

21 February 2018

Freedom of Information Request – Ref: FOI 265-1718

Thank you for your recent Freedom of Information request about restraint. Please find the Trust's response below.

1. How many incidents of restraint were recorded in mental health units in your Trust in the year 2016/2017? (If data is not available for this time period, please provide us with the most up-to-date statistics) Where possible, could you please provide us with the recorded incidents of restraint broken down into the following categories?
 - a. Physical/manual **999***
 - b. Seclusion **0**
 - c. Mechanical **0**
 - d. Rapid tranquilisation **358***

** 305 incidents involved both physical restraint and rapid tranquilisation so have been recorded under both categories*

2. How many incidents of Restrictive Interventions were recorded per 1000 bed hours in mental health units in your Trust in the year 2016/17? **The Trust does not hold this information.**
3. How many incidents of harm caused by Restrictive Interventions were recorded in mental health units in your Trust in the year 2016/17? **59**
4. How many staff were working in mental health units in your Trust in the year 2016/17? **Please find below the total no. of staff in our inpatient units only for the financial year 01/04/2016 to 31/03/2017 by month (the average is 513 across that period).**

Headcount by Month – staff in Inpatient Units only												
	2016 / 04	2016 / 05	2016 / 06	2016 / 07	2016 / 08	2016 / 09	2016 / 10	2016 / 11	2016 / 12	2017 / 01	2017 / 02	2017 / 03
Total No. of Staff	502	503	501	507	510	519	517	517	513	520	525	526

5. How many staff in mental health units in your Trust were recorded as having used Restrictive Interventions in the year 2016/17? **320**
6. How many staff in mental health units in your Trust were assaulted by patients whilst attempting/following the use of Restrictive Interventions in the year 2016/17? **The Trust does not hold this information.**
7. How many staff in mental health units in your Trust were injured whilst attempting/following the use of Restrictive Interventions in the year 2016/17? **96**

8. Does your Trust have a policy in place for a Restrictive Intervention Reduction Programme? Please provide a copy of or a link to the most recent policy?
The Trust has operational policies for the training model(s) delivered in support of service users and staff. Policies place emphasis in the reduction in the use of all restrictive practices. In addition a multi-disciplinary Positive and Safe group is actively focusing in this area of practice. The group is a sub-committee of the Trust Governance committee.
9. How often has restrictive intervention training at your Trust been reviewed? Please provide a copy of or a link to the most recent documents relating to any review of restrictive intervention training.
Restrictive Intervention training is discussed and reviewed on an ongoing basis in a number of forums. e.g. Positive and Safe sub-committee.
10. Is training provided in house or by an external provider? If the latter, which training provider does your Trust currently use to teach restrictive interventions?
All training components relating to the reduction and safe manage behaviours that challenge is delivered by an in-house training team (Behaviour Support & Training Team). The Trust currently delivers two discrete models; Positive Behaviour Management (PBM) and Preventing and Managing Violence and Aggression (PMVA). Whilst the training teams are trained and accredited by external bodies, we act independently of those bodies in the delivery of the in-house training programmes.
11. What were the factors which led to the decision to provide training either in house or by an external provider?
There are a number of factors that have influenced the decision to deliver training in-house. Each training model is targeted to appropriately meet unique service user group requirements. Using the Train the Trainer approach has enabled the Trust to provide a flexible training programme delivered by a dedicated team throughout the year. Using the programmes as a “menu” we are able to develop training packages to meet the needs of staff groups which is driven by the need of service users they support. Therefore, the risk of over or under training staff is reduced, resulting in better training and service delivery outcomes. In addition, delivering the training by means of an in-house team provides a cost effective solution to meeting this important training need.
12. When does your current training provider contract expire? Do you have measures in place to re-visit your training provider through open tendering in order to ensure your staff are receiving the highest quality training?
The contracts that exist with both training providers are relating to Training trainers only. These are “rolling” in nature. All trainers are revalidated annually at which point skills are assessed, newly developed skills training provided and there is an opportunity for the training lead to highlight any organisational needs. However, the Trust maintain a positive and open relationship with both organisation which is designed to enable dialogue throughout the year to ensure we remain satisfied that staff are receiving the highest quality training, and that service needs are being appropriately met.
13. What proportion of the restrictive intervention training programme at your Trust is dedicated to de-escalation? Where possible, please specify what percentage of your restrictive intervention training programme at your Trust is dedicated to teaching and assessing staff competencies in the following areas:
In line with national practice guidance, all Staff are provided with dedicated proactive preventative theory component (Conflict Resolution) on a three yearly cycle which includes individual or organisational factors that may contribute to the presentation of

behaviour that may challenge services, effective interpersonal skills and communication; active / effective listening skills; effective verbal and de-escalation skills. Practical skills training and assessment is delivered annually. However, during all physical skills training sessions, proactive reduction / preventative strategies are revisited along with the legal framework to ensure that their importance is continually underpinned to ensure that the least restrictive approaches are always considered.

