

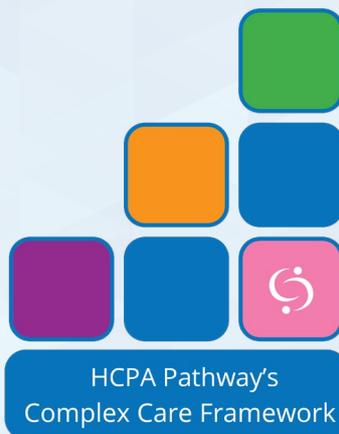


Hertfordshire



HCPA Champion Pathways

2018-2019



01707 536020

complexcare@hcpa.info

www.hcpa.info



Sharing best practice in care
through partnership

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YOUR FEEDBACK

HCPA would like to thank you for all of your continued support for our Champion Pathways, this is only some of the wonderful feedback you have given us!

“ *Mira was excellent and over the past few days with her I have learnt so much I can take with me. HCPA will make a huge impact on my home in the future- I can take so much back to my work place.*

Delegate of The Advanced Engagement Champion Pathway

”

“ *Prior to the training I had some staff who were not great at communicating with residents, so we focused on cascading training on communication to staff which has had a great impact and now staff understand how to communicate better on most occasions with our residents.*

Delegate of The Advanced Dementia Champion Pathway

”

“ *The Anti-Psychotic Medications training was extremely insightful! A vast amount of knowledge gained in just 1 morning. However, not overloaded; a timely & effective structure allowed me to absorb all information. This is extremely relevant to my new role and will change the way that I shall assess residents.*

Delegate of The Advanced Dementia Champion Pathway

”

“ *Previously we had a number of falls regularly now I would say a decrease of 40% and we have been able to train around 70 staff members.*

Delegate of The Advanced Falls Champion Pathway

”

“ We have created a snack menu and increased the options, have a hydration stand, cocktail day once a week and make own smoothies with fresh fruit, fresh juice instead of squash which we used to have, yoghurt's to have whenever they want in the fridge which they didn't have prior.

Delegate of The Advanced Nutrition Champion Pathway

”

“ We now have a greater awareness of what is safeguarding; signs to look out for and who to approach if they have any concerns. We've also got safeguarding leaflets at the entrance of the main door that provides information regarding safeguarding.

Delegate of The Advanced Safeguarding Champion Pathway

”

“ We had a lady come in with a fractured pelvis prone to falls. We rehabilitated her to walk comfortably and independently with more confidence and in 4 week she returned living independently at her home.

Delegate of The Advanced Falls Champion Pathway

”

“ I can see the changes from before training as we didn't have anyone who could care for the skin and now I can care for the skin and educate others and identify who's more prone to skin damage. I am now in communication with the district nurses a lot more now and providing information to support the residents care.

Delegate of The Advanced Wound Management Champion Pathway

”

“ We had a service user who used to sit in armchair who refused to do anything. Our staff have now engaged with him using the knowledge gained from pathway and now he is washing, dressing and visiting the shops alone.

Delegate of The Advanced Learning Disability Positive Behaviour Support Champion Pathway

”

THANK YOU!

How to book onto training

It's easy to book onto a Champion Pathway online. Just follow the **5 simple steps** below to book onto any HCPA training through the HCPA website: www.hcpa.info/training.

1. Visit the Training Zone on the HCPA website and select the course category you are interested in.



2. Scroll through the course list within the category and select the course you wish to book.

Advanced Engagement Pathway- Learning Disability Focus

4 September - 10:00 am - 4:00 pm

*HCPA, Attimore Barns
Welwyn Garden City
Hertfordshire
AL7 2AD
+ Google Map*

Fully funded [Click to view availability](#)

Click the course title to see the course description.

3. Read the course description page carefully. It is important you check if the course is suitable for you or the people you are booking on.

Also check the course summary and the required attendance dates, all the dates the course runs on can be seen in the linked text below.

- » [Full list of dates](#) (if a course runs on more than one date, please note that all of the following dates need to be attended)
- » [Cancellation policy applies](#)

4. Scroll to the **Book your place** section of the course page, check to see if there are places available, and enter the number of learners you wish to book onto the course.

Use the arrows to increase or decrease number of learners

Book your place

Standard Booking
Please note: If the course you are attending is on more than one date, all dates must be attended. Registration is 15 minutes before the start time. Delegates who are more than 30 minutes late will not be admitted into the training and a cost will occur.

9 out of 15 available

Number of spaces available to book

5. Once you enter the number of learners you wish to book, you will be prompted to fill in information for each learner. Please ensure you fill in all the mandatory fields.

Send booking confirmation to:

Full Name: *

E-mail: *

Confirm booking

Once all learner information is complete, click 'Confirm Booking'

After you click 'Confirm Booking', we will send booking confirmation to the email address you have provided. Please email complexcare@hcpa.info or call **01707 536020** if you experience any issues with your booking.

Training Policy

HCPA facilitates mandatory and specialist training for staff who work in the private, voluntary and independent social care sector. We invest a significant amount of resource into delivering this service, including time, planning and budget. As a result, to ensure members use this service effectively and appropriately, we ask all learners to agree to the policy outlined below when booking, attending or cancelling a course.

1. ATTENDANCE

- 1.1 Delegates are required to attend the **full** course and to actively participate. It is expected that the delegate's Line Manager will support the delegate in ensuring full attendance. If the course is not attended in full, a cost will be charged to the delegates employer.
- 1.2 It is **not** acceptable to arrive late or leave early. Delegates who are **more than 30 minutes late** may not be admitted into the training or may not receive a full certificate and will incur a cost for non-attendance. HCPA will report any instances of lateness to the delegate's Line Manager. Delegates will be required to sign an attendance sheet on arrival for each day of the course.
- 1.3 There may be occasions when a delegate may need to be substituted at short notice. Please notify HCPA as soon as possible to confirm the details of the replacement delegate. **HCPA will then confirm if the change is possible.** There is no charge to change delegates.
- 1.4 It is the delegate's responsibility to make sure they have signed in on the course register when they arrive. If the delegate's signature is not on the register HCPA is entitled to charge the employer with a non-attendance fee.
- 1.5 It is the delegate's responsibility to ensure their name is spelt correctly on the register on the first day of training, as the same name will appear on the certificate. If the name is misspelt and not corrected on the first day of training, before it is registered with the awarding body, any requested changes will incur a cost to the delegate's employer.
- 1.6 It is the delegate's responsibility to inform HCPA at the time of the booking or **no later than 5 days before the course if they have any special requirements** or if they will be accompanied by an interpreter.
- 1.7 HCPA will send updates and booking confirmations to the email address supplied during booking. It is the delegates responsibility to ensure the information and contact details are correct. HCPA accept no liability for any incorrect information entered into the booking forms by the delegate.

2. NON-ATTENDANCE

- 2.1 It is the responsibility of a delegate's Line Manager to notify HCPA if a delegate is no longer able to attend a course. Notice must be given in accordance to clauses 3.
- 2.2 The Line Manager can cancel by emailing **complexcare@hcpa.info**.
- 2.3 If a delegate does not attend and their Line Manager has not contacted HCPA in accordance to the Non-attendance section of the training policy, then the employer will be charged.
- 2.4 If the booked delegate cannot attend, a substitute delegate can be named as late as the day before the course. HCPA must be informed about this by emailing **complexcare@hcpa.info**.

Cancellation Policy

3. COSTS FOR NON-ATTENDANCE OR LATE CANCELLATION

Non-attendance and cancellation of places without adequate notice will be charged back to the delegate's employer as follows:

- 3.1 **Open Courses and Short Qualifications:** Non-attendance or cancellation within 5 working days of the start of the course will be charged at a rate of **£50 for each full day** or **£25 for each half day** of the course missed, per delegate.
- 3.2 **Leadership Courses and Education for Trainer Courses:** Non-attendance or cancellation within **15 working days** of the start of the course will be charged at a rate of **£100 for each day of the course**, per delegate. The full charge of **£100 per day** of the course will be made for any delegate starting, but not completing the course, and for delegates who fail to complete and submit coursework on time (if required within the course).
- 3.3 **Champion Pathway:** Non-attendance or cancellation within 15 working days of the start of the course will be charged at a rate of **£100 for each day the course is scheduled to run**, per delegate. If a Champion starts, but does not complete the pathway, all remaining pathway sessions will be charged to the delegate's employer.

4. PAYMENT / REFUND

- 4.1 The delegate's employer will be invoiced via email for the cost of the course (only non-funded courses) or for non-attendance, late-cancellation or non-completion reasons. The invoice email will be sent out to the email address provided in the booking form.
- 4.2 If a delegate's employer has overdue invoices (our payment terms are 30 days) the site's HCPA membership status may be suspended until such invoices are paid. As a result of suspension members may not, for example, make claims under the Mandatory and Specialist Grant.
- 4.3 If a course has already been paid for and a cancellation occurs, a full refund will be issued only if the necessary notice has been given by the delegate or their employer via email, to **complexcare@hcpa.info** (see section 3 for notice periods).
- 4.4 No refund will be paid for non-attendance or when cancellations have been made outside the necessary notice period.
- 4.5 HCPA reserves the right to cancel a course up to and including the start date of the course if insufficient bookings have been received. We will strive to give as much notice as possible in such an event. In all cases, delegates who have registered to attend a cancelled course will be given the option of a full refund (**only for paid courses**) or the option to attend a future course date.
- 4.6 Changing of course content, timing, date, or venue may be necessary at times. If this occurs, the delegates or/and their employer will be notified via an email sent to the email address provided on the booking form.

Dear Member,

We have taken some time to try to pull together all the many training opportunities HCPA have to offer our members in one place so that it can act as a 'one stop shop' when you are searching for the right course for either yourself or your staff.

Our offer is continually changing depending on (1) your needs (2) the funding available (3) our ability to offer courses that you need.

We understand that it is vital for your staff to be fully up to date because it is a CQC requirement and we will always do our best to support you or to signpost you to the best options. This may be with HCPA or our partners.

We feel it is really useful to show you regulation 18 (see page 8) which helps us explain to providers when they ask "can you tell me what training I NEED to do with my staff?" The answer is simply – the training must enable your staff to provide care for the particular service users they support. This means the requirements may change with the needs of your service users.

At HCPA, we don't believe in a one size fits all approach, so we aim to give our members a pick and mix offer. Do please email or call us if you are at all unsure or you need any questions answered.

Our offer covers everything from induction (Care Certificate knowledge) right up to leadership, so there should be something for everyone. If we do not have what you need, we will always do our best to find a way to support you.

We are very excited about the new Herts Care Professional Standards Academy which is launching in September 2018 which will enable your staff to sign up and track their own learning and development. The Herts Care Professional Standards Academy will also include an incentive discount scheme for anyone who signs up and tracks their development. If you want to be one of the trailblazer sites and get your staff signed up please contact academy@hcpa.info. The Herts Care Professional Standards Academy will support you as a provider, whilst supporting your individual staff members to remain compliant.



Sharon Davies

Regulation 18: Staffing

The intention of this regulation is to make sure that providers deploy enough suitably qualified, competent and experienced staff to enable them to meet all other regulatory requirements described in this part of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014. To meet the regulation, providers must provide sufficient numbers of **suitably qualified, competent, skilled and experienced staff to meet the needs of the people using the service at all times** and the other regulatory requirements set out in this part of the above regulations. **Staff must receive the support, training, professional development, supervision and appraisals that are necessary for them to carry out their role and responsibilities.** They should be **supported to obtain further qualifications and provide evidence, where required, to the appropriate regulator to show that they meet the professional standards needed to continue to practise.**

18(1) Sufficient numbers of suitably **qualified, competent, skilled** and experienced persons must be deployed in order to meet the requirements of this Part.

- Providers must deploy sufficient numbers of **suitably qualified, competent, skilled and experienced staff to make sure that they can meet people's care and treatment needs** and therefore meet the requirements of Section 2 of these regulations (the fundamental standards).
- Providers should have a systematic approach to determine the number of staff and **range of skills required in order to meet the needs of people using the service and keep them safe at all times.** The approach they use must reflect current legislation and guidance where it is available. In determining the number of staff and range of skills required to meet people's needs, they should **consider the different levels of skills and competence required to meet those needs, the registered professional and support workers needed,** supervision needs and leadership requirements.
- Staffing levels and skill mix must be **reviewed continuously and adapted to respond to the changing needs** and circumstances of people using the service.
- There should be procedures to follow in an emergency that make sure sufficient and suitable people are deployed to cover both the emergency and the routine work of the service.

18(2) Persons employed by the service provider in the provision of a regulated activity must -

18(2)(a) Receive such appropriate support, training, professional development, supervision and appraisal as is necessary to enable them to carry out the duties they are employed to perform,

- Providers must **ensure that they have an induction programme that prepares staff for their role.** It is expected that providers that employ healthcare assistants and social care support workers **should follow the Care Certificate standards** to make sure new staff are supported, skilled and assessed as competent to carry out their roles.
- **Training, learning and development needs of individual staff members must be carried out at the start of employment and reviewed at appropriate intervals** during the course of employment. **Staff must be supported to undertake training, learning and development** to enable them to fulfil the requirements of their role.
- Where appropriate, staff must be supervised until they **can demonstrate required/acceptable levels of competence** to carry out their role unsupervised.
- Staff should receive **appropriate ongoing or periodic supervision in their role to make sure competence is maintained.**
- Staff should be supported to make sure they are can participate in:

- » **Statutory training.**
- » **Other mandatory training, as defined by the provider for their role.**
- » **Any additional training identified as necessary to carry out regulated activities** as part of their job duties and, in particular, to maintain necessary skills to meet the needs of the people they care for and support.
- » **Other learning and development opportunities required to enable them to fulfil their role. This includes first aid training for people working in the adult social care sector.**

- All learning and development and required training completed should be **monitored and appropriate action taken quickly when training requirements are not being met.**
- Staff should receive regular **appraisal of their performance in their role from an appropriately skilled and experienced person and any training, learning and development needs should be identified, planned for and supported.**
- Health, social and other care professionals must have **access to clinical or professional supervision as required,** in line with the requirements of the relevant professional regulator.

