



Health Guidance & Training Information

Developing and supporting positive behaviours with transformative training



Departmental guidance recommends that all staff who are likely to need to use physical interventions in the course of their work should receive clear guidance and appropriate training so that they can do it properly and safely.

Health and Safety legislation also requires employers to provide relevant training to reduce risk wherever it is foreseeable. Team Teach training is designed to help employers who have a duty of care to fulfil that duty.

Team Teach is recognised across the UK and overseas as the appropriate training model because it was specifically designed for caring services by experienced and qualified teachers and residential care workers. It provides the correct balance in reducing risk, restraint and restriction within a clear ethical framework. Many of the services and organisations that have been rated highly by independent regulators benefitted from Team Teach training.

Personal Risk Assessment

Safety is our paramount concern. Therefore, if you have any of the following, or any, conditions/ injuries that may be affected by taking part in the physical aspect of this training, or if you are in any doubt and/ or concerned about your ability to undertake this training, please consult your doctor in the first instance and discuss with your employer any medical advice you were given.

- Heart condition/ high or low blood pressure/ chest pain
- Problems with your back, wrists, elbows, neck, knees, hips
- Arthritis, joint pain
- Suffer from diabetes, asthma, epilepsy, anaemia
- Are or think you may be pregnant
- Are presently taking any medication or are under the care of a doctor or health care professional

If you do have any specific health concerns regarding the practical activity, please also ensure that you speak to the Lead Trainer before the start of the training.

COVID-19 – ‘Sensible Attendance’

With the Coronavirus pandemic affecting the UK and worldwide, Team Teach has implemented ‘Sensible Attendance’. This is made up of 3 steps which must be considered when attending and delivering Team Teach training courses.

By taking the following steps, you are creating a safer and more reassuring environment resulting in Sensible Attendance.



Am I fit to attend this course, in line with NHS advice on COVID-19?



Have I considered those in my social network who may be vulnerable?



Have I done all that I can to ensure that I have followed the Government guidelines regarding handwashing and cleanliness?

Team Teach was founded by George Matthews who was awarded a Churchill fellowship in 1996. He toured the UK and United States to gather best practice before putting together the package that is now Team Teach. As a teacher George was keen to develop the diversion, defusion and de-escalation skills which can allow 95% of situations to be resolved without the need for physical intervention.

Recognition and Accreditation

Registered Team Teach training providers in the UK are accredited by Team Teach within an international umbrella. The Team Teach approach has been adopted by organisations extensively across the UK, Ireland and Australia, and across other countries including Italy, Slovenia, Switzerland, Malta, Germany, Abu Dhabi, Hong Kong, New Zealand, The Falklands, Grand Cayman and Jamaica.

In the UK Team Teach was one of the first organisations to be accredited under the BILD scheme. In 2015, Team Teach achieved the broader based Institute of Conflict Management (ICM) accreditation. The ICM was established with the support of the Health & Safety Executive in 2000. It serves as the secretariat to the All Party Parliamentary Group (APPG) which meets three times a year at the House of Commons to promote best policy and practice in the prevention and management of work-related violence and bullying.

Team Teach has received several National Training Awards.

Team Teach courses are appropriate for people with a wide range of fitness and aptitudes. The emphasis in the practical work moves away from dependence on physical strength towards the use of biomechanics and psychology. Physical interventions only form a small part of the comprehensive Team Teach framework in reducing risk, restraint and restriction.

Course Requirements

In order to qualify for a certificate each participant is required to:

- Undertake a personal risk assessment.
- Notify the trainer of any relevant health issues before the course.
- Wear suitable clothing and soft flat footwear.
- Remove any watches, jewellery, body piercing, etc. before physical activities.
- Be prepared to participate as fully as you can
- Attend the full training programme.
- Adhere to all instructions given by the tutors.
- Treat others with sensitivity and respect.

Training Requirements

The training room needs to be large enough to seat all course members around tables, with an additional table for the presenters. There must also be space for a screen and for the trainers to present.

A separate cleared room or area is required that is large enough to allow all the course members to stand apart with arms outstretched without touching (roughly one square meter per person).

Team Teach Positive Behaviour Management Training Course Standards

- **Positive Behaviour Management Level One – 6 Hour course** - for low risk settings where physical interventions are not normally required.
- **Positive Behaviour Management Level Two – 12 Hour course** - for settings where there is a foreseeable risk that physical interventions may be required.
- **Positive Behaviour Management Advanced Modules** – personal safety training for settings where additional risk is evident. Topics include: advanced holds and restraints including ground holds, objects used as weapons and transport.





Safety during Team Teach training

Team Teach supports a range of techniques that have been risk assessed by independent experts.

Our trainers have a duty of care towards you as a course member, but you are also responsible for your own health and safety and that of others on the course. You may choose to step out at any time you feel uncomfortable.

Everyone is expected to work within their own zone of comfort and demonstrate sensitivity to the issues of touch and dignity. This is part of the course assessment.

- **Positive Behaviour Management Intermediate Trainer Course (5 days)** – qualifies employer trainers to train their employees in the Level One – 6 Hour and Level Two – 12 Hour programmes. It also allows them to fulfil a vital role monitoring and supervising ongoing practice.
- **Positive Behaviour Management Advanced Trainer Course (4 days)** – provides an additional qualification to deliver advanced modular training and to monitor, record and report the use of advanced strategies.

All legal content and physical techniques have been risk assessed by leading national experts in the field.

Evidence Based

Research conducted found that over 80% of Team Teach course participants rated the trainer's knowledge, attention to safety, approach, organisation, preparation and encouragement of individuals highly. They reported increased levels of confidence following training and nearly all the respondents said they would recommend Team Teach to colleagues.

Confident staff can reassure people who are anxious, offer boundaries and choices when people challenge, with safe and effective physical intervention strategies as a last resort.

They can also help people to learn how to better manage their feelings and therefore their behaviour by providing opportunities for support, reflection and repair.

Care, education and health settings can be safe places, without fear. They can be places where children, young people and adults know they will be positively cared for and where relationships are valued and supported. SEP

For some people a care home, hospital or school is their only place of safety and security, providing a contrast with the chaos, confusion and instability many have experienced elsewhere.

Privacy Notice

The General Data Protection Regulation (GDPR) imposes strict obligations on those who handle data.

Here at Team Teach we take your privacy seriously and will only use your personal information to administer your own account and to provide the products and services you have requested from us. If you wish us to remove any data from our records, please send a request to GDPR@teamteach.co.uk. See the full notice on the Team Teach website.

Our training courses are designed for everyone, at any level, in any situation. We want to empower individuals from all walks of life to manage challenging, emotionally-charged interactions in a positive, respectful way.

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