3SpiritUK

Developing Effective Debrief (Learning Disability and Mental Health Services) Course

It is recognised that debriefing following an incident at both a staff and service level significantly benefits both professionals and the individuals that they support, repairing relationships and creating a reflective learning culture that supports the reduction of further incidents occurring. However, many services lack the structures, policies, and processes in place to achieve this through the implementation of a robust debrief model.

Dealing with an incidence of distress can be physically and emotionally stressful and can impact negatively on staff retention, where professionals feel overwhelmed, de-skilled, distressed, helpless or feel under supported. As a result of these feelings, all of which are perfectly normal, professionals may experience a decline in their ability to effectively provide support for those they work with and experience a decline in their own overall wellbeing.

This training programme provides opportunities for learning best practice, alongside tools and further resources to enable organisations to make meaningful change within their services.

Learning Objectives

- Identify how the 'debrief' process sits within the wider PBS framework.
- List documents in the workplace that inform the debrief process.
- State the barriers to effectively debrief following incidents in the workplace.
- Identify how the debrief process can support staff wellbeing and organisational learning.
- Describe the reflective process of analysing all elements of an incident using the ABC format.
- Describe a range of functional assessment tools.
- Describe how to evaluate the impact of positive support strategies.
- Outline action plan for improving debriefs in the workplace.

The expected impacts of the programme include:

1. Seeking help where necessary to manage own stress and anxiety.
2. Using the Debrief tool to reflect on your own actions and feelings to develop awareness of their impact on others.
3. Putting in place systems to support staff with emotional wellbeing following incidents.
4. Utilising a range of workplace documents to support the debrief process.
5. Introducing new tools for gathering data to support debriefs.
6. Recording information objectively, and in a person-centred manner.
7. Leading one or both elements of a structured debrief.
8. Using inclusive methods to debrief the client.
9. Providing feedback to the management team on what worked well and what could have worked better.

How is this course delivered?

This course will be delivered live via the Zoom platform. Candidates will also be given access to a training system that contains the handouts and activities for the course.

Candidates will be sent the Zoom details for the live sessions and further information about their access to the training system one week ahead of the course start date.

The programme will be delivered over two 2-hour sessions, which will be delivered on different days. Between Session 1 and Session 2, there will be an activity for course participants to complete: a basic audit to be completed of the service that the participants work in, which identifies the strengths and weaknesses of the organisation in carrying out debriefs. The audit tool will provide the platform for developing an action plan for improvement.

The completion of the tool and subsequent action plan provides evidence for service improvement, and can specifically support evidencing CQC Key Lines of Enquiry including, but not limited to:

- Safe (How do staff seek to understand, prevent and manage behaviour that the service finds challenging? How are individuals supported when their behaviour challenges? How well does this align with best practice?)
- Effective (Are staff supported to keep their professional practice and knowledge updated in line with best practice?)
- Well Led (Does the service show honesty and transparency from all levels of staff and leadership following an incident?)
- Well Led (Are there services and support available to develop staff and teams to drive improvement)
- Well Led (How is information from incidents, investigations and compliments learned from and used to drive quality?)

Following the course, participants will receive further resources as part of our 'Impact Pathways', which will be split into four parts that will be sent out over a 4-month period. At the end of the four months, participants on the course must agree to participate in the training impact assessment.

What are impact assessments? Training is only effective if it has a real impact on practice. Our training programmes have identified expected impacts which we monitor and report on. Where there is reduced impact, we can adapt our programmes and work with you to improve the training outcomes.

Who should attend this course?

This course is suitable for individuals working in social care within a learning disability and/or mental health service. It would particularly suit senior staff and/or managers who are responsible for overseeing the development of the debrief process.

As there is a mandatory practice-based activity required between the two training sessions that form this course (Sessions 1 and 2), anyone undertaking this course must be in practice in a relevant role, and in a position to undertake the linked practice-based work.

What additional resources will I access?

Individuals attending this course will also get access to the following tools developed by 3SpiritUK:

- Look at me Listen to Me Tool
- Group Supervision Tool
- The Learning Organisation
- Audit tool

What other standards does this course map to?

PBS Framework

2.1 Supporting data driven decision making
3.8 Evaluating the effectiveness of the BSP

PBS RQF D/616/4191

6.2 - Describe how to support an individual to reflect on an incident, to include:

- How they were feeling at the time prior to and directly before the incident
- Their behaviour
- The consequences of their behaviour
- How they were feeling after the incident

6.3 - Describe the complex feelings that may be experienced by others involved or witnessing an incident of challenging behaviour

6.4 - Debrief others involved in an incident of challenging behaviour

Autism Core Capabilities

Supports - Capability 8

LD Core Capabilities

Supports – Capability 7

How much does this course cost?

The cost of the course is £49.99 + VAT per person; £65 in total. Full payment is required before the start of the training. Refunds will only be applicable if at least 30 days' notice is given before the course start date. Tickets cannot be transferred to alternative course dates. If you would like to cancel your place on the course, please make us aware of your cancellation ahead of the course start by cancelling your place via Eventbrite, or by emailing us at info@3spirituk.com. We require at least 30 days' notice (30 days before the course start date) for cancellation. Course registrants who do not attend on the day without (sufficient) prior notice of cancellation will still be charged the course fee.

Book a Place on the Course

To book a place on the course, please click here.

To learn more about the course, please email us at info@3spirituk.com