

Organisation	Effective Training Consultancy
Tel:	01604 643610
Fax:	01604 645431
Email:	info@effectivetraining.co.uk
Website:	www.effectivetraining.co.uk
contact:	Brian Atkins (Director)
address	Court Farm Overstone Northampton NN6 0AP
PI System/model	DeRisC (Defusion and restraint in Social Care)
geographical area covered	England and Wales
who is training for?	
Accredited Courses	Positive approaches to Challenging Behaviour (2, 3 and 4 day formats)
General Approach to Teaching Physical Interventions	
<p>Our approach to training in the management of Challenging Behaviour was developed specifically for use in Child Care and Learning Disability services in residential and day care settings. Our origins are in Social Work and Social Care, and our lead trainers have been professional practitioners and managers in this field. We feel we understand the challenges which face care workers in their day to day practice.</p> <p>Our training takes fully into account the standards, ethos and constraints of work in social care. Our training teams comprise an experienced social care trainer working with a professional conflict management trainer. The training is always carried out in the context of promoting person centred planning, positive behaviour management and the defusion and de-escalation of aggressive and challenging behaviour. Physical techniques are taught for use only when absolutely necessary and as a last resort.</p> <p>Our training has been shown to increase the skills and confidence of staff in positively managing behaviour and typically results in a substantial reduction (up to 75%) in the numbers of situations when physical interventions are required.</p> <p>In addition to defusion and de-escalation techniques, we teach a small number of effective but easily learned physical interventions, including breakaway and restrictive physical interventions, which are strictly non pain-compliant. In the training sessions these techniques are applied in situations of increasing difficulty and realism, replicating the practice environment as far as possible. The importance of teamwork is emphasised throughout. To ensure that the training has maximum effect on practice, the course format is 2-3 days initial training, with a recall day after six weeks to assess effectiveness and address issues which have arisen in the workplace.</p> <p>Our courses are designed to be enjoyable, effective, and have been shown to have a considerable team building benefit. We ensure that they remain competitively priced, include all materials with no hidden costs, and offer excellent value for money.</p>	
Relevant Training Topics	

The Aims and Objectives of the course are:

- To develop a deeper understanding of why challenging behaviour occurs and of factors which influence behaviour
- To understand the stages of emotional arousal and consider some positive management techniques for the management of behaviours that challenge
- To explore how our own behaviour can help or hinder successful outcomes
- To have an understanding of the legal and procedural context
- To consider the issues involved post incident, including support for service users and staff
- To examine the implications of using physical interventions
- To learn and practice a range of breakaway and physical intervention techniques appropriate to their role and work setting

The basic programme covers:

- Understanding challenging behaviour – what causes it?
- Preventing challenging behaviour – person centred planning and positive behaviour management
- Principles of good practice
- Risk assessment
- Stages of emotional arousal
- De-fusion, de-escalation and conflict management – low arousal techniques
- Body language
- The legal and procedural context
- Using physical interventions – breakaways and PIs
- Intensive practice in realistic situations
- After 6 weeks back in practice the final day reviews:
 - The impact of the training on practice in the work environment
 - Post incident practice and support
 - Personal action planning

The programmes are always tailored to the customer's service, and emphasis will vary in response to specific issues and needs identified in pre-course planning.

For more information visit our website www.effectivetraining.co.uk or ring Brian Atkins or Sue Sweetlove on 01604 643610