`Note: All courses will offer opportunity to discuss individual behaviours and support plans and will be designed specifically for the population group and setting

Name of course	Level 1 Introduction (Mental Health Services) Day One: Positive Behaviour Support
Length/duration of course	1 day 6.5 hours average contact time.
	This course is tailored to the needs of participants and their role. Specific case scenarios are developed from a Needs Analysis conducted prior to the training taking place.
Course outcomes	By the end of this workshop, delegates will be able to: Consider what is meant by the spectrum of Anger through to Violence and the differences relating to hostile and instrumental aggression. (RRN 2.3, 2.12, 2.13) Understand what is meant by 'primary, secondary and reactive' interventions and support (RRN Std 2.5, 2.6, 2.7, 2.8) Identify how personal values and attitudes can impact on organisational culture in relation to either a supportive environment or one that can be influenced by control and containment. (RRN Std 2.3) Recognise behaviour escalation and the different types of strategies used throughout each phase – *what works, when and why?* (RRN Std 2.5, 2.6, 2.7, 2.8) Understand the importance of recognising, recording and adjusting setting conditions – both personal and environmental (RRN Std 2.5) Apply a range of de-escalation interventions such as identifying early warning signs, calming, redirection, planned ignoring – *what can you do de-escalate a situation and empower the person to regain self control* (RRN Std 2.6, 2.7) Consider a range of behaviour recording templates including ABC (Antecedent, Behaviour, Consequence) and scatterplot charts through the use of evidence- based case study work (RRN Std 2.12. 2.13) *Subject to behaviour audit: Demonstrate competency with certified release (breakaway) techniques (relevant to service area) and understand the Law in relation to national and local policy, reasonable force, restraint reduction, human rights and health, risk and safety consideration (RRN Std 2.8. 2.10, 2.15)
Participant profession	All staff working within residential, day settings, housing, fieldwork and education. **Mental Health Services**

Name of course	**Level 2 Foundation: (Mental Health Services)** **Day 2: Positive Behaviour Support**
Length/duration of course	Foundation Level. 1 day 6.5 hours average contact time
Course aims	To further develop person-specific proactive and preventative strategies based on the communicative function of the behaviour.
Course outcomes	As per Day 1 of the Introduction Level, with the addition of: Ensure consistency of approach, within services, by understanding the key components of a person-centred Rapid Support plan (based on a model of 70 percent prevention, 20 percent de-escalation and 10 per cent reactive) (RRN Std 2.3, 2.5, 2.6, 2.7, 2.8, 2.14) Implement primary prevention strategies: Avoiding triggers and understanding 'the Functional No' (in relation to restricted activities or tangible items) (RRN Std 2.5) Implement primary prevention strategies: Avoiding the use of 'punishers' and using visual planned and positive consequences to empower choice and decision making for the people we support. (RRN Std 2.4, 2.5) Consider how we can close the gap and build positive, appropriate relationships with the people we support (RRN Std 2.3, 2.14) Recognise different types of restraints and restrictive practice that may be present within the workplace and reflect on the rational for their use and consider alternative approaches and best interest of the people we support. (RRN Std 2.1, 2.2, 2.3, 2.4, 2.8, 2.8a, 2.9, 2.10, 2.11, 2.14, 2.15) Understand what is meant by the terms duty of care and candour including decision making and human factors within the context of the health and social care role. (RRN Std 2.3. 2.3, 2.4) Consider the requirements for accurate record keeping and post incident management and review including team and individual debrief and incident recording (RRN Std 2.12, 2.13, 2.14 and 2.15). Subject to Training Needs Analysis: Demonstrate competency with certificated release (breakaway) techniques and physical intervention (relevant to service area) and understand the Law in relation to national and local policy, reasonable force, human rights and risk management (RRN Std 2.8. 2.10, 2.15)
Participant profession	All staff working within residential, day settings, housing, fieldwork and education. **Mental Health services**

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