18(2)(b) Be enabled where appropriate to **obtain further qualifications appropriate to the work they perform,** and

- Providers must support staff to **obtain appropriate further qualifications** that would enable them to continue to perform their role.
- **Providers must not act in a way that prevents or limits staff from obtaining further qualifications** that are appropriate to their role.

18(2)(c) where such persons are health care professionals, social workers or other professionals registered with a health care or social care regulator, be enabled to provide evidence to the regulator in question demonstrating, where it is possible to do so, that they **continue to meet the professional standards** which are a condition of their ability to practise or a requirement of their role.

- Where **registration with a professional body is a requirement of the role, providers must make sure that staff are able to meet the requirements of the relevant professional regulator** throughout their employment, such as requirements for continuing professional development.
- **Staff should be supported to join Accredited Voluntary Registers if they wish.** Providers must have appropriate systems in place to support this, such as **revalidation and meeting codes of practice.**
- **Providers must not act in a way that prevents, limits or would result in staff not meeting requirements** required by professional regulators.



Champion Education Pathways

Why?

HCPA's Champion Pathways have been **nationally** recognised for making significant improvements to care providers and their staff, including; **improved staff confidence, better relationships with health professionals, and a decrease in hospital admissions.**

Developing Champions is a great **opportunity** for your organisation. Champions can help your organisation to create a **sustainable** model for internal training, focus on prevention to reduce unnecessary hospital admissions, and build better **relationships** with other health professionals.

What?

Pathways are suitable for **home care, residential and learning disability** support services. HCPA currently provide pathways at two levels; foundation and advanced. All Champions will go through a series of specialist knowledge days in their subject area as well as skills to cascade knowledge. Champion roles are best suited to those currently working in or towards a senior or supervisory position. The Manager must already be working in a managerial role within the organisation.

- **Foundation Pathways**

Include **Worktime Learning Facilitation** to support them in cascading knowledge 1:1, team meetings or small groups and working as a **Multidisciplinary Team (MDT)** where they will learn how to work with internal and external staff to create better service user outcomes.

- **Advanced Pathways**

Include a unit **qualification in the subject area at Level 3, Delivering Training Level 3 qualification** and Motivating Staffing (Coaching and Mentoring) accredited course to support the cascading of knowledge formally and informally.

Management support is important to help the champion put their new knowledge in to practice, work with professionals and cascade knowledge throughout the organisation. For both levels of pathway, the manager will attend a half day on **strategy** without the champion to understand **expectations** and the course content. At the end of the pathway will be an action planning session for both the champion and manager to attend and agree on **next steps** for their organisation.

Choosing the right staff



A Pathway Manager must be:

- Either a registered manager, deputy or someone with strategic responsibilities
- A member of the care team
- Enthusiastic
- Committed to making changes

The **manager** can be the same person for all Pathways.



A Champion must be:

- A member of staff with authority to supervise
- Enthusiastic
- Committed to making changes
- A Champion can be part of the night team however it is recommended that there is a corresponding Champion on the day team

Support Visits

All providers are entitled to attend an MDT forum with their champions and receive on-site **support visits** from HCPA. These will **help you grow** as an internal team, provide feedback on Champions internal training delivery and offer advice and guidance.

*Please be aware the Champion needs to attend over **10 days** across three months and a designated manager must attend their delegated sessions, non-attendance of booked pathways will result in a charge of **£100** per session missed.*

What is Delivering Training Level 3 for Advanced Pathways?

HCPA have created a course that provides very practical hints and tips about how the Champion can deliver the “message” of each Pathway to their own teams. The Champions will learn how to engage staff through interactive teaching techniques and how to create simple but effective resources. Most importantly, they will learn how to assess whether their training input has been effective. The participants will know how to plan training in all types of environments for different types of people. As a foundation for future training and development, participants will be encouraged to reflect on the skills and knowledge they have gained in this 3-day course. The course has been designed so that participants will complete all necessary work within the 3 days, and therefore there will be no homework. All Champions will receive a Train the Trainer Toolkit.

What is a Worktime Learning Facilitator for the Foundation Pathways?

What is Worktime Learning?

It is a short session of training that can be delivered to staff to enable them to learn about a subject. This will be at an awareness level but will equip all levels of staff to have a basic understanding of the subject and will support the Champion by spotting signs and symptoms helping to manage day to day interventions and prevent conditions.

Who can deliver Worktime Learning?

A person who has higher knowledge should deliver light-bright sessions to those with a lower level of knowledge in any particular subject area. On the Complex Care Framework, the Champion undergoes intense training and is then able to share this knowledge in a structured way with other staff.

When could you facilitate?

Worktime Learning can be delivered in:

- Mentoring
- 1:1
- Team meetings
- Small groups

What tools will you use to facilitate Worktime Learning?

You will receive lite bite workbooks in various subjects that you can use in your Worktime Learning Sessions. It is recommended that you print these out in advance of any session.



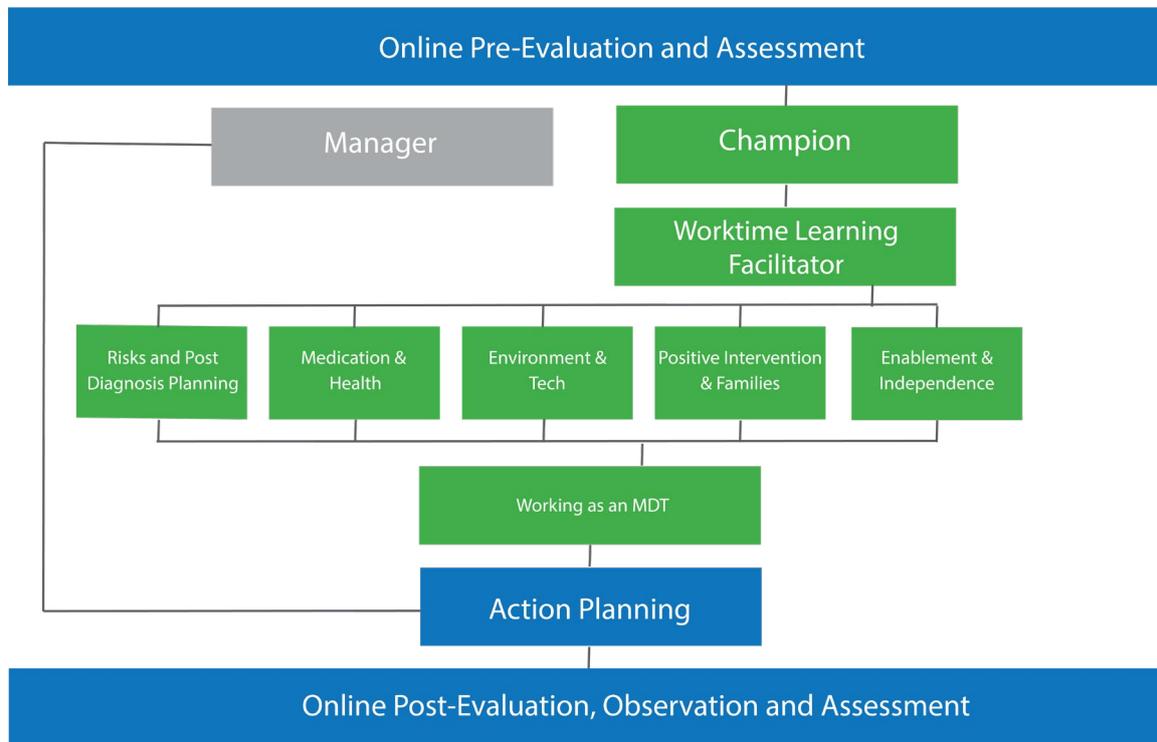
"I was really lucky to be part of this pathway, I feel more confident to put the information I learnt to work! Thank you HCPA!"

- Delegate of the Advanced Dementia Champion Pathway

Home Care Foundation Pathways



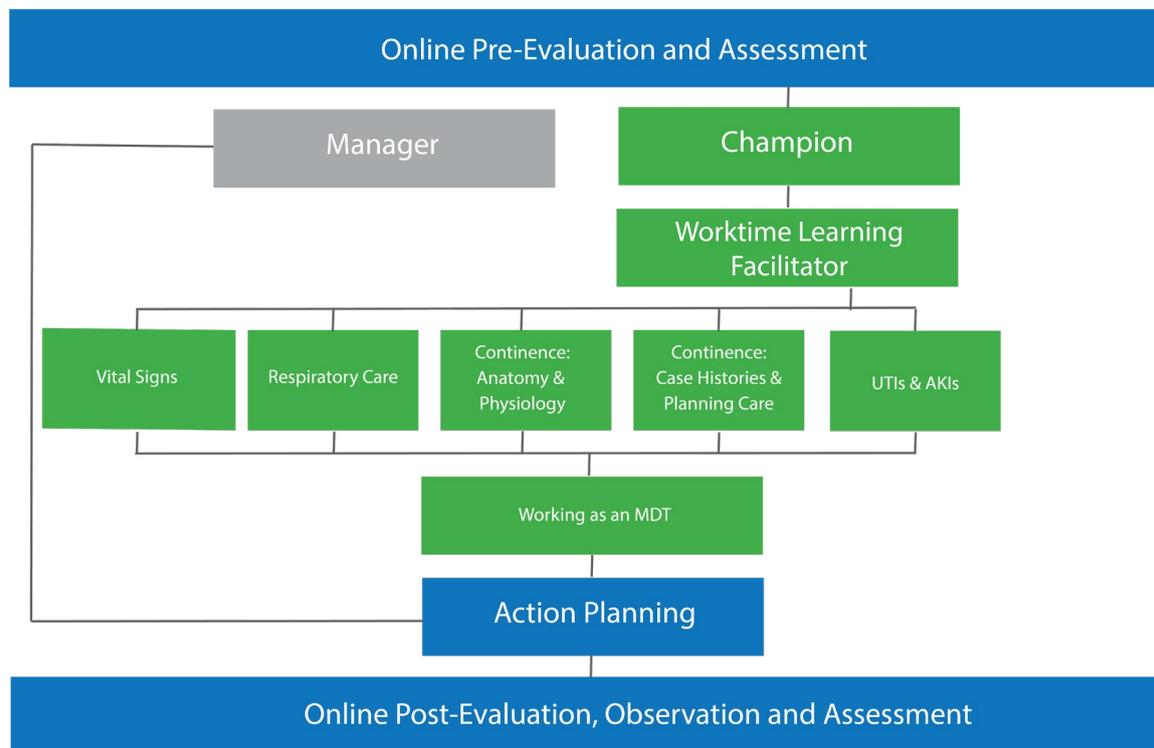
Dementia



This pathway based on Hertfordshire County Councils Dementia Accreditation Standards, is designed to up-skill your staff member in quality dementia care by teaching them on quality care for an individual with dementia, including how to work with behaviours of distress. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on dementia care for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Worktime Learning Facilitator	x	✓	19th September	10:00-16:00	Business and Technology Centre, Bessemer Dr, Stevenage, SG1 2DX
	x	✓	20th September		
Risk & Post Diagnosis Planning	x	✓	3rd October		
Medication & Co-morbidity	x	✓	4th October		
Environment & Technology	x	✓	9th October		
Positive Behaviour & Families	x	✓	10th October		
Enablement & Independence	x	✓	16th October		
Working as an MDT	x	✓	17th October		
Action Planning	✓	✓	18th October	10:00-13:00	