a. Delivering person-centred trauma sensitive care and support

Emphasis is placed on this area of practice both in the conflict resolution and importantly underpinned during physical skills training.

b. Proactive and preventative skills (e.g. effective interpersonal skills; effective listening skills; effective verbal and de-escalation skills)

Predominantly during the conflict resolution component, however, during the Physical skills training around 30 % of the time is used to continually reiterate the need for person centred care strategies being implemented to reduce the likelihood of restrictive practice being used.

c. Crisis/Reactive Physical Interventions

The approach to training is not a “one size fits all”. Depending on workplace environment / service user group supported, the training is based on a needs analysis. Staff are only provided with physical skills that are required within their workplace e.g. community staff would be provided with training in keep safe, self-protection techniques (use of environment, personal space Breakaway blocks and disengagement), whereas an inpatient staff team supporting what may potentially be more complex behavioural presentation will also be given training in a range of more restrictive physical interventions that are suited to the service need. Attention is always paid to the health and wellbeing of service users. To this end great emphasis is also placed on ensuring that individual service user health needs are understood and supported safely both during and following any intervention.

d. Approaches for post crisis support and learning

Strategies for recognising and supporting the need for this area of practice are provided predominantly during the theoretical component, however, underpinned during all physical skills training. Knowledge is shared which focuses on an individual personally seeking support, guidance around providing support both for an individual and a whole team. Importantly, equal emphasis is placed on the need of the service user following any incident, both physically and psychologically. In all cases the aim is to ensure the wellbeing of all individuals and to attempt to reduce the likelihood of further incidents through understanding causation.

This is an area of great importance, and therefore remains an ongoing agenda point in the 2gether Trust Positive and Safe Sub – Committee.

14. Please provide a copy of or a link to any report or document relating to the restrictive intervention/ restraint training implemented in 2016. **Training schedules attached.**

15. When did your Trust last consider the issue of restrictive intervention reduction programmes and/ or the Trust's training provider? Please provide a copy of or a link to any relevant recent board papers regarding restrictive intervention reduction programmes. **Training programmes attached.**

Should you have any queries in relation to our response in this letter, please do not hesitate to contact me. If you are unhappy with the response you have received in relation to your request and wish to ask us to review our response, you should write to:-

Anna Hilditch
Assistant Trust Secretary,
2gether NHS Foundation Trust
Rikenel
Montpellier
GLOUCESTER GL1 1LY
Tel: 01452 894165
E-mail: anna.hilditch@nhs.net

If you are not content with the outcome of any review, you may apply directly to the Information Commissioner's Office (ICO) for further advice/guidance. Generally, the ICO will not consider your case unless you have exhausted your enquiries with the Trust which should include considering the use of the Trust's formal complaints procedure. The ICO can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

Lisa Evans

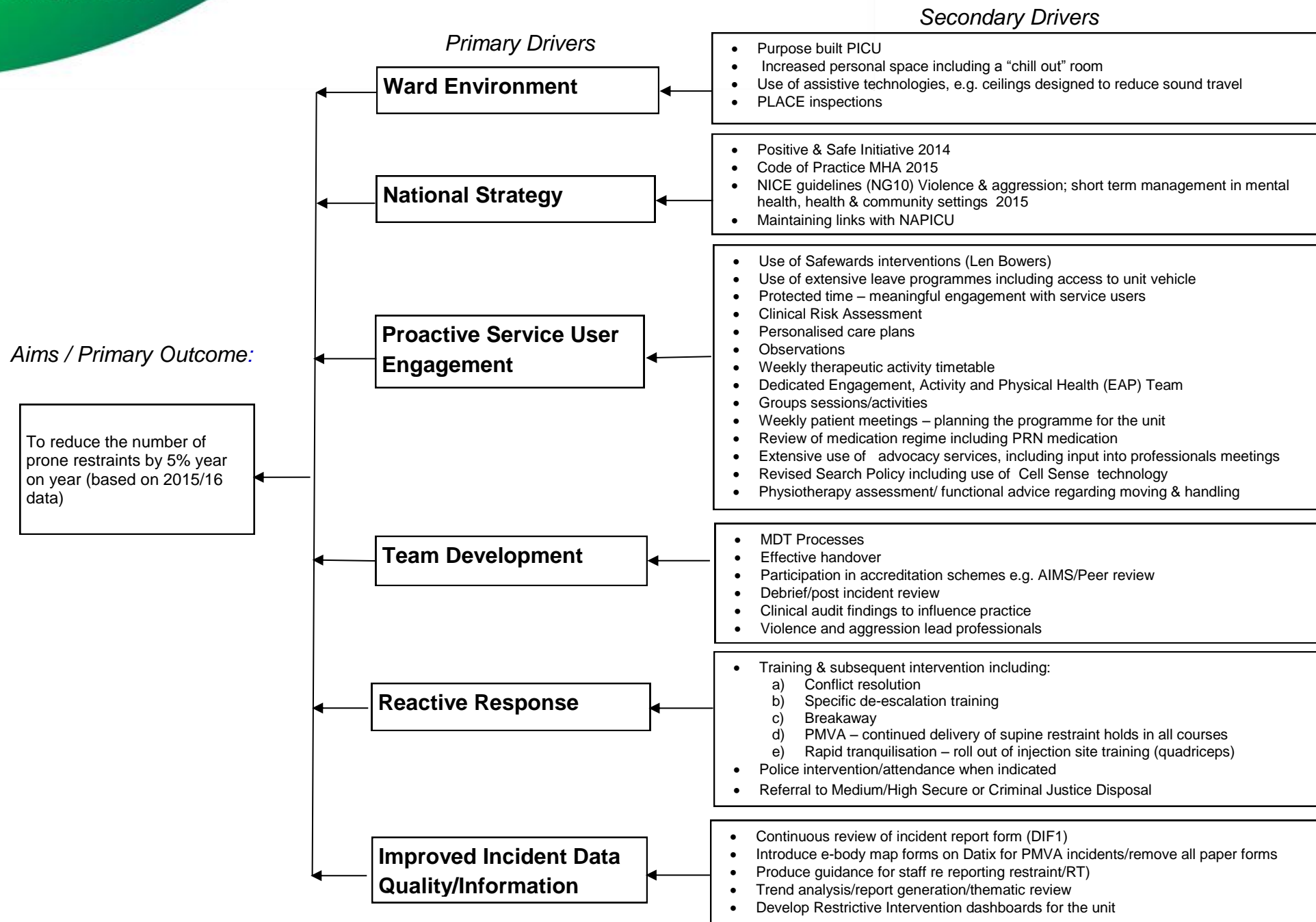
LISA EVANS
Information Governance Officer
2gether NHS Foundation Trust

