors and also in banking. He has undertaken a variety of roles in small and medium-sized enterprises, as well as larger companies.

Tina Patterson is a Board-Certified Behaviour Analyst (BCBA) from Nashville, Tennessee. Her husband, Jimmy Patterson, is a renowned producer who helped create Catesbi's first YouTube video. Tina has worked extensively in Dundee, exploring how to use positive behavioural support to set up world-class services for Scotland.

Euan McLeod is our business mentor. Euan has vast experience in running charities and Catesbi has benefited greatly from his skills and knowledge.



Suzie Repova MEd., Founder, Managing Director & Behaviour Therapist with Tina Patterson M.Ed., BCBA Clinical Supervisor

Volunteers

Colin McFawns has helped us since late 2017 with formal letters to the government on current issues.

Rhianna Scrimgeour, **Sarah McIntosh** and **Jennifer Thom** are students from Abertay University who helped source academic materials. They have also researched and identified areas where behaviour analysis has been recommended.

Fraser Malaney is an experienced content writer and has been on board since April 2018.

Mohamed Khalil and **Yasmin Ishaq** are students from Abertay University. They worked with Catesbi in May – June 2018, practising their skills with a start-up company.

Rikki O'Neill is a recognised artist who is a great supporter of Catesbi. He creates meaningful pictures for our training sessions and conferences.

Irma Arbaciauskiene has joined us as an administrative assistant.

Catesbi was formed in late 2017 following the success of Zuni, a freelance behaviour service. The idea and branding for the business came easily, but planning was much harder.

Fortunately, there's a lot of support in Dundee. Dundee Social Enterprise Network (DSEN) was very helpful in the early stages. Kirsty Thomson from The Circle gave me structured help and mentoring at the very start. Coca-Cola 5by20 is a dynamic and supportive community of women all looking to make Dundee a fantastic place for business.

Catesbi would never have got off the ground without my clinical supervisor and mentor, BCBA Tina Patterson, who has been supporting me for over two years.

I've had to work hard to clear up any misunderstandings about the Science of Behaviour. It's vital people have the right information.

I came to realise that working solely with autism isn't the right path for Catesbi. We focus on a child's behaviour rather than a diagnosis, so our remit can include more people than I ever imagined.

Many parents and carers can't afford behaviour therapy, so we're constantly looking for funding while we carry out reduced rate work with them. This has also steered me towards working with professionals and third sector organisations. Concerns about the level of violence towards teachers in Scotland's schools shows how much work needs to be done to address this.

Catesbi has gone from quite a narrow remit to a much more open one, but we've also become far more focused and structured. Developing Catesbi has been an incredible journey and there's still more to come!



What Catesbi has Achieved So Far



A deeper knowledge of the Science of Behaviour and how it can be applied has spread throughout Dundee and the surrounding area.

Parents, relatives and carers have an increased awareness of behavioural intervention and have been given more options for their children.

People who are responsible for the care of children now have an awareness of Positive Behavioural Support (PBS).

Professionals in Dundee are increasingly aware of the Science of Behaviour, Positive Behavioural Support and how they can help their own professional development and the children in their care.

Communities in Dundee and Tayside have been empowered and up-skilled.



2017

August - I moved to Dundee

September - Located premises in Dundee thanks to David Webster from Forth Ports Limited

October - Piloted our first **Realise** training programme

November - Received funding through DSEN to carry out a feasibility study

2018

January - Piloted our first **Focus** training programme

February - Fast track referral with Coca-Cola 5by20 | First training for Dundee City Council

March - Undertook a Train the Trainer course with Quest Scotland

April - Meeting at the Scottish Government with Autism Strategy leaders and NHS Education representative

May - Began our first drop-in sessions | Worked with Abertay University to offer student placements | First networking referral | Received funding from DSEN

July - Received funding from UnLtd

August - Received funding from Firstport

September - Began our first session through Founders4Schools in Scotland | Began our first two **Focus** sessions | Began our first **Respond** behaviour interventions

