

JOB DESCRIPTION

Job Title:	Restraint Reduction Trainer
Care Group:	Nursing Directorate
Responsible to:	Restraint Reduction Team Lead
Band:	5
Location:	Trust-wide
Base:	Woodside Annex Hellingly (or locally agreed)
Hours of Work:	37.5 hours per week
Contract:	Permanent
Disclosure required:	Yes - Enhanced

Job Outline

This is a trust-wide post providing a service to all departments within Sussex Partnership NHS foundation Trust although you will be given specific areas to focus on.

The post holder will support the delivery of training which meets legal requirements and best practice guidance and support the reduction in the use of restrictive interventions.

The post holder will:

- Have day-to-day responsibility for delivering Restraint Reduction training as set out by the Restraint Reduction Team Lead.
- Offer guidance and support to trust employees regarding the prevention and management of violence and aggression in line with trust policies.
- Ensure that appropriate training records are maintained and shared with the Learning and Development team.
- Liaise with the Restraint Reduction Team Lead on risk management aspects of violence and aggression in accordance with relevant legislation and best practice guidance.
- Deliver Trust-wide Restraint Reduction training as set out by the Team Lead (but not always supervised by) in a safe and effective manner in accordance with the Trust training needs. This must be in line with the Trusts Reducing Restrictive Practice Strategy. The focus being on safe, compassionate and lawful provision of care.
- Offer advice and deliver appropriate training to meet the needs of services and individuals. This involves the assessment of students attending the courses.
- Maintain accurate training records and ensure that these are shared with the Training and Development team.

- Ensure that evaluation forms are completed at the end of each course and that these are used to inform improvements in the training offered.
- Ensure a safe training environment is maintained at all times when delivering Restraint Reduction training and there are up to date environmental risk assessments for all training venues.
- Ensure own identified statutory and mandatory training is updated and maintained as appropriate in line with Trust and national requirements for Restraint Reduction Trainers.
- Participate in 4 weekly Line Management Supervision.
- Have an annual appraisal and personal development plan.
- Attend regular team meetings.
- Liaise with the Team Lead to enhance knowledge base and maintain standardised delivery of training.
- Contribute with updating Restraint Reduction training set out by the Team Lead.
- Liaise with the Team Lead when offering advice and support to in-patient services on specific patient intervention issues.
- Liaise with the Team Lead when advising on specific service issues regarding use of force and restrictive interventions.
- To maintain best practice with the delivery of training programmes set out by the lead trainer ensuring high quality training at all times.

Key Relationships

All staff groups within Sussex Partnership NHS Foundation Trust
Associate Director of Nursing Standards and Safety

Lead Nurse for Nursing Standards and Safety

Restraint Reduction Specialist

Restraint Reduction Team Lead

Restraint Reduction Practitioners

Other Restraint Reduction Trainers

Health and Safety Manager Ward and department staff

Learning and Development team members People
who use services

Restraint Reduction Trainers Nationally

- All staff are required to abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policy and procedure.
- All staff are required to adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- All staff are required to treat information relating to patient, employees and business of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organizations. At all times employees are required to comply with the provisions of the Data Protection Act.
- All staff are required to maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- All staff are required to support the Trust's visions and values and in particular the promotion of a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Sussex Partnership NHS Foundation Trust takes its responsibilities for the safeguarding and protection of children and young people and vulnerable adults very seriously and expects this of all its employees. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognize abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

Person Specification

	Essential	Desirable	Evidenced By
Education / Qualifications			
Evidence of continuous personal and occupational development.	X		A / C / I
Nationally recognized trainer qualification in restraint reduction, prevention and management of violence and aggression, or equivalent.	X		A / C / I
Qualified first aider.	X		A / C / I
Evidence of clinically based experience or completion of a relevant health care/social care certificate or qualification.	X		A / C / I
Relevant teaching qualification including; Certificate in Education, City Guilds 7302 / 7303 / 7407, ENB 998, PTLLS	X		A / C / I
Experience			
A minimum of 1 years relevant experience delivering training.	X		A / C / I
A thorough understanding of the terms Restraint Reduction, Use of Force and Prevention and Management of Violence and Aggression.	X		A / C / I
2 years relevant experience of working within Mental Health or Learning Disability settings.	X		A / C / I
Experience of working in NHS and a good understanding of its processes and systems.	X		A
Ability to plan and implement training sessions.		X	A / C
Ability to organize and prioritize own work load and evaluate own performance.		X	A / C / I / T
C – Knowledge, Skills and Competencies			
Understanding of MS Microsoft; Excel, Word and PowerPoint.	X		A / C / I / T
Excellent range of communication skills and good interpersonal Skills.	X		A / C / I / T
Able to engage with people at all levels.	X		A / C / I / T
Willingness to be flexible in job role.	X		A / C / I / T
Knowledge of current national guidance in relation to violence and aggression	X		A / C / I / T
Ability to identify problems and deal with them or bring them to the attention of the Team Lead.	X		A / C / I / T
Ability to summarise and present information effectively in person and writing.	X		A / C / I / T
Ability to deal with course candidates who may have encountered physical or emotionally demanding situations.	X		A / C / I / T

Experience of teaching related physical skills, e.g. First Aid, Moving and Handling etc.		X	A / C / I / T
Experience and evidence of Analysing, interpreting and presenting information.		X	A / C / I / T
Values:			
Can demonstrate support for the values of the Trust.	X		A / C / I / T
Personal Attributes:			
Team player.	X		A / C / I / T
Motivated and proactive Flexible approach to work Works well under pressure.	X		A / C / I / T
Punctual and flexible across hours of work when required.	X		A / C / I / T
Positive approach to problem solving Conscientious approach.	X		A / C / I / T
Ability to plan own workload.	X		A / C / I / T
Demonstrate a credible role model through example and motivation.	X		A / C / I / T
Able to challenge recognized ways of working in a positive manner.	X		A / C / I / T
Able to deal with conflicting demands ensuring key priorities and deadlines are met through effective time management.	X		A / C / I / T
Diplomacy applied to all working situations.	X		A / C / I / T
Physically fit enough to train in all levels of the training programme.	X		A / C / I / T
Mobility to travel across all Trust sites.	X		A / C / I / T

To be evidenced by key:

A - Application

C - Certificate

I - Interview

T - Test

Approved By:

Name:

Post Holder:

Approved:

Manager:

Date: