

Salters Hill Training Courses

This is Salters Hill

Trainer: Amanda Johnson, Chief Executive, Salters Hill. With special guests

An introduction to Salters Hill. This workshop will invite you to find out more about the Charity you now work for. It will cover

- History of Salters Hill
- Our Vision and Values
- Our governance and Board
- How we are funded
- How we work with families and people we support
- Our commitment to staff
- Organisational management and staffing
- Our future

The course should enable you to know more about who we are, what we do and how you can make a difference.

Fire Awareness

Trainer: Bryan Morgan, Fire and Risk

A 1 ½ hour course for all staff

Training objectives:

- Identify what factors increase service users vulnerability from fire
 - Identify potential fire hazards in the home
 - Identify suitable fire prevention techniques
 - Understand escape plans
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Safe Handling and Administration of Medication

Trainer: Ioana Jones, Salters Hill

A 3 hour course for all Support Workers

Training objectives:

- Understand the legislation, policy and procedures relevant the administration of medicines
 - Describe common medications and their use
 - Understand the procedures and techniques for the administration of medication
 - Explain the classifications and routes of administration
 - Describe common adverse reactions
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Manual Handling

Trainer: Claire Townshend, Salters Hill

A 2 ½ hour course for all staff

Training objectives:

- Legislation
- Risk Assessments
- Anatomy of the Spine
- Damage of the spine
- Building a Spine
- Looking after your Back

A further 30 minutes for staff directly involved in Moving people:

- Skin integrity
 - Practical moves
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Safeguarding of Vulnerable Adults

Trainer: Claire Townshend, Salters Hill

A 3 hour course for all staff

Training objectives:

- Identify legislation and guidance relevant to safeguarding
 - List types of abuse
 - Identify signs, symptoms and indicators of abuse
 - Describe safeguarding risk factors
 - Explain employer and employee responsibilities
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Emergency First Aid at Work

Trainer: First Response

A 6 hour course for all staff

Training objectives:

- Describe your actions in an emergency
 - Demonstrate adult resuscitation
 - Explain the management of adult choking
 - Demonstrate the management of the unconscious casualty
 - Describe how to recognise and treat bleeding and shock
 - Explain the treatment of minor injuries
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Health, Safety and Fire

Trainer: First Response

A 3 hour course for all staff

Training objectives:

- List relevant health & safety legislation
 - Explain the stages of a risk assessment
 - Understand roles and responsibilities
 - Describe importance of security at work
 - Describe your action in the event of a fire
 - Know how to deal with an accident
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Food Safety, Nutrition and Hydration

Trainer: First Response

A 3 hour course for all staff

Training objectives:

- Understand the importance of food safety and food hygiene
 - Understand food safety hazards and good hygiene
 - Understand the importance of temperatures and storage
 - Explain good hydration and nutrition including digestion
 - Understand what constitutes a balanced diet
 - Know the effects of poor nutrition
 - Explain how to promote good and sufficient nutrition and hydration and the importance of the environment in healthy eating
 - To explore how dignity can be maintained while promoting nutrition and healthy eating
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Food, Safety, Infection Control, Nutrition and Hydration Online Course

This course supports the achievement of Standards 8 and 15 of the Care Certificate.

- To provide an understanding of the key elements of health and hygiene in the provision of personal care
 - To encourage a balance between an individuals' right to choose and the application of best practice
 - To help domiciliary care workers, personal assistants, health care assistants or nursing auxiliaries to understand their responsibilities and boundaries
 - To promote health safety and well-being through a person centred approach
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Mental Capacity Act and Deprivation of Liberties

Trainer: Claire Townshend, Salters Hill

A 2 hour course for Support Workers

Training objectives:

- Refresher of the Mental Capacity Act 2005 and staff responsibilities under the Act
 - The history of the Deprivation of Liberty Safeguards and why they were introduced
 - Identification of what might constitute a possible deprivation of liberty
 - Who to contact to for advice and information
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Dementia

Trainer: Claire Townshend, Salters Hill

A 3 hour course for all staff

Training objectives:

- Signs of dementia
 - Experiences of dementia
 - Link between dementia and Down's syndrome
 - Changes within the brain during dementia
 - Diseases and disorders that cause dementia
 - Differences between dementia delirium and depression
 - The importance of recognising & reporting changes in the person's well-being
 - Holistic approaches to support
 - The importance of early diagnosis and barriers to diagnosis
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Equality and Diversity

Online course

Training objectives:

- Understand equality, diversity & discrimination perception & stereotyping
 - Have some understanding of the law and how it protects people from discrimination
 - Understand prejudice and how it can impact on individuals
 - Understand where discrimination can be found in the care field
 - Understand how to promote diversity and reduce discrimination in the workplace
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Handling and Recording Information

Trainer: Claire Townshend, Salters Hill

A 3 hour course for all staff

Training objectives:

- Explain the importance of documents
 - Describe secure record keeping systems
 - Explain how to maintain good records
 - Explain the appropriate use of language
 - Explain when and how to share information
 - Explain confidentiality and the Data Protection Act
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Data Protection

Online Course, First Response

Provides trainees with guidance on what kind of data needs to be protected and introduces the principles of data protection.

