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## **Studio 3 Training Systems – Trainers Scheme**

### **1. Introduction**

Studio 3 Training Systems is a highly specialised research-based training organisation, which provides high quality and specialised behaviour management training. Over 70% of our work is in the field of learning disabilities and autism, however, in recent years ‘low arousal’ behaviour management training has been developed specifically for staff working with children and young people, people with an acquired brain injury, older adults and people with mental health problems.

Challenging behaviours are an area of concern for carers and often represent a significant challenge to services leading to a breakdown of placement and injuries to care staff and the service users. However, research shows us that many instances of challenging behaviour can be relatively easily managed by well trained and experienced staff. Research also shows us that confident, well-trained staff know when to intervene or withdraw, that they can often quickly defuse situations before they become critical and that positive management of situations using person centred, non-punishment and non-aversive based approaches often leads to a reduction in incidents involving physical and verbal aggression over a longer period of time.

Our interventions have shown that staff are more aware of Safeguarding issues, promoting them to identify these issues and processing them.

### **2. The Trainer Scheme**

#### **High Quality Trainers**

Many of our competitors use cascade training approaches to train people to be trainers in less than five working days, some in only three. Once trained many of these trainers are ill equipped to help their colleagues in challenging situations and often have extreme difficulty developing problem solving approaches. At Studio 3 we decided that our philosophy is to train high quality trainers who are capable of delivering both behaviour management training and providing the 'state of the art' knowledge about the development of specialised behaviour management plans. Ten years ago, we piloted a trainer scheme and over half of those who entered did not successfully complete the programme. It is our belief that Studio 3 trainers must be able to demonstrate both the ability to deliver training and relate theoretical knowledge to everyday work settings.

There are two aspects to Studio 3's 'Training the Trainer' scheme. The first is after completion of the 5-day induction, assisting a Studio 3 trainer in delivering the core three-day course in the management of challenging behaviour on at least two formal preparation internal or external courses and assisting on a number of other courses. On the first course, trainees will be expected to prepare for and deliver only three to four pre-selected elements of the course. Over a period of time and after assisting, trainees will be expected to achieve competency in delivering all aspects of the course to the point where by the second course they can be formally assessed.

The second component of the scheme requires trainees to attend Trainers Events to maintain their continuing professional development. These are normally one-day workshops which cover teaching the various elements of the course as well as other topics which contribute to a broader knowledge base on behaviour management. It is important to achieve this level of knowledge so that the trainer can become a valuable in-house resource, not only to deliver training but supporting staff in other aspects of behaviour management. Details of these events are posted on the Studio 3 Trainer's 'back office' internet site.

### **What Kind of People Make Good Trainers?**

Based on our experience, professional qualifications are not in themselves prerequisites for successful outcomes. Successful candidates have included: clinical psychologists, qualified and unqualified nursing staff, service managers, staff from residential children's homes and care assistants. The following section represents a person specification that will aim to provide services with an outline of what can make a successful trainer.

#### **Essential Skills**

- Commitment to a non-aversive approach to behaviour management.
- The ability to role-play people who present with challenges
- A minimum of five years of practical experience of working with people who present with challenges
- Computer literacy
- The ability to respond to constructive criticism
- The ability to present to a room full of people
- A commitment to completing the training (this can be up to 18 months in duration)
- Empathy and a sense of humour
- Good health record
- Honesty

#### **Desirable Skills**

- Background in training

- Experience of working with high-risk adults or young people and people with challenging reputations
- Experience of bad behaviour management practices
- **Organisational Requirements**
- A senior manager must be responsible for the development of the person within their service. The training department should also regularly review the person's progress through the web application.
- The person must have access to an individual email account and access to a computer.

### **3. It's Not Just Training**

Studio 3 is not the only organisation that provides training in the management of challenging behaviour, but we are the leaders in our field. The three-day course creates strong emotional reactions amongst course participants and trainers have to be able to manage this. The trainer's role is to assist and facilitate change in attitude as much as behaviour management skills. Training is not just teaching; it's about learning too. An often-heard expression is: "It's one thing talking about it." Well, it's not just about reading a manual and becoming a trainer. Trainers must literally perform, in front of people, and demonstrate that they are highly proficient in and passionate about their subject area. It is also important to Studio 3 that trainers develop their individual training style. There are many ways to deliver the course as past course participants who have met different tutors will have already seen. This is because it's not just about what a trainer says it's also about the way the trainer presents the course. Many trainers have told us that it is not an easy course to teach. There are theoretical, practical, emotional and physical elements to the training. However, once mastered, teaching the course is a fulfilling and rewarding experience. Accordingly, we accept people onto the scheme who genuinely believe in our philosophy of care and feel passionately about working within a non-aversive framework and promoting the low-arousal approaches. Once trainees embark on the programme, our tutors will work with them and support them to meet all the criteria to become competent Studio 3 trainers.

### **4. What Types of Training are Trainers Expected to Deliver?**

Successful trainers will generally run a range of behaviour management training within their own service. It is expected that trainers can best develop these skills by learning to deliver our core three-day training course in the management of challenging behaviours (see McDonnell, 2010 and McDonnell et al, 2008) for further information.