Respiratory & Continenence

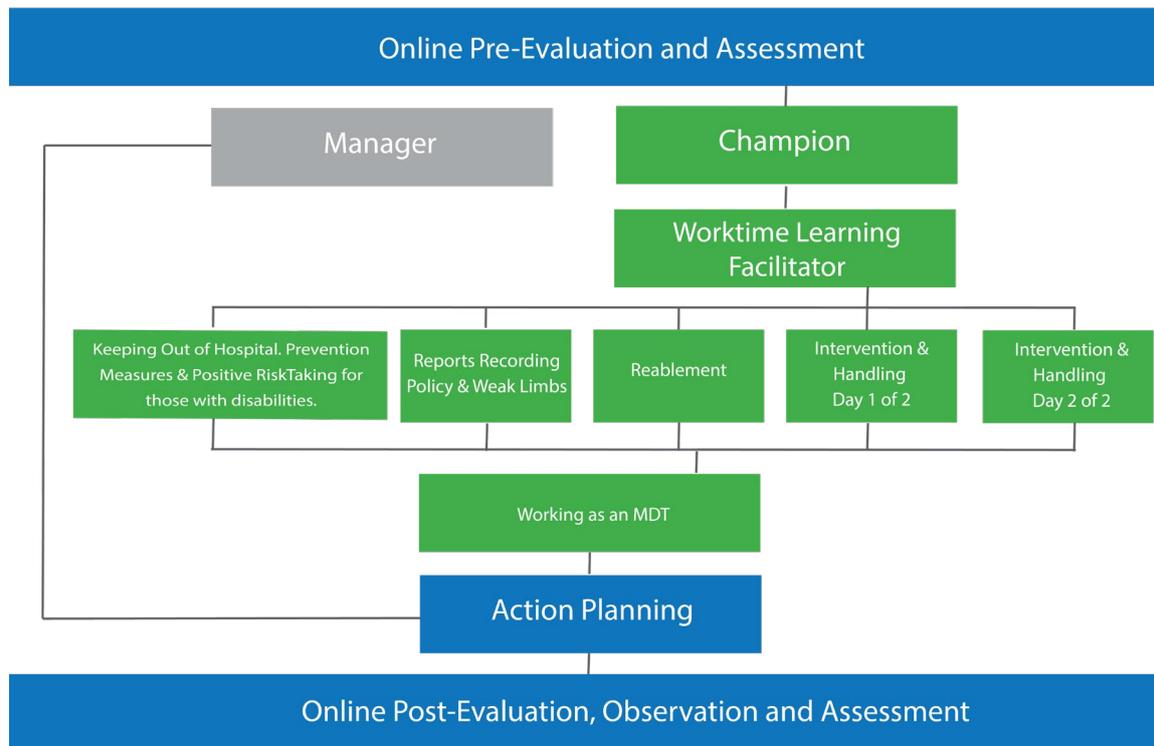


This pathway, based on local and national guidelines, is designed to up-skill your staff member into a Respiratory & Continenence Champion by teaching them preventative techniques that can stop certain health conditions worsening, or in some cases, even starting. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on Respiratory & Continenence for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Worktime Learning Facilitator	x	✓	25th September	10:00-16:00	The Radlett Centre, Aldenham Ave, Radlett WD7 8HL
	x	✓	26th September		
Vital Signs	x	✓	2nd October		
Respiratory Care	x	✓	9th October		
Continenence Care Day 1	x	✓	15th October		
Continenence Care Day 2	x	✓	17th October		
UTI's & AKIs	x	✓	23rd October		
Working as an MDT	x	✓	30th October	10:00-16:00	
Action Planning	✓	✓	6th November	10:00-13:00	

Falls

Cohort 2



This pathway based on Hertfordshire and National standards, is designed to up-skill your staff member in falls prevention and intervention by teaching them preventative techniques that can stop falls risk from worsening, or in some cases, even starting and how to intervene once a fall has taken place. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on falls for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2019)	Time	Location
Worktime Learning Facilitator	x	✓	10th January	10:00 - 16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
	x	✓	11th January		
Keeping Out of Hospital. Prevention Measures & Positive Risk Taking for those with Disabilities	x	✓	16th January	9:30 - 16:30	
Policy, Reporting & Documentation and Weak Limbs	x	✓	21st January		
Intervention and Handling (1 of 2)	x	✓	23rd January		
Intervention and Handling (2 of 2)	x	✓	28th January		
Reablement	x	✓	30th January		
Working as an MDT	x	✓	8th February	10:00 - 16:00	
Action Planning	✓	✓	12th February	9:30 - 12:30	

Home Care

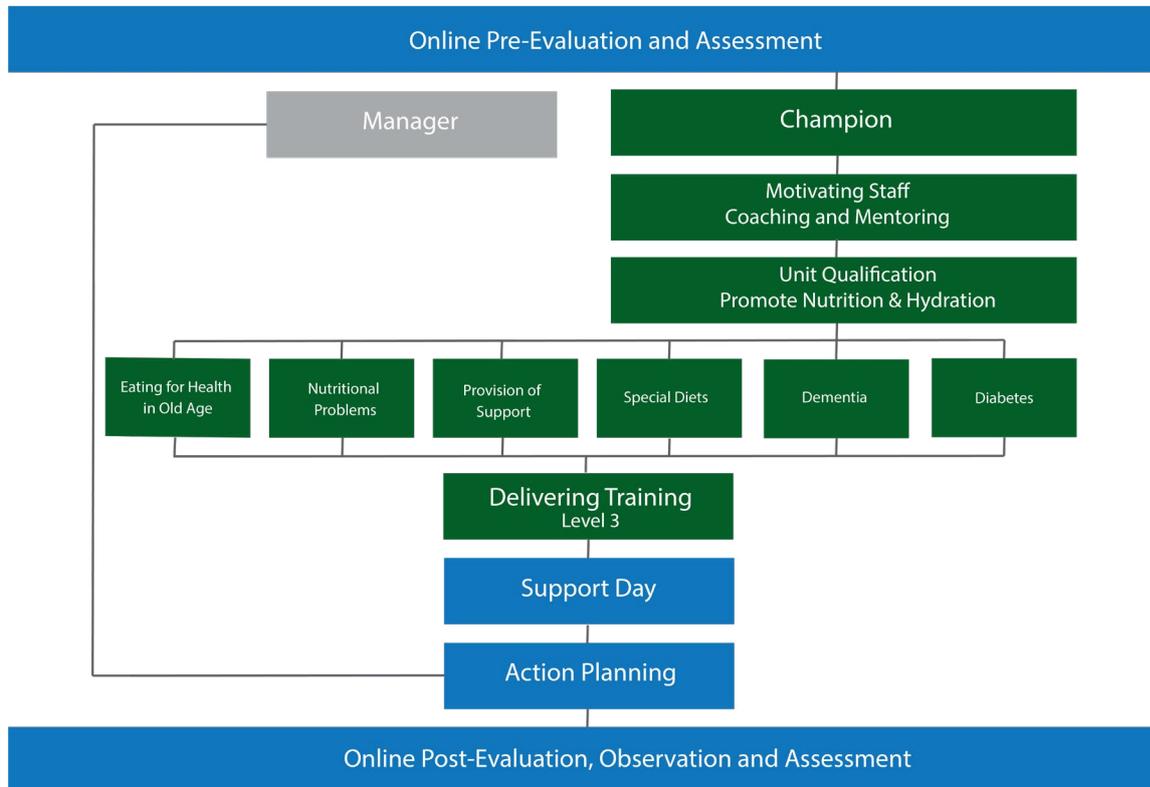
Advanced

Pathways



Nutrition

Cohort 2

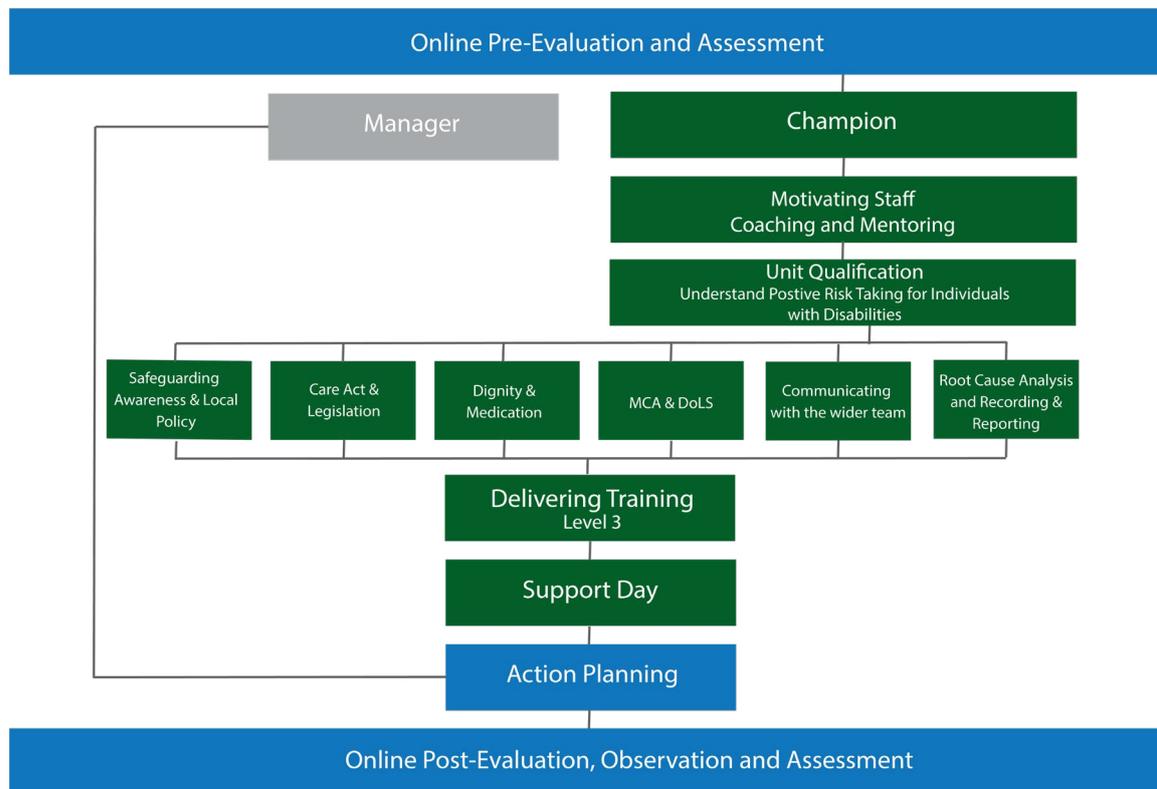


This Pathway is based on the National and Local Nutritional Standards. The Pathway focuses on understanding elderly nutrition and hydration, preventative techniques and how to work with professionals. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit Promote Nutrition and Hydration, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Nutrition Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	10th & 12th October	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
Unit Qualification - Promote Nutrition & Hydration	x	✓	15th October		
Eating Health in Old Age	x	✓	18th October		
Nutritional Problems	x	✓	30th October		
Provision of Support	x	✓	6th November		
Special Diets	x	✓	9th November		
Dementia	x	✓	12th November		
Diabetes	x	✓	16th November		
Delivering Training (3 Days)	x	✓	19th, 26th November & 3rd December		
Support Day	x	✓	7th December		
Action Planning	✓	✓	12th December	10:00-13:00	

Safeguarding

Cohort 2

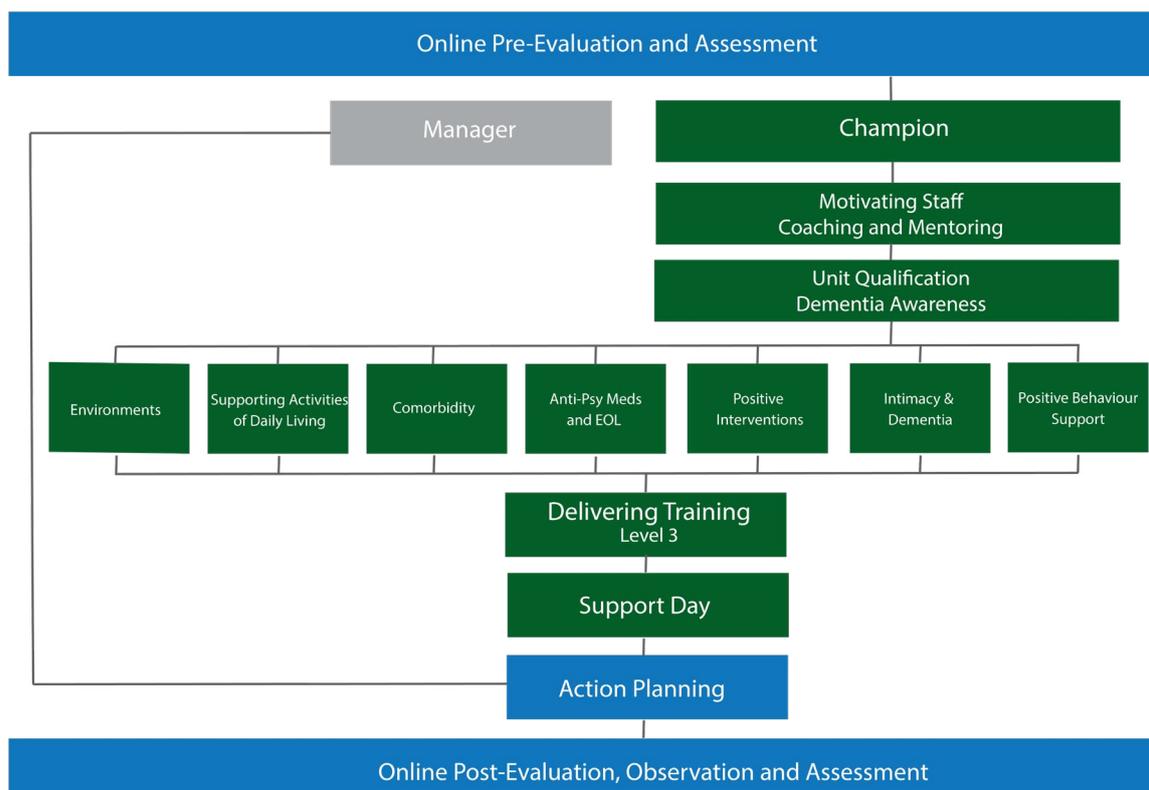


This sought-after course will make a real and lasting impact on service users, leadership, and staff. Successful completion of this Pathway will lead to a safer, dignified and more compassionate service that is tailored to the service user and supports their independence and choices wherever possible. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Positive Risk Taking, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Safeguarding Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	7th & 8th November	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
Unit Qualification - Understand Positive Risk Taking for Individuals with disabilities	x	✓	13th November		
Safeguarding Awareness	x	✓	15th November		
Care Act & Legislation	x	✓	20th November		
Dignity & Medication	x	✓	23rd November		
MCA & DoLS	x	✓	28th November		
Communicating with the Wider Team	x	✓	30th November		
Root Cause Analysis	x	✓	4th December		
Delivering Training (3 Days)	x	✓	5th, 11th & 17th December		
Support Day	x	✓	7th January 2019		
Action Planning	✓	✓	14th January 2019	10:00-13:00	

