

Information on Accreditation for Commissioners of Training on Physical Interventions Accreditation Scheme

Where can I find out which organisations are accredited?

An up to date list of accredited training providers is available on the BILD web site please see the link below. If you have a query please e-mail s.paley@bild.org.uk or l.howells@bild.org.uk

http://www.bild.org.uk/03behaviour_pi.htm

If an organisation is not on the list of accredited providers they may be in the process of making an application and we will be able to confirm if this is the case.

If an organisation has previously been accredited and does not appear on the list it may be that;

- A. they have let the accreditation lapse
 - B. they have failed to meet the standards on re-accreditation
- or**
- C. they have had their status suspended or removed within the rules of the scheme. We will not discuss why an organisation does not appear on the list we can simply confirm whether an organisation is currently accredited.

We have been told that the organisation we employ to deliver training has adopted the Code of Practice, what does that mean?

Until 2005 organisations could pay a nominal fee to adopt the Code of Practice, they were not assessed against any standards; this was the first part of the process in making an application to the scheme. **Adoption now only applies to organisations making an active application towards accreditation, we can confirm if this is the case.**

We believe this offers more transparency for commissioners of training. Organisations are either accredited or not.

Do we have to use accredited training organisations?

Accreditation is linked to non statutory guidance issued by the Department of Health and Department of Education in 2002, see links below for more information;

http://www.teachernet.gov.uk/_doc/7035/Risk%20pro%20forma.pdf

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4009673

http://www.dh.gov.uk/en/SocialCare/Deliveringadultsocialcare/Learningdisabilities/DH_4001805

While it is not a statutory obligation to use accredited training it may be viewed as advisable and many commissioners of services require training to be accredited. Essentially though voluntary the standards are commonly viewed as best practice. The scheme is specific to the area of education, health and social care and as such is the only accreditation of its kind in the UK referenced in national departmental guidance and developed with funding from government departments

We are a service provider, can we seek accreditation?

In short the answer is yes all applications for accreditation must be made in the name of one sole organisation and they must hold copyright and trademark to all materials and trading names used within the application or the permission of the owner to use any materials or make reference to a trademark. It is often quite complex when a service provider also seeks to deliver training in this area and there are many reasons why this may not be appropriate for some organisations.

We use an accredited provider but would like to make a complaint to BILD can we do that?

In the first instance we always suggest that you try to resolve any disputes with the organisation through direct contact and this is usually the most effective way to resolve any problems.

BILD will not become involved in disputes which do not directly impact on the standards of accreditation in other words you must be able to reference the complaint to a section of the Code of Practice for the complaint to be considered. In the first instance any such complaints must be addressed to the manager of the scheme, clearly laid out and referenced to the Code of Practice and sent to BILD by registered post. A copy of the letter must also be sent to the organisation about whom you wish to make the complaint.

BILD will not become involved in disputes relating to fees, payments, failure to certificate named individual delegates attending training or other matters which should be resolved through direct contact with the training provider.

What is accredited the training or the trainers?

Applications must be made in the sole name of one trading company or training department and there will be a named manager whom BILD calls the Training Manager for the purposes of the scheme. Each applicant organisation can submit curriculums of training they would like accredited within the scheme, the panel decide if these curriculums and the procedures such as health and safety requirements, record keeping for example are evidenced by the organisation and adhere to the standards of the Code.

The named provider and the evidence within the application is assessed and the named curriculums they submit will be accredited if found to meet the standards. It is the named applicant training provider and the curriculums they submit that are accredited.

Each organisation can then submit the names of the trainers whom they recognise to deliver the accredited courses; these are often called principal trainers by BILD. The accredited organisation submit the names and evidence of professional development of those trainers whom they would like to certificate within the scheme, if the principal trainers can demonstrate that they can reflect professional knowledge to match with the Code of Practice BILD will certificate trainers within the scheme. The principal trainers certificate is non transferable between companies or accredited providers nor can a trainer deliver training independently unless under a franchise/ licensed agreement with the accredited provider. Principal trainers are certificated to provide accredited training on behalf of a named accredited provider within the rules of the scheme. It is possible that one individual trainer could act as a principal trainer for more than one accredited provider in such instances they will have two BILD principal trainers certificates, one for each applicant organisation. The BILD panel do not accredit individual trainers/instructors but certificate the principal trainers who can demonstrate to them evidence of professional development that is consistent with the Code of Practice and are delivering training on behalf of accredited providers. Some trainers may fail

to demonstrate evidence of professional development that is consistent with the standards of the scheme and may not be certificated by the BILD panel. From April 2010 it is anticipated that there will be criteria which relates specifically to trainers, this is a development within the scheme and more information will be made available at that time.

We need to get some training where do we start?

It is important to commission training that will meet the needs of your service and support a reduction in restrictive physical interventions by increasing the skills and confidence of the staff you employ in behaviour support. To do this a training organisation will need to demonstrate to you that;

- They understand the needs of the people whom you educate, support or care for.
- They have professional backgrounds that reflect a good understanding of the people whom you educate, support or care for
- Can adapt the training appropriately based on current organisational need
- Can deliver training that is consistent with the values base of the organisation and the people whom you have contact with
- Can work with your organisation at every level and commit to your organisation over a period of time

Ideally we suggest that you;

- Draw up criteria against which to interview prospective training providers
- Interview a minimum of 3 training providers for a comparative
- Talk to other customers and get references
- Discuss cost and explore the longer term commitment that there may be with the training provider, for example are workbooks included in the price of training and if not what sort of financial commitment will there be in purchasing workbooks in the longer term
- Ask what else they can provide e-mail support for example
- Find out if they can provide individual behaviour support plans that include restraint reduction plans
- Discuss how they will undertake the behaviour audit and risk assessment on which the training will be based
- Explore how the training will be delivered and how the organisation will be able to meet your service need now and in the future
- Ask the provider to provide information and evidence basis for their practice and the development of the theoretical content of the training
- Ensure the training provides a good balance of appropriate theory as well as physical skills

This is intended as a guide to help you commission training and is not an exhaustive list of criteria for you to consider.