

JOB DESCRIPTION

**Senior Reducing Restrictive
Practice (RRP) Instructor**

Reviewed April 2024

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: Senior Reducing Restrictive Practice (RRP) Instructor RRP</p> <p>Pay Band: Band 6</p> <p>Reports to (Title): RRP Deputy Professional Lead for Reducing Restrictive Practice</p> <p>Accountable to (Title): RRP Professional Lead for Reducing Restrictive Practice</p> <p>Location/Site/Base: Learning and Development Centre, Sleaford</p>
2. Job Purpose
<p>With expertise in the field of reducing restrictive practices, the post holder will support the Professional and Deputy Professional Lead for Reducing Restrictive Practice in representing the Trust in promoting, training and support strategies in the Reducing Restrictive Practice agenda for Lincolnshire Partnership NHS Foundation Trust (LPFT)</p>
3. Nature of the Service
<p>Lincolnshire Partnership NHS Foundation Trust is committed to minimising the use of force, through the promotion of positive cultures, relationships and approaches which understand the trauma history and triggers of individuals which may prevent escalation and any need to use force.</p> <p>The RRP Team is a team of qualified RRP Instructors, affiliated to General Services Association (GSA), who provides RRP training to LPFT staff and to the wider health community. The RRP Instructors are certified by the British Institute of Learning Disabilities Association of Certified Training (BILD ACT) to deliver certified training programmes across multiple organisations.</p> <p>The nature of this service is highly specialised and, in addition to the delivery of BILD ACT Certified training, the RRP Team also provides, clinical advice in the management of complex cases and support in the development of teams in regard to least restrictive practice and the promotion of Human Rights.</p>
4. Organisation Chart
<p style="text-align: center;">Director of Nursing and Quality</p> <p style="text-align: center;">Deputy Director of Nursing and Quality</p> <p style="text-align: center;">Professional Lead for Reducing Restrictive Practice</p> <p style="text-align: center;">Deputy Professional Lead for Reducing Restrictive Practice</p> <p style="text-align: center;">Senior RRP Instructor Band 6</p>

RRP Instructor Band 5

RRP Instructor Band 4

5. Duties

The post will encompass training and education, audit, research, input into risk management, policy development, staff support and improvements in patient care and experience. The post holder will:

- Have an in depth knowledge and a commitment to working within the Restraint Reduction Network Training Standards.
- Demonstrate a commitment to upholding human rights and to working within a reducing restrictive practice and restraint reduction framework.
- Maintain professional qualifications as outlined in the person specification.
- Successfully complete a minimum of 3 days refresher training annually.
- Demonstrate that they have the required level of underpinning values and appropriate level of knowledge in all areas of the curriculum, not just in demonstrating RRP techniques.
- Formulate and deliver the supporting theory surrounding reducing restrictive practices to all learners using their specialist knowledge.
- Formulate and deliver the physical training syllabus in line with BILD ACT and GSA.
- Ensure RRP Team adherence to agreed Training Schedules.
- Contribute to the implementation of change in practice relevant to new evidence, legislation and national guidelines.
- Collate a portfolio of evidence to demonstrate that they meet the provider requirements and the Restraint Reduction Network Standards.
- Be expected to develop knowledge, practice and research in this specialist area.
- Support LPFT and Commissioning Organisations in the formulation of Training Needs Analysis (TNA).
- Ensure that the Training schedule reflects the teaching techniques identified in LPFT and / or Commissioning Organisation's TNA.
- Carry out environmental risk assessments as and when required.
- Formulate information for participants to be given prior to the commencement of any training programme.
- Adhere to the GSA Code of Conduct.
- Be available for a minimum of one peer evaluation per year.
- Manage quality assurance systems to ensure consistency in the delivery of training and adherence to the BILD ACT and GSA Standards.
- Be able to analyse sensitive and confidential data in relation to incidents of violence, abuse and harassment and actively seek to reduce these.
- Actively promote equality and diversity in relation to RRP.
- Provide delegated support to the Professional Lead for RRP and Deputy Professional Lead for RRP in the investigation of complaints and incidents.
- Provide delegated cover in the absence of the Deputy Professional Lead for RRP
- Develop clear and reliable information relating to RRP and ensure it is available and accessible to all staff, including updating the Trust intranet.
- Provide line manager responsibilities for the direct and indirect supervision of junior team members, ensuring positive role modelling and maintaining Trust's values.
- Be responsible for the health and safety of delegates, and be mindful of the emotional impact of some of the topics on participants and must provide opportunities for individual discussions if required.

