

**bild**

# Workforce development and qualifications

Working towards a  
society where everyone  
has the same rights and  
opportunities





Bild is a national charity that, for over 50 years, has protected and supported the rights of people with learning disabilities. We want a more fair and equal society where everyone has the same rights and opportunities.

By working in partnership with people with learning disabilities and autistic people, drawing from research and evidence, we identify best practice and what works.

People want the right kind of support so they can make choices and decisions about the things that affect their lives. We can help you provide this.

### Improving Practice

We welcome the opportunity to work with any organisation passionate about improving their work.

Whether addressing challenges or developing existing strengths and skills, together we can create a culture that enables everyone to thrive.

### About the Bild Group

The Bild Group – Bild, the Restraint Reduction Network and Bild Association of Certified Training - are three independent charities who share the same common goal of a fair and equal society where everyone has the same rights and opportunities.

Bild charity number: 1190461

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## PBS Senior Leaders Programme

A programme designed specifically for senior managers and leaders, helping delegates think strategically about how to fully implement positive behaviour support (PBS) with their organisation. The programme will help leaders articulate what PBS is, understand the conditions needed for PBS to be implemented and the actions required to monitor, sustain and continuously improve PBS practice.

### Who it is for:

Senior managers and leaders within organisations seeking to fully implement a PBS approach.

### What it entails:

Across one year, delegates will participate in four half-day facilitated sessions. Between these sessions, delegates will undertake workplace activities using coproduced improvement tools. Delegates will develop and work through an action plan ensuring that they have the correct policies, workforce development plans and monitoring systems in place, and can establish a preventative rights based culture and capable environments within their organisation. The programme is led by two senior organisational development facilitators and will support senior leadership teams to understand and work towards the person centred outcomes defined in Bild's **What does good PBS look like?**



## CAPBS PBS Coaches (Practice Leaders) Programme

Updated for 2024, the CAPBS PBS Coaches Programme is designed to support the development of PBS practice leaders in services, and considers the current context of PBS, specific elements of a PBS approach, how to develop capable environments and embed PBS within services and organisations.

This industry standard programme incorporates practice leadership skills and competences, with a focus on supporting colleagues to make changes to practice that impact positively on the people being directly supported.

*'We appreciated the focus on individuals' quality of life and the activities that formed part of the training course are now being enjoyed by many in our own training sessions!' 2023 participant*



This programme received a gold standard peer review award from Skills for Care.

### Who it is for:

Practitioners with some practical experience of PBS who would like to extend their knowledge and support the implementation of a positive behaviour support approach within their service and organisation.

### What it entails:

This four-day programme includes an initial three days of facilitated learning activities followed by a workplace assignment that directly improves quality of life and a follow up day six months later.

Delivered to teams as an in-house programme or individual places on an open programme.

**Bild is pleased to also offer specialist CAPBS Coaches Programmes for schools and for forensic services.**

This programme is CPD Certified.

[www.bild.org.uk/coaches-programme](http://www.bild.org.uk/coaches-programme)

- Independently evaluated by the Tizard Centre, this popular programme demonstrated **excellent outcomes** and **positive impacts on learners and services**.
- Following the programme, **90% of participants could demonstrate how to use coaching to improve practice standards**.

## PBS Practitioner

This programme introduces the key components of Positive Behaviour Support (PBS) and the values and science that underpin it. The potential causes and function of behaviours of concern will be covered as well as the impact of personal attitudes, values and beliefs on the quality of support that is offered.

### Who it is for:

Anyone who provides direct support and implements behaviour support strategies or a behaviour support plan.

### What it entails:

Two-day programme delivered in-house or individual places on an open programme

This programme is CPD Certified.

[www.bild.org.uk/positive-behaviour-support-practitioner](http://www.bild.org.uk/positive-behaviour-support-practitioner)

We also offer a blended learning equivalent course, called 'Putting PBS into Practice'



This programme received a gold standard peer review award from Skills for Care.

## The CAPBS Active Support Coaches Programme

This intensive programme for practitioners with experience of Active Support will develop participants' ability to coach within the workplace and support an Active Support approach within their organisation.