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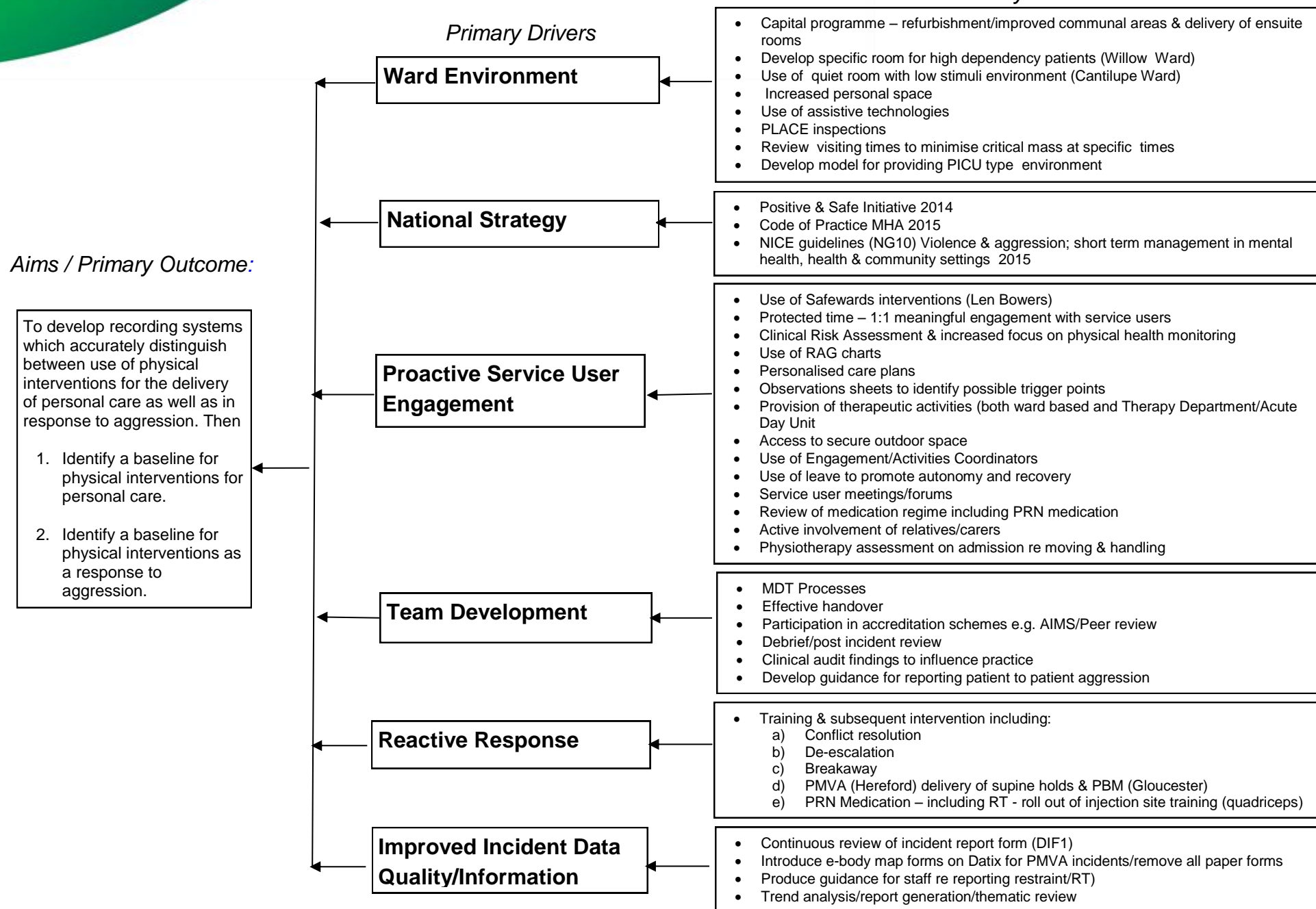
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or write to: OPSI, 102 Petty France, London SW1H 9AJ.

