

## JOB DESCRIPTION

<b>Job Title:</b>	Positive & Safe Violence Reduction Training Manager
<b>Reports to (post title):</b>	Trust Lead for Violence Reduction Training
<b>Evaluated Banding</b>	Band 7
<b>Role Purpose:</b>	<p>The role of Positive &amp; Safe Violence Reduction (PSVR) Training Manager will be to support the Trust Lead in all aspects of violence reduction training at Rampton High Secure Hospital. The role also includes the line management of the permanent Band 6 PSVR Team Leader, Team Administrator, and the PSVR training team.</p> <p>The PSVR Training Manager will ensure and maintain the high quality of training delivered to all staff at Rampton Hospital.</p> <p>Under the direction of the Trust lead for violence reduction training, the post holder will review &amp; evaluate the training curriculum, by ensuring National developments including training recommendations, guidance is reflected within all training portfolios delivered to direct and no-direct care staff members.</p> <p>In addition, the post holder will support and contribute to the National and regional developmental work across the PSVR Training curriculum, including liaising with operational and policy stakeholders, directorate, and clinical teams and colleagues within the high secure services.</p> <p>The post holder will be an experienced Trainer within the area of violence reduction training, which is underpinned by operational experience with working in a variety of care groups.</p> <p>The post holder will be an active trainer across the whole of the training curriculum, keeping their skills up-to-date and contemporary, including a proven track record within the delivery of all syllabuses including PMVA, Breakaway Training, Mechanical Restraints and PPE Shields, and with an extensive knowledge of the theoretical components underpinning each subject matter which is</p>

reinforced with operational experience.

The role will also require you to work collaboratively, working closely within a variety of training centres within Nottinghamshire Healthcare and providing key leadership and support within the wider forensic services specifically in relation to the delivery of Breakaway and PMVA training.

The post holder must hold a degree-level in Professional Practice related to the prevention of violence reduction or equivalent.

They will lead through example and promote a culture of care, compassion, and through leadership promote core values that is expected within all PSVR trainers such as, respect, kindness, a willingness to help others, to motivate, to listen, to support, and to challenge where needed.

The role of the PSVR training manager is critical when coaching staff, motivating individuals, providing a safe environment for each person to learn and ask questions.

The PSVR training manager will have a key focus on reducing restrictive practices specifically in relation to the use of physical restraint. This involves working collaboratively with patients and by embedding strategies within care teams at Rampton Hospital you will promote a culture whereby managing risk can be done so in a collaborative way, promoting autonomy of movement whilst maintaining a safe environment for both patients and staff.

The post holder will be considered as an expert within the use of personal protective equipment (PPE) including the training and delivery and operational use within serious or critical incidents.

### **Role Context:**

In adherence with the Positive and Safe Violence Reduction Training Manual (PSVR), to support in the leadership of the PSVR Training Team in providing, maintaining, and delivering in all subjects and to be considered as an expert within:

- Prevention and management of violence and aggression PMVA

- Breakaway Training
- Clinical Holding
- Mechanical Restraints Inc:
  - SRB and SRC
  - BioCare
  - SEELS
- Personal Protective Equipment Shield Training and incident management.
- Method of Entry

The post holder must also have extensive theoretical knowledge underpinning each subject.

The post holder will have the ability to deliver these subjects to a train the trainer equivalent, with significant experience in delivering violence reduction instructor training courses over several years, demonstrating key leadership skills. The post holder must have experience in leading teams and can demonstrate this from within previous roles.

The post holder will also work closely with the Trustwide Professional Lead for PSVR training and wider colleagues in the development and review of procedures and Trust Policy across all aspects of operational violence reduction, and in addition work closely with National networking forums.

The post holder will establish key working relationships within the High secure services, working collaboratively with colleagues.

The post holder will support in the leadership of the PSVR Team and work closely with other lead trainers within Nottinghamshire NHS Foundation Trust.