- Establish and maintain excellent working relationships with lead clinicians and other clinical and non-clinical staff of all levels to provide support, guidance and development through risk assessment using specialist knowledge.
- Discuss and share best practice with other specialist providers, developing networks and links.
- Engage with any other duties consistent with the post that may be required.
- Support the Professional Lead for RRP and the Deputy Professional Lead for RRP in the commissioning and delivery of external training and generation of revenue.
- Be willing to work outside of Lincolnshire for the purpose of supporting income generation.
- You may occasionally be asked to undertake such other duties that are deemed necessary in order to support business continuity within the Trust. This will only include tasks where you are appropriately trained

6. Skills Required for the Post

Knowledge, Training and Experience

- Develop and maintain the competencies and skills needed to practice effectively as a RRP Instructor, ensuring up to date knowledge of key developments, interpreting and applying knowledge to practice in consultation with colleagues.
- Be willing to undertake any training that is identified as pertinent to the role.
- Identify own training and development needs in consultation with the Deputy Professional Lead for RRP and undertake continuous development.

Communication and relationship skills

- Always act in a dignified and responsible manner using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- Develop and maintain communication (sensitive, complex and contentious) with other teams, external agencies, in order to promote good, reflective patient care and deliver initiatives.
- Ability to work independently and collectively.
- Maintain effective communication and collaboration with the RRP Team and wider community.
- Receive, interpret and communicate complex, sensitive and contentious information where there may be barriers to acceptance and reluctance to change.
- Ability to support teams in difficult situations.
- Professional approach.

Analytical and judgment skills

- Capable of independent decision making and formulation of / contribution to risk assessments and care packages – specialism specific.
- Thorough understanding of a range of interventions.
- Ability to work autonomously and use own initiative.
- Ability to interpret data and translate into trend analysis.

Planning and organisational skills

- Good time management skills making best use of time efficiently and effectively
- Monitor and report progress against planned objectives.
- Review plans of care in consultation with the Multi-Disciplinary Team (MDT)
- Be responsible for the co-ordination and smooth running of any of the mandated or bespoke courses run by the team.

Physical skills

- Be able to travel the county without the use of public transport to enable independent travel to sites, both locally and nationally.
- The physical standard of fitness and co-ordination skills that will enable the delivery of a weekly requirement to teach RRP courses of varying length and complexity.

7. Responsibilities of the Post Holder**Responsibilities for direct/indirect patient care**

- Support the clinical teams who provide care to people who exhibit behaviours of concern. At times this may require flexibility in working hours. Review risk assessments / care plans to ensure they reflect the reported progress against planned objectives in collaboration with the patient where possible / appropriate.
- Contribute to case conferences and reviews, in the absence of the Deputy Professional Lead for RRP.
- Act as an advocate for the patient and their family / carers where applicable.

Responsibilities for policy and service development implementation

- Contribute to the review of all Trust policies and procedures pertinent to the RRP agenda.
- Carry out safe practice in accordance with Trust policies and procedures.
- Support staff team members to practice in accordance with Trust policy and incorporating key elements in to the training provision.

Responsibilities for financial and physical resources

- Use equipment safely in accordance with guidance in the performance of their work to appropriate high standards.
- Inform line manager of any shortages of / issues with stock and supplies.

Responsibilities for human resources (including training)

- Requirement to providing training to employees within the Trust relating to RRP
- Participate in appraisal, supervision, both management and clinical, and undertake mandatory training and personal development as required of the post, including competency development.
- Provide management supervision and appraisal to allocated junior staff.
- Demonstrate own duties to less experienced members of the team.
- Provide on-going work based staff support to junior staff to support their development.

Responsibilities for information resources

- Record all self-generated information in the appropriate place.

Responsibilities for research and development

- Participate in audit and research projects as required/delegated and contribute to quality improvement initiatives

8. Freedom to Act

Organise own time, outside of the mandatory RRP course programme, under the supervision of the Deputy Professional Lead for RRP.