#### **Core Three Day Course Aims**

The defined objectives of the course are:

- To increase staff confidence in the management of challenging behaviour
- To instil in staff the principles and benefits of working within a non-aversive framework

- To demonstrate to staff the importance of understanding how their own behaviours can affect others
- To provide staff with the skills to defuse challenging situations with the aim of negating the need for physical intervention
- To provide staff with an understanding of some of the causes of challenging behaviour to help view service users in a more positive way
- To make staff aware of the importance of working within the law and the need for and use of policies
- To emphasise the importance of de-briefing after incidents
- To provide staff with a range of physical intervention skills which are safe and acceptable to both staff and service users alike
- To provide staff with the skills to defuse challenging situations with the aim of negating the need for physical intervention
- To provide staff with an understanding of some of the causes of challenging behaviour to help view service users in a more positive way
- To help staff understand the difference between managing and changing behaviour and when to address or avoid difficult behaviours
- To make staff aware of the importance of working within the law and the need for and use of policies
- To emphasise the importance of de-briefing after incidents
- To provide staff with a range of physical intervention skills which are safe and acceptable to both staff and service users alike

## **5. Detail and delivery of the in-service trainer's scheme**

### **Assessment process**

The training process occurs in 3 clear teaching phases totalling 15 working days.

### **Phase 1: Introduction to the programme.**

This is a full 5-day induction workshop which covers all elements of teaching content and delivery. Candidates are provided with a framework to deliver the programme.

At the end of this course trainees are allocated specific components that they must deliver on phase 2 of the programme.

### **Topics in this phase include:**

- Methods of teaching
- Use of audio-visual materials
- Teaching physical interventions
- Health and safety issues
- Low arousal approaches
- Use of role play
- Risk assessment

## **Phase 2: Training rehearsal**

In this phase participants practice delivering elements to their peers. The first two days of the training course are practiced in this manner. There is a strong emphasis in this phase about training staff to debate issues pertaining to low arousal approaches and De-escalation. In addition, the lower key physical interventions have to be delivered to the group. Each candidate is then allocated teaching goals in phase 3.

## **Phase 3: Training teaching assessments**

**At this stage candidates will be assessed in terms of their competency. Candidates are expected to present the key elements of the course and are assessed on their competency to deliver the full programme.**

Participants will receive feedback from Studio 3 trainers after completing each session. Trainees will be advised in writing at the end of phase 3 and they will receive one of four grades at this point.

1) Pass: they have satisfied the trainer that they can successfully deliver the programme.

2) Pass with areas of support: in this situation pairs of candidates will be deemed passed but, with specific areas of minor improvement which they will have to provide evidence they can remediate.

3) Remedial work required: A candidate may have to repeat phase 3

4) Fail.

## **Coaching and support**

Included in the cost is one day per candidate training coaching in the first year. An assessor will shadow a trainer delivering to staff in situ.

- **Attendance at Mandatory Workshops**

There are a number of mandatory workshops which will cover topics such as:

- An understanding of the law as it applies to the caring environment.  
Introduction to physical skills training
- Use of role play in training.
- Advanced movement skills
- The role of psychopharmacology
- Care staff perceptions
- Dual Diagnosis
- The principles of Reactive Planning.

Trainers must attend at least 2 CPD (continuing professional development) days in every 12-month period

### **Monitoring of Trainers**

Each trainer who has successfully completed the assessment process must maintain a personal CPD log in the password protected trainer's 'back office' section of the Studio 3 website. The trainer's senior manager or training supervisor and senior Studio 3 Trainers use this system to monitor and aid the trainer's progress on the system.

### **6. Cost of the Scheme**

Cost will include all three teaching phases including the following:

- Mandatory CPD workshops for 12 months following successful assessment. There are a series of one day continuing professional development (CPD) days throughout each year. Light refreshments throughout the day are provided. (Please note that the cost of any accommodation or travel required at these events is not included. Evening meals are not normally included.)
- All training materials and administrative support.
- Access to a senior Studio 3 trainer for on-going support.

This will also include an Annual CPD fee payable 12 months after successful completion of the scheme, as well as a three yearly re-accreditation fee to cover reassessment. For an up-to-date estimate of total cost, please contact our office at 01225 334 111.

### **7. BILD**

All prospective trainers should acquire a copy of:

- BILD Code of Practice for Trainers in the use of Physical Interventions (ISBN 1 902519 78 7)
- Physical Interventions - A Policy Framework (ISBN 1 873791 32 1)
- Physical Interventions and the Law (ISBN1 904082 74 4)

These can be obtained from Book Source, Telephone 08702 402 182. Trainers should also refer to the Department for Education and Department of Health joint Guidance for Restrictive Physical Interventions. This can be downloaded from [www.doh.gov.uk/learningdisabilities.htm](http://www.doh.gov.uk/learningdisabilities.htm)

## 8. Licensing of Successful Trainers

Upon completion of training, trainers are licensed to teach the training course including annual refresher days within their service provided they fulfil the following criteria

To maintain their status as qualified, trainers must:

- Teach courses to staff working within the service the trainer is employed by.
- Be re-assessed within a 36-month cycle & arrange for this to occur.
- See a senior Studio 3 trainer deliver the 3-day course at least every 2 years.
- Actively use and support members on the Studio 3 member's forum. Use the trainer's web app to maintain; contact details, an up-to-date on-going CPD log, register all upcoming courses, record course reports and participant lists.
- Not adapt any of the Studio 3 training materials without prior approval of Studio 3.
- Attend a minimum of two provided CPD events in any previous 12-month period.

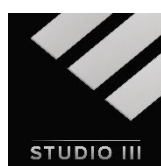
Services with more than two qualified trainers will need to obtain a training agreement and training licence with Studio III. Full details are available on request. The license is granted to the service through which the trainer has qualified and is employed and may not be transferred to any other organisation or future employer.

Studio 3 reserves the right to monitor standards of any of its trainers who are delivering training using its name and may withdraw an in-house trainers accreditation at any time due to poor practice.

To book a course or for further information then please call Tel: +44 (0)1225 334111 or email [info@studio3.org](mailto:info@studio3.org)



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