

Maybo Risk Reduction Guidance: Physical Skills Training

Organisations and individuals use Maybo methods at their own risk

Introduction

This guidance sets out risk reduction steps and responsibilities surrounding training in Maybo defensive skills and physical interventions. It outlines a range of measures that Maybo has taken to reduce risk and sets out controls that trainers, centres and employers should take to help ensure a safe learning environment. Guidance highlights the fact that both the practice and operational use of physical intervention (PI) carries inherent risks.

Maybo training is carefully balanced with an emphasis on prevention, de-escalation and alternatives to physical intervention. Whilst Maybo skills are non-violent all physical skills and interventions can present risk and should only be taught subject to employer needs, when the benefits of such training outweigh the risks of not training. Maybo focuses on low arousal methods that do not rely on strength.

Training Safety Considerations

It is important for trainers to follow Maybo Physical Skills Training Risk Reduction Guidance that outlines measures to reduce risk when teaching physical interventions.

UK Restraint Reduction Network Training Standards highlight the heightened risks of training injuries where **active resistance-based simulations/role plays** are included in training. Maybo does not recommend the use of active resistance-based simulations/role plays in its certified training programmes delivered by in-house trainers and instead provides safer methods to build competence and confidence. These include:

- Leading controlled practice drills as per videos in Maybo Trainer Presentations and Trainer Session Plans;
- Focusing on slow time practice and repetitions of skills then applying these through relevant sequences and transitions;
- The Trainer/s allowing themselves to be placed 'in hold' at times in order to provide further feedback and coaching to learners;
- Only permitting learners to offer low level resistance when in static holds and under the instructions and direct supervision of the Trainer;
- Walking and talking learners through relevant (i.e. foreseeable) risk situations and problem solving these using the Primary, Secondary, Tertiary Model.

Any method of training or practice of physical interventions that carries heightened risks should be subject to additional risk assessment and suitable control measures put in place, including the enhanced 1 to 6 supervision ratio set out below.

Supervision Ratios

The minimum supervision ratio during the practice of Maybo physical skills is 1 trainer for up to 12 participants. Where two trainers deliver a single course, the maximum number of participants is 18.

A supervision ratio of 1 trainer to 6 participants is recommended (and in some cases required*) during the practice of skills that involve staff initiated transitions to the floor or holds on the floor. While reported injury rates on Maybo training is relatively low, injuries are more likely when groups practice these methods than with lower level interventions and they can be more complex to teach. Where a group size exceeds 6 participants, either a second Trainer certified for this level of training should be present, or, no

Email info@maybo.com

Phone
AU 02 9412 1347
CA 647 945 7500
EU 00353 1 697 2700
NZ 02 9412 1347
UK 020 3966 7400
US 646 661 3200

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more than 6 participants should practice at any one time and the duration of the session may need to be extended.

*A requirement for RRN BILD ACT Certified Training.

Support in the Workplace and Maintaining Competency

It is important that employers and trainers are realistic with staff in terms of the considerable risks related to the use of physical interventions in the operational environment, where behaviours can be unpredictable and at times violent. Additional service-based support, guidance and training may be needed to build and maintain operational skills and confidence, which is best when based on foreseeable risk behaviours and highly relevant scenarios.

Employers and trainers need to emphasise the need for staff to continually assess a situation using their dynamic risk assessment skills (e.g. SAFER™, POPS & SEAL™ Test) to inform their decisions. Employees need to be realistic about their ability to successfully intervene with the people/resources available at the time, in light of the risks presented.

Psychomotor skills fade unless regularly practiced and this can be significant within months of training. Maybo encourages employers to ensure staff maintain competencies between formal refresher and recertification training through supervised and safe 'structured practice'. Maybo provides additional guidance for employers and trainers to follow when delivering and practising Maybo skills and when conducting 'Structured Practice' within services.

It is important to seek support from in-house Maybo certified trainers and/or from Maybo if there are concerns over the use of Maybo interventions.

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Maybo Risk Reduction Controls

Maybo reduces risk at a number of levels, including:

Training design, content and delivery methodology

- Nature of skills: Avoiding aggressive and violent skills such as strikes, contra-indicative, complex techniques and unnecessary transitions
- Selection of skills: Teaching a minimal number of skills and focusing on their relevance to the needs our clients have identified
- Training methods: Carefully balancing realism with safety and adopting sound instructional techniques
- On-going monitoring of trainer delivery and incidents to identify and address risks relating to skills selection and/or delivery
- Adopting an incremental approach: Pre-requisite training in conflict management and with each level of PI
- Ethos: PI as a last resort - encouraging participants to seek alternatives to PI and focus on Primary and Secondary responses. Making it clear to participants that they must account for their actions and respect and act in the best interests of the people they deal with and support.
- Maintaining knowledge and skills: Focusing on natural movements and a problem solving approach. Encouraging regular refreshing of skills and formal re-certification

Trainer standards and requirements

- Trainer development: Comprehensive training of trainers and formal competency assessment
- Annual re-certification requirement for trainers
- Trainer guidance: Guidance and delivery resources to support safe delivery of training and assessment of learners
- Monitoring: Maybo QA policy & controls, reporting and review of incidents/injuries and near misses
- Compliance with trainer, employer and centre compliance with Maybo guidance, instruction and terms and conditions