Reducing Restrictive Interventions Action Plan 2017/18- Greyfriars PICU



Reducing Restrictive Interventions Action Plan 2017/18- Older People Inpatient - Organic Secondary Drivers



Reducing Restrictive Interventions Action Plan 2017/18- Older People Inpatient - Functional

Primary Drivers *Secondary Drivers*

Aims / Primary Outcome:

To reduce the number of physical interventions by 5% year on year (based on 2015/16 data)

Ward Environment

- Capital programme – refurbishment/improved communal areas & delivery of ensuite rooms
- Increased personal space
- Use of assistive technologies
- PLACE inspections

National Strategy

- Positive & Safe Initiative 2014
- Code of Practice MHA 2015
- NICE guidelines (NG10) Violence & aggression; short term management in mental health, health & community settings 2015

Proactive Service User Engagement

- Use of Safewards interventions (Len Bowers)
- Protected time – 1:1 meaningful engagement with service users
- Clinical Risk Assessment
- Increased focus on physical health monitoring
- Personalised care plans
- Observations sheets to identify possible trigger points
- Provision of therapeutic activities (both ward based and Therapy Department/Acute Day Unit)
- Access to secure outdoor space
- Use of Engagement/Activities Coordinators
- Use of leave to promote autonomy and recovery
- Service user meetings/forums
- Review of medication regime including PRN medication
- Active involvement of relatives/carers
- Physiotherapy assessment on admission regarding moving & handling

Team Development

- MDT Processes
- Effective handover
- Participation in accreditation schemes e.g. AIMS/Peer review
- Debrief/post incident review
- Clinical audit findings to influence practice

