

## Meeting specialist training needs



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# Southdown

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- Not-for-profit housing and support provider working across Sussex – wide range of clients and services
- Over 10,000 clients supported each year; 950 staff
- 229 clients with a learning disability in supported living and residential care services (450 staff)

# Our learning disability services

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- Supporting people with lots of different needs and/or behaviours that can challenge
- Lots of our clients have epilepsy
- 18 clients are prescribed Buccal Midazolam (emergency medication for epilepsy)
- 2 clients are deaf/blind

# The challenge

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We want:



- to provide good, personalised support
- to be able to support people to live ordinary lives in their own home
- to prevent people going into hospital
- to prevent people having costly, invasive treatments from strangers
- to be able to communicate with everyone we support

# The challenge contd...

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To do this, our staff need:

- good quality, affordable, relevant health care training
- Good quality deaf/blind training

So – what's the issue?



# Issues with training

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- Not enough training available
- Cost and quality varies a lot
- Only 2 organisations do deaf/blind training
- Lack of clarity & nervousness re Buccal Midazolam – leads to:
  - Confusing messages from trainers
  - Confusion about ‘competency’



# The solution(s)....

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- East Sussex – developing epilepsy training plan and guidance
- Need regional or national approach to health care training needs of social care staff

# The solutions contd

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## 2 Southdown HEKSS funded projects:

- Train the trainer medication administration and epilepsy awareness
- Deaf/blind input to 2 services



# Project 1: Train the trainer

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- Medication administration train the trainer
- Epilepsy awareness - and Buccal Midazolam administration - train the trainer
- Teaching qualification



Sustainable approach

# Train the trainer contd

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## Evaluation:

- Feedback and evaluation from:
  - trainee trainers
  - trainer (including observation of trainees training)
  - Participants
  - clients
- Monitoring of medication errors

# Project 2: Deaf/blind

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Training on it's own may not change practice



# Deaf/blind project

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- Creating action plan with Sense trainer
- Observations of practice in services followed by feedback and team sessions
- Training for new staff
- Coaching of Southdown's Practice Development Trainers
- Creating an action plan to take work forward

# Deaf/blind contd

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## Evaluation:

- Observation of practice and feedback (report) from Sense trainer
- Feedback from staff and managers

Any questions?