



BILD
Accreditation
Scheme

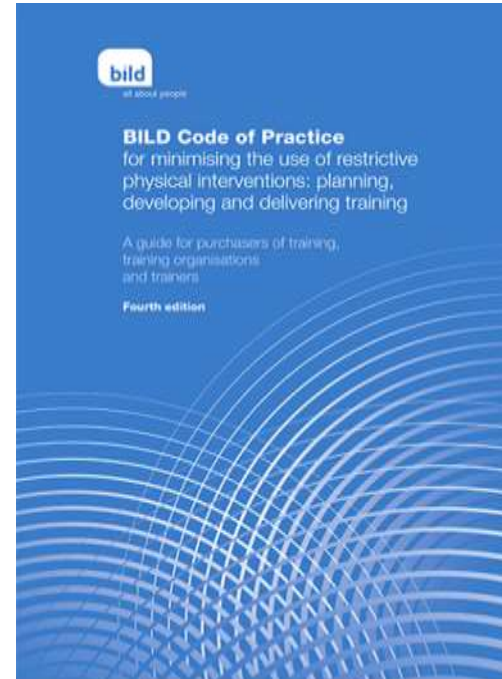
The BILD Accreditation Scheme

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Development Manager**

Presentation to Department of Health Scoping Meeting,
27th November 2015, London

Aims of the scheme

- Set core standards
- Assess organisations delivery of training against the criteria and standards of the Code of Practice 2014
- Ensure delivery of training in behaviour support including RPI is delivered within a broader theoretical process
- Reduce organisational reliance on restrictive practices, including physical interventions
- External quality assurance and validation to an unregulated industry



Aims of the scheme

- Offer clarity on the extent of an individual organisation and their trainers' accredited status
- Provide commissioners, regulators and purchasers of training with a framework of quality assurance and governance of training in restrictive physical interventions
- Promote the rights of individuals and their supports to be consulted in the preparation of care and support
- Promote the framework of PBS within a purchasing organisation and their responsibilities to the Code of Practice

History of the scheme

- Launched in 2002
- Result of DoH/DfES project work
- Supported by joint guidance 2002, referenced in 2007 DCSF guidance
- Code revised in 2006, 2010 and now in 2014
- Referenced in Positive and Safe guidance
- New process launched at PBS conference May 2014

Relevant training

Training must be relevant to children, young people and adults settings:

- Learning disability
- Autism
- Special Educational Need
- Severe behavioural, emotional and social difficulties
- It can also apply within mainstream schools
- Some secure settings
- Family carers and foster carers

See page 10 of the 2014 Code of Practice.

Applicants must:

- Deliver training in the theory of managing behaviours which are challenging where the curriculum will include physical interventions techniques
- Maintain responsibility for the content of the curriculum delivered on the training courses
- Maintain records for each course
- Maintain records for each course regarding the trainers delivering the training
- Take responsibility for ensuring the BILD Code of Practice is being implemented through out the training organisation

Applicant organisations must

- Have the copyright to all materials they use

OR

- Have permission of the copyright holder to use the materials

In return

- Organisations can state they are a BILD accredited organisation
- They will list their Accredited courses in their factsheet
- Their trainers will be listed as BILD accredited trainers for the organisation and will have a Unique Accredited Trainer Reference number (which is non-transferable)

All of the above is listed on the BILD website on the scheme pages

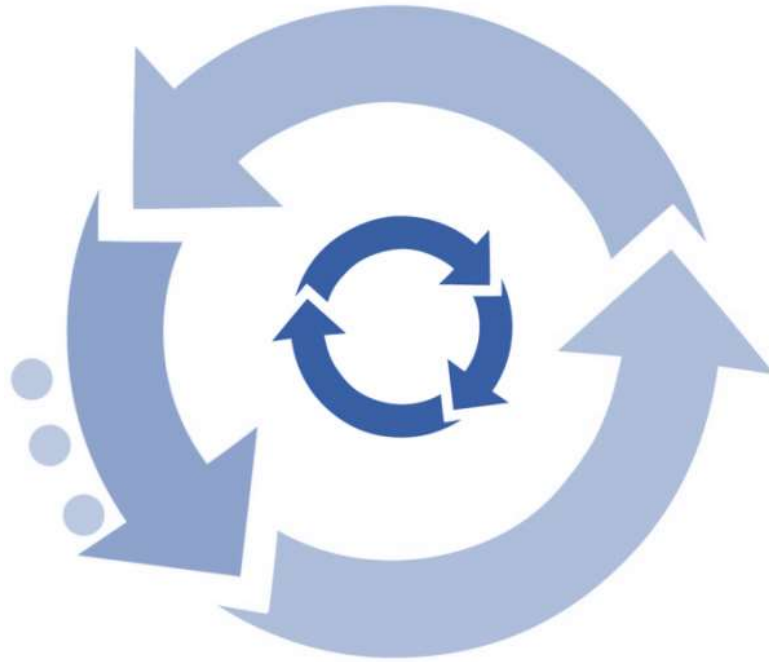
Guidance you must adhere to:