



## Timian Training in Challenging Behaviours and Physical Interventions

April 2008

### BILD ACCREDITATION

**Timian Training And Development** provides British Institute of Learning Disabilities (**BILD**) accredited training in **Challenging Behaviours and Physical Interventions**.



In July 2002, the UK Government published its '**Guidance for Restrictive Physical Interventions**' – **How to provide safe services for people with Learning Disabilities and Autistic Spectrum Disorder**. The guidance covers all areas of service that children and adults with learning disabilities and difficulties will use. It states that:

“All staff who will be required to employ restrictive physical interventions will require specialised training and they should only employ methods of restrictive physical interventions for which they have received training. Trainers should be carefully selected with reference to the BILD Code of Practice and evidence of professional accreditation.”

Timian Training is BILD accredited and fully complies with the BILD Code of Practice. Furthermore, we believe that our training and philosophy exceeds its expectations.

### WORKING IN PARTNERSHIP

Timian Training & Development is experienced at working in close partnership with the organisations using its system of training and approaches to challenging behaviours. Often training will be tailored to meet the needs of the particular organisation depending on the nature of their service and the service user group to whom they provide that service.

Our current client portfolio includes providers of education, health and social care services for children and adults with learning disabilities and mental health needs.

When establishing training provision for an organisation, the course itself can be tailored to make specific reference to the organisation's core policies, procedures including recording systems (incident forms, behavioural records etc), philosophy and approaches.

## TRAINING OBJECTIVES

On completion of the training, each participant will be able to:

- Define what is meant by the term *challenging behaviour*.
- Define what is meant by a *physical intervention*.
- Describe possible causes of challenging behaviour.
- Describe positive approaches to the prevention and management of challenging behaviour, including the importance of effective care planning, de-escalation techniques and the correct use of physical interventions where no alternative is present.
- State the circumstances when it may be appropriate to use a physical intervention with a service user.
- State their responsibilities, including their duty of care towards service users, when physical intervening with a service user
- Describe key legislation and government guidelines relating to the use of physical interventions
- Complete an *Individual Reactive Strategy (IRS)* or physical intervention plan and *risk assessment* – as part of a multi-disciplinary team
- Apply the principles of using clear, descriptive, ‘non-fuzzy’ language when describing behaviours
- Describe *cues* and *triggers* in relation to the IRS
- Introduce de-escalation techniques capable of minimising the need for physically intervening with a service user including the *Low Arousal Approach*
- Apply the taught physical intervention(s) correctly, including breakaway techniques, and in a manner that maintains the dignity of the service user. (Levels III & IV only.)

## **TRAINING PROGRAMMES**

Depending on the needs of a particular service, training will accordingly be delivered at 3 levels: **Level II** – theory and defusion; **Level III** – theory, defusion & breakaway or **Level IV** – theory, defusion, breakaway and restrictive physical intervention. We strongly advise that the level of training should not exceed that required to appropriately provide support in the service required (i.e. we would not teach breakaway or restrictive physical intervention skills to services which do not require these skills).

### **Level II Timian Training - Challenging Behaviour Including Defusion**

**Duration:** 1 days

**Content:**

- Legal Perspectives
- Policies, procedures and documentation
- Causes of challenging behaviours including violence and aggression
- Acceptability of procedures
- The low arousal approach
  - SPACED
- Passive avoidance strategies
- Behaviour management strategies
  - Developing Individual Reactive Strategies

### **Level III Timian Training - Challenging Behaviour Including Defusion and Breakaway Techniques**

**Duration:** 2 days

**Content:**

- Legal Perspectives
- Policies, procedures and documentation
- Causes of challenging behaviours including violence and aggression
- Acceptability of procedures
- The low arousal approach
  - SPACED
- Passive avoidance strategies
- Breakaway techniques
- Behaviour management strategies
  - Developing Individual Reactive Strategies

## **Level IV Timian Training - Challenging Behaviour Including Defusion, Breakaway and Restrictive Physical Interventions**

**Duration:** 3 days

### **Content:**

- Legal Perspectives
- Policies, procedures and documentation
- Causes of challenging behaviours including violence and aggression
- Acceptability of procedures
- The low arousal approach
  - SPACED
- Passive avoidance strategies
- Breakaway techniques
- Behaviour management strategies
  - Developing Individual Reactive Strategies
- Restrictive physical interventions skills

*NB **Level I Training** is an introductory course in understanding challenging behaviour and approaches to supporting people who challenge services – although relevant for some staff, we recommend Levels II-IV for teams directly supporting service users who may challenge.*

### **Service User/Carer Participation**

We are happy to include service users, informal carers, relatives etc in the training programmes (as long as this is deemed appropriate) as we have previous experience of doing so.

### **Additional Training**

In most circumstances, the time allotted for the course is sufficient to ensure effective training for the team/group concerned. However, occasionally through the course of the programme we identify that due to a number of factors (e.g. the challenges being faced by a particular service or where additional learning support is required), additional training may be required. This may necessitate facilitating an additional training day (at a later agreed date) for those concerned. The additional day may for example be focussed around developing strategies or additional physical skills practice.

