

JOINING INSTRUCTIONS FOR PHYSICAL SKILLS TRAINING PARTICIPANTS

Dear Maybo Training Participant,

You have been allocated a place on a Maybo training course involving physical skills which your employer has determined is necessary for your role to help keep you and others safe. The training focuses on positive and safer approaches to your work and you are not expected to do anything that your employer has not defined as part of your job.

Maybo

Maybo's purpose is to inspire people and organisations to develop the skills and understanding needed to create safe, positive and respectful interactions, even in the most challenging of circumstances. Our mission is to create meaningful and impactful learning experiences that help people and organisations look behind behaviour, think differently and interact with empathy, confidence and respect.

Fitness to participate

Your employer has put you forward for this course on the basis you are fit and able to participate in it. It is important that you read the information below and liaise with your employer if you have any concerns about your fitness to participate. You must not attend the training if these concerns are not satisfied prior to the start of the course.

Physical requirements

The training includes moderate physical activity and the practice of physical techniques. While reported injury rates in Maybo training are relatively low, there is a possibility of injury with any physical activity. The Maybo physical skills you will be taught require you to have a moderate level of fitness.

- You will need a good range of movement in your trunk and joints, be stable on your feet, and not be prone to dizziness or falls;
- You must also be able to maintain balance while moving and turning in coordination with others and lower to a half-squat position while keeping your back straight;
- Higher-level Maybo physical intervention training may require the ability to transition between standing, sitting, kneeling, and lying positions.

Injuries can still occur for fit individuals; however, risk of harm increases significantly if you cannot perform skills safely due to a medical problem, previous surgery, injury, or your physical build. You may also sustain injury if the skills are not performed in accordance with the training. It is therefore critical that you declare to your employer any and every condition that may impact your safety by participating in this training, so that they can provide you with guidance and support.

Checklist for participation

You can only participate in this training if you:

- ✓ Are fit for your full normal day-to-day duties;
- ✓ Are able to participate in moderate physical activity and the types of movement described above;
- ✓ Are comfortable with close proximity and trainer-directed physical contact with other participants;
- ✓ Are not carrying any injury or condition that may place yourself or others at risk of harm;
- ✓ Do not have a disability that prevents you from participating in the training (please ensure your employer is aware if you require any reasonable adjustments);
- ✓ Are not pregnant **OR**, if you are pregnant, the requirements below apply.

If any of the above do not apply to you, or you are unsure, you must speak with your employer to confirm whether it is safe for you to participate, which may involve consultation with a medical practitioner. If your employer does not confirm that it is safe for you to participate then you must not do so. In the case of pregnancy, seek medical advice if you are unsure.

Pregnancy

If you are pregnant, you must not participate in restrictive physical skills modules at any stage of pregnancy. These include techniques involving the restrictive holding of a person.

You may participate in low-level physical skills, such as personal safety, disengagement, and guiding skills, only if you:

- Are in the early stages of pregnancy (first trimester);
- Feel fit and able to participate safely;
- Have obtained medical advice where necessary.

If you are in your second or third trimester, you must not participate in any physical skills training.

If you are, or think you may be pregnant, you are strongly advised to get medical advice before attending any Maybo training that includes physical skills.

Disability

If you have a disability, please ensure you have informed your employer and requested any reasonable adjustments you require so that there is sufficient time to put them in place.

Illness

If you feel physically unwell or are concerned about your physical ability or emotional and mental wellbeing on the day of training (or during attendance) you should not participate. Please bear in mind that you do not have to do anything which you do not wish to do or feel uncomfortable with. You can withdraw from the training at any time.

Declaration of injuries, conditions or illness at the start of or during the course

Please note that to participate in the training, you will be required to confirm by signing a declaration form that you are fit for your normal work duties and that you will inform your trainer if you have any pre-existing health conditions, injuries or illnesses that may place you at increased risk. Any condition that doesn't affect your fitness to perform your normal duties is unlikely to affect your fitness to participate fully in the training.

For your own protection, if you suffer any injury, condition, illness or any other medical symptom during the course, you may not be able to continue participating in the physical skills modules (affecting the certification that can be achieved).

Professionalism

The training, practice and operational use of physical skills included in this training carry a risk of injury and harm. It is imperative that you maintain your professionalism at all times and follow the trainer's instructions.

Clothing and Nails

Comfortable, loose-fitting clothing and stable and secure closed-toe/closed-heel shoes should be worn for the practice of physical skills. Please keep jewellery to a minimum, as it may need to be removed. Fingernails must be short and rounded.

Data Protection

Maybo collects your personal data in the capacity of a data controller in order to provide our services and comply with our legal obligations. For more details about what we collect, how we use it, and your rights (including how to access or correct your information), please see our Privacy Policy at <https://www.maybo.com/privacy>.

If you have any questions, please speak to your employer.

We hope you enjoy the course and find it beneficial in making your work safer.