November - Applied for our first tender

2019

January - Completed DCC framework, Planning for 2019

February - Agreed to take new premises at The Circle in Dundee

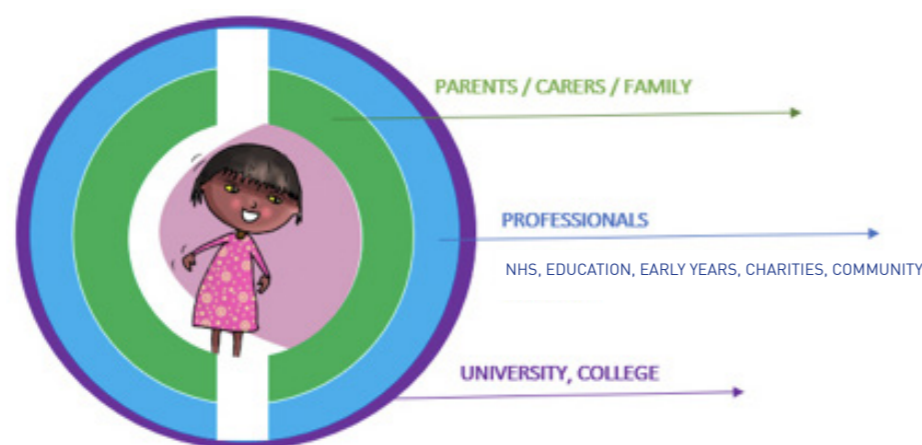
We piloted three child-centred projects to cover every aspect of improving a child's life.

Our **Respond** programme has been designed to work directly with family members and carers.

Our **Realise** programme builds on this by helping parents, carers and support staff to understand behaviour, why it exists and how they can work with it.

Our **Focus** programme has been specially constructed to help professionals by offering bespoke training so they can apply behavioural strategies at work.

Yet to be piloted: Our **Recognise** programme is an intensive, 40-hour programme of study for individuals who want to take their skills and experience developed in caring for others to the next level.



Respond

Our **Respond** programme works with challenging behaviour, whether it's due to difficulties developing new skills (from mathematics to brushing teeth) or it shows itself more directly (for example, through aggression or self-harm).

We work directly with children and their families in community settings, such as nurseries and schools. The programme takes approximately three months and is divided into four stages.

Stage 1: Problem Identification. Interviews, medical and educational records review, Functional Assessment Screening Tool (FAST) rating.

Stage 2: Problem Analysis. Naturalistic observations, behaviour data recording and data analysis.

Stage 3: Plan Development. Treatment Plan Review, training to implement Positive Behaviour Support (PBS) plans and training for direct intervention.

Stage 4: Plan Evaluation. To determine the effectiveness of the Treatment Plan and its social validity.

Our most recent social outcomes include:

- A reduction of challenging behaviour at home and in educational settings.
- An improvement in communication skills, including listening, pronunciation, requesting,

explaining feelings and negotiating.

- A marked increase in coping mechanisms, such as the ability to wait and allowing hair to be done-up.
- Improvement in daily skills, such as getting dressed, helping siblings and playing constructively.
- A calmer family atmosphere with a noticeable reduction in disruptive activity.

Case Study: One-to-One Positive Behaviour Support

This study illustrates how we use Positive Behaviour Support (PBS) in real-life situations for the best interests of a child to encourage healthy development.

A charitable organisation from Dundee referred five-year-old Mary* with the aim of addressing her 'unusual' behaviour.

Following meetings with Mary, we discovered she has a slight speech delay, but no other diagnoses. She pretends to be 'an animal' which takes different forms across the day – at home, in school, in shops and other environments.

We signed a service agreement for twice-weekly meetings. Our rates were reduced significantly to help Mary. A Board Certified Behaviour Analyst (BCBA) was paid for through our funding.

We completed a behaviour assessment and BCBA created a Positive Behaviour Intervention Plan (PBIP). PBIP consists of prevention and reactive strategies. These are evidence-based and include social stories, functional communication and a plan for transitions between different activities and attachment strategies.

All these strategies were explained to the carer. We modelled the interventions for the carer directly with Mary and continue to do so. Mary responded well to the attachment strategies and video social stories.