Dementia

Cohort 2



This Pathway is based on the National and Local Dementias techniques, assessments and standards. The Pathway focuses on understanding dementia and behaviours, preventative techniques and how to work with professionals. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit Dementia Awareness, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Dementia Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	6th & 7th December	10:00-16:00	Business Technology Centre, Bessemer Drive, Stevenage, SG1 2DX
Unit Qualification- Dementia Awareness	x	✓	17th & 18th December		
Environments Day	x	✓	19th December		
Co-morbidity	x	✓	8th January 2019		
Supporting Activities of Daily Living	x	✓	10th January 2019		
Anti-Psy Meds & End of Life	x	✓	15th January 2019		
Positive Intervention	x	✓	16th January 2019		
Intimacy & Dementia	x	✓	23rd January 2019		
Positive Behaviour Support	x	✓	31st January & 1st February 2019		
Delivering Training (3 Days)	x	✓	6th, 12th & 14th 2019		
Support Day	x	✓	20th February 2019		
Action Planning	✓	✓	27th February 2019	10:00-13:00	

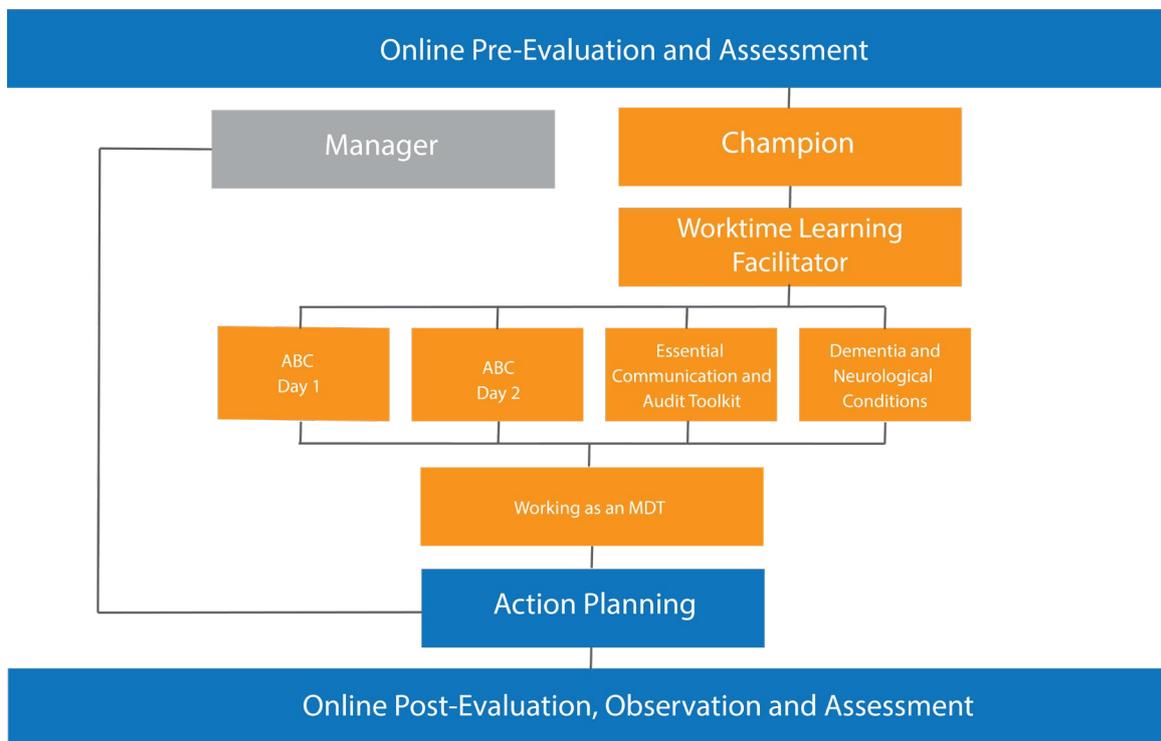
**Residential
& Nursing**

Foundation

Pathways



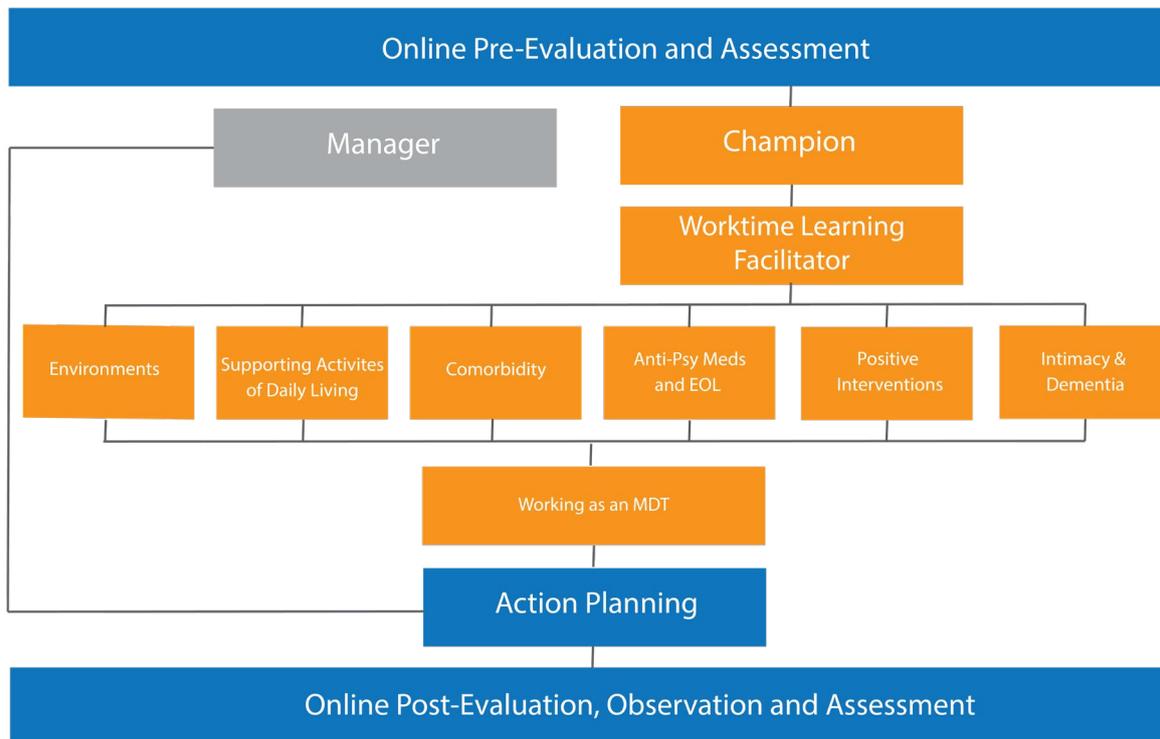
End of Life



This pathway based on local End of Life and palliative care training delivered by the Hertfordshire hospices ABC programme, is designed to up-skill your staff member in end of life care by teaching them on understanding end of life and palliative care, advanced care planning and communication skills. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on End of Life for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Worktime Learning Facilitator	x	✓	4th September	9:30-16:30	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
	x	✓	6th September		
ABC Day 1	x	✓	10th September		
ABC Day 2	x	✓	14th September		
Essential Communication and Audit Toolkit	x	✓	20th September		
Dementia and Neurological Conditions	x	✓	26th September		
Working as an MDT	x	✓	1st October		
Action Planning	✓	✓	17th October	9:30:12:30	

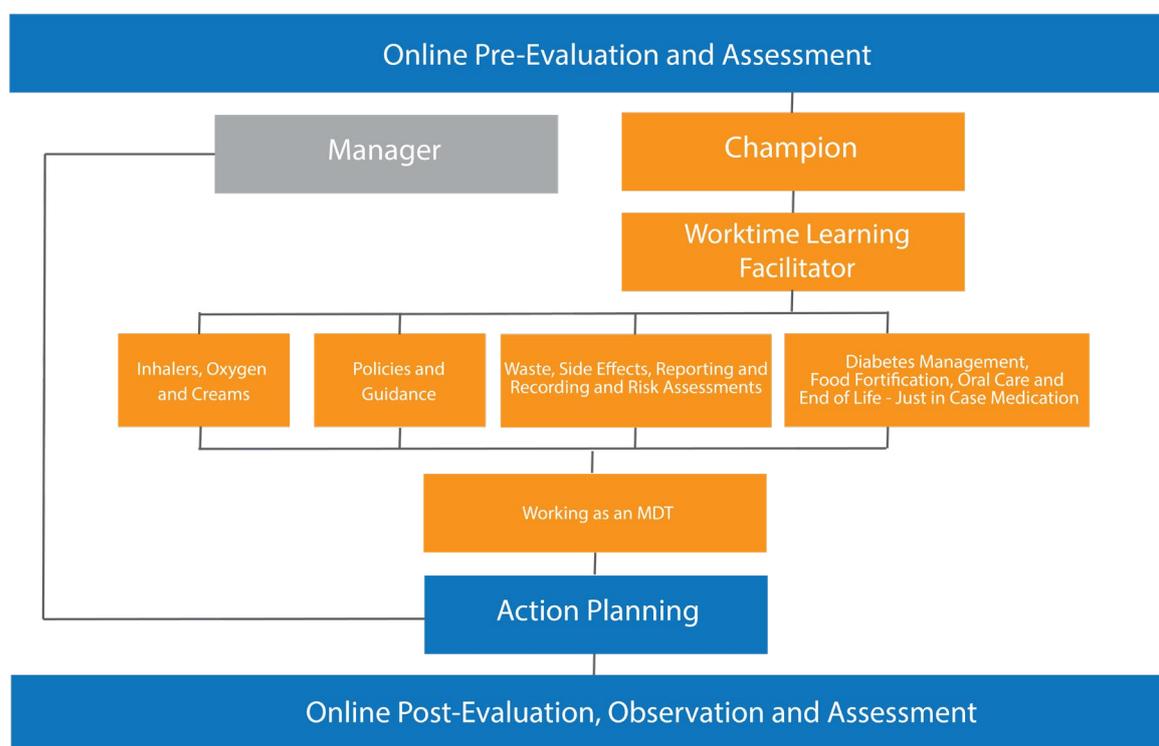
Dementia



This pathway based on Hertfordshire County Councils Dementia Accreditation Standards, is designed to up-skill your staff member in quality dementia care by teaching them on quality care for an individual with dementia, including how to work with behaviours of distress. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on dementia care for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Worktime Learning Facilitator	x	✓	2nd October	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
	x	✓	4th October		
Environments	x	✓	8th October		
Supporting Activities of Daily Living	x	✓	11th October		
Comorbidity	x	✓	18th October		
Anti-Psy Meds & End of Life	x	✓	29th October		
Positive Interventions	x	✓	30th October		
Intimacy & Dementia	x	✓	5th November		
Working as an MDT	x	✓	7th November		
Action Planning	✓	✓	15th November	10:00-13:00	

Medication



This pathway based on Hertfordshire County Councils medication policy and competencies, is designed to up-skill your staff member in understanding best practice and techniques, recognising wastage and polypharmacy, risk assessments and linking with other professions. The Pathway will also focus on teaching your staff member how to work well with other key health professionals, and how to share their knowledge effectively throughout your organisation. The course will help the Champion to develop their mentoring and facilitation skills, so they can confidently lead internal training on medication for your other staff members in one-to-one, small groups, or team meetings. All Champions on this course will receive specialist materials to help them deliver internal training. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Worktime Learning Facilitator	x	✓	2nd November	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
	x	✓	5th November		
Inhalers, Oxygen and Creams	x	✓	13th November		
Policies and Guidance	x	✓	16th November		
Waste, Side Effects, Reporting and Recording and Risk Assessments	x	✓	21st November		
Diabetes Management, Food Fortification, Oral Care and End of Life - Just in Case Medication	x	✓	27th November		
Working as an MDT	x	✓	30th November		
Action Planning	✓	✓	4th December	10:00-13:00	