Act as an autonomous practitioner, making decisions about the specialist input required to a clinical plan of care, in consultation with the MDT.

Be responsible for the co-ordination and smooth running of any of the mandated or bespoke courses run by the team.

9. Effort & Environment

Physical effort

- Moderate / intense effort required during the delivery of an RI course.
- Moderate / intense effort required during the support of staff teams during the carrying out of care plans.
- Must be able to travel independently throughout the county without the use of public transport.

Mental effort

- Full concentration required when monitoring / teaching a cohort of course participants.
- Frequent concentration required when supporting staff teams in their clinical environment

Emotional effort

- Occasional exposure to distressing circumstances presented by people exhibiting aggressive / violent behavior.
- Occasional access to information of a distressing nature about abuse or trauma experienced by patients.
- Occasional exposure to distressing circumstances presented by staff team members.

Working conditions

- Occasional exposure to unpleasant working conditions
- Teaching courses provided internally will be delivered in a purpose built environment.
- Teaching environments when undertaking external training provision must still meet certain requirements for safe delivery of the course.
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10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision and Values:

Our Purpose: is to enable people to live well in their communities.

Our Vision: to make a difference to the lives of people with mental health problems and learning disabilities. To promote recovery and quality of life through delivering effective, innovative, and caring mental health, and social care services.

Our Values: putting people first, respecting people's differences, behaving with compassion and integrity, having pride in our work, working in partnership, developing our staff, being recovery focused and making a positive difference.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff has an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.
- This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.
- The Trust is an equal opportunities employer and, at all times, the post holder will be expected to carry out their duties in accordance with the Trust's Equality and Diversity Policy.

PERSON SPECIFICATION

JOB REQUIREMENTS			
	ESSENTIAL	DESIRABLE	HOW ASSESSED (Application Form, Interview Test, Reference etc.)
Qualifications	<ul style="list-style-type: none"> Registered Practitioner – RMN, RNLD, OT to degree level or equivalent OR Commensurate Qualification which may including: Vocational Qualification, Social Work Qualification, Teaching or Education Based Qualification, Other Health Professional Qualification. AND Be willing to work towards / maintain Grade 'A' GSA Tutor Status Be willing to work towards First Aid Certification Be willing to work towards Life Support Plus / ILS Training Be willing to work towards a teaching qualification. 	<p>Recruitment and Selection Training</p> <p>Supervision Training</p> <p>Current Grade 'A' GSA Tutor status</p> <p>Current First Aid Certification</p> <p>Current Life Support Plus / ILS Certification..</p> <p>Current teaching qualification.</p>	Application Form Qualification Certificates
Experience	<ul style="list-style-type: none"> Must have been continuously employed in a support or care role within social care, education or a health care environment for a period of not less than two years All Instructors must have the requirements to undertake the BILD qualification. Relevant experience of working with mental health needs and a thorough understanding of mental health and behavioural issues. Demonstrate supportive and sensitive communication skills. Experience of presenting and / or training to small / large groups 		Application Form Interview
Skills & Competences	<ul style="list-style-type: none"> Sound clinical reasoning. Excellent interpersonal skills. 		Application Form Interview

	<ul style="list-style-type: none"> • Sound knowledge of the national agenda for mental health. • Sound knowledge of the RRN Training Standards and BILD ACT scheme. • Sound Knowledge of the Human Rights Act 1998. • Sound knowledge of the national drivers of the reducing restrictive practice agenda. • Excellent verbal and written communication skills. • Highly motivated to support a reduction in a restrictive practice agenda to improve patient and staff outcomes. • Ability to work independently and collectively. • Ability to work autonomously and use own initiative • Willingness to develop, maintain and achieve relevant skills and qualifications. • Thorough understanding of mental health / behavioural issues. • Excellent interpersonal skills. • Ability to embrace and adapt to new challenges. • Ability to support patients and team members. • IT skills • Must be able to travel independently throughout the county without the use of public transport. • Excellent time management and organisational skills. 		
Special Requirements	<ul style="list-style-type: none"> • The post holder must demonstrate an ethos of the adoption of the least restrictive practice. • The post hold must demonstrate a clear understanding of the importance of debrief and reflective practice. 		Application Form Interview