

## Maguire Training & Consultancy Taught Courses

TOPIC	COURSE TITLE	LENGTH	DETAIL
<b>BESPOKE TRAINING</b>		Any	The list of courses below is not exhaustive, We are able to use our extensive experience to work with services and adapt and create workshops or training days that directly focus on service need i.e. to include certain paperwork formats or focus on specific areas of non-compliance or an identified area in need of development. We believe that training is most effective when delegates are able to link what is learnt directly to their daily practice. We are happy to offer free consultation to explore what we can offer to meet your service needs.
<b>AUTISM COURSES</b>	Introduction to Autism	1 day	An overview of the condition and common traits and discussion around difficulties experienced by individuals. Exploration of the tools and strategies that can be used to support individuals with the condition to ensure choice and control in their lives.
	Communication and autism	1 day	Focus on how to enhance and assist communication for individuals with autism, and overcome barriers to communication. This looks at communications systems that can be used, and how to use them, i.e. social stories, scheduling, managing transitions, using pictures etc.
	Sensory needs and autism	½ or 1 day	Looking in depth at impact of sensory needs for a person with autism. Looking at assessment tools to help identify sensory needs, and possible interventions that can be implemented to meet individual sensory needs
<b>BEHAVIOUR DESCRIBED AS CHALLENGING / POSITIVE BEHAVIOUR SUPPORT</b>	Introduction to Positive Behaviour Support	1 day	An introduction to understanding why behaviour described as challenging occurs, and the essential role of staff in ensuring they deliver proactive support that meets each individual's needs. The course also covers how to write and understand a basic positive behaviour support plan
	Advanced Positive Behaviour Support	2 days +	This extends on from the one day course, and goes into greater depth to enable delegates to understand behaviour analysis processes,

			and identify why behaviour may occur. This course also focuses on interventions and skill development techniques that can be implemented i.e. backward chaining, sequencing, differential reinforcement etc. and how to implement these as part of a Positive Behaviour Support Plan
	Functional Analysis	1 day	This is a more in depth look at understanding how to analyse the function of each behaviour and when it occurs by examining ecological factors, slow triggers, fast triggers, motivating consequences and functions of behaviours described as challenging presented in the work place.
<b>PERSON CENTRED SUPPORT</b>	Person Centred Thinking	2 day	An effective and fun course looking at how to implement person centred thinking tools within services for both people supported and staff, to achieve truly person centred support in line with what's important to people and how best to support them. The course challenges participants to explore how person centred their practice truly is, and identify how to continuously reflect and improve the service they provide to ensure people have choice and control in their lives.
	Person centred support planning	1 day	This course examines how a person centred plan must link to how we support individuals in their daily lives. Using person centred thinking tools, delegates begin to create support plans for someone they work with and explore how they can ensure support delivered is directed by the individual themselves based on their wants, needs and aspirations
	Person centred review	½ or 1 day	This explores how to move away from traditional professional led service review, often focused on finance and risk, and how to enable people supported to become active participants and leaders in the review of their support, alongside those key individuals in their lives.
	Effective Action planning	½ or 1 day	This examines how action planning can lead to meaningful outcomes for services, and the importance of action plans to ensure services continue to improve, and allow success to be celebrated. The course involves practicing goal setting, and looks at methods and processes to ensure continuous review and improvement.

<b>MENTAL HEALTH</b>	Introduction to mental health	1/2 day +	An introduction to mental health and overview of supporting people with mental health issues. This includes understanding people's triggers, working with key professionals and person centred support
	Schizophrenia	½ day +	Delegates will gain a greater understanding of the condition, and types of diagnosis in schizophrenia. Delegates will gain an insight into common traits and experiences of individuals with the condition.
	Bi-polar	½ day +	Delegates will gain a greater understanding of the condition, and how it can affect people they support. Training will also include support and treatment for people who experience bi-polar.
	Personality Disorder	½ Day +	Delegates will gain a greater understanding into personality disorder, and the various forms in which it can be diagnosed. Delegates will gain a greater understanding about how the condition impacts on those who experience it, and look at ways to support people.
<b>MENTAL CAPACITY ACT / DoLS</b>	Mental Capacity Act and Deprivation of Liberty Safeguards	1 Day	This course enables delegates to understand this legislation, and what it means for them in daily practice. Discussions take place around decision making, linking this to the importance of clear support planning. Delegates will receive practical guidance and/or practice in carrying out capacity assessments, best interest meetings and completing DoLS applications. The course focuses on restrictive practices and the importance of ensuring that least restrictive approaches are always utilised
<b>OPERATIONAL COURSES</b>	Induction	1 day +	This course is tailored to the needs of the customer organisation to ensure its staff are fully inducted into the organisation and its structure, and have an over arching understanding of the history of social care through to current legislation and how this impacts on their role.
	Risk assessment	½ or 1 day	This includes how to complete a risk assessment following company format where applicable. Delegates will explore why risk assessment is important and gain practical experience completing these.
	Report writing and recording	1 day	This course includes how to write an effective report and importance of recording within services, linking to legal implications. Where applicable the course can include practice

			completing records on organisational templates
	Being a successful investigator	1 day	This course uses the company policy and ACAS guidance to look at the process of completing an investigation and examine the detail needed. The course looks at safeguarding and suspension and the investigators role and responsibilities in these processes. Delegates will practice preparing for and carrying out investigations, thinking about questions to ask, and follow up required. Finally delegates will look at completing an investigation report, to summarise their findings and make conclusions and recommendations. The course examines legal implications that may arise from the process and refers to legislation as guidance with this.
	Supervision and appraisal	1 day	This course looks at how to complete effective supervision and appraisal that promotes continued development and effective performance management.
	Understanding CQC	½ or 1day	Delegates will gain an understanding about how CQC carry out their inspections, including KLOE's and how these cross link to the regulatory framework. Delegates will gain a greater understanding of how services are graded and how to ensure their service is compliant.
	Recruitment and selection	½ day	This course focuses on person centred recruitment, including matching support. Delegates will gain understanding in the importance of Equality and diversity and equal opportunities in recruitment. Delegates will practice skills in the advertisement, short listing, Setting interview questions and selection criteria involved in recruitment processes
	Team development and leadership	1 day	This course will be adapted to the needs of the service, to ensure it targets the development needs of the team. Activities will often include identifying personality types, how to use appreciative enquiry and leadership, identifying team strengths and development needs, and management styles