Mary's behaviour requires intensive intervention across all settings, not just at home. Unfortunately, there is currently no funding for this. We also know Mary has been through lots of early childhood trauma and it is vital we work in partnership with other professionals.

We have engaged an Educational Psychologist and a Cognitive Behaviour Therapist (CBT). Funding has been secured through Cash for Kids to secure psychological assessment.

We are very pleased with Mary's school's collaboration. The head teacher and classroom teachers are dedicated and once there is recommendation from CBT we will be able to implement other strategies.

Testimonials

"Since working with Suzie things in our life have become easier as Mary* now uses her voice instead of continuous animal behaviour. Although they (the animals) have not completely disappeared, I am managing the behaviour a lot better. The interactions with all three children are less volatile as I am not over-reacting. I have learned to wait, think, then act. Or even let them sort things out for themselves." **Gran**

Realise

This training programme does exactly what it says: it helps people **realise** how much more there is to behaviour and how to make life easier and better with that extra knowledge.

- The programmes are adapted for the people who use them
- They last for 1 – 2 ½ hours per day, twice weekly
- There are five essential sessions – with additional sessions depending on family needs

We have implemented guidance programmes in:

1. The Science of Behaviour and its application
2. Behavioural Intervention
3. Reinforcement
4. Teaching Life Skills
5. Prevention Strategies
6. Functional Communication
7. Challenging Behaviour
8. Verbal Behaviour
9. Social Skills
10. Teaching skills through play
11. Sexual Behaviour
12. Autism Awareness and recommended interventions for children with autism
13. Supplemental sessions have also covered:
 - Feeding problems
 - Sleep problems
 - Toilet training
 - Crisis management



We have piloted these programmes with parents, carers and family friends in personalised sessions and small groups.

- 130 programmes have been carried out.

- Three referrals resulted from this and one has turned into direct intervention.
- Catesbi has worked with returning customers from the Dundee International Women's Centre, Dundee Autism Support Hub, a private nursery and a self-employed practitioner.
- Parents who have attended our sessions have been able to advocate for their children and continuously apply and learn reactive and preventative strategies which have helped children improve their behaviour.

Testimonials

After the sessions:

"Each session expanded my knowledge and allowed me to see things from a different perspective, especially with communication. If I had known about ABA sooner, I definitely wouldn't have had as many problems with the boys when they were younger." **Mum, Dundee.**

"Well worth doing. It opened my eyes to a new way of approaching to teach my son. Suzie had a very focused approach and made the course very easy to understand." **Mum, Fife.**

"I now have a better understanding of play and autism, and how to incorporate play into my practice." **Professional, Edinburgh.**

"Makes me aware of why behaviours are there and help work around these for a positive outcome. This training also helped me understand what we can do as a society to be less ignorant of what we don't understand." **Mum, Dundee.**

"Before attending Suzie's training session, I had a basic understanding of autism but no knowledge of how those with the condition could be helped or how their families could benefit greatly from the right support. Suzie is a very warm character and made those attending feel completely at ease. She shared her knowledge and encouraged everyone to ask questions. I found the training very worthwhile." **Professional, St. Andrews.**

"Thanks very much for organising the event today. It gave a very useful introduction to the topic of Applied Behaviour Analysis and how it could be used in various settings. The networking with other people working with parents and children in the Dundee area was also very useful." **Professional, Edinburgh.**

"I found today's training very useful, inspiring, informative and interactive." **Professional, Scottish Borders.**

After one month:

"I am still using some of the techniques I learned, especially in the way I talk to the kids and show them things. As always, some days are better than others, but everything together with what I already learned helps. Jack* is coming on, the moaning has finally stopped and his speech is clearer." **Mum, Dundee.**

"I went to the school to request some changes for my son. They did not want to do that, so I put in an official complaint. Within a week, Kevin* got assessed and got new visual schedules." **Mum, Fife.**

We are happy the social impact we are trying to achieve has been successful. Catesbi has increased the awareness of the Science of Behaviour and Positive Behaviour Support (PBS) in Dundee and Tayside, and has shown how this can help people in daily life.