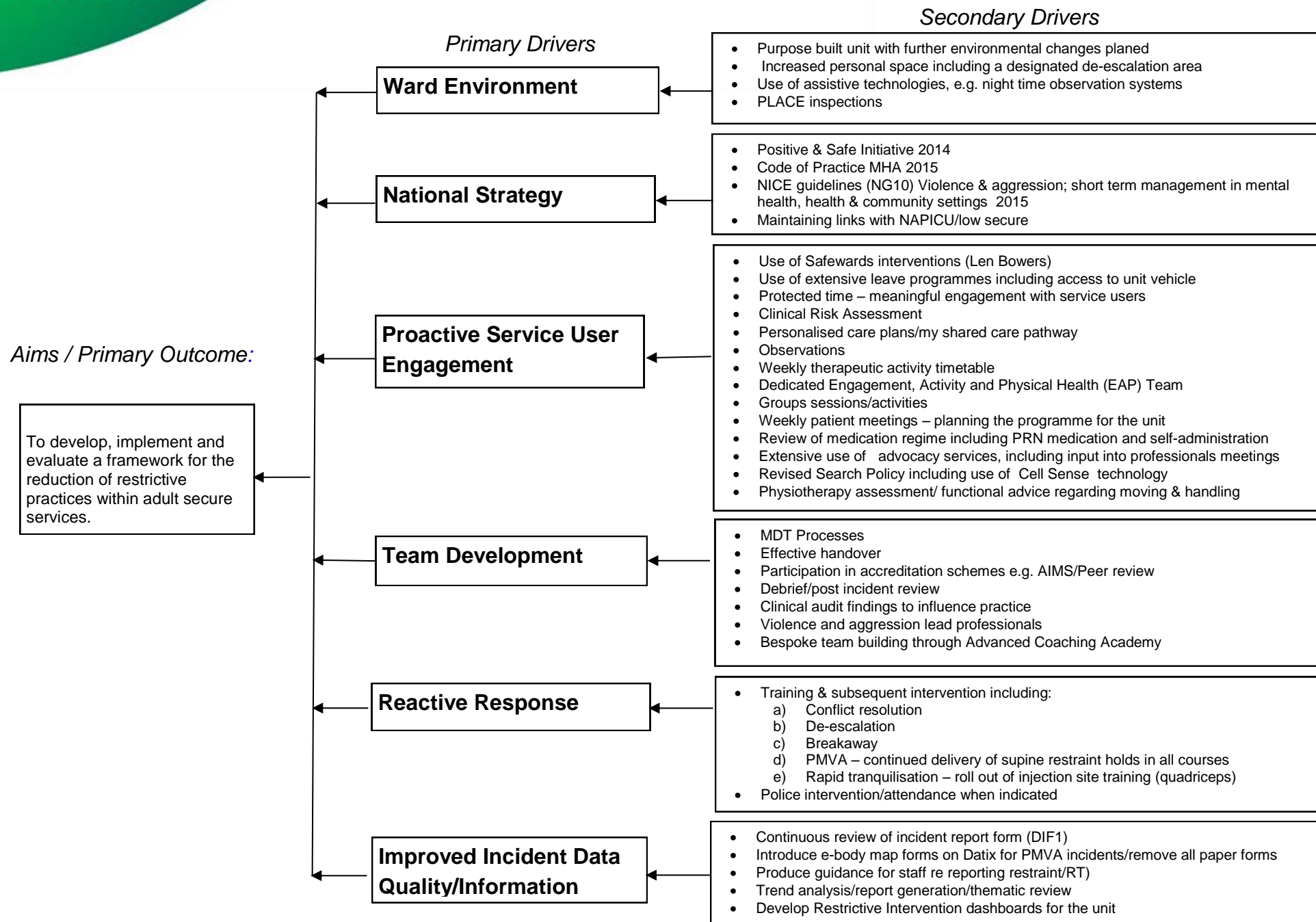
Reactive Response

- Training & subsequent intervention including:
 - a) Conflict resolution
 - b) De-escalation
 - c) Breakaway
 - d) PMVA (Hereford) delivery of supine holds & PBM (Gloucester)
 - e) PRN Medication – including RT - roll out of injection site training (quadriceps)

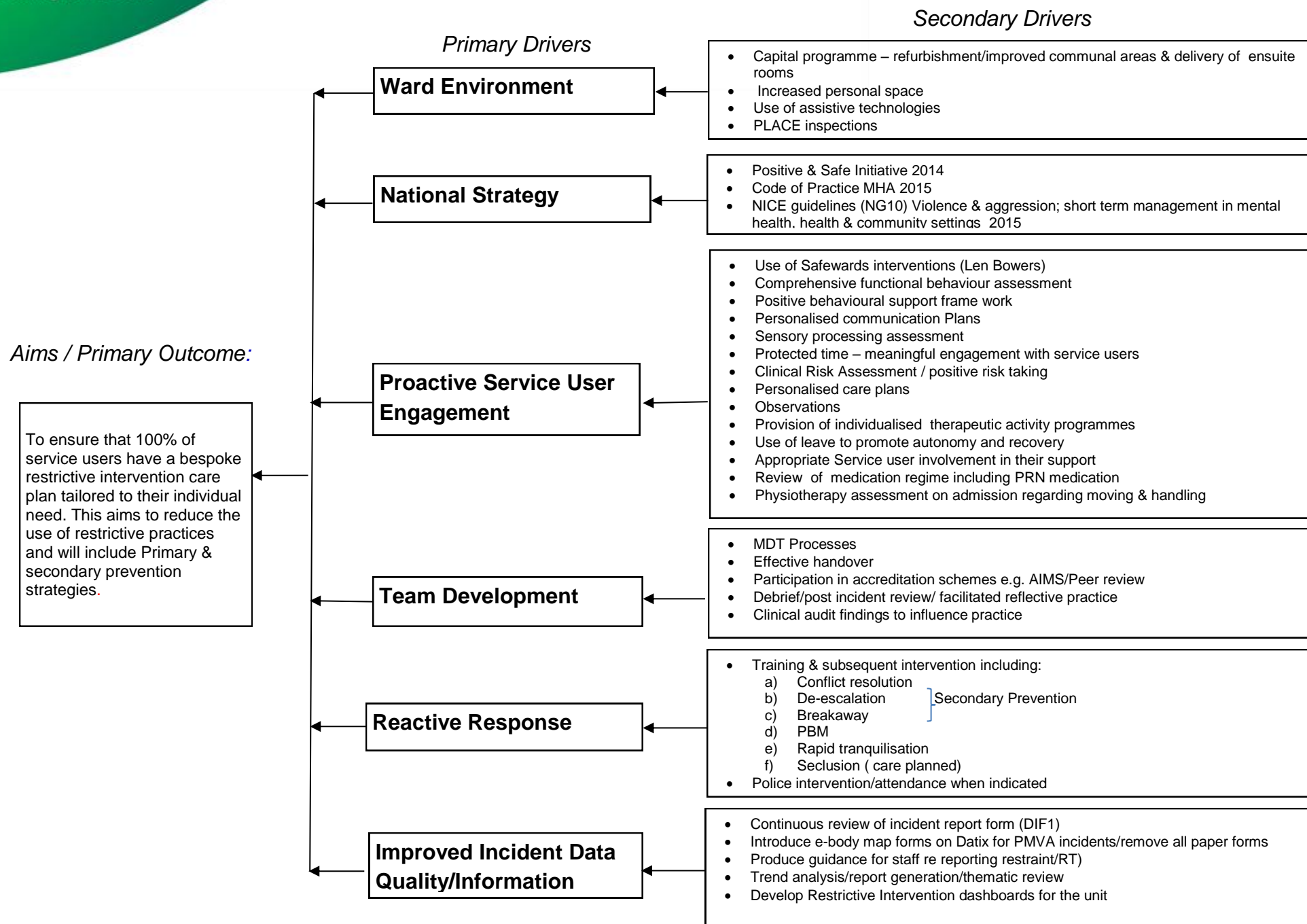
Improved Incident Data Quality/Information

