Course Outline for:
NAPPI Level 1 - Two-day Course.

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DAY ONE

Introduction & Needs Assessment (approx 15 minutes)
To explain the scope of the course, establish the needs of the group.

Amber Awareness (approx 60 minutes)
This module increases awareness of factors that commonly produce stress among service users and support staff alike. Employees are encouraged to reflect upon their environment, their individual and collective approaches and the many factors internal to service users; considering the relationship of each to stress.

Lalemand Red Behaviour Scale (approx 90 minutes)
This introduces a framework of assessment and secondary prevention strategies to increase the consistency of responses to behaviour of concern. Employees develop skills to assess the severity of behaviour presented, and gain a deeper understanding of the underlying message at each of five levels. Employees develop rational, confident and supportive responses, and explore use of this common language within documentation.

Care Team Responses (approx 60 minutes)
This section of the NAPPI PBS Model introduces the processes most commonly completed by the wider care team. Employees develop a greater understanding of their role within Post-Incident Review, increase their Functional Awareness, and discuss the importance of Trauma Informed Care.

Lalemand Green Behaviour Scale (approx 75 minutes)
This introduces a framework for Primary Strategies, enabling a greater understanding of quality of life. With an increased awareness employees understand that the presence of behaviour of concern, can often be due to a compromised quality of life. Employees working within this framework have an enhanced person-centred focus and skill set, to return elements of quality to service users' lives when it is the most urgently needed.

SMART Principles (approx 60 minutes)
This module introduces a set of principles for best practice assessment, prevention, and post behavioural review. Employees working within this framework identify the potential for concern much sooner, modify their approach to the situation they face at any given time, and work to a common values base.

Check for Learning, Evaluation, Questions & Answers taken during the day.

DAY TWO

Human Rights (FAIR) (approx 60 minutes)
The Scottish Human Rights Commission has developed the 'FAIR' approach to help apply the standards and principles of human rights in practice. FAIR is a tool used to embed a Human Rights Based Approach into working practice. Not every unfair situation will be an abuse of human rights law. Using the FAIR approach can assist in reaching a balanced solution and ensuring that the dignity of the individual is at the centre of policy and decision making.

Stay in the Box (approx 15 minutes)
This module uses a simple concept to discuss the appropriation of a range of responses. Employees develop a greater appreciation of responses that might question their safety; physically, legally and employably.

Intervention Scale (approx 15 minutes)
This scale uses a simple model to present five levels of intervention. Employees aware of this scale are able to gauge the likely impact upon a service user when responding to behaviours of concern. Discussions around the range of responses at each level of intervention, serves as an effective check for learning for other modules.

Non-restrictive Tertiary (Self-Protection) Skills
This session introduces non-restrictive tertiary strategies. These are physical skills designed to protect employees on occasions when a behaviour of concern is physically challenging. Once health and safety considerations have been made, the appropriate range of self-protection skills are demonstrated, coached, and repeated to ensure competence. This graduated approach to learning physical skills will aid recall at times of greater stress. Physical skills identified through the training needs analysis process are:

- Stretch and Flex (approx 30 minutes)
- Physical SMART Principles (approx 45 minutes)
- X-Shield (approx 45 minutes)
- Grab release (approx 30 minutes)
- Guiding skill (approx 30 minutes)

Agreement of competence is recorded on registration forms which leads to certification. Where competence is deferred an action plan is provided.

Types of Restraint (approx 45 minutes)
To avoid or reduce the need for retraint employees must first be clear what is meant by the term. There are many definitions of the term restraint, and many types of restraint. Employees will leave the session with clarity.

Restraint Reduction Planning (approx 45 minutes)
This module explains how restraining a person not only restricts their liberty, but can be frightening, traumatising and dangerous. It can also be degrading and as such is not lawful unless there are clear authorisations and rationales in place. The use of coercive and restrictive practices can be minimised, and abuse of restraint can be prevented by using a Restraint Reduction Plan.

Check for Learning, Evaluation, Questions & Answers taken during the day.

Safety Statement for:
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When participating in active physical practice there is always the slight risk of physical injury. Prior to completing the physical section of this course, the trainer will demonstrate the range of movements required to complete the skills.

You will be asked to complete a health questionnaire and advised to use your best judgement and inform the trainer of any relevant medical information that would compromise safety. The trainer retains the right to refuse to teach anyone that they believe is either unfit, unsuitable or inappropriately dressed to safely complete the course.

Please let your trainer know if you have any physical problems that would disqualify you from participating in the physical portion of the course. Things that should make you consider sitting out of the physical session are, if you:

- currently see a GP for a health problem or injury e.g. shoulder, neck, knee, back
- take medication for a heart condition, diabetes or high blood pressure
- have recently had surgery or are waiting for surgery
- have suffered a work related injury
- have brittle bones
- are pregnant

If after discussing any concerns with your trainer, you wish to continue, you will need to sign the health questionnaire to state that you have discussed your concerns and believe yourself to be fit to undertake the training. You need to understand that whilst trainers have first-aid training, they are not medical experts.

Stretch & Flex: Warming up conscientiously will reduce the likelihood both of incurring injury, and of excessive aches and pains. Prior to undertaking physical skills you will be required to complete supervised exercises.

Suitable Attire: Casual clothes that provide freedom of movement. Comfortable flat shoes (e.g. trainers). You will be asked to remove watches and jewellery e.g. rings with stones, dangly earrings and thick neck chains.

The trainer will introduce physical skills that represent the scope of skills that you may need to manage behaviours of concern at work. Skills are introduced at slow, medium and fast speeds. In our experience it is very rare for a participant to be injured in these practise sessions. The trainer will do his/her part to keep you safe and ask that you do your part to keep yourself and others safe. All skills have their own safety considerations but you must be conscientious regarding safety.

You can stop at any time if the trainer asks you to practise a skill that you feel unable or unwilling to do. You can still participate actively by observing and encouraging colleagues. It is not a requirement for anyone to participate in the physical skills.