Participant guidance and resources

- Pre course instructions and safety briefing
- Comprehensive workbooks

Preparation for training

Pre-event guidance: For centres and employers as to risks, venue suitability and safety requirements

- Template participant joining instructions: Providing clients/centres with information on activity being undertaken, the risk of injury and fitness to participate, clothing etc.
- Trainers to utilise the venue risk assessment tool and record control measures
- Guidance on H&S and venue requirements

Participation in training

- Supervision ratio: At least one Maybo currently certified trainer to 6-12 participants

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- Trainers to deliver Maybo PI Safety Briefing and venue safety and emergency procedures
- Participant declaration of fitness to participate on individual skills record
- Controls on participation in training in accordance with Maybo delivery and Centre guidance where an individual has a pre-existing injury or medical condition, or is pregnant
- Maybo preparation for activity guidance followed ('warm up')
- Trainers to follow instructional model and manage participant behaviour
- Participants should not be put under pressure to undertake any activity or skill that they are uncomfortable with. Explore options with the individual and their employer
- Trainers to tightly control practice and resistance levels
- Trainers to stress the importance of preventing falls and reducing vulnerability of an individual's head during both training practice and operational use

Workplace practice and maintenance

- Employer guidance and guidance in participant workbooks
- Structured practice and local problem solving

Monitoring & Review

- Review of incidents and injuries coming to Maybo's attention for immediate action or monitoring
- Medical risk assessment review
- On-going programme review in light of emerging guidance, legislation and research
- Encourage employers to feedback to Maybo on workplace use of intervention and related injuries

Employer responsibilities

Maybo makes training programmes, guidance, resources and tools available to employers to help them reduce risks to staff and service users. Each setting and set of circumstances are different and employers use these at their own risk. It is the responsibility of the employer to:

- Assess workplace risks and identify suitable control measures, including identifying training needs
- Supervise the certified Maybo trainers it employs/contracts and the training they provide
- Ensure participants receive adequate pre course information and are fit to participate
- Provide a suitable and safe venue for the level of training and ensure participants receive Maybo workbooks
- Supervise, monitor and evaluate operational use of Maybo methods, and for ongoing review of needs
- Ensure employees maintain competency and attend refresher/recertification training

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Reducing risks when delivering Maybo physical intervention training

	Significant Risks	Controls	Responsibility	Maybo Support & Resources
Training Design	Training not fit for purpose i.e. Unsuitable Insufficient Too much or too little	Core programme consistent with good practice Medical risk assessments & incident review Training needs review / TNA process informed by risk / behavioural assessment	Maybo responsible for core Maybo product design Centre/Employer responsible for TNA, programme selection & ensuring needs are met	Maybo training & safety guidance Maybo can provide TNA Tool and support
Trainer Competency & Performance	Trainer not reaching or maintaining competency Non-compliance with guidance Deviation from programme Unsafe instruction and practice	Formal competency assessment & recording Annual Re-certification requirement Trainer guidance & licence requirements Trainers not permitted to teach skills outside syllabus Recommendation to be first aid trained Centre/Employer supervision of training	Maybo responsible for certification competency assessments Centre/Employer responsible for selection & supervision of trainers & ensuring training is delivered as intended Certified trainers for complying with programme requirements	Centre/Employer guidance QA and Licence requirements Trainer Guidance e.g. Delivery Resources, Risk Assessment & Reduction Guidance
Pre-Course Preparation	Individual risk factors & fitness to participate Environmental Risk factors: Trip, falls and impact with objects/individuals	Centre/Employer to provide learners with pre-course joining instructions covering nature of activity, risks, fitness to participate and clothing etc. Venue requirements guidance Trainers complete venue risk assessment prior to start of course	Centre/Employer responsible for ensuring learners are prepared and fit/healthy to participate and for providing a suitable and safe venue Certified trainers responsible for pre practice venue risk assessment and controls Delegates to declare needs/risks	Client & Trainer guidance Learner information templates Venue risk assessment form
Participation in Training	Injury risk due to inadequate supervision and control of practice/behaviour Delegate vulnerability e.g. pre-existing injury, trauma history Specialist training risks e.g. groundwork, equipment use and trainer training	One Trainer to no more than 12 learners Delegate 'fitness' to participate declaration Maybo preparation for activity ('Warm up') Trainers deliver Maybo PI Safety Briefing & control practice, resistance & behaviour Trainers control intensity and repetitions & consider PPE needs on specialist training	Centre/Employer responsible for trainer to delegate ratio, and supervision of trainer deliveries Certified trainers to comply with programme safety & reporting requirements, pre & during training Delegates to declare needs/risks and comply with instructions & guidance	Client/Centre guide Delegate skills record and safety briefing Trainer delivery guidance Incident reports PPE e.g. knee pads optional
Workplace Practice	Operational risks in skill fade Risks with unsupervised practice	Guidance in delegate workbooks Employer guidance Reporting & review of injuries	Centre/Employer responsible for ensuring staff maintain competency and ensure safe structured practice	Maybo Personal Safety Planning Tool Maybo Incident Review Tool Maybo Structured Practice Tool Client guidance Delegate workbook Coaching & Re-Cert options

Hazard: Harm to a delegate and/or trainer during participation in Maybo physical intervention training. Refer also to skills risk assessments.

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