- Continuous review of incident report form (DIF1)
- Introduce e-body map forms on Datix for PMVA incidents/remove all paper forms
- Produce guidance for staff re reporting restraint/RT)
- Trend analysis/report generation/thematic review

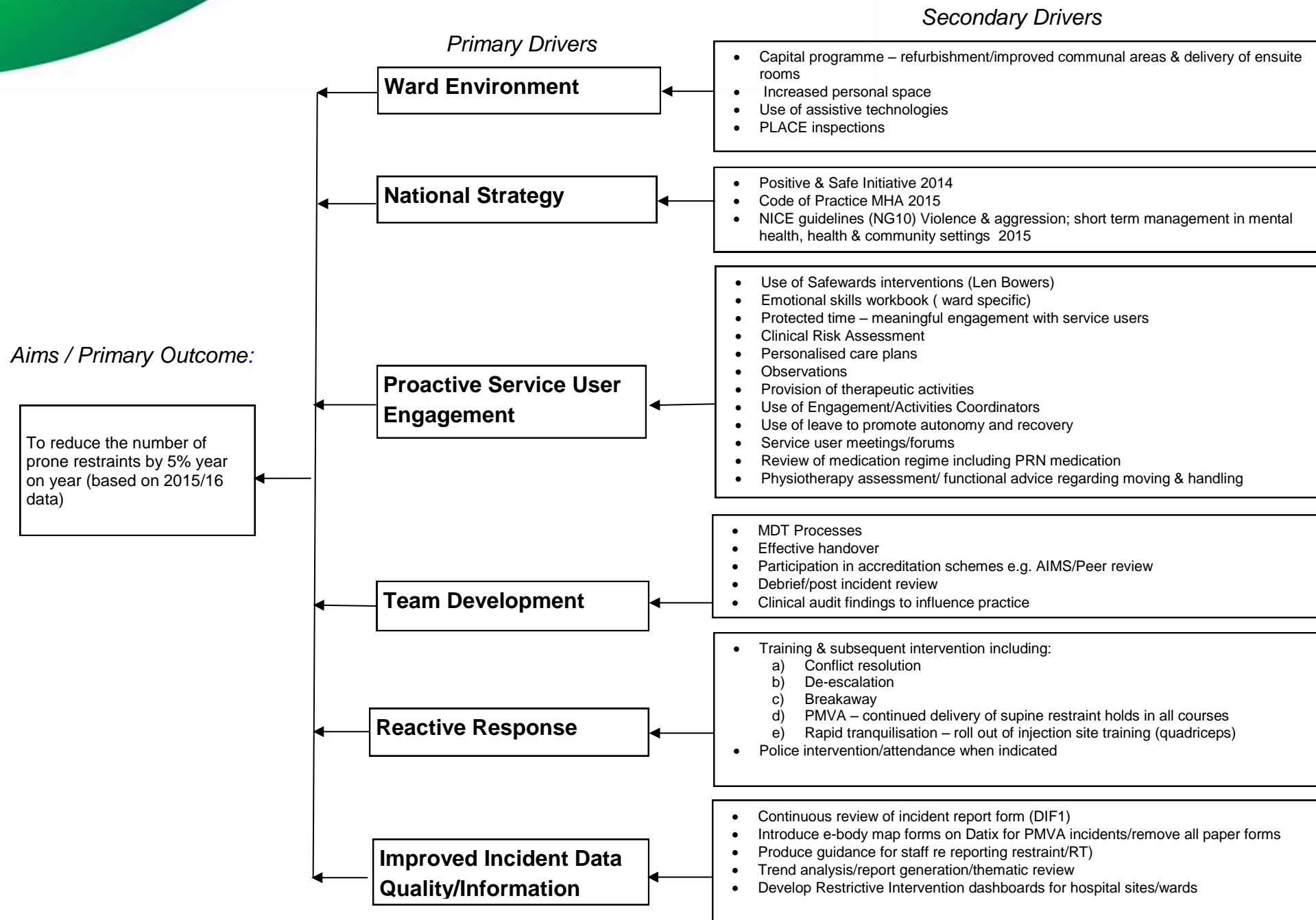
Reducing Restrictive Interventions Action Plan 2017/18- Montpellier LSU



