



Left: Mencap staff celebrate passing their BILD training in Positive Behaviour Support

Training in your workplace - delivered by the UK leader in learning disability training

BILD is a leader in the field of learning disabilities in the UK, with a reputation built on developing effective policy into practice solutions for organisations and their workforce over the last 40 years.

Having helped set the standards in many areas of learning disabilities, we're well placed to train people on how to work to them.

High quality training with the right values

This experience is at the heart of our training - a high quality service built on an in-depth understanding of learning disability practice, delivered by training consultants who know what makes for good support.

Our training brings the latest approaches and lots of good practice examples and is underpinned by the right values. Person-centred approaches, the rights of the person being supported and the value families can contribute, are at the heart of all our training.

We are the UK leader in training in positive behaviour support approaches.

"Our service managers recently received BILD training in Active Support. We were able to agree in advance what would be covered – and on the day it was well delivered by a fantastic trainer who was a credit to your organisation."

Buckinghamshire Care

"I just wanted to say how great our BILD training was on Monday. Your trainer was well prepared, had touched base with me beforehand, sent all the hand-outs in advance, arrived on time and just got on with it. Our staff were really positive about the training they'd received."

*Ambitious College,
Ambitious About Autism*

"The discussion was challenging, motivating and inspiring. I have a clear idea of what I need to do back in my organisation."

"I can see how to do my job now!"

Training to meet your needs

We help develop workforce understanding and skills for a range of organisations, large and small, both those working in learning disability and autism support, and those in the wider economy, in sectors such as leisure and retail.

We're experienced in delivering training suitable for new staff - BILD's introductory training programmes are often built into organisational induction programmes.

We can also provide training for more established staff groups who need an understanding of effective communication and support for people with learning disabilities or autism - perhaps where they have not supported these groups previously.

And for organisations who want to make sure their staff are able to provide a great experience for all their customers, our understanding learning disabilities and autism awareness training can provide the solution.

All of this training can be adapted to meet your particular needs.

Targeted and cost effective training

We can train up to 15 staff in their workplace to a programme that has been developed with you. This ensures that what's delivered has the greatest relevance to your organisation's needs and practice, and is an efficient and cost-effective way to develop the understanding and skills of your workforce.

Our support staff are experienced in meeting the needs of our customers and they have a great reputation for the quality of their support.

Our bank of training consultants usually enables us to offer greater flexibility on dates.

Find out more

All of our workplace training programmes can be adapted to meet the specific needs of staff in your organisation, contact us to discuss what you are looking for and how we can help provide that for you.

To book training or to discuss how it can be adapted for your needs, please contact **Jackie Pountney** or **Emma Loft** on **0121 415 6970**, or email learning@bild.org.uk



As people with learning disabilities and autism increasingly shop, socialise and enter the jobs market, we can help ensure that your staff provide a great experience for all of your customers



I was very impressed with the knowledge, understanding and experience of both trainers.

How will this support me in my role? Massively! By trying to reduce anxiety levels, everything gets better!

Sandwell Council

"The training was really enjoyable, and the trainer was really good. It was great to have 'different' training that doesn't send you to sleep. It raised a lot of instances where we recognised that our support workers, out of their own fears, could discourage someone from doing things. It really opened our eyes to lots of things."

New Directions (Rugby) Ltd

A wide range of workplace training programmes that can be adapted to your specific needs

Some of our most popular training programmes are listed below, but we have many more and we're practiced in adapting our training to meet your needs.

Understanding Learning Disabilities

BILD's learning disability awareness training explores what learning disability is and what it means for the individual.

It explores how staff can make changes to their own behaviour and communication to help them offer good support to people with learning disabilities, and examines how the public perception of people with learning disabilities can create barriers to inclusion.



Our workplace training is delivered by experienced training consultants who understand what makes for good support

Autism Awareness

Our autism training programmes give your staff a good overview of what autism is and how it can affect people with autism.

It will help them to be more aware of how people with autism might experience the world, and to think about how they can adapt their behaviour and the environment to provide good support.



Participants on one of our Autism Awareness training programmes list the reasons someone with autism might be showing behaviour that presents a challenge

Effective Communication

Our effective communication training identifies practical ways of supporting communication with people with learning disabilities and explores why, what and how people communicate.

Active Support

BILD's Active Support training shows staff teams how using simple daily activity and support plans, and providing the right level of assistance, can help create opportunities for people to be more active and engaged during their daily lives.

Active Support involves many of the elements necessary to the implementation of a successful PBS approach.