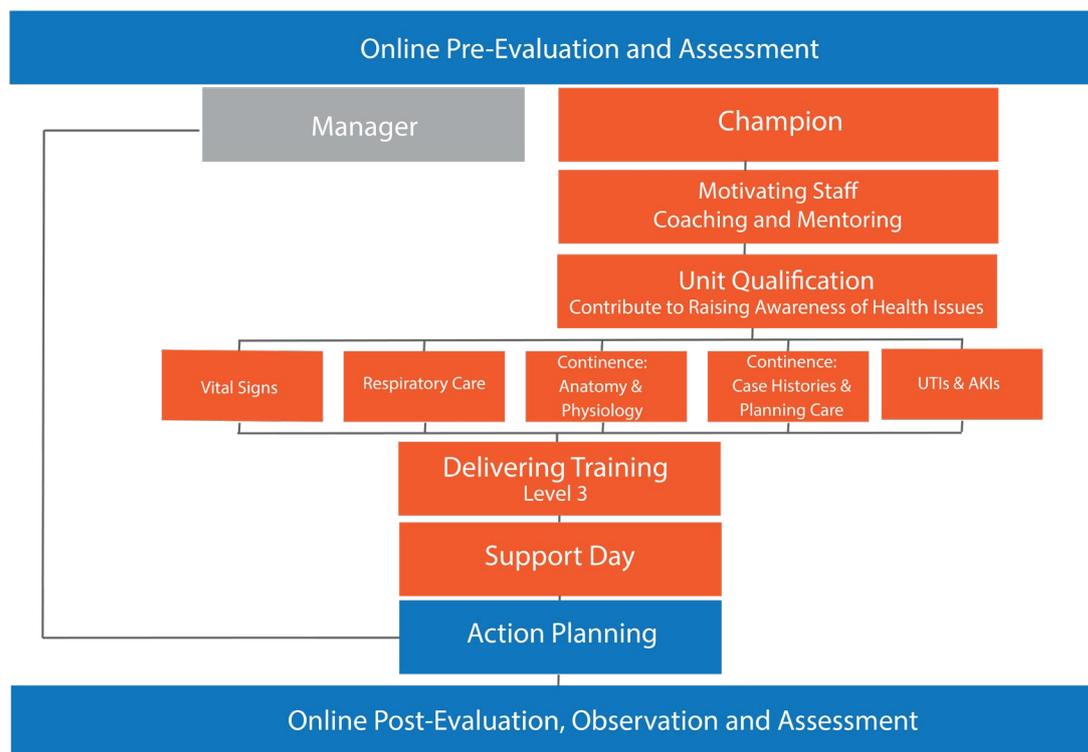
**Residential
& Nursing**

Advanced

Pathways



Respiratory & Continenence

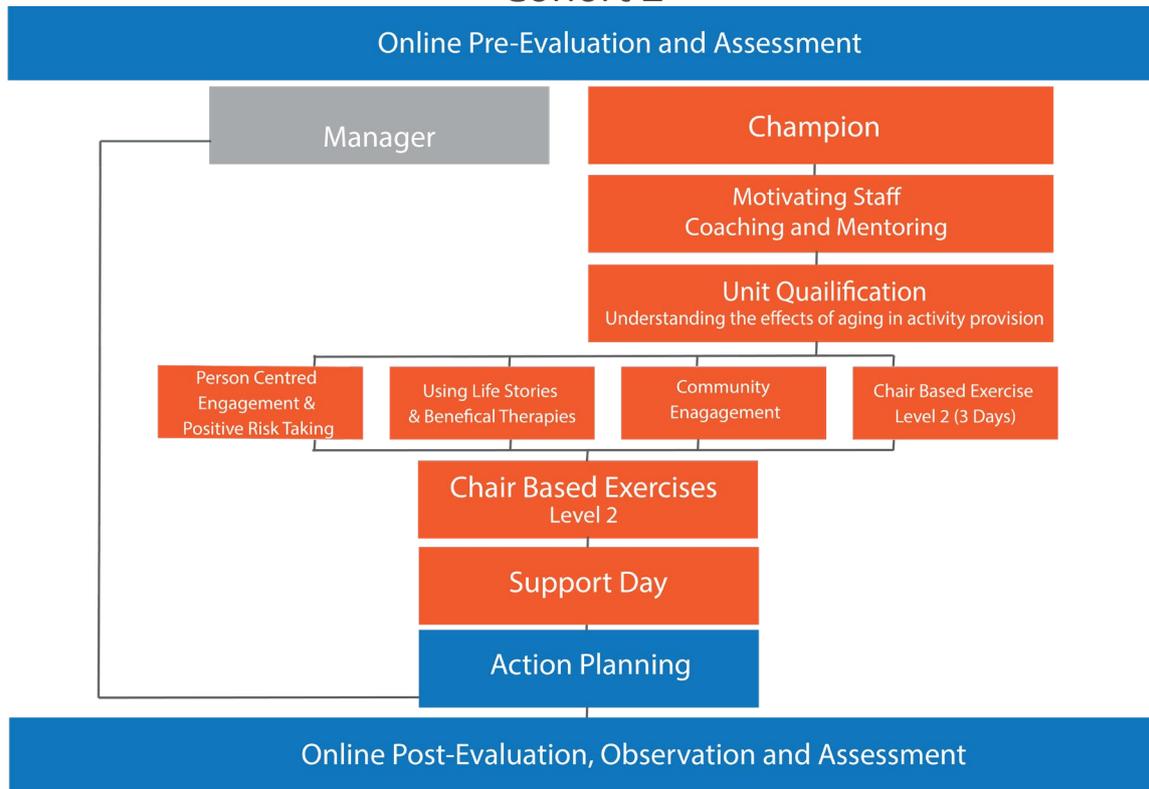


This pathway, based on local and national guidelines, is designed to up-skill your staff member into a Respiratory & Continenence Champion by teaching them preventative techniques that can stop certain health conditions worsening, or in some cases, even starting. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Contribute to Raising Awareness of Health Issues, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Respiratory and Continenence Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	11th & 12th September	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
Unit Qualification- Contributing to raising awareness of health issues	x	✓	17th September		
Vital Signs	x	✓	20th September		
Respiratory Care	x	✓	24th September		
Continenence Care	x	✓	27th & 28th September		
UTIs & AKIs	x	✓	5th October	10:00 - 13:00	
Delivering Training (3 Days)	x	✓	9th, 15th & 31st October	10:00 - 16:00	
Support Day	x	✓	13th November		
Action Planning	✓	✓	20th November	10:00-13:00	

Engagement

Cohort 2

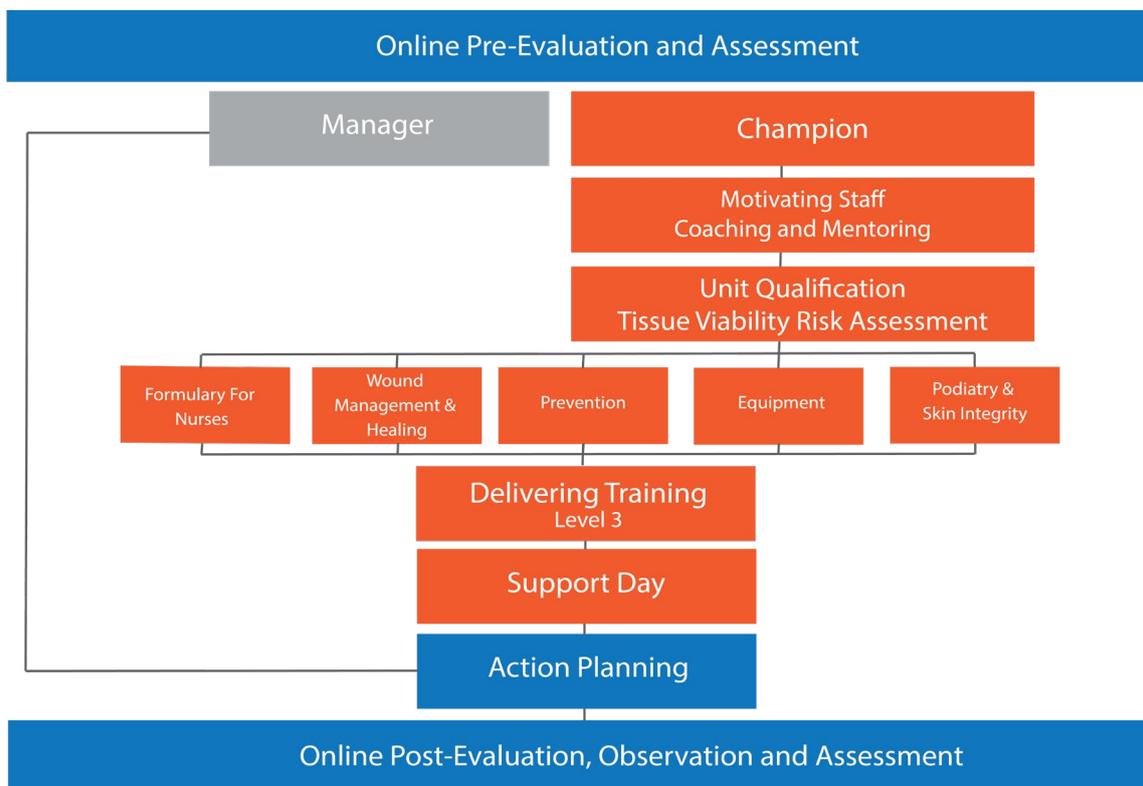


This Pathway has been designed to allow Activity Coordinators to develop into the role of an 'Engagement Lead'. Training builds a support network for Engagement Leads, providing them with the skills and knowledge to develop tailored engagement, and ensure that they are meeting CQC requirements. Champions complete training in wellbeing and positive risk-taking, creating and using life stories, engaging with the community, and beneficial therapies. Each Champion will achieve an Exercise Instructor qualification, meaning that they can deliver safe, effective and tailored exercise to residents that promote wellbeing and improves physical and mental health. **Please see modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	20th & 21st September	10:00-16:00	The Radlett Centre, Aldenham Ave, Radlett WD7 8HL
Unit Qualification- Understand the effects of aging in activity provision	x	✓	27th September		
Person Centred Engagement & Positive Risk Taking	x	✓	5th October		
Using Life Stories & Beneficial Therapies	x	✓	10th October		
Community Engagement	x	✓	12th October		
Chair Based Exercise Level 2	x	✓	17th, 23rd October, 6th and 22nd November		
Support Day	x	✓	27th November		
Action Planning	✓	✓	3rd December	10:00-13:00	

Wound Management

Cohort 2

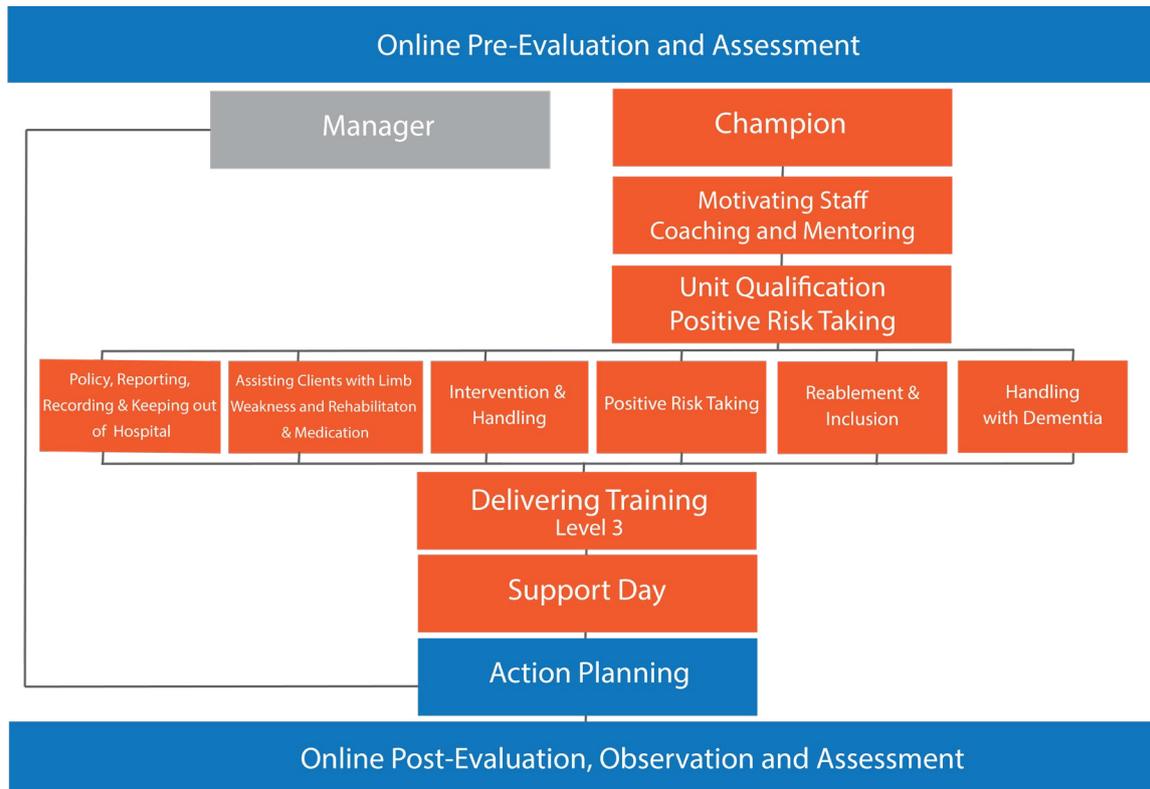


This pathway based on Hertfordshire clinical services and National standards, is designed to up skill your staff member in pressure ulcer prevention by teaching them preventative techniques that can stop a tissue viability from worsening, or in some cases, even starting and how to support in healing a wound. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit Promote Nutrition and Hydration, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Nutrition Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	4th & 8th October	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
Unit Qualification -Tissue Viability Risk Assessment	x	✓	17th October		
Wound Management & Healing	x	✓	23rd October		
Formulary for Nurses- Recommended for care staff	x	✓	31st October		
Prevention	x	✓	9th November		
Podiatry and Skin Integrity	x	✓	19th November		
Equipment	x	✓	26th November		
Delivering Training (3 Days)	x	✓	30th November, 3rd & 10th December		
Support Day	x	✓	13th December		
Action Planning	✓	✓	18th December	10:00-13:00	

