

Maybo Limited

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Address	Maybo Limited Redlands Lane Robertsbridge East Sussex TN32 5NA United Kingdom
PI System/model	Maybo SAFER™ Approach
Geographical area covered	England, Wales, Scotland, Northern Ireland, Republic of Ireland, Europe, Australia and New Zealand
Who is training for?	<p>Maybo SAFERcare programmes are for staff operating in health and social care settings supporting adults of all ages who may be described as having learning disabilities, mental health difficulties, acquired brain injury, social communication difficulties, Autism, and social, emotional and behavioural difficulties.</p> <p>Maybo SAFERchildren programmes are for staff supporting young people within children's services such as residential care, short break services, youth centres or educational settings, who may be described as having learning disabilities, Autism, mental health difficulties; social, emotional and behavioural difficulties or other special educational needs.</p> <p>Maybo has extensive experience operating in general hospital settings addressing clinically related challenging behaviours and clinical holding needs. We also work with health and care providers supporting people with dementia related illness. Our programmes are used in semi-secure and secure settings for both adults and children, covering some of the additional risks presented for both staff and service users/patients. Maybo programmes can be tailored for families and family carers.</p>
Accredited courses	<p>The following courses form Maybo's curriculum within the BILD PI Accreditation Scheme. They are offered in SAFERcare and SAFERchildren versions which are further tailored to address specific service contexts, risks and needs through our Training Needs Analysis (TNA) and design process:</p> <ul style="list-style-type: none">• A human rights approach to promoting positive behaviour support and reducing restrictive practices• Understanding behaviour and recognising risk• Supporting people with complex behavioural needs• Positive Behaviour Support (Fundamental elements)• Conflict management and challenging behaviour awareness• Conflict management, challenging behaviour awareness and disengagement

- Conflict management, challenging behaviour awareness disengagement and holding
- Conflict management, challenging behaviour awareness, disengagement, holding and additional holding
- Train the Trainer and Coaching Champions programmes supporting the above programme levels

General Approach to Teaching Physical Interventions

Maybo believes that training in this sensitive and risky area must be:

- Person centred and embedded in a Positive Behaviour Support (PBS) approach to inform behavioural management and proactive planning around the individual needs of each service user
- Based on caring values that promote respect for the individual and a reduction of conflict and behaviours that challenge through developing positive behavioural supports, interactions and relationships
- Relevant to the context of each Service and needs
- Non-aggressive and focused on restraint reduction and elimination – not just teaching safer methods!
- Challenging of any practice that does not respect service users and/or falls short in duty of care

Before participating in physical skills participants must train in primary and secondary strategies that will help them prevent and defuse incidents. These strategies are then applied throughout the training which focuses on low arousal approaches within a problem solving toolbox that enables staff to plan and respond to the individual needs of their Service Users. We train trainers and local coaches/champions how to use our toolbox and resources so that they can provide consultancy support to local services, facilitating transfer of training into working practice and supporting person centred planning.

We constantly challenge staff to question whether physical intervention is necessary and in the best interests of the individual concerned. This includes getting them to consider how a service user may interpret and react to staff interventions and how this may be influenced by factors including trauma history, Autism, gender and culture.

Relevant training topics

Each programme is based on a consistent core set of outcomes and principles that ensure every learner receives the fundamentals of good practice in person centred approaches. Once the level of training programme has been identified through the TNA and behavioural assessment process we further tailor courses by:

- Integrating key organisational policy, guidance and messages
- Selecting scenarios and case studies most relevant to the Service and needs of its service users and staff

Our training follows the Public Health Model in addressing:

Primary and Secondary Strategies: These focus on reducing conflict and challenging behaviours through contributing to a positive environment and culture, with a focus on understanding people's needs and behaviours. We cover positive communication and relationship building and comprehensive de-escalation skills for the times when emotions rise.

Tertiary Strategies: Our programmes prepare staff to respond professionally in a crisis in order to contain a situation and create safety. The level of skills covered will vary by service based on risks and needs, but all cover teamwork, communications and duty of care during and post incident. Tertiary content includes how to record and report incidents and how to facilitate support and de-brief/draw learning.

Please contact us at info@maybo.co.uk for more information or call 01580 881346