

# Specialist Service Training Solutions Ltd

**Contact:** Mr. John Hadley; Behavioral Specialist / Cognitive Behavioral Therapist (MA, AdvDip, Cognitive Behavioral Counselling)  
**Tel:** 02920 610635  
**Website:** [www.sstsuk.com](http://www.sstsuk.com)  
**Email:** Mr. John Hadley- [jhadley479@aol.com](mailto:jhadley479@aol.com) or [info@sstsuk.com](mailto:info@sstsuk.com)  
**Mobile phone:** John Hadley- Mobile 07967020771  
**Address** Celtic House  
Caxton Place  
Pentwyn  
Cardiff CF14 1HF

**PI System/model** **SSTS 'The Prevention and Therapeutic Management of Challenging Behaviour' for Adult and Children Services.** Incorporates the use of a last resort, ethical and moral use of **least intrusive non-pain compliant** Physical Interventions; employing a gradient of response/control to challenging situations.

**Geographical area covered** United Kingdom & Europe

**Who is training for?** The training is designed for staff employed in health, social services, voluntary and independent sectors. It can be utilised by staff supporting adults, young people or children with an intellectual disability, autistic spectrum disorder, acquired brain injury, severe emotional and behaviour difficulties, special educational needs, forensic learning disabilities as identified within Bild's PITAS scheme.

The training has also been designed for use within acquired brain injury, mental health services and in elderly mentally impaired services. The training can also be taught to families supporting individuals with challenging behaviour.

**Accredited courses** The following accredited course are designed for adults, young people or children with an intellectual disability, autistic spectrum disorder, acquired brain injury, severe emotional and behaviour difficulties, special educational needs and forensic learning disabilities.

## **1 - 4 Day training for adult or children services incorporating:-**

**Theory day;** Proactive interventions to challenging behavior.

**Physical Skills;** Break and escape techniques following a gradient of response.

**Physical Skills;** Escorting and moving techniques following a gradient of response and control.

**Physical Skills;** Safe holding techniques following a gradient of response and control.

**All of the above skills are underpinned by Refresher courses**

- 1-4 Day Intellectual Disability
- 1-4 Day Special Educational needs
- 1-4 Day Severe Emotional and Behavioural Difficulties.
- 1-4 Day Forensic Intellectual Disability and Autism.
- 1-4 Day Acquired Brain Injury
- 1-4 Day Mental Health Services

### **General Approach to Teaching Physical Interventions**

Specialist Services Training Solutions Ltd (SSTS) is a Quality Award Centre with the Institute of Conflict Management and also accredited by BILD. As acknowledged in the Department of Health recently published 'Positive and Proactive Care: reducing the need for restrictive interventions' (April 2014 Staff training and Development point 127: page 36). All SSTS course are also CPD accredited by 'The CPD Certification Service'.

SSTS is committed to setting standards in the provision of high quality courses and education regarding challenging behaviour. The emphasis of our training is the promotion of positive outcomes for individuals with behaviours that challenge, and the reduction of challenging behaviour allied to the protection of staff supporting them. All our courses are values based, socially valid and provide a least intrusive, preventative restraint reduction approach to Physical Interventions. The training programme has been developed as a direct response to the ethical and legal concerns regarding the use of pain compliance systems of control in services and the lack of any appropriate alternatives.

The training is underpinned by the extensive experience of staff within the organisation. This is especially evidenced by the director (John Hadley) who has over 35 years' experience working in extreme challenging behaviour services, with both adults and children. He has been involved in the development and implementation of 'Positive Behavioural Support' for over 30 years and is co-author of '**Preventing and Responding to Aggressive Behaviour**' a training manual developed for the Welsh Centre for Learning Disabilities. This training manual became part of a National Training Award, presented in 1997 (P.R.A.B. Welsh Centre for Learning Disabilities & Cardiff Community Healthcare NHS Trust publication).

Both the current and founding directors work is also referenced and acknowledged in the following BILD publications; Physical Interventions A Policy Framework (1997). Training Carers in Physical Interventions: Research towards evidence-based practice (2001). Ethical Approaches to Physical Interventions: Responding to Challenging Behaviour in People with Intellectual Disabilities (2002). Physical Interventions and the Law (2004). Reducing the use of restrictive practices with people who have intellectual disabilities (2011). Mr Hadley also consulted on the preparation and development of the first 'Code of Practice for Trainers in the field of Physical Interventions' (BILD Publication).

## **Relevant training topics**

### **Our 1-4 day courses consist of:**

**Day 1-** Theoretical Component to include but not limited to: Development of non-pain based skills; Positive behavioural support (PBS). Primary prevention early Intervention; positive behavioural approaches; restraint reduction; time intensity model; Secondary prevention proxemics & personal risks; de-escalation; Reactive strategies gradient of response; importance of size weight & power; risks in physical intervention and monitoring responses; the importance of Biomechanics in physical interventions; maintaining a therapeutic relationship and planning responses; risk assessment; post incident support; de-briefing following intervention; the importance of policies and procedures and physical interventions and the law.

**Day 2-** Physical Component: Topics include: Positioning and proxemics; Break and escape techniques following a gradient of response; (following clinical audit and risk assessment)

**Day 3-** Low levels of physical 'prompting' utilising a gradient of response; escorting to and seated safe holding following a gradient of response and control.

**Day 4-** Safe holding guidance to the floor; safe holding supine; utilising a gradient of response; awareness of the risks of poor positioning during Physical Interventions; avoiding joints and vulnerable body parts; avoiding restriction of breathing; dangers of risk of positional asphyxia and other medical and physical conditions; how to plan responses; good record keeping and documentation; monitoring and de-briefing.

**All of the above physical skills are taught from a biomechanical prospective to safeguard they are reflective of evidence based knowledge assuring that all the techniques are safe for both parties, and pain free.**

**Our 1-2 day 'Refresher' Courses include:** One half day theoretical 'refresher'; one half day lowest 'break and escape' refresher: One day escorting; seated safe holding and safe holding guidance to the floor; safe holding supine and 'refreshing' the gradient of response; awareness of the risks of poor positioning during Physical Interventions; avoiding joints and vulnerable body parts; avoiding restriction of breathing; dangers of risk of positional asphyxia and other medical and physical conditions; how to plan responses; good record keeping and documentation; monitoring and de-briefing.