The Active Support Coaches Programme will provide participants with practical experience using a three-tier training process and interactive training to embed Active Support within your workplace.

### Who it is for:

Practitioners with some experience of Active Support.

### What it entails:

This four-day programme consists of an initial three days of training, where participants will learn practical skills and undertake assessment. This is then followed by a workplace assignment and a final, follow-up training day after six months.

[www.bild.org.uk/activesupportcoaches](http://www.bild.org.uk/activesupportcoaches)

## How Trauma fits into a PBS Framework

A practical workshop introducing the common factors and developmental impacts of trauma across the lifespan. Providing a practical overview of how PBS can be delivered to support healing and growth for traumatised children and adults.

### Who it is for:

Anyone who provides direct support to children, young people, or adults who may sometimes have behaviours that are concerning, including paid or unpaid carers, managers of services and practitioners.

[www.bild.org.uk/traumainpbsframework](http://www.bild.org.uk/traumainpbsframework)

## Attachment and Complex Trauma

This two-day programme offers an overview of attachments and the impact of disruptions to attachment, particularly the impact for individuals with a learning disability. It considers trauma, including different types of complex trauma and the psycho-social and biological impact of these.

On the second day of the programme, we explore in more detail how such difficulties might manifest in adults with a learning disability, including links between attachment difficulties and complex trauma and behaviours that can be challenging.

### Who it is for:

Practitioners supporting people with learning disabilities who have experienced disrupted attachments and/or complex trauma. This would include multi-disciplinary team members, service managers and direct support staff. Some existing knowledge of PBS is desirable.

[www.bild.org.uk/attachment-difficulties-complex-trauma](http://www.bild.org.uk/attachment-difficulties-complex-trauma)



## Workforce development

## Good Support

Good Support programmes are standalone courses, focussed on developing the knowledge and skills necessary to improve practice and support.

The programmes provide a solid foundation for those seeking introductory knowledge on supporting people with learning disabilities and autistic people.

[www.bild.org.uk/workplacedevelopment/good-support](http://www.bild.org.uk/workplacedevelopment/good-support)

### Valuing and Understanding Learning Disabilities and Autism: An Introduction

This introductory course covers topics including what is learning disability; what is autism; inequalities and the history of learning disabilities and autism, and reasonable adjustments.

The course is coproduced and codelivered with people with lived experience.

#### Who it is for:

This course is suitable for anyone who is new to supporting people with learning disabilities and autism or would like some introductory knowledge.

#### What it entails:

Equivalent to a half-day of classroom training, this blended learning programme consists of a short elearning course followed by a small group tutorial.

### All About Us: Valuing Learning Disability and Autism

Entirely coproduced, the content on this course introduces both autism and learning disabilities, before going on to explore themes that have an impact on the health and wellbeing of individuals. Both life experiences are discussed as separate and distinct before areas of commonality are explored.

#### Who it is for:

This course is designed for people who have regular contact or responsibility for the care of people with learning disabilities.

#### What it entails:

Equivalent to one day's training, this course contains approximately four hours of elearning and two two-hour small group tutorials. One tutorial is codelivered by a person with lived experience of autism and the other is co-delivered by a person with lived experience of learning disability.

[www.bild.org.uk/workplacedevelopment/good-support](http://www.bild.org.uk/workplacedevelopment/good-support)

## Workforce development

## Good Support

### Good Communication

Improve your understanding of the foundations of good communication, including how to adapt your communication to suit the preferences of individuals, and how to use a range of communication techniques to convey information.

#### Who it is for:

Anyone who would like in-depth advice on communicating with someone with a learning disability, including support workers, health professionals or social care professionals.

#### What it entails:

Equivalent to one day's training, this blended learning course consists of online learning and two short, small group online tutorials, cofacilitated by an expert by experience.

### Foundation in Active Support

The blended learning Foundation in Active Support will provide an appropriate level of learning for those in direct contact roles while also being an essential first step for anyone looking to become a practice leader in Active Support.

#### Who it is for:

Anyone who wants to develop a basic understanding in Active Support, including support workers, family carers, teaching assistants, personal assistants and healthcare assistants.

