

Positive Options ‘Training the Trainers’ MAPA[®] Programmes

This information sheet provides an overview of the Licensed MAPA[®] Trainer (LMT) programmes and the requirement for employing organisations to enter into a formal Approved Training Centre (ATC) agreement with Positive Options for those Trainers to provide the Positive Options BILD accredited MAPA[®] programmes to staff working within the employing organisation.

There are three different programmes to prepare people to become Positive Options LMTs. Each programme prepares people to attain a ‘level’ that is appropriate to meet the needs of their particular organisation. Successful completers of these programmes become qualified and licensed to provide the Positive Options BILD accredited MAPA[®] programmes solely within their workplace, so that all participant certificates carry the BILD logo as a quality indicator. Importantly, these programmes are accessible only to those organisations that enter into a formal arrangement with Positive Options to establish themselves as a Positive Options ‘Approved Training Centre’ (ATC) as outlined within this document.

<p>Level 1 (40 days)</p>	<p>This Programme is provided in conjunction with the University of Wolverhampton. The Programme is assessed at degree level and consequently, it is substantial in duration with equal amounts of time devoted to academic study and physical skills development. Successful completion of the Programme will enable students to be awarded a minimum of 30 points towards a health or social sciences degree undertaken at the University at a later date.</p> <p>Trainers that complete the Level 1 programme are taught to deliver a broad range of programmes up to a 10-day MAPA[®] course designed specifically for carers who may work in services with children, young people or adults who present significant and high risk challenges. The Level 1 Trainer Programme includes a wide range of holding and disengagement skills, with additional provision to develop strategic and organisational approaches in the management of aggression and violence.</p> <p>All Level 1 MAPA[®] Trainers are required to complete an annual 5-day update and re-assessment course in order to safeguard standards of practice, and to renew their licence to practice.</p> <p>Eligibility Criteria: Candidates should be nominated by their employer with a clear commitment from their line manager to be released to deliver training; to work to licensing requirements associated with becoming and operating as a Positive Options BILD Accredited MAPA[®] Approved Training Centre (ATC), and the best practice expectations of the BILD Code of Practice for the Use and Reduction of Restrictive Physical Interventions (2010), and other associated National policy and best practice. As a minimum, nominated staff will have:</p> <ul style="list-style-type: none"> • Background experience in health care; social care, or education (in a care/educational provider role). • Relevant professional qualification. • Teaching qualification; this could include: Certificate in Education; Postgraduate Certificate in Education (PGCE), or recent other qualifications aligned to the Qualified Teacher Learning and Skills (QTLS) Framework i.e. Preparing to Teach in the Lifelong Learning Sector (PTLLS); Certificate in Teaching in the Lifelong Learning Sector (CTLLS), or the Diploma in Teaching in the Lifelong Learning Sector (DTLLS).
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<p>Level 2 (15 days)</p>	<p>All Level 2 MAPA[®] Trainers must complete an annual 3-day update and re-assessment course in order to safeguard standards of practice, and to renew their licence to practice.</p> <p>Eligibility Criteria: Candidates should be nominated by their employer with a clear commitment from their line manager to be released to deliver training; to work to licensing requirements associated with becoming and operating as a Positive Options BILD Accredited MAPA[®] Approved Training Centre (ATC), and the best practice expectations of the BILD Code of Practice for the Use and Reduction of Restrictive Physical Interventions (2010), and other associated National policy and best practice. As a minimum, nominated staff will have:</p> <ul style="list-style-type: none"> • Background experience in health care; social care, or education (in a care/educational provider role). • Not essential but preferred, experience of developing and/or providing training to staff.
<p>Level 3 (7 days)</p>	<p>Trainers that complete the Level 3 Programme are taught to deliver a 1-day personal safety course that includes risk assessment and risk management, verbal de-escalation and avoiding confrontation, legal and professional issues and a specific range of 'disengagement' strategies.</p> <p>All Level 3 MAPA[®] Trainers must complete an annual 2-day update and re-assessment course in order to safeguard standards of practice, and to renew their licence to practice.</p> <p>Eligibility Criteria: Candidates should be nominated by their employer with a clear commitment from their line manager to be released to deliver training; to work to licensing requirements associated with becoming and operating as a Positive Options BILD Accredited MAPA[®] Approved Training Centre (ATC), and the best practice expectations of the BILD Code of Practice for the Use and Reduction of Restrictive Physical Interventions (2010), and other associated National policy and best practice. As a minimum, nominated staff will have:</p> <ul style="list-style-type: none"> • Background experience in health care; social care, or education (in a care/educational provider role). • Not essential but preferred, experience of developing and/or providing training to staff.

