

Maybo LTD

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PI System/model	MAYBO Approach
geographical area covered	Great Britain
Who is training for?	Staff & trainers that work with adults with Autistic Spectrum Disorder Staff & trainers that work with adults with learning disabilities Other staff & trainers working in the care sector Staff working in children's services, including schools, children's homes and youth justice settings.
Accredited Courses	Training for staff to use conflict management skills Training for staff to use physical intervention skills (building on conflict management skills) Training for staff to deliver training in conflict management skills Training for staff to delivery training in physical intervention skills (building on conflict management skills) <i>The precise content of each course is determined following a training needs analysis</i>

General Approach to Teaching Physical Interventions

MAYBO is a specialist in all aspects of violence prevention and management. Our approach ensures as far as possible that training forms part of a wider considered strategy supporting service users and staff. We first take time to understand the environment and everybody's needs and undertake a training needs analysis (TNA) that looks at the roles and tasks performed, the specific risks presented, and needs of staff and service users.

This analysis underpins the training design and the choice and extent of physical interventions required.

These interventions will then form part of a balanced training programme that focuses on reducing the need for their use. The interventions taught are simple and non-aggressive. They do not rely on pain compliance yet are robust and effective in challenging environments. The techniques do not rely on strength and are appropriate for use in caring environments where relationships need to be sustained. These techniques have undergone independent legal and medical reviews. In particular, our medical risk assessment shows that they are suitable for use with young children.

All of our programmes are delivered in small groups, allowing a high degree of participation. Our training needs analysis allows us to run scenarios that truly reflect the risks that staff face, so that they are best able to transfer their learning to the workplace. Our high quality participant materials serve as helpful revision materials between refreshers. We also use online learning as an opportunity for staff to acquire relevant knowledge prior to the course, enabling the training day to focus on skill development and application, rather than skill acquisition.

Relevant Training Topics

Our conflict management programme encourages participants to focus on the risks that they face in the workplace and to develop responses to those risks. We focus on issues relating to dynamic risk assessment (learning to make appropriate judgements as a difficult situation unfolds); understanding conflict and its escalation; effective communication skills (both verbal and non-verbal); de-escalation skills; and effective action following an incident.

Our physical intervention programme is adapted to the needs of the client, but can range from disengagement, through non-verbal guiding and escorting into restrictive holding.

MAYBO also offers a licensed programme through which organisations can train their own trainers to deliver MAYBO programmes.

MAYBO training is accredited through City & Guilds.