

Employee Specification for the post of Positive and Safe Violence Reduction Training Manager

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				
Physical requirements	<ul style="list-style-type: none"> Poses a level of physical fitness and activity required to train students in all the PSVR training curriculum and to carry out these if required within a clinical environment. Possess good motor skills, flexibility, agility, level of fitness, reactiveness, balance. Must have a good understanding of moving and handling, rotation movements of limbs and joints. 	10 10	Completed a recognised course in level Gym instructing.	5	
Qualifications - Academic /	<ul style="list-style-type: none"> Hold a degree level in the Management of Violence and Aggression. 	10	<ul style="list-style-type: none"> Hold an equivalent level 6 qualification in prevention and management of 	5	

Experience	<ul style="list-style-type: none"> • Experience of working at a leadership level within a violence reduction training environment. 	10	<ul style="list-style-type: none"> • To Have worked within a high secure Hospital. 	5	
	<ul style="list-style-type: none"> • Experience of working-alignment to the positive and safe violence reduction training manual. 		<ul style="list-style-type: none"> • Leadership, teaching, coaching, mentoring, and influencing skills. 	5	
	<ul style="list-style-type: none"> • To have significant experience in the delivery of: PMVA, Mechanical Restraints, Breakaway, PPE Shield Training and Method of Entry. 	10	<ul style="list-style-type: none"> • Positive approach to problem solving and a can-do attitude. Ability to prioritise and use own initiative. 	5	
	<ul style="list-style-type: none"> • Broad clinical/operational experience within a variety of clinical settings. 	10	<ul style="list-style-type: none"> • Research, analytical, and reporting skills. • 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. • Undertakes research and investigations as required and ensures findings are used to inform practice and enable decision making. 	5	

Attribute	Essential	Weight	Desirable	Weight	How Identified
Knowledge	<ul style="list-style-type: none"> Working knowledge and contributing to the development of policies and procedures related to aspects of violence and aggression. 	10	<ul style="list-style-type: none"> Knowledge of the Mental Health Act (1983) and Code of Practice 	5	
	<ul style="list-style-type: none"> Knowledge of incident command structures and contingency planning. 	10	<ul style="list-style-type: none"> Use of Force Act 2018 Nice G10 – Management of violence and aggression Positive and proactive Care Reducing the need for restrictive practice. Restraint Reduction Network Training and Trainer standards 2018 	5 5 5 5	

Skills	<ul style="list-style-type: none"> • Possess enhanced communication and interpersonal skills. 	10	<ul style="list-style-type: none"> • Working knowledge of Microsoft Office with intermediate keyboard skills 	5	
	<ul style="list-style-type: none"> • Possess good organisational and time management skills. 	10	<ul style="list-style-type: none"> • Experience of producing effective verbal and written reports for a range of audiences 	5	
			<ul style="list-style-type: none"> • Administration skills to maintain accurate training records and produce relevant reports. An ability to use PowerPoint, this includes developing their presentation to deliver to the student group. 	5	
Contractual Requirements	<ul style="list-style-type: none"> • You must where required be able to work in full time clinical practice. Open to all direct care staff working a 37.5 hr per week contact. • Must poses a Full UK driving licence. 	10 10	<ul style="list-style-type: none"> • Must form part of the PPE operational register 	5	

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT