

What Can Be Taught

Intermediate Trainers

Employer Trainers are only licensed to train employees of their own employer within their diocese/district/region boundaries within the ratios identified below. (When there is confusion over these limits, written guidance should be requested from the Director of Team Teach Asia-Pacific). The level of training that is delivered should be guided by current risk assessment and a training needs analysis.

Level 1 Course - aimed at low risk settings (Mainstream Secondary/Primary Schools, Nurseries, Children's Hospitals, Elderly Care, etc). This course covers personal safety, risk reductions strategies, positive handling, together with documentation and legal framework.

Level 2 Course - aimed at medium risk settings (Special Schools, Support Units Children's Homes, elderly Care etc). This course covers personal safety, risk reductions strategies, a range of relevant positive handling and interventions, together with a focus on policy, documentation, and legal framework.

Please note: Intermediate Trainers are allowed to train up to 12 staff on a Level 1 Course on their own but are not allowed to teach holds to seated positions. Due to the higher level of risk of interventions to seated positions these can only be taught by two trainers. A seated intervention can be taught **in addition** to Level 1 training where a risk assessment has identified that this is the safest option. It is recommended that training be of two hours for one person and /or a separate two hours for two person interventions to a seated position. The major emphasis of the training being a review of the individuals/school's risk reduction plan, the support processes in place for the individual and the staff facing elevated risks and time to teach the relevant techniques. This training should only be available to staff who already hold a current Level 1 certificate. If 'emergency' training needs to be given to staff who have not yet been able to attend a TT course, they should attend at Level 1 course within 60 working days. A Level 2 certificate must be issued, and the 24-month refresher period adhered to, when any of the above additional training has taken place. The option of additional training exists within current protocols and enables organisations to maintain focus on de-escalation and the planning of gradual and graded responses.

For numbers from 12 – 24 the requirement remains that there is a minimum of two current Intermediate Trainers, with the lead trainer being from the appropriate diocese/district/region boundaries. The recommendation remains that for all new staff training events employer trainers should work in a minimum of twos. Lead trainers should make a judgement about their own current levels of competence and those of their assistants, restricting the number of participants accordingly. Under no circumstances should trainers exceed the maximum numbers allowed. Two trainers may supervise up to 24 people. Above this number at least one additional trainer must be engaged for each additional 12 people.