Falls

Cohort 2

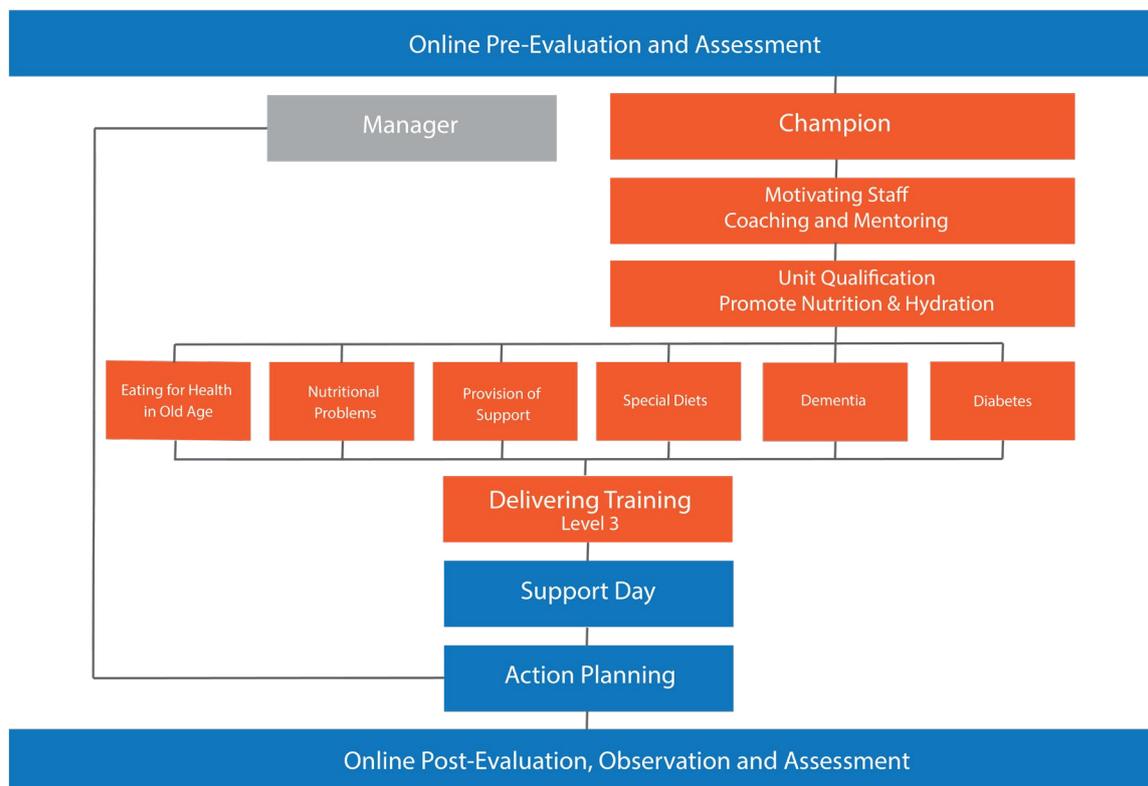


This pathway based on Hertfordshire and National standards, is designed to up skill your staff member in falls prevention and intervention by teaching them preventative techniques that can stop falls risk from worsening, or in some cases, even starting and how to intervene once a fall has taken place. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Positive Risk Taking, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Falls Prevention, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	5th & 8th October	10:00 - 16:00	Kings House Business Centre, Station Rd, Kings Langley, WD4 8LZ
Falls Prevention- policy, reporting, recording & keeping out of hospital	x	✓	11th October	09:00 - 16:30	
Assisting clients with limb weakness, rehabilitation & medication	x	✓	17th October		
Intervention & Handling (2 Days)	x	✓	22nd & 23rd October		
Unit Qualification - Positive Risk Taking	x	✓	29th October		
Handling with Dementia	x	✓	30th October		
Reablement & Inclusion	x	✓	5th November		
Delivering Training (3 Days)	x	✓	9th, 13th & 19th November	10:00 - 16:00	
Support Day	x	✓	21st November		
Action Planning	✓	✓	28th November	09:30 - 12:30	

Nutrition

Cohort 2

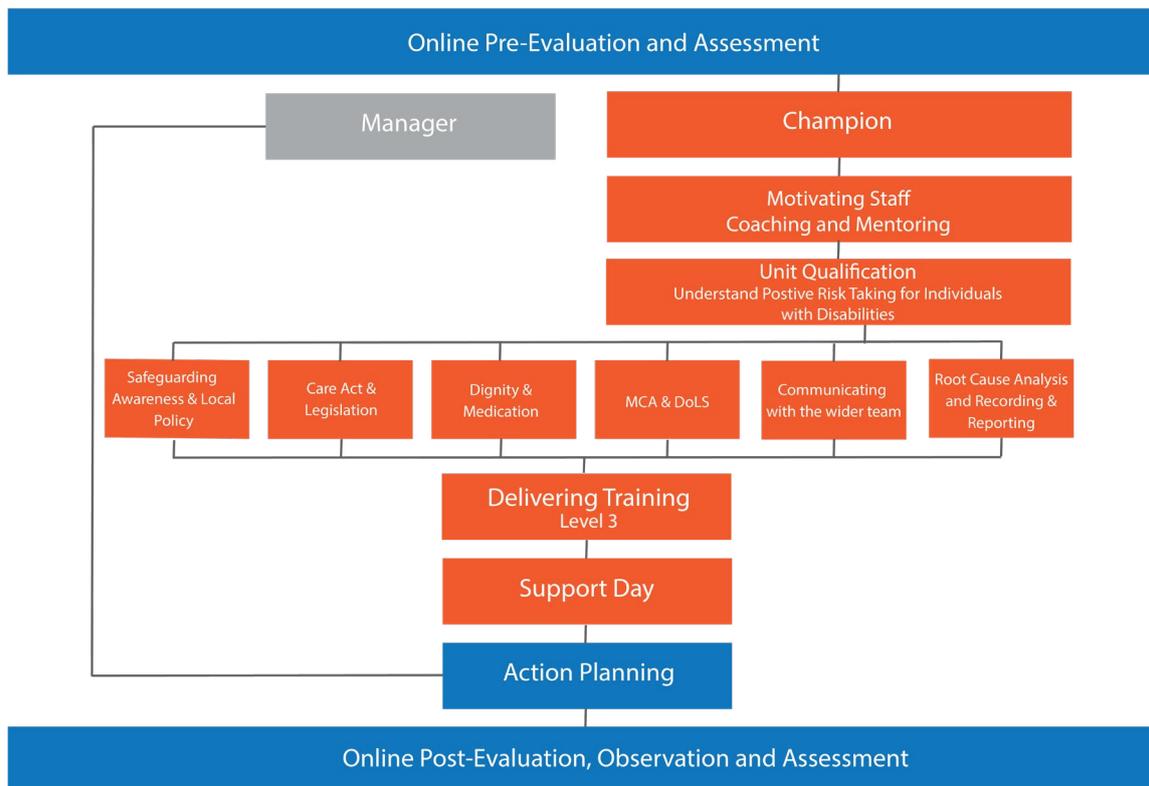


This Pathway is based on the National and Local Nutritional Standards. The Pathway focuses on understanding elderly nutrition and hydration, preventative techniques and how to work with professionals. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit Promote Nutrition and Hydration, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Nutrition Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	10th & 12th October	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
Unit Qualification - Promote Nutrition & Hydration	x	✓	15th October		
Eating Health in Old Age	x	✓	18th October		
Nutritional Problems	x	✓	30th October		
Provision of Support	x	✓	6th November		
Special Diets	x	✓	9th November		
Dementia	x	✓	12th November		
Diabetes	x	✓	16th November		
Delivering Training (3 Days)	x	✓	19th, 26th November & 3rd December		
Support Day	x	✓	7th December		
Action Planning	✓	✓	12th December	10:00-13:00	

Safeguarding

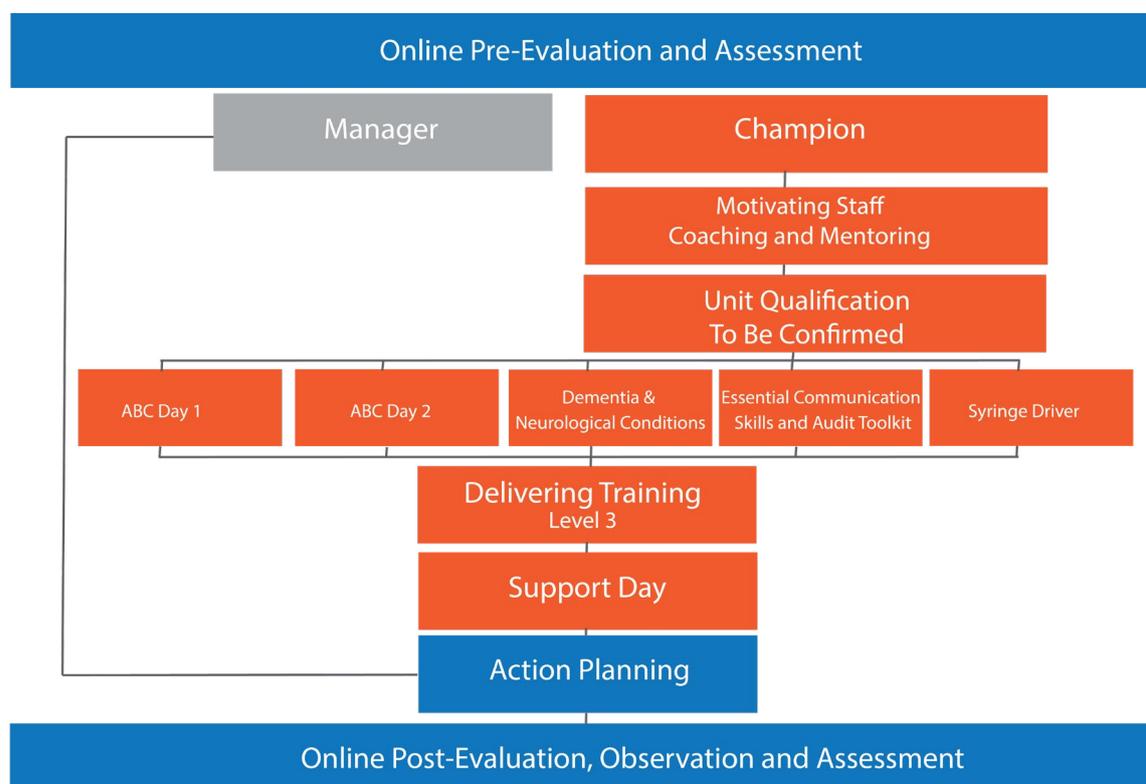
Cohort 2



This sought-after course will make a real and lasting impact on service users, leadership, and staff. Successful completion of this Pathway will lead to a safer, dignified and more compassionate service that is tailored to the service user and supports their independence and choices wherever possible. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Positive Risk Taking, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Safeguarding Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	7th & 8th November	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
Unit Qualification - Understand Positive Risk Taking for Individuals with disabilities	x	✓	13th November		
Safeguarding Awareness	x	✓	15th November		
Care Act & Legislation	x	✓	20th November		
Dignity & Medication	x	✓	23rd November		
MCA & DoLS	x	✓	28th November		
Communicating with the Wider Team	x	✓	30th November		
Root Cause Analysis	x	✓	4th December		
Delivering Training (3 Days)	x	✓	5th, 11th & 17th December		
Support Day	x	✓	7th January 2019		
Action Planning	✓	✓	14th January 2019	10:00-13:00	