Training Objectives

- Techniques to ensure good data protection
 - Covers some of the errors that could occur while managing data
 - Includes interactive missions
 - Includes final test paper
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Awareness of Mental Health and Learning Disabilities

Trainer: Claire Townshend, Salters Hill

A 3 hour course for all staff

Training objectives:

- Describe the needs and experiences of people with mental health conditions and learning disabilities
 - Explain the importance of promoting positive health and wellbeing for an individual who may have a mental health condition or a learning disability
 - Identify the legal frameworks, policy and guidelines relating to mental health conditions and learning disabilities
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Care Certificate

Trainer: Claire Townshend, Salters Hill

This is a competency based certificate that was launched in March 2015. All new Support Workers at Salters Hill will need to complete this within their first 12 weeks as part of their induction.

The Care Certificate encompasses 15 standards (see below) which prepare staff to provide safe, compassionate care. Support Workers will need to complete all 15 standards in full before they can be awarded the Care Certificate.

- Understand your role
- Fluids and nutrition
- Your personal development
- Awareness of mental health, dementia and learning disability
- Duty of care
- Safeguarding adults
- Safeguarding Children
- Equality and diversity
- Work in a person centred way
- Basic Life Support
- Communication
- Health and Safety
- Privacy and dignity
- Handling information
- Infection prevention and control

Some of this learning is delivered in a classroom based approach linked with observation of practice in the workplace.

Optional Training Courses

QCF Levels 2, 3, 4 and 5

After induction, Staff are encouraged to progress to QCF level 2 and follow the learning disability pathway. The nature of the qualification is tailored to suit each staff's job role and can be awarded at certificate, award or diploma standard.

Level 3 awards are aimed at experienced members of staff, wanting to progress to or already holding areas of additional responsibility. Again the qualification is tailored to suit job role and areas of expertise and knowledge. It is also a requirement for the position of Team Leader.

Level 5 qualifications are aimed at staff already holding a role of Management Responsibility who are wanting to further their skill and experience. This is offered in negotiation with their Manager.

All QCF qualifications are usually offered with a work-based assessor.

Good Supported Living

Trainer: Amanda Johnson, Chief Executive

This course is aimed at support staff who want to know about the difference between residential care and supported living.

Training objectives:

- National context
- Principles of Supported Living
- Mental Capacity Act, tenancies and decision making
- Housing
- Working in someone's home
- Benefits and money
- Support and care
- The difference to residential care

The course will introduce you to the rights and responsibilities of supporting people to live in their own homes, ensuring Salters Hill staff deliver consistently best practice.

Autism

Trainer: Orenda

A full day course for all staff

Training Objectives:

- An understanding of Autism as a “difference”
 - Insight into the day to day experiences of people with Autism and working hard to “fit” in a world not designed to accommodate them
 - Insight into their own processing systems, their strengths and weaknesses, how they affect you and how they affect others
 - What sensory processing is and how it can vary person to person
 - What we know about our own sensory processing
 - Insight into social needs (our own and others), social and emotional intelligence and how they impact on colleagues and the people supported
 - Insight into the demands placed on people with Autism daily and the incredible, smart and creative coping strategies people develop in response
 - Reflections on what these insights teach us about creating good supports for people with autistic spectrum condition & their families
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Person Centred Planning

Trainer: Pete Brady, Salters Hill

A 3 ½ hour course for support staff

Training Objectives:

- What is PCP
 - 5 principles of PCP
 - PCP tools
 - What are the constraints of PCP
 - What are the risks
 - What support is required
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Boundaries and Good Practice

Trainer: First Response

A 6 hour course for support staff

Training Objectives:

- Describe what constitutes professional and unprofessional practice
 - Explain the boundaries between personal and professional relationships
 - Uphold appropriate limits of confidentiality and self-disclosure
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Epilepsy

Trainer: First Response

A 2 hour course for support staff

Training Objectives:

- List the causes and types of epilepsy
 - Describe the general management of seizures
 - Explain the use of support plans and risk assessment
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