Reducing Restrictive Interventions Action Plan 2017/18- Berkeley House LD



Reducing Restrictive Interventions Action Plan 2017/18- Adult Acute Inpatient



Positive Behaviour Management Training

Training Programme 2016

Content:

Page 1: Herefordshire; PBM Conflict Resolution & Standalone PBM
Community Breakaway

Pages 2-3 inc: Gloucestershire; PBM Conflict Resolution & Standalone PBM
Community Breakaway

Page 4: Gloucestershire; PBM Theory Day

Page 5: Gloucestershire; PBM Learning Disability Inpatient Two Day Practical

Page 6: Gloucestershire; PBM Older Person Inpatient Two Day Practical

Positive Behaviour Management Training Schedule 2016

Herefordshire

PBM Conflict Resolution & Standalone PBM Community Breakaway

Course Title	Course Date	Course Time	Venue
PBM Conflict Resolution	21/1/16	09.00 – 12.30	Maylords centre, Hereford
PBM Conflict Resolution	17/3/16	09.00 – 12.30	Maylords centre, Hereford
PBM Conflict Resolution	26/5/16	09.00 – 12.30	Maylords centre, Hereford
PBM Conflict Resolution	21/7/16	09.00 – 12.30	Maylords centre, Hereford
PBM Conflict Resolution	15/9/16	09.00 – 12.30	Maylords centre, Hereford
PBM Conflict Resolution	17/11/16	09.00 – 12.30	Maylords centre, Hereford
Course Title	Course Date	Course Time	Venue
Standalone PBM Community Team Breakaway	21/1/16	13.00 – 16.30	Maylords centre, Hereford
Standalone PBM Community Team Breakaway	17/3/16	13.00 – 16.30	Maylords centre, Hereford
Standalone PBM Community Team Breakaway	26/5/16	13.00 – 16.30	Maylords centre, Hereford
Standalone PBM Community Team Breakaway	21/7/16	13.00 – 16.30	Maylords centre, Hereford
Standalone PBM Community Team Breakaway	15/9/16	13.00 – 16.30	Maylords centre, Hereford
Standalone PBM Community Team Breakaway	17/11/16	13.00 – 16.30	Maylords centre, Hereford

Positive Behaviour Management

Training Schedule 2016

Gloucestershire

PBM Conflict Resolution & Standalone PBM Community Breakaway

Course Title	Course Date	Course Time	Venue
PBM Conflict Resolution	14/1/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	28/1/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	11/2/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	25/2/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	10/3/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	24/3/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	7/4/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	21/4/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	19/5/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	16/6/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	14/7/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	11/8/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	8/9/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	6/10/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	3/11/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	30/11/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Conflict Resolution	15/12/16	09.00 – 12.30	Lounge, Main Building, Dowty Sports & Social Club
Course Title	Course Date	Course Time	
Standalone PBM Community Team Breakaway	14/1/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club

Standalone PBM Community Team Breakaway	28/1/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	11/2/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	25/2/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	10/3/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	24/3/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	7/4/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	21/4/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	19/5/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	16/6/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	14/7/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	11/8/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	8/9/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	6/10/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	3/11/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	30/11/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club
Standalone PBM Community Team Breakaway	15/12/16	13.00 – 16.30	Lounge, Main Building, Dowty Sports & Social Club

PBM Theory Day (Gloucestershire)

Course Title	Course Date	Course Time	Venue
PBM Theory Day	18/2/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Theory Day	20/4/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Theory Day	15/6/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Theory Day	18/8/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Theory Day	13/10/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club
PBM Theory Day	2/12/16	09.00- 16.30	Lounge, Main Building, Dowty Sports & Social Club

PBM Learning Disability Inpatient Two Day Practical (Gloucestershire)

Course Title	Course Date	Course Time	Venue
PBM Learning Disability Inpatient Two Day Practical	12&13/1/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	1&2/2/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	29/2/16 & 1/3/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	4&5/4/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	4&5/5/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	6&7/6/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	4&5/7/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	12&13/9/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	18&19/10/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	7&8/11/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Learning Disability Inpatient Two Day Practical	5&6/12/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club

PBM Older Person Inpatient Two Day Practical (Gloucestershire)

Course Title	Course Date	Course Time	Venue
PBM Older Person Inpatient Two Day Practical	26&27/1/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	23&24/2/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	14&15/3/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	25&26/4/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	23&24/5/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	20&21/6/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	18&19/7/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	26&27/9/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	27&28/10/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	21&22/11/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club
PBM Older Person Inpatient Two Day Practical	19&20/12/16	09.00 – 16.30	The Dojo, Dowty Sports & Social Club

Prevention & Management of Violence & Aggression (PMVA)

Training Programmed 2016

Content:

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Pages -3: Herefordshire; PMVA Conflict Resolution & Breakaways the whole of Stonebow unit & Working age adults Community