End of Life

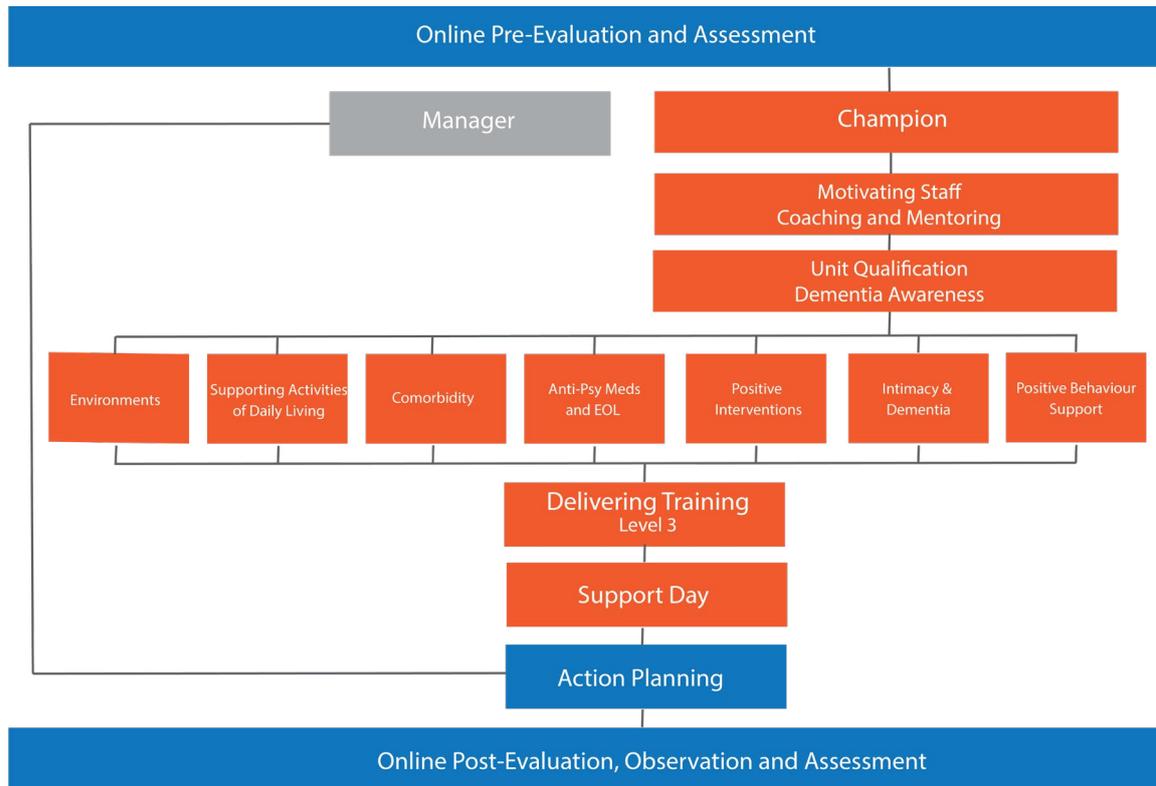


This pathway based on local End of Life and palliative care training delivered by the Hertfordshire hospices ABC programme, is designed to up-skill your staff member in end of life care by teaching them on understanding end of life and palliative care, advanced care planning and communication skills. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in End of Life Care, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in End of Life Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	5th & 6th December	9:30-16:30	Kings House Business Centre, Station Rd, Kings Langley, WD4 8LZ
Unit Qualification - TBC	x	✓	11th December		
ABC Day 1	x	✓	14th December		
ABC Day 2	x	✓	8th January 2019		
Dementia and Neurological Conditions	x	✓	11th January 2019		
Essential Communication Skills and Audit Toolkit	x	✓	14th January 2019		
Syringe Driver	x	✓	16th January 2019		
Delivering Training (3 Days)	x	✓	17th, 24th & 30th January 2019		
Support Day	x	✓	5th February 2019		
Action Planning	✓	✓	15th February 2019	9:30-12:30	

Dementia

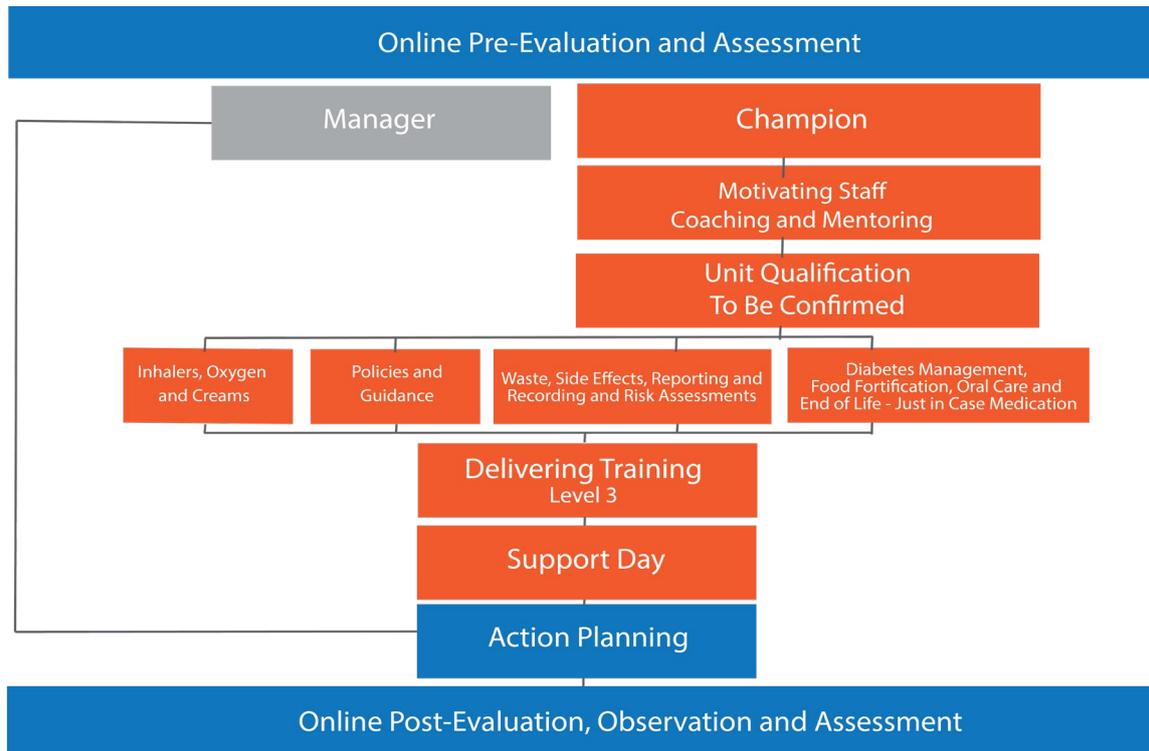
Cohort 2



This Pathway is based on the National and Local Dementias techniques, assessments and standards. The Pathway focuses on understanding dementia and behaviours, preventative techniques and how to work with professionals. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit Dementia Awareness, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Dementia Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	6th & 7th December	10:00-16:00	Business Technology Centre, Bessemer Drive, Stevenage, SG1 2DX
Unit Qualification- Dementia Awareness	x	✓	17th & 18th December		
Environments Day	x	✓	19th December		
Co-morbidity	x	✓	8th January 2019		
Supporting Activities of Daily Living	x	✓	10th January 2019		
Anti-Psy Meds & End of Life	x	✓	15th January 2019		
Positive Intervention	x	✓	16th January 2019		
Intimacy & Dementia	x	✓	23rd January 2019		
Positive Behaviour Support	x	✓	31st January & 1st February 2019		
Delivering Training (3 Days)	x	✓	6th, 12th & 14th 2019		
Support Day	x	✓	20th February 2019	10:00-13:00	
Action Planning	✓	✓	27th February 2019		

Medication



This pathway based on Hertfordshire County Councils medication policy and competencies, is designed to up-skill your staff member in understanding best practice and techniques, recognising wastage and polypharmacy, risk assessments and linking with other professions. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in medication, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Medication, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2019)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	8th & 9th January	10:00-16:00	HCPA Attimore Barn Ridgeway Welwyn Garden City Hertfordshire AL7 2AD
Unit Qualification	x	✓	15th January		
Inhalers, Oxygens and Creams	x	✓	17th January		
Policies and Guidance	x	✓	22nd January		
Waste, Side Effects, Reporting and Recording and Risk Assessments	x	✓	25th January		
Diabetes Management, Food Fortification, Oral Care and End of Life - Just in Case Medication	x	✓	29th January		
Delivering Training (3 Days)	x	✓	6th, 15th, 26th February		
Support Day	x	✓	5th March	10:00-13:00	
Action Planning	✓	✓	11th March		

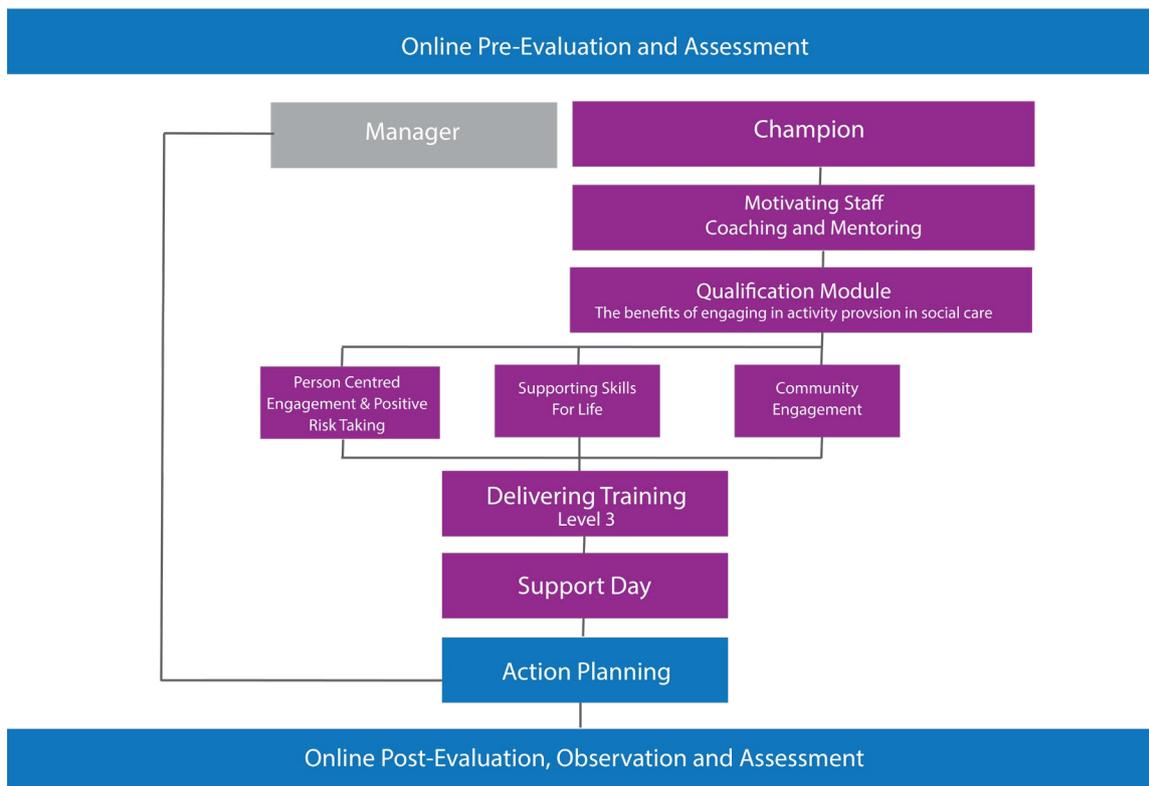
**Learning
Disability**

Advanced

Pathways



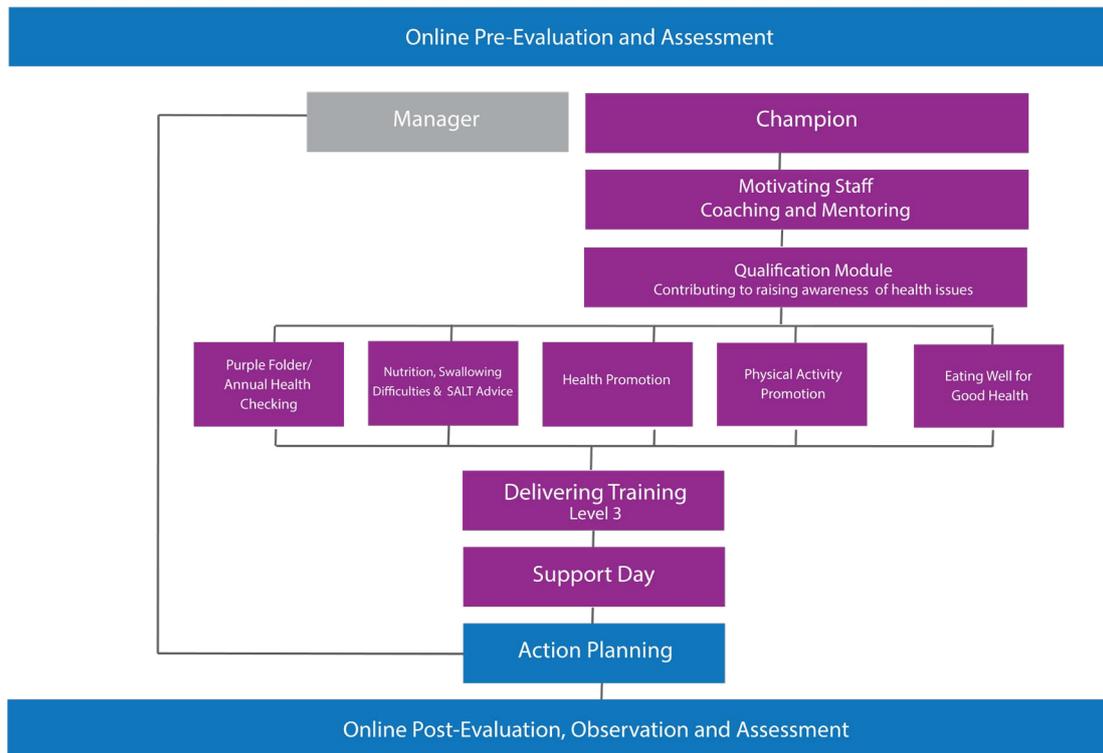
Engagement



This pathway focuses on meaningful activity and engagement being an essential part of well-being and a major contributor to physical and mental health with a learning disability focus. The pathway will support activity coordinators to develop in to a 'Engagement Lead' providing them with skills and knowledge to develop person-centred engagement plans and ensure that the recording and reporting of engagement are meeting CQC requirements. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in engagement an accredited course in coaching and mentoring and obtain a Train the Trainer toolkit in engagement, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	4th & 5th September	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
Unit Qualification- The benefits of engaging in activity in social care	x	✓	11th September		
Person-centred Engagement	x	✓	18th September		
Supporting Skills for Life	x	✓	25th September		
Community Engagement	x	✓	3rd October		
Delivering Training (3 Days)	x	✓	5th, 9th & 19th October		
Support Day	x	✓	1st November		
Action Planning	✓	✓	14th November	10:00-13:00	