Management of Actual or Potential Aggression – the MAPA[®] Model

It is important that staff are able to use physical interventions in a way that can meet their professional, ethical and moral obligations in order to preserve the therapeutic alliance with children, young people or adults, whilst also maintaining a legal justification. The most acceptable and effective strategy for supporting children, young people and adults is one where staff are able to form and develop a therapeutic alliance that is based upon mutual involvement, respect and understanding. Although it is perhaps unrealistic to expect that this will always be a possibility in all situations, it is more than reasonable to expect that the use of any physical interventions will always represent the least restrictive and least harmful practice, and that it is conducted in a way that complements the existing non-physical and interactive strategies.

As a risk reduction strategy, it is implausible to expect that children, young people or adults will never sustain injuries as a consequence of the use of physical interventions. Nor is it possible to assert that staff will never be injured as a consequence of the child's, young person's or adult's behaviour, or as a consequence of the physical intervention(s) employed. Nevertheless, it is reasonable to expect that every effort should be made to reduce the risk and severity of injuries to the lowest practicable level. Importantly, if any injuries are sustained, it is imperative that they are promptly and appropriately treated e.g. first aid or medical treatment, and accurately reported and recorded, with the reasons for the injuries accounted for.

Staff that employ MAPA[®] holding or disengagement skills should always ensure their actions constitute an act of care in the best interests of the child, young person or adult, and others affected by their behaviour. The prime aim is to maintain 'safe care' incorporating the principles of de-escalation and other non-physical intervention strategies and therefore, staff should not use pain or pain compliant techniques. Clearly, restrictive physical interventions that involve holding to provide 'safe care' should be primarily shaped and influenced by a professional and ethical framework, and moderated by the legal and statutory guidance.

Positive Options advocate that the MAPA[®] restrictive physical intervention skills should only be used:

- a. Following consultation and involvement of the child, young person or adult, their parents, carers, guardians or significant others.
- b. When other non-physical strategies have been attempted and failed, and the risks associated with the restrictive physical intervention(s) are less than those associated with not physically intervening.
- c. Following an assessment of risk and an analysis of the child's, young person's or adult's behaviour. Where physical strategies are part of an agreed and planned intervention, they should be based upon knowledge of the individual, their known or predictable behaviour and an assessment of actual or potential risk of harm. Additionally, it is important that an assessment should be undertaken regarding any risks that the physical intervention(s) might present to the child, young person or adult.
- d. Within a multidisciplinary agreement written specifically for the child, young person or adult as part of their Individual Education Plan, Behaviour Management Plan, Individual Handling Plan, or Care Plan. In emergency situations, staff may be required to respond to unforeseen events where they have a responsibility for the health, safety and welfare of others. In such circumstances it is feasible that staff might be required to use restrictive physical interventions that are not identified within an agreed plan. However, it is important that an assessment of risk and the further development of an appropriate individualised plan to account for any recurrence should be completed immediately after such incidents.
- e. Within the Positive Options 'Least Restrictive RESPONSE[®] Strategy' and the Positive Options 'Least Restrictive HOLDING[®] Strategy', and for the shortest time possible.
- f. In emergency situations where the actual or potential risk of harm as a result of the child's, young person's or adult's behaviour is greater than can be reasonably managed by non-physical means.

Approved Training Centre (ATC) status and benefits

In accordance with the Department of Health (DH) and Department for Education and Skills (DfES) Guidance on the use of Restrictive Physical interventions – How to Provide Safe Services for People with Learning Disabilities (2002), any organisation providing services for children and adults with learning disabilities, autism, or emotional and behavioural difficulties should have training that is accredited by the British Institute of Learning Disabilities (BILD).