Page 4: Herefordshire; PMVA 1 Day Teamwork Refresher Stonebow unit clinical staff / Bank Staff

Page 5-6-7: Gloucestershire; PMVA Standalone Breakaways Working Age Adults

Page 7-8 : Gloucestershire; PMVA Conflict Resolution & Breakaways WAA / PMVA Teamwork Refresher

Page 9: Gloucestershire; PMVA 5 Day Teamwork

Training Schedule 2016

Herefordshire

PMVA Standalone Breakaways The whole of Stonebow unit, Community Working Age Adults

Course Title	Course Date	Course Time	Venue
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	13/1/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	10/2/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	17/2/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	9/3/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	23/3/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	5/4/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	20/4/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	10/5/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE

Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	17/5/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	28/6/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	5/7/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	17/8/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	27/9/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	26/10/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	14/12/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	21/12/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford
Standalone PMVA Breakaways the whole of Stonebow unit and WAA community	25/1/17	A.M 09.00 – 12.30 P.M 13.00 16.30	Town Hall Hereford

Herefordshire

PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults

Course Title	Course Date	Course Time	Venue
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	20/1/16	09.00 – 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	7/3/16	09.00 – 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	13/4/16	09.00 – 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	7/6/16	09.00 – 16.30	Saxon Hall Hoarwithy road Hereford HR2 6HE
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	1/8/16	09.00 – 16.30	Town Hall Hereford
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	5/10/16	09.00 – 16.30	Town Hall Hereford
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	6/12/16	09.00 – 16.30	Town Hall Hereford
PMVA Breakaways & Conflict Resolution The whole of Stonebow unit, Community Working Age Adults	11/1/17	09.00 – 16.30	Town Hall Hereford

Herefordshire

PMVA 1 day Teamwork Refresher, Clinical staff Stonebow Unit

Course Title	Course Date	Course Time	Venue
PMVA 1 day Refresher Stonebow Unit	24/2/16	09.00 – 16.30	Town Hall Hereford
PMVA 1 day Refresher Stonebow Unit	20/7/16	09.00 – 16.30	Town Hall Hereford
PMVA 1 day Refresher Stonebow Unit	1/11/16	09.00 – 16.30	Town Hall Hereford
PMVA 1 day Refresher Stonebow Unit	23/11/16	09.00 – 16.30	Town Hall Hereford
PMVA 1 day Refresher Stonebow Unit	7/12/16	09.00 – 16.30	Town Hall Hereford

Training Schedule 2016

Gloucestershire

PMVA Standalone Breakaways Working Age Adults

Course Title	Course Date	Course Time	Venue
PMVA Standalone Breakaways Working Age Adults	21/1/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	23/2/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	21/3/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	30/3/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	8/4/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	22/4/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	4/5/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	26/5/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club

PMVA Standalone Breakaways Working Age Adults	2/6/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	29/6/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	15/7/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	26/7/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	4/8/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	23/8/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	6/9/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	20/9/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	18/10/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	27/10/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	16/11/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	28/11/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club

PMVA Standalone Breakaways Working Age Adults	9/12/16	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	6/1/17	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	19/1/17	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club
PMVA Standalone Breakaways Working Age Adults	31/1/17	A.M 09.00 – 12.30 P.M 13.00 16.30	Dowty Sports & Social Club

Gloucestershire

PMVA Breakaways & Conflict resolution Working Age Adults

Course Title	Course Date	Course Time	Venue
PMVA Breakaways & Conflict Resolution Working Age Adults	8/1/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	9/2/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	15/4/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	24/5/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	6/7/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	19/7/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	3/8/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	13/9/16	09.00 – 16.30	Dowty Sports & Social Club

PMVA Breakaways & Conflict Resolution Working Age Adults	3/10/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	8/11/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	20/12/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Breakaways & Conflict Resolution Working Age Adults	17/1/17	09.00 – 16.30	Dowty Sports & Social Club

Gloucestershire

PMVA 1 day Teamwork Refresher WAA

Course Title	Course Date	Course Time	Venue
PMVA Teamwork Refresher	11/1/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	12/2/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	31/3/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	12/4/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	12/5/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	22/6/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	7/7/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	24/8/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	16/9/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	19/10/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	24/11/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	13/12/16	09.00 – 16.30	Dowty Sports & Social Club
PMVA Teamwork Refresher	23/1/17	09.00 – 16.30	Dowty Sports & Social Club

Gloucestershire

PMVA 5 day Teamwork course WAA

Course Title	Course Date	Course Time	Venue
PMVA 5 Day Teamwork	29 Feb-4 March	09.00 – 17.00	Dowty Sports & Social Club
PMVA 5 Day Teamwork	13-17 June	09.00 – 17.00	Dowty Sports & Social Club
PMVA 5 Day Teamwork	10 – 14 October	09.00 – 17.00	Dowty Sports & Social Club