Health & Nutrition

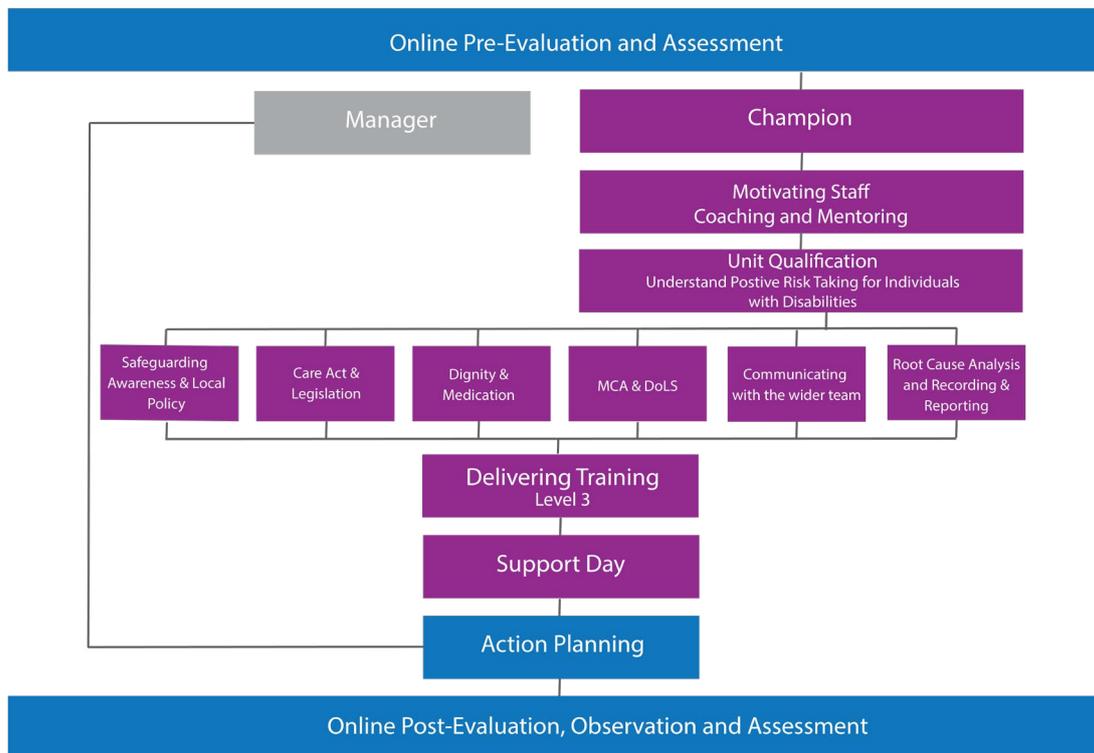


This pathway based on the importance of health and nutrition in learning disability services, is designed to up-skill your staff member in specialist diets, swallowing difficulties and health inequalities. Upon completion, the Champion will gain a Level 3 Award in Delivering Training , a Level 3 unit in Contributing to raising awareness of health an accredited course in coaching and mentoring and obtain a Train the Trainer toolkit in engagement, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	5th November	10:00-16:00	Kings House Business Centre, Station Rd, Kings Langley WD4 8LZ
			6th November		
Unit Qualification- Contributing to raising awareness of health	x	✓	13th November		
Purple Folder & Annual Checks	x	✓	16th November		
Nutrition Swallowing Difficulties	x	✓	22nd November		
Health Promotion	x	✓	26th November		
Eating Well for Good Health	x	✓	30th November		
Physical Activity	x	✓	4th December		
Delivering Training (3 Days)	x	✓	6th, 10th & 14th December		
Support Day	x	✓	18th December		
Action Planning	✓	✓	15th January	10:00-13:00	

Safeguarding

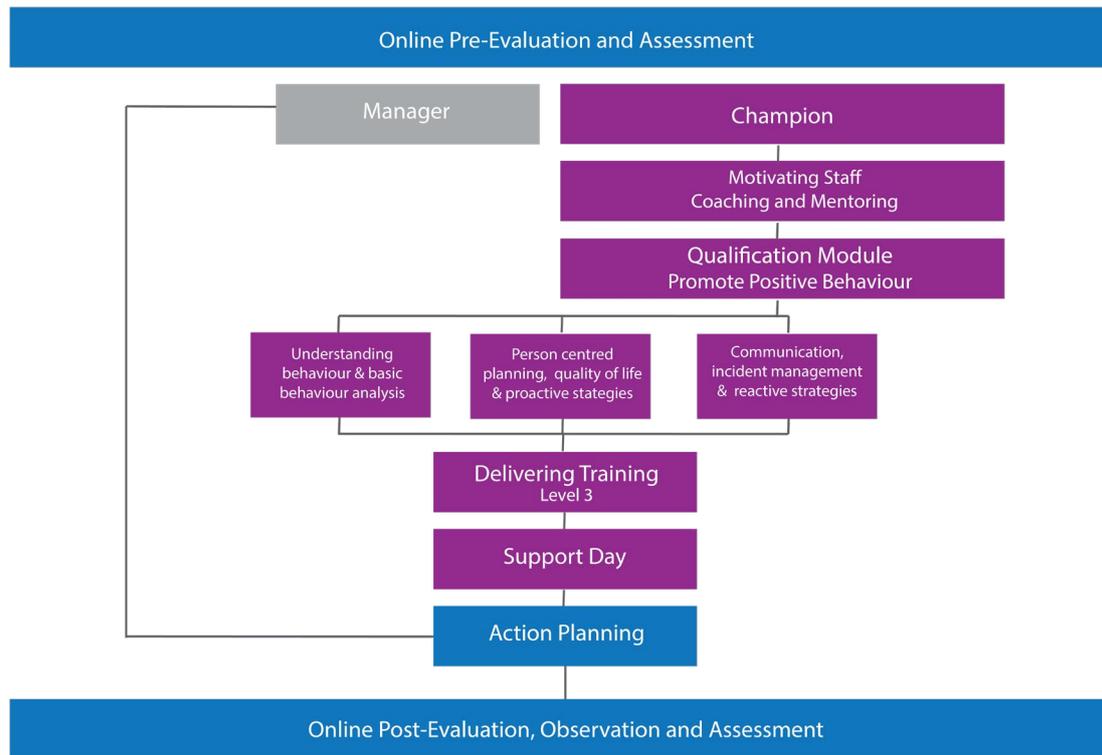
Cohort 2



This sought-after course will make a real and lasting impact on service users, leadership, and staff. Successful completion of this Pathway will lead to a safer, dignified and more compassionate service that is tailored to the service user and supports their independence and choices wherever possible. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Positive Risk Taking, an accredited course in coaching and mentoring, and obtain a Train the Trainer toolkit in Safeguarding Awareness, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2018-2019)	Time	Location
Motivating Staff - Coaching and Mentoring	x	✓	7th & 8th November	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
Unit Qualification - Understand Positive Risk Taking for Individuals with disabilities	x	✓	13th November		
Safeguarding Awareness	x	✓	15th November		
Care Act & Legislation	x	✓	20th November		
Dignity & Medication	x	✓	23rd November		
MCA & DoLS	x	✓	28th November		
Communicating with the Wider Team	x	✓	30th November		
Root Cause Analysis	x	✓	4th December		
Delivering Training (3 Days)	x	✓	5th, 11th & 17th December		
Support Day	x	✓	7th January 2019		
Action Planning	✓	✓	14th January 2019	10:00-13:00	

Positive Behaviour Support



This pathway with a learning disability focus will equip champions with specialist knowledge on legislative framework, proactive strategies and basic behaviour analysis. Upon completion, the Champion will gain a Level 3 Award in Delivering Training, a Level 3 unit in Promote Positive Behaviour an accredited course in coaching and mentoring and obtain a Train the Trainer toolkit in Positive Behaviour Support, so knowledge and practice can be cascaded down to staff teams. **Please see all modules below.**

Module Name	Manager	Champion	Dates (2019)	Time	Location
Motivating Staff - Coaching & Mentoring	x	✓	16th January	10:00-16:00	HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
			18th January		
Qualification Module- Promote Positive Behaviour	x	✓	21st January		
Understanding behaviour & basic behaviours analysis	x	✓	28th January		
Person-centred planning, quality of life & proactive strategies	x	✓	31st January		
Communication, incident management & reactive strategies	x	✓	7th February		
Delivering Training (3 Days)	x	✓	18th February, 1st & 7th March		
Support Day	x	✓	13th March		
Action Planning	✓	✓	19th March	10:00-13:00	

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Continual Professional Development



*'Leadership and learning are
indispensable to each other'*

-J. F. Kennedy

Champion Forums - 2018/2019

It is important that champions get the opportunity to continue to network with other Champions, be updated of policy on guidance changes, continue and create new links with health and social care professionals related to the Champion subject and gain new techniques and strategies. HCPA will run two half-day forums each year for each subject area for the Champions to attend.

Subject	Dates Available (2018-2019)	Time
Falls	30th October 2018	10:00-13:00
Respiratory & Continence	16th November 2018	10:00-13:00
Wound Management	12th December 2018	10:00-13:00
Nutrition	15th January 2019	10:00-13:00
Dementia	10th September 2018 & 11th February 2019	10:00-13:00
Medication	27th February 2019	10:00-13:00
Safeguarding	19th November 2018 & 21st March 2019	10:00-13:00
End of Life	26th March 2019	10:00-13:00
Elderly Engagement	8th November 2018	10:00-13:00
Learning Disabilities Engagement	21st January 2019	10:00-13:00
Learning Disabilities Health & Nutrition	13th December 2018	10:00-13:00
Learning Disabilities Positive Behaviour Support	24th January 2019	10:00-13:00

To book your place or for further information please email complexcare@hcpa.info



Resource and Guidance Pages

Resource and Guidance pages are available on the HCPA website for all Champions to access and find copies of policies, best practice, training resources and general local updates, that can support them in continuing their work as a Champion.

These pages can be found- www.hcpa.info/memberszone

Extended Courses

When funding is available HCPA will run extended courses to allow Champions to take further steps and extend their knowledge.

Physio Support Facilitator Role

To undertake the Physio Therapy Support Facilitator Role the facilitator would have needed to have completed the Advanced Fall or Health Pathway, so they have the correct background knowledge.

The aim of the physio course is to provide care practitioners with enablement skills using physiotherapy approaches to enhance health and well-being for service users and work with visiting physiotherapist.

What does the Physio course cover?

- Understanding the physiotherapy profession and practice
- Understanding the human body and its complexities
- Understanding human movement and the relevant terminology
- Supervising therapeutic treatment and exercise programmes
- Supporting service users with mobility
- Understanding posture, alignment and therapeutic positioning
- Understanding gait re-education and training
- Understanding the use of mobility aids and the impact on balance and falls
- Providing physiotherapy support to service users within a complex care environment
- Assisting with treatment programmes for service users with complex conditions or severely limited movement

The above training would be scheduled over 6 full days.

	All Dates	Time	Location
Physio Support Facilitator (All Dates Must Be Attended)	17th January 2019 25th January 2019 15th February 2019 27th February 2019 14th March 2019 25th March 2019	10:00 - 16:00	HCPA

Additionally, the facilitator will receive workplace assessments, mentoring and assessment in the home, subscription to the Chartered Society of Physiotherapy (membership and insurance), a gateway accredited qualification and finally workplace supervision following the course. The whole course is delivered and supervised by very experienced physiotherapists who have been working in the social care setting for many years.

The Physio Support Facilitator Role has limited spaces - express an interest today by emailing complexcare@hcpa.info

Chair Based Exercises - Level 2 ***For Falls and Engagement Champions***

Chair Based Exercises (CBE) include a range of seated exercises that can be adapted to an individual's abilities or goals.

Chair Based Exercises have been shown to have a positive impact on maintaining and promoting independence and mobility in older people. The outcomes of Chair Based Exercises for older people include:

Improved:

- ↑ Strength
- ↑ Power
- ↑ Flexibility
- ↑ Ability to perform everyday tasks

Reduced:

- ↓ Depression
- ↓ Arthritic Pain
- ↓ Postural Hypo-tension

	Date	Time	Location
Chair Based Exercise - Course Groups	16th October 2018 19th October 2018 29th October 2018 31st October 2018	10:00 - 16:00	Kings House Business Centre Station Rd, Kings Langley, WD4 8LZ
	7th November 2018 13th November 2018 16th November 2018 26th November 2018		
	22nd January 2019 24th January 2019 29th January 2019 6th February 2019		HCPA, Attimore Barn, Ridgeway, Welwyn Garden City, AL7 2AD
	28th February 2019 12th March 2019 15th March 2019 21st March 2019		

OTAGO Exercises:***For those who have completed CBE Level 2***

The OTAGO programme is designed specifically to help prevent falls. It consists of a range of leg muscle strengthening and balance retraining exercises that progress in difficulty as ability improves. The exercises are performed standing, with support, and are the natural progression from Chair Based Exercises.

*OTAGO Exercises are proven to prevent falls.

Outcomes of the OTAGO programme include:

Improved:

- ↑ Strength
- ↑ Power
- ↑ Bone density
- ↑ Ability to perform everyday tasks

Reduced:

- ↓ Number of falls
- ↓ Injury as a result as a fall

*The next step after the OTAGO programme would be Postural Stability Classes (PSI) or Tai Chi classes.

Express an interest in the OTAGO exercise course today - email complexcare@hcpa.info