Focus

We have created opportunities for statutory organisations to learn about the Science of Behaviour in education, health and social care settings. To do this, we piloted two training conferences.

- Our first conference, Learning from a Behavioural Perspective, took place over a full day.

This was attended by teachers, mostly from Angus Council. Two very productive meetings took place afterwards and we are looking to build on them.

- The second conference, Adverse Childhood Experiences, took place over a half-day and we welcomed representatives from local charities and other occupational backgrounds.

We met with a teacher and an occupational therapist the following week to discuss issues and further options for collaboration.



Suzie Repova with presenter Tina Patterson and some attendees at the Learning from a Behavioural Perspective workshop at The Circle

Testimonials

"I learned about Premack's principle, RARE & LEAP, the difference between positive and negative reinforcement. I am keen to share this with my staff. This gave me the space to consider my practise around behaviour and reflect on how I can use different strategies and assessments to support our pupils, staff and parents." [Professional, Dundee.](#)

"If we don't get the behaviour right, the learning will not happen." [Professional, Angus.](#)

"My son (a teacher) needs to know this! His pupils don't cope with typical school. Wraparound solutions make sense now." [Professional, Dundee.](#)

We are happy the social impact we are trying to achieve has been successful. Catesbi has empowered and up-skilled community organisations by heightening awareness of the Science of Behaviour and how it can be applied in education, health and social care settings.

Recognise

Ideally, all staff working with individuals who have learning disabilities should be highly skilled in recognising behaviour which can be improved to help them become as independent as possible and lead fulfilling lives. A Registered Behaviour Technician (RBT) is a nationally recognised qualification which builds on this knowledge.

In some parts of the world, such as Hawaii, this qualification is a mandatory requirement to undertake a career in social care to work with adults or children with additional support needs.

Based on current levels of knowledge and awareness, we aim to deliver a pilot **Recognise** programme within the next two years. It will include 40 hours of Registered Behaviour Technician training.

Funding and Sponsors

At the beginning of Catesbi's journey, I was determined not to charge parents and carers. I felt they should not have to pay for interventions which should be provided as part of good practice.

However, I soon came to realise it doesn't work like this in reality.

In order to run our services it's necessary to make charges, but they can be adapted to suit the needs of each individual family.

We are very grateful to the organisations below who have provided funding to help us work towards this.

- DSEN (Dundee Social Enterprise Network) contributed £3500
- UNLtd contributed £3000
- FirstPort contributed £5000

We continue to seek funding to help Catesbi on its journey and to subsidise costs for families in need who cannot afford the full price of our service.

What Next for Catesbi?

We intend to expand our training for professionals, particularly within the education sector, the NHS and social care professions with:

- Training to support partnership with Speech and Language Therapists and Occupational Therapists, Paediatricians and other Early Years professionals
- Acceptance and Commitment Therapy
- Behavioural Strategies for Schools
- Monitoring and Improving Behaviour in the Classroom
- Introducing Behavioural Assessments to the Curricula
- Collaboration with other Social Enterprises and Charities working with young people who require more support.

This list is not exhaustive.

Catesbi also aims to:

- Continue our **Respond** programmes of behavioural intervention.
- Continue our **Realise** guidance training.
- Carry out four **Focus** workshops.
- Pilot our **Recognise** programme of Registered Behaviour Technician (RBT) training.
- Work with Dundee City Council utilising the Children and Families Framework.
- Employ two paid staff and enlist two volunteers to support our projects.
- Secure premises easily accessible for families and professionals.
- Restructure the board so it reflects the people we work with:
 - Parents, relatives and carers
 - People with an NHS professional background
 - Directors with a background in Finance and Social Enterprise
- Find people for advisory volunteer positions with backgrounds in:
 - Psychology
 - Marketing
 - Education
 - Law
 - Finances
 - Social Enterprises
 - Local Politics
- Secure further funding to cover business costs, growth and to subsidise our services for families.
- Continue collaborative work with Abertay University and continue reaching out to the University of Dundee and Dundee and Angus College.

•The names of the children and families Catesbi works with have been changed.



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