BILD Physical Intervention Training Accreditation Scheme

The BILD Physical Intervention Training Accreditation Scheme (PITAS) has long been seen as an indicator of quality and good practice for those providing training, and for those commissioning training into their service; however membership remains voluntary.

The BILD Code of Practice (2014) offers a framework of standards, which have been developed over a period of time and work alongside the changes in evidence base as well as policy and practice. The production of these standards have been identified as having made a significant contribution to the overall improvement in the quality of physical intervention training for staff. The scheme’s aim continues to be to enable and support the development of frameworks which organisations can use when supporting people who experience difficulties managing their behaviours and therefore may present behaviour which people may find difficult as a means of expressing themselves.

The PITAS scheme has been identified by some as a clear indicator of the commitment to best practice in training related to physical intervention and the minimisation of the use of restrictive physical interventions. The scheme is supported by the underpinning theoretical base of positive behaviour support approaches (PBS) which includes recognising the importance of assessment, rights based approaches and fundamentally a holistic understanding of the person. PBS has been shown to improve the lives of people who may present with behaviours which may be referred to as challenging, and there continues to be evidence that the supports the notion that PBS is an appropriate method for individuals who require this form of support which includes individuals who may have a learning disability, a mental health problem, or Dementia. Application for accreditation can support organisations to show a level of commitment to safe, effective care and support which is evidence based, regularly reviewed and supported against policy which is the ultimate purpose of the Scheme.

The BILD PITAS scheme only offers accreditation to training organisations who are delivering training in behaviour support which includes the use of restrictive physical intervention.
Accredited organisations or organisations seeking accreditation will provide training within a wide variety of health, social care and educational settings for the following groups:

- children and adults with a learning disability
- children and adults with autistic spectrum conditions
- pupils with special educational needs
- children with additional needs that may result in socially inappropriate behaviour(s)
- children with social and emotional difficulties associated with behaviours that challenge
- adults with a learning disability and/or autism who are detained under the mental health legislation for the country in which they live
- children and young people (up to the age of 19) who are detained in semi secure and secure settings or who are detained under the relevant mental health legislation
- families and family carers, including foster carers, those offering short breaks and support to children, young people and adults with learning disabilities, autism and social emotional and behaviour difficulties

The current *BILD Code of Practice (2014)* is in its fourth edition with the PITAS scheme accrediting training which is delivered within a context of services for people with a learning disability. It is anticipated that there will be a review of the scheme and the subsequent publication of a fifth edition in 2018; as part of this review then BILD PITAS will also be looking to increase the remit of the populations covered by accredited training which will include services for children, young people and adults who are supported within mental health services.

**BILD Physical Intervention Training Accreditation Scheme Assessors**

To reflect the existing requirements of the fourth edition of the *BILD Code of Practice (2014)* and the anticipated changes for the fifth edition then BILD is currently looking to recruit assessors who have experience within learning disability and mental health services, or both. Some applicants may be able to provide experience of offering support to adults or children within these service backgrounds and this is welcomed as we look to move forward and develop the scheme.

The role of the assessor is to undertake a range of assessments (as directed by the PITAS Scheme Administrator) which is an essential part of the application, accreditation and re-accreditation process. Following the assessment, an assessment report is completed and is shared with members of the scheme’s accreditation panel who will use this as part of their decision-making processes which they use to approve or decline an application to the BILD PITAS accreditation scheme. Alongside the assessment processes identified it can also be that a request for an assessor visit is made as part of the quality assurance process and this is likely to be reviewed by one of the lead assessor’s who work within the scheme.
The assessment utilises the standards documented within the current *BILD Code of Practice* (2014), using these tools enables the assessor to assess the quality and safety of training offered by organisations who may be making an application as part of seeking accreditation, as well as being a core element of the re-accreditation process.

The current *BILD Code of Practice* (2014) emphasises that services should be committed to the reduction and/or minimisation in the use of restrictive physical intervention.

**The role**

Typically, assessors will be asked to work independently, spending two consecutive days observing training being delivered as well as spending one day in the office of the training organisation reviewing records. The working day is typically 9am until 5pm and some overnight stays will be necessary; as the accreditation system is UK wide some travel will be required. Although the assessor is expected to work independently they are also part of a wider assessor team undertaking assessments consistently across all training organisations, and there is additional support available from the lead assessors within the scheme.

Assessors who are recruited to the scheme will act as representatives of the BILD PITAS scheme as well as BILD; therefore they must demonstrate a commitment to the values of the scheme. An assessor is also expected to demonstrate that they have the ability to assess objectively based upon the standards highlighted within the *BILD Code of Practice* (2014) and show an overall commitment to the principles of BILD as an organisation.

Administrative support and advice will be provided to all scheme assessors by the Scheme Administrator as well as being offered training, advice and support from one of the lead assessors.

All successful applicants will be expected to sign a confidentiality agreement due to the sensitive nature of this role. In addition, successful applicants will be expected to attend an assessor training day and undertake a shadowing exercise with an existing assessor comprising of a full three-day assessment.

**Knowledge, skills and experience**

It is essential that applicants:
- are able to work independently, are computer literate and have access to their own laptop to record information relevant to the assessment during the three-day assessment process
- have a high level of professional integrity, tact and discretion and are able to maintain professional confidentiality in relation to applicant organisations
- make positive relationships quickly
- have a professional background and appropriate qualifications within services for adults or children and young people who have learning disabilities, severe emotional and
behavioural difficulties, autism or special educational needs may be supported within services identified within the populations identified.

- have a good working knowledge of the legislative frameworks available for restrictive practices, as well as current national policy and guidance in relation to supporting people whose behaviour is described as ‘challenging’ including those who use mental health services
- understand the principles of Positive Behaviour Support and/or the broader rights based approaches and models used within mental health services
- are committed to the reduction and/or minimisation of restrictive practices, showing understanding of how services and organisations can implement reduction/minimisation programmes
- are familiar with the values of BILD as an organisation
- can demonstrate an understanding of the purpose of the accreditation scheme and be familiar with the *BILD Code of Practice* (2014) (fourth edition)
- have some awareness of current research about the use of physical interventions and have experience of their use within care settings
- are committed to continued personal professional development
- are able to make impartial judgements using agreed assessment tools

It is desirable that applicants:

- have experience of training in physical interventions at any level through attendance, commissioning, delivery or evaluation
- understand current context of Positive Behaviour Support and/or the delivery of rights based approaches including models of care and restrictive practices
- can demonstrate an understanding of physical and psychological risks relating to the use of restrictive physical interventions
- have practical experience of using more than one model or approach which includes the use of restrictive physical intervention
- have access to and the use of a car

**Remuneration**

A fee of £300 per day is payable following the completion of the assessment report, additional payments will include travel expenses and overnight accommodation.

**Application**

Send your CV and a covering letter to Liz Howells, Scheme Administrator at accreditation@bild.org.uk explaining why you would be a great addition to our assessor team.

You can email Deborah Reading, PITAS Lead Assessor at: d.reading@bild.org.uk to arrange an informal chat if you would like to discuss any aspects of this role.

**Deadline for applications: Monday 18 September**

Interviews will be held in Birmingham on **Wednesday 4 October**
Please note for successful applicants there will be an expectation of attendance at the Assessor Training Day which will be held at the BILD Offices in Birmingham.

Note

Please note we cannot accept applications from people who are directly working or indirectly working for an accredited organisation or organisations who are seeking accreditation. Please ring for Liz Howells on 0121 415 6970 for clarification regarding any potential conflict of interest.