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# **Studio 3 Training Systems Train 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 people with an acquired brain injury, older adults, people with mental health problems and children/ young people with emotional behavioural difficulties.

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 incidents 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.

## **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 have to behaviourally 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 the completion of the 3 five day intensive training weeks as described in item 5 below. During this time trainees will be expected to achieve competency in delivering all aspects of the course to the point where they can be formally assessed in the last week of the course.

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 have to 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 help staff understand the difference between managing and changing behaviour and when to address or avoid difficult behaviours
- To provide staff with a range of physical intervention skills which are safe and acceptable to both staff and service users alike

### Course Content

The three days of the training course have three separate themes:

**Day 1:** Philosophy of Studio 3 Training Systems and the management of challenging behaviours. This is an important day. It sets the tone for the course and outlines the agenda and objectives of the three days. During the day, challenging behaviour and the context within which these behaviours are displayed and managed will be explored.

**Day 2:** Passive Avoidance Training, non-violent methods of managing physical behaviours. This is also described as philosophy in practice or the Low Arousal Approach in action. Simple physical movements designed to reduce injuries to staff and individuals within their care that are used to manage some of the most common physical behaviours within the client group specified.

**Day 3:** A non-violent physical restraint method is taught to care staff and its reason for use and its design is discussed at length. During this final day, the three-day course is consolidated and participants are assessed through the use of role plays. On each of the days various training aids and teaching tools and methods are used.

## **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 – 5 days**

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 – 5 days**

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 - 5 days**

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 candidate will be deemed passed but, with specific areas of minor improvement which they will have to provide evidence that these are remediate.
- 3) Remedial work required: A candidate may have to repeat phase 3.
- 4) Fail.

## **Coaching and support**

Included in the cost is 6 hours per candidate of training coaching in the first year. An assessor may shadow a trainer delivering to staff in situ. Trainer's expenses would be charged in addition for this day.

## **Attendance at Mandatory Workshops**

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

- 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 – per person**

The total cost of all three teaching phases plus coaching costs is £3250 + VAT.

Including the cost of 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.

Other associated costs

1. Annual CPD fee payable 12 months after successful completion of the scheme - £550 + VAT per annum
2. Three yearly re-accreditation fee to cover reassessment – currently £1800 + VAT

**Training schemes are not generally VAT exempt**

## **7. 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.
- 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 3. 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 trainer's accreditation at any time due to poor practice.

## **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)

Studio 3 Training the Trainer Scheme – 2014



[www.atlassautism.com](http://www.atlassautism.com)



[www.studio3.org](http://www.studio3.org)



[www.lowarousal.com](http://www.lowarousal.com)

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