### Trust Values

All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:

**Trust Honesty Respect Compassion Teamwork**

### Key Accountabilities

**Working Practice:**

**Clinical Responsibilities**

### Performance Measures

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• To act in a professional advisory role on matters relating to the recognition, prevention and management of Violence and Aggression and personal safety.</li> <li>• To be accessible as a resource to nursing and other professionals at Rampton Hospital</li> <li>• To ensure clinical supervision is in place for all Positive &amp; Safe Violence Reduction Trainers.</li> <li>• Providing when necessary, fact finding reviews in aspects of patient and staff complaints related to the use of violence and aggression.</li> <li>• To represent the Hospital as a professional advisor during complaints and investigations including conduct hearing.</li> <li>• To maintain and further develop personal clinical competence within Rampton Hospital</li> <li>• Responds to Serious Incidents and fulfils Command roles, including responding as a PPE commander or acts as specialist advisor as necessary within the area of personal protective equipment.</li> <li>• To be contactable by the site manager within the attendance of serious and or critical incidents.</li> </ul> <p><b>Managerial Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Manages and leads the PSVR Training Team</li> </ul> | <ul style="list-style-type: none"> <li>• Contribution is high value and informs debate and decision making. Uses operational experience to inform policy development.</li> <li>• Reports are well-researched produced and presented and used effectively to support proposals and recommendations.</li> <li>• Operates within time scales and completes training to best practice standards.</li> <li>• Meets appropriate professional/legal standards. Contribution is timely credible and informs care planning.</li> <li>• The production of relevant written record; copies of requested reports, record of meetings and other correspondence, copies of course materials, and summary or evaluation feedback.</li> <li>• Records of training undertaken.</li> <li>• Record of relevant supervision, PAD's, and meeting records.</li> <li>• Operational awareness of current National standards around the use of Physical Intervention within the forensic care group.</li> <li>• Promote models to ensure that emergency situations are managed effectively.</li> </ul> |
|--|---|

resources at Rampton Hospital to produce cost effective and high-quality training content.

- To support in the leadership of the Positive & Safe Violence Reduction Training team including the Band 5 permanent role and seconded PSVR Trainers.
- To ensure that all Positive & Safe Violence Reduction Trainers are up to date with their own training and that each has a PAD that identifies their own professional development plan.
- To ensure that all trainers are aligned to the competence framework aligned to the restraint reduction network.
- To support the Trustwide lead for PSVR training, to ensure that the training curriculum is developed to adhere to the Positive and Safe Violence Reduction Training manual (PSVR) and meets the training needs of staff for inductions and annual updates.
- Advise the forensic care group where identified risk issues related to the recognition, prevention and management of violence and aggression, and personal safety.
- To attend reducing restrictive practice forums, patient experience groups, and appraise and advise on matters relating to the use of physical restraint and complex matters.
- To support training which meets National agendas around the use of Physical intervention training and maintain systems in place to ensure continuity and alignment to Mandated standards. i.e., RRN
- Manage the Personal Protective Equipment

<p>Shield Training [PPE], Mechanical Restraints and Method of Entry Training) to address operational requirements and deficiencies.</p> <p>Ensuring PPE exercises are established on all PPE shield courses.</p> <ul style="list-style-type: none"> <li>• Contributes to other clinical, professional, or academic courses, conferences, etc. as required.</li> </ul>	
---	--

#### Dimensions

#### **The post holder will ensure through leadership that the Positive & Safe Violence Reduction Training Team:**

- Develops, delivers, and maintains effective training packages.
- Provides training across the Trust or to external stakeholders, as required.
- Train and develops new PSVR Trainers in physical skills alongside Aim Awards professional qualifications.
- Assists the management and support of student/staff groups that attend the Positive & Safe Violence Reduction training courses.
- Contributes to and participates in incident management exercises.
- Teaches and facilitate learning in the theoretical and clinical aspects of Positive & Safe Violence Reduction Training Programmed within the Forensic care group.
- Provide planned and unplanned operational support to clinical services to facilitate high quality safe care interventions and escorts as required.
- Ensure and maintain the development of theoretical packages related the RRN standards.
- Ensure and maintain the strategy for communication and de-escalation is embedded within all Positive & safe violence reduction training syllabuses.
- Contribute and provide leadership to the Positive & safe Violence Reduction team and clinical directorates within Rampton Hospital in supporting a reduction in the use of Physical Interventions techniques in line with national agendas.
- To support the Trustwide Lead for PSVR training and to ensure strategic and operational alignment within the Trust is achieved.
- To lead on evening exercises related to the use of PPE shields, ensuring the Hospitals

responses to serious or major incidents are fully prepared and resilient when contributing to the Hospitals contingency responses.