Under the scope of the Positive Options BILD accreditation, any organisation that commissions a Trainer's programme and employs Licensed MAPA[®] Trainers (LMTs) will need to apply to become a Positive Options BILD Accredited MAPA[®] Approved Training Centre (ATC). **The ATC status will enable the organisation's LMTs to deliver the Positive Options BILD Accredited MAPA[®] programmes solely within the organisation.** Consequently, this approach will enable individual organisations to meet the requirements of DH and DfES Joint Guidance by being able to deliver BILD accredited MAPA[®] training programmes to their staff. Further information about this permission is contained within the main License Agreement established between Positive Options Limited and individual Approved Training Centres. To enable Positive Options to authorise an ATC, organisations are required to undertake and satisfy a number of criteria including:

1. Assuring the Positive Options Board of Robust Organisational Governance Arrangements

One or more representatives of the senior management team of the aspirant ATC will be invited to meet with members of the Positive Options Board to formally present the governance arrangements that are already in place, or will be instituted within their Organisation to manage the requirements of the Positive Options ATC License Agreement and the ATC Audit Tool, and thus ensure that the fidelity of the BILD Code of Practice will be upheld. Approval for an Organisation to be granted ATC status will only be granted once the Board is satisfied that governance arrangements are sufficiently robust to deliver these requirements. Details of this requirement will be forwarded to interested parties following receipt of an initial expression of interest to become an ATC.

2. Nomination of a Centre Co-ordinator

An individual within the organisation is identified as the Centre Co-ordinator. It is expected that this person is in a position to influence, co-ordinate and manage the delivery of the MAPA[®] training programmes across the organisation, as well as ensuring that the LMTs are delivering the programme(s) in accordance with the quality standards identified by Positive Options and the BILD Physical Interventions Accreditation Scheme (PIAS). The Centre Co-ordinator does not have to be an LMT. Once nominated, this person will become the primary interface between the ATC and Positive Options.

Licensing of the ATC

Positive Options will issue a 'License Certificate' to the ATC that permits them to provide the Positive Options BILD Accredited MAPA[®] Training Programmes to staff working within the organisation. Furthermore, the ATC is provided with a certificate template that must be issued to all course participants who attend the training events. The template carries the Positive Options and BILD PIAS logos and will be adapted by Positive Options to include the organisational name and/or logo. The ATC License Certificate is issued as evidence that the organisation has entered into the formal ATC agreement with Positive Options to be permitted to provide the BILD accredited MAPA[®] Training Programmes. License Certificates are issued annually, subject to a satisfactory annual ATC Verification and Support visit, outlined below.

Fees and Associated Costs

The ATC License Certificate is issued annually following a satisfactory ATC Verification and Support visit. From inception, the License Agreement involves an annual fee of **£1,450.00***, plus travel expenses and accommodation, where this is incumbent. The initial authorisation process incurs a separate one-off fee of **£495.00*** to cover the costs associated with application and convening the Authorisation Panel to receive and review the application.

Annual Centre Verification and Support

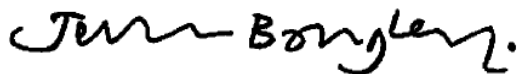
As part of its BILD Accreditation, Positive Options is required to undertake an annual ATC Verification and Support visit to ensure that the ATC is delivering the Positive Options BILD accredited MAPA[®] Training Programmes in accordance with the

DH and DfES 'Joint Guidance', the BILD Code of Practice, and the Positive Options ATC Agreement. This event takes place annually and involves an arms-length external representative, contracted by Positive Options, to undertake the ATC Verification and Support event on its behalf by meeting with the Centre Co-ordinator and the LMTs to review their systems of practice and ensure that standards are being maintained.

As part of the License Agreement, Positive Options requires a **minimum of two LMTs to be employed within the ATC** to deliver the BILD Accredited MAPA[®] Training Programmes to their staff. In addition, all LMTs must successfully complete their own mandatory annual update and re-assessment programme to maintain their competence and their license to practice within the ATC. There is a separate annual fee for the update and reassessment of Licensed MAPA Trainers which will be notified to the MAPA[®] ATC annually as part of Positive Options annual pricing cycle.

We hope that this document provides you with sufficient information. If you wish to organise or apply to one of the Positive Options Licensed MAPA[®] Trainer programmes available, or require further information, we would be pleased to hear from you.

Regards and very best wishes



Jeremy Boughey
General Manager

Positive Options Limited

* Prices correct as at **01 April 2010**