This is not something that we regularly advise but would expect the commissioning organisation to be responsive in these circumstances to ensure that all staff receive an effective training programme relevant to their needs.

## **TIMIAN TRAINERS**

Our full-time Principle Trainers are:

- Nick Butcher
- James Hourihan
- Andy Whysall

We also have a 'bank' of Associate Principle Trainers all of whom are experienced trainers from professional backgrounds in the care sector (see website for further details). We call upon the services of these accredited trainers as required according to our workload.

## **TRAINING PROCESS**

The training will consist of the following elements:

- PowerPoint presentations
- Flip chart work
- Group work/discussion
- Communication role plays
- Workbook exercises
- Case Studies
- Post course test
- Physical skills demonstration
- Physical skills supervised practice with ongoing feedback from instructor
- Physical skills assessment

***All participants will require a copy of the Timian Training Workbook.***

## **ASSESSMENT PROCESS**

All training participants are required to undertake a post-course theory test in the form of a multiple choice test which must be passed in order to successfully complete the training.

When physical skills are part of the programme, the instructor formally assesses physical skills demonstrations by each participant during the final session of the course. Successful completion of the course depends upon each technique being assessed as adequate or better.

All participants are informed of the outcome of their theory test and physical skills assessment (if required) and given individual feedback at the end of the course.

## **ACCREDITATION AND CERTIFICATES**

The physical interventions training is accredited through the British Institute of Learning Disabilities (BILD).

All successful participants will receive a certificate issued by Timian Training & Development.

## **REFRESHER TRAINING**

All physical intervention skills training requires an annual refresher training course (1 day) in order to maintain accreditation.

Theory only courses require a refresher training course once every three years.

## **POST TRAINING SUPPORT**

Timian Training and Development offers additional support in behavioural analysis, developing Individual Reactive Strategies (including additional physical skills to meet particular individual needs) and consultancy.

## PHILOSOPHY AND PRINCIPLES OF TIMIAN TRAINING

Timian Training is based on the following **KEY PRINCIPLES**:

- Developing an **INDIVIDUAL REACTIVE STRATEGY (IRS)** when it is foreseeable that an individual may present challenging behaviours. An IRS is:
  - A unique plan developed to meet the individual needs of the service user concerned.
  - A simply structured and clear plan detailing the action to be taken to prevent the escalation of challenging behaviour including de-escalation strategies, distraction/diversion techniques and where necessary, and as a last resort, physical intervention strategies. It always gives clear criteria for when and how to use physical intervention.
  - Easy to read and understand.
- Maintaining the **RIGHTS** and **DIGNITY** of all involved:
  - We believe that dignity is a fundamental human right.
  - It is essential to respond to challenging behaviour in a manner that promotes positive and supportive relationships between staff and service users.
- All interventions in response to challenging behaviour should be based upon the principle of **LEAST AVERSION**:
  - Not using pain.
  - Not punitive.
- Always consider ways of not physically intervening before anything else.
  - Think around the issues.
  - Be creative and responsive to the needs and choices of service users.
  - Use every available opportunity to avoid using physical intervention while maintaining the safety and dignity of all involved.
- Any action taken in response to challenging behaviour must be **JUSTIFIABLE**, **LEGAL** and **ETHICAL**.
- Always strive to achieve **BEST PRACTICE**.
- The 'Tesco Test'
  - Any intervention should be as far as is practicable socially acceptable and not distressing to anyone witnessing/present whether or not it occurs in a public setting (such as a supermarket – hence the 'Tesco Test').
  - Staff should not be expected to respond to challenging behaviour in a way that could be misinterpreted as causing pain, distress or embarrassment to the individual concerned.
- All physical interventions are **RISK ASSESSED**, **MONITORED** and **EVALUATED**

## **TRAINING OPTION – DEVELOPING IN-HOUSE TRAINERS**

Depending on the needs of a particular organisation or group, Timian Training can be delivered either through:

- Direct Training to Staff Groups (as outlined above)

or through:

- Developing Trainers

In some circumstances, a combination of both approaches offers the best immediate solution for an organisation.

### **Developing Trainers**

We deliver trainer training courses throughout the year including open courses which can be attended by individuals or small groups from different organisations who have been nominated by their employers.

Successful completion of the trainer training programme entitles the candidate to provide training within their own organisation for as long as they maintain their registration with Timian Training and Development. (Annual registration and attendance at an annual 1-day refresher course is mandatory.) The physical interventions training programmes delivered by 'in-house' trainers in BILD accredited.

- **5-day Trainer Development Course**

This 5-day Course is aimed at candidates with qualifications and experience in delivering training.

The course include:

- An intensive delivery of the course content up to Level IV including learning and practicing the physical skills
- An indepth exploration of the theoretical basis of the training
- An indepth exploration of the legal, ethical and philosophical aspects of the training
- Familiarisation with the resources and materials provided for trainers
- Teaching and assessing course participants including the dynamics of teaching physical skills to a group
- Presentation skills
- Addressing concerns and the failure of participants to complete training
- Self-assessment
- External assessment

## **FEES**

Please refer to our current price list.

## **REFERENCES**

*Available on request.*

## **CONTACT**

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