

Evolve PMVA Refresher Course Policy

The purpose of this policy is to establish guidelines and procedures for the provision of regular refresher courses in the Prevention and Management of Violence and Aggression (PMVA) for all relevant staff within your organisation. This policy aims to ensure that staff maintain their skills, knowledge, and competency in managing violent and aggressive behaviours safely and effectively. This policy will be shared with the commissioning organisation annually

Your organisation is committed to creating and maintaining a safe environment for all staff. Regular refresher courses in PMVA are essential to ensure that all relevant personnel are up-to-date with the latest techniques, protocols, and legal requirements.

Objectives

To ensure all staff maintain proficiency in PMVA techniques.

To provide ongoing education and training on the latest best practices in conflict resolution breakaway and physical intervention.

To reinforce the principles of empathy, respect, and effective communication in handling aggressive behaviours.

To comply with regulatory requirements and industry standards.

Scope

This policy applies to all staff members who are required to participate in PMVA training as part of their role, including but not limited to:

Healthcare staff

Security personnel

Academic and administrative staff interacting with students and the public

Any other staff identified as needing PMVA training by their supervisors

Frequency of Refresher Courses

Annual Refresher Training: All relevant staff must participate in PMVA refresher courses at least once a year.

Additional Training: Refresher courses may be scheduled more frequently based on individual needs, incident reviews, or significant changes in PMVA protocols or legislation.

Training Content

Refresher courses will cover, but are not limited to:

Review of core PMVA principles and techniques

Updates on new research, best practices, and legislative changes

Practical exercises and scenarios to reinforce skills

De-escalation and conflict resolution strategies

Legal and ethical considerations in the use of force

Anger, violence and aggression

PBS, Public Health model

Challenging behaviour

Risks associated to restraint

Health and safety protocols

Documentation and incident reporting procedures

Training Methods

Interactive Sessions: Refresher courses will include a mix of theoretical instruction, practical exercises, and real-life scenario simulations.

Continuous Feedback: Trainers will provide immediate feedback during practical sessions to ensure correct application of techniques.

Evaluation: Participants will be assessed through both practical demonstrations and theoretical knowledge tests to ensure competency.

Record Keeping

Attendance and completion of refresher courses will be documented and maintained by Evolve PMVA and the commissioning organisation.

Records will include dates of training, content covered, and performance evaluations.

These records will be reviewed regularly to ensure compliance with this policy.

Compliance and Review

Compliance with this policy is mandatory for all relevant staff. Failure to attend required refresher courses will result in staff not being up to date to training content.

This policy will be reviewed annually to ensure it remains up-to-date with current best practices and legal requirements.

Regular PMVA refresher courses are vital to maintaining a safe environment within your organisation. This policy ensures that staff remain skilled, knowledgeable, and confident in managing violence and aggression, thereby promoting the safety and well-being of all.

The training needs analysis (TNA) is a crucial step in ensuring that the training provided is relevant, effective, and tailored to the specific needs of the organisation. If there is any required changes to the TNA document then it is up to the commissioning organisation to inform Evolve PMVA so that training can be adapted to meet the needs of the organisation.