**The post holder will:**

- Provide line management and leadership of the team of PSVR Violence Reduction Trainers, including the organization of rosters for training deployment.
- Support in the development in the Positive & Safe Violence Reduction trainers to positively carry a culture of compassion, caring and confidence within their dual role and training responsibilities back to their clinical areas of work.
- Assist in the facilitation of staff groups, daily planning, and communication meetings.
- Contribute to the reviews of training curriculums are regularly reviewed and where required updated as outlined by the Trustwide Lead for PSVR training.
- Contributes to and participates in the post-incident debrief of colleagues as required.
- Ensures training records are accurately maintained.

**Safeguarding**

- All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimized. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

**Disclosure and Barring Services**

- This post meets the definition of 'Regulated activity' as defined in Safeguarding Groups & Freedoms of Protections; the post will be subject to an Enhanced DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate.

**Infection Control**

- All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.

### **Equality & Diversity**

- All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

### **Communication**

- Communicates with patients /Family members or carers on matters around violence reduction issues which may affect them.
- Promotes effective communication between all disciplines to enhance care and reduce violence.
- Deals with complex, sensitive, or contentious information/intelligence appropriately.
- The post holder must possess excellent communication skills with underpinning values that supports the training philosophy of care, compassion, respect.
- Communicate to a wide range of disciplines across the Trust.

### **Knowledge, Training and Experience**

- Hold a degree in the Management of Violence and Aggression or prepared to work towards achieving this if successful.
- Extensive experience of working within a violence reduction training center at a leadership level.
- Up to date in all aspects of the violence reduction training curriculum and able to not only train but lead in the delivery of all training syllabuses to a train the trainer level.
- Broad clinical/operational experience within a variety of clinical settings.
- Research, analytical, and reporting skills.
- Leadership, teaching, coaching, mentoring and influencing skills.
- Resilient and able to cope under pressure.
- Knowledge of incident command systems
- Holds a current driving license and willing to travel locally, regionally, and nationally to fulfill the role responsibilities.



<b>Analytical and Judgement Skills</b>
<ul style="list-style-type: none"> <li>Decisions made reflect individual circumstances whilst taking into consideration Trust aims and best practices.</li> </ul>
<b>Planning and Organisational Skills</b>
<ul style="list-style-type: none"> <li>Ensures the organisation of trainer rosters that enable the timely and resilient delivery of training commitments.</li> <li>Under the direction of the Professional lead, liaises with external stakeholders to ensure professional relationships are developed and maintained; &amp; aligns the trainer development agenda in advance of anticipated training curriculum changes.</li> </ul>
<b>Physical Skills</b>
<ul style="list-style-type: none"> <li>Poses a level of physical fitness and activity required to train students in all of the violence reduction training curriculum and to carry out these if required within a clinical environment.</li> <li>To undertake and be up to date with mandatory training</li> <li>Responds to serious and emergency incidents within the clinical environment where required.</li> <li>Be prepared to undertake other duties with the capabilities and scope of the role; &amp; at times, the post holder may require unplanned movements that maybe reactive to the threat of actual physical violence including the management of aggression, this will require good co-ordination, reactivity and mobility to sustain this.</li> </ul>
<b>Responsibility for Patient/Client Care</b>
<ul style="list-style-type: none"> <li>To be accessible in a professional development and advisory role, as a resource to nursing and other professionals within Rampton Hospital</li> <li>To ensure any advice and support given to an individual's care in matters relating to PMVA is documented.</li> <li>Monitor injuries during the use of physical restraints for both patients and staff.</li> </ul>
<b>Responsibility for Policy/Service Development</b>
<ul style="list-style-type: none"> <li>Assist with the development of violence reduction policies and procedures for the Trust as delegated, including the creation, review, implementation, and monitoring of compliance of these policies and procedures;</li> </ul>

- The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Trust. It is the post holder's responsibility to ensure they keep up to date with these policies and other policy documents.

#### **Responsibility for Financial and Physical Resources**

- Under the direction of the Trust lead, line Managers all PSVR staff and non-staff resources and information to produce cost effective and efficient outcomes.
- Ensures the physical resources available are fit for purpose.

#### **Responsibility for HR**

- Line Management responsibility for Violence Reduction trainers and the team Administrator.

#### **Responsibility for Information Resources**

- Makes effective and efficient use of resources, time and opportunities to meet set standards and targets in respect of training both direct and non-direct care staff; &
- Ensures all training records held comply with Trust Health Informatics Policies, particularly GDPR.

#### **Responsibility for Research and Development**

Reports are well-researched produced and presented and used effectively to support proposals and recommendations.

