Course Outline for:
NAPPI Level 1, 2 and 3 - Four-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.

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.

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.

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.

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)
- Hair Pull release (approx 30 minutes)
- Bite release (approx 30 minutes)

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

Understanding Restrictive Practice (approx 45 minutes)
To reduce the use of restrictive practices, employees must first be clear about what is meant by the term. Restrictive practices include, but not limited to restrictive interventions. This module provides clarity on the 8 types of restrictive practice as outlined by the Restraint Reduction Network (RRN).

Reducing Restrictive Practice (approx 45 minutes)
Reducing restrictive practice enables service users to enjoy more freedom and have an improved quality of life. The RRN advocates the use of 6 Core Strategies to support the culture change necessary to reduce the use of restrictive practice. This module focuses on how employees can support the use of these strategies.

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

DAY THREE

Restraint Related Deaths (approx 30 minutes)
This powerful introduction to the day describes how in recent history there has been a number of scandals that have exposed institutional abuse by those who support vulnerable individuals. A number of these have involved unnecessary and inappropriate use of restrictive physical interventions. Some have resulted in death. Employees who are aware of the risks of using restrictive practices, are far less inclined to use them.

Mechanics of Breathing and Monitoring ABCDEs & Vital Signs (approx 60 minutes)
This module stresses the need for accuracy within practice and the impact upon breathing when this is compromised. Employees develop an understanding of the major muscle groups that perform the mechanics of breathing and increase their awareness of situations that might lead to positional asphyxia. Employees will establish what to do in a medical emergency, including monitoring ABCDEs and Vital Signs.

Restrictive Tertiary Skills (RPI)
This session introduces RRN certificated restrictive skills, designed to support behaviour assessed as dangerous. Skills are used against resistance, as a last resort on occasions deemed to be in the best interests of a named individual. Once health and safety considerations have been made, the appropriate range of restrictive physical intervention skills are demonstrated, coached, and repeated to ensure competence. This graduated approach to learning physical skills will aid recall at times of greater stress. Skills identified through the training needs analysis process are:

- Stretch and Flex (approx 30 minutes)
- Two Person Moving RPI (approx 60 minutes)
- Seated RPI (approx 60 minutes)
- Two Person Moving RPI to Seated RPI (approx 30 minutes)
- Immediate Sequenced Release (approx 30 minutes)

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

Holding Events Timeline and Teamwork Roles & Rules (approx 45 minutes)
This module introduces a structure to depict the overall management of restrictive practice. Employees develop an understanding of the essential stages of restrictive practice with the focus being strongly placed upon restraint avoidance and reduction. Post-training use of this structure has heavily influenced the review of related policies and procedures. Employees reflect upon the roles required when applying restrictive physical intervention and the rules of teamwork that constitute best practice, increasing their awareness of how, when broken, the situation leads to increased risk and further escalation.

SMART Holding Avoidance (approx 45 minutes)
This module reflects upon the essential considerations made of the service user, the staff team, the environment, the organisation and current legislation and guidance; before, during and after the application of restrictive practices. Post-training use of this structure enables an holistic review of an organisation's ability to safely manage more complex and challenging situations.

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

DAY FOUR

Restrictive Tertiary Skills (RPI)

This session introduces RRN certificated restrictive skills, designed to support behaviour assessed as dangerous. Skills are used against resistance, as a last resort on occasions deemed to be in the best interests of a named individual. Once health and safety considerations have been made, the appropriate range of restrictive physical intervention skills are demonstrated, coached, and repeated to ensure competence. This graduated approach to learning physical skills will aid recall at times of greater stress. Skills identified through the training needs analysis process are:

- Stretch and Flex (approx 50 minutes)
- One Arm Body Wrap (approx 60 minutes)
- Capture Wrap (approx 45 minutes)
- Capture Wrap to Two Person Moving RPI Transfer (approx 30 minutes)
- Two Person Moving RPI to Capture Wrap Transfer (approx 30 minutes)
- Two Person Moving RPI to Recline RPI (Safety Pod) (approx 90 minutes)
- Recline RPI to Recovery Position RPI (Safety Pod) (approx 60 minutes)

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

Reflection and Takeaways (approx 25 minutes)

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.