#### What it entails:

Equivalent to one day of training, the course consists of elearning activity followed by two short tutorials.

[www.bild.org.uk/workplacedevelopment/good-support](http://www.bild.org.uk/workplacedevelopment/good-support)



## What we can help you with

- Working together on improvement programmes.
- Workforce development, including assessment of individual and organisational learning needs, codeveloping policies and codeveloping organisational strategies to support and implement cultural change.
- Organisational reviews, audits and consultancy in reducing restrictive practices, trauma informed practice and positive behaviour support.
- Coproduction: working with people with lived experience to create change.

We have a whole range of experience and expertise, and can support you to develop and implement good practice initiatives.

Find out more at [bild.org.uk/consultancy](https://bild.org.uk/consultancy)



## Certificate in Positive Behaviour Support

### Pearson BTEC Level 4

For people providing direct support, this practice-based PBS qualification allows you to put your learning directly into practice.

Identify areas where you can directly improve the life of a person you support and make positive changes through the development of capable environments that support people to thrive. You will gain confidence in working preventatively and recognise that behaviours that challenge arise when environments do not work for people.

## Who it is for:

Designed for practitioners providing direct support, the certificate programme will develop the skills and knowledge to improve practice.

## What it entails:

There are 150 learning hours in the Certificate. The time given to complete this course (three units) is 10 months.

This is a level 4 qualification carrying 15 credits.

We offer three cohort start dates throughout the year.

More info at [bild.org.uk/bild-btec-certificate](https://bild.org.uk/bild-btec-certificate)

Bild Qualifications are not regulated by Ofqual or any other regulatory body.



This programme received a gold standard peer review award from Skills for Care.

# Qualifications

## Diploma Practice Leadership in Positive Behaviour Support

### Pearson BTEC Level 5

Throughout the diploma you will gain confidence in working to prevent crises from arising and will recognise behaviours that challenge are more likely to happen when the environment does not work well for people. You will learn how to do Active Support, complete a functional assessment, and implement a holistic support plan, as well as coach others to understand and implement all aspects of PBS.

You will put your learning directly into practice, to improve the life of a person you support and make positive changes for them. There is a focus in this diploma on reducing restrictive practices and supporting human rights.

#### Who is it for:

For practitioners providing direct support who would like to coach others in PBS.

#### What is involved:

There are 350 learning hours in the Diploma. The time given to complete this course (five units) is 18 months. This is a level 5 qualification carrying 35 credits.

We offer three cohort start dates throughout the year

More info at [bild.org.uk/btecdiploma](http://bild.org.uk/btecdiploma)

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## Bild Members receive 10% off all Bild workforce development programmes and qualifications.

#### Other membership benefits include:

- Online tools and resources to support workplace practice, including free access to out-of-print resources.
- A growing library of over 50 webinars for your staff to access.
- Discounts on sector leading events, conferences and workforce development programmes.
- Free online access to British Journal of Learning Disabilities and Journal of Applied Research in Intellectual Disabilities.
- Half-price subscription to International Journal of Positive Behavioural Support.
- Fortnightly member newsletter with latest research and best practice.
- A community passionate about improving the lives of people with learning disabilities.

#### Membership Options

We offer three organisational membership categories:

**Large organisational membership** (Over £10m income)

Annual cost: **£895**

**Medium organisational membership** (£1m-£10m income)

Annual cost: **£395**

**Small organisational membership** (up to £1m income)

Annual cost: **£245**

All prices are inclusive of VAT.

We also offer membership options for individuals, including concessionary memberships.

**Find out more and join us at** [www.bild.org.uk/membership](http://www.bild.org.uk/membership)

\*Please note Bild members' discounts do not apply to Restraint Reduction Network qualifications.

# Qualifications

Our sister charity, the Restraint Reduction Network, also offers qualifications. The Restraint Reduction Network (RRN) is a registered charity with an ambitious vision to eliminate the unnecessary use of restrictive practices in health and social care and education.

## Certificate in Reducing Restrictive Practices Pearson BTEC Level 4

This is the first certificate level qualification in reducing restrictive practices available in the UK.

Based around the six core strategies of restraint reduction, learners will build an understanding of what capable, least restrictive, person centred environments are, why they are important, and how to create them.

A human-rights focused qualification, co-designed and co-delivered by people with lived experience of restrictive practices, it is an excellent fit with current UK policy.

Learners will develop their own holistic restraint reduction plan, tailored for an identified focus person who receives support.

### Who is it for:

Designed for people providing direct support within services, seeking to reduce the use of restrictive practices.

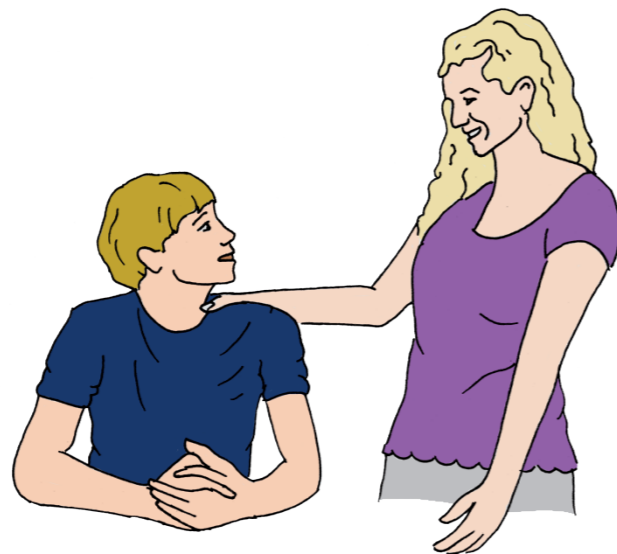
### What is involved:

High-quality, blended elearning, involving online self-directed activities, most of which learners can work through at their own pace. Activities include webinars, films, reading, and interactive activities, in addition to practice-based activities, including assessments and case studies, and individual and group tutorials.

We offer three cohort start dates throughout the year.

More info at [bit.ly/RRPCert](https://bit.ly/RRPCert)

RRN Qualifications are not regulated by Ofqual or any other regulatory body.



# Qualifications

## Diploma in Reducing Restrictive Practices Pearson BTEC Level 5

Leadership is one of the six core strategies essential in reducing restraint. The diploma supports practice leaders to translate theory into practice, supporting services who are committed to restraint reduction achieve their goals.

The course combines practice leadership with restraint reduction theory, allowing a direct transfer of learning into practice. Learners will gain key knowledge on service and organisational reduction strategies and develop an overall service reduction implementation plan.

A human rights focused qualification, co designed and co delivered by people with lived experience of restrictive practices, it is an excellent fit with current UK policy and will have direct impact on improving services and people's lives.

### Who is it for:

Designed for people who work in services, providing direct support and can shape the practice of colleagues, helping them to develop a culture of least restriction.

### What is involved:

High quality, blended elearning, involving online self directed activities, most of which learners can work through at their own pace. We offer three cohort start dates throughout the year.

More info at [bit.ly/RRPDiploma](https://bit.ly/RRPDiploma)

RRN Qualifications are not regulated by Ofqual or any other regulatory body.





# Qualifications

## Diploma in Practice Leadership in Trauma Informed Practice

### Pearson BTEC Level 5

New in 2024, the RRN is pleased to offer this new, much needed diploma level qualification in trauma-informed practice.

Designed to develop knowledge on the underpinning theories that support the understanding of trauma; skills related to implementing trauma informed practice in a service or organisation and learners' personal growth, critical thinking skills and engagement in learning.

#### Who is it for:

Designed for those working directly with people accessing services, the qualification combines practice leadership with trauma informed theory, allowing learning to be put into practice.

The diploma will be of interest to those working in health, social care, education or secure services seeking to develop trauma informed practice within their place of work.

#### What is involved:

Online self directed activities, including webinars, films, reading and interactive activities, most of the course can be worked through at learners' own pace and at a time to suit them.

There are also practice-based activities – such as assessments and case studies – plus online group and individual tutorials.

More info at [bit.ly/TIPDiploma](https://bit.ly/TIPDiploma)

RRN Qualifications are not regulated by Ofqual or any other regulatory body.