#### **Freedom to Act**

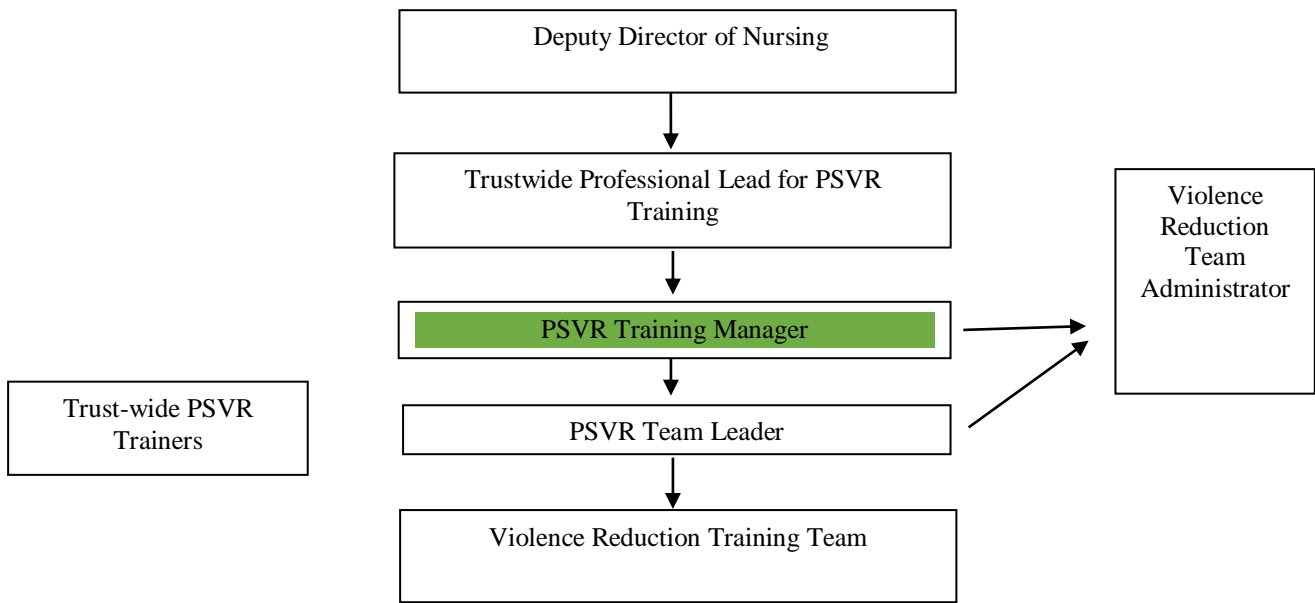
Under the direction of the Professional lead Develop the service in line with drivers, new guidance and best practice initiatives and ensure provision of a consistently high-quality service.

#### **Physical Effort**

- Requirement to exert physical effort throughout the period of work.
- To undertake relevant mandatory training
- Response to serious and emergency incidents
- Be prepared to undertake other duties with the capabilities and scope of the job
- To support Trust wide training agendas including aspect of Forensic and High secure services training requirements where needed.

Mental Effort
<ul style="list-style-type: none"> <li>• Produces and presents updated course programmes.</li> <li>• High levels of analytical judgement, thinking and decision making in response to emergency or critical incidents.</li> </ul>
Emotional Effort
<ul style="list-style-type: none"> <li>• Some exposure to highly distressing or highly emotional circumstances.</li> <li>• Working closely in clinical practice with patients in Mental Health settings</li> <li>• Managing and supporting colleagues who have either been subjected to violence or who have been involved in the active management of violence.</li> </ul>
Working Conditions
<p>Locks, fences</p> <p>Inadequate ventilation and temperature control</p> <p>observation of staff and patients when required to do so.</p> <p>Risk of patient assault – verbal and physical</p> <p>Exposure to aggressive behaviour patients and carers</p> <p>Being aware of clinical Security procedures – searches, patient movement restrictions</p> <p>Being alert to emergency security procedures.</p> <p>Knowledge and adherence to organisational security policies and procedures</p> <p>To support in high risk, leave patient escorts where required.</p> <p>Supporting with Care planning and support structures to ensure patient care is at the forefront of the support given.</p>

## Organisation Chart



Key: — — → = professional leadership

————→ = line management

## Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures	
After reviewing the questionnaire, please sign to confirm agreement	
Post holder:	Date:
Line Manager:	Date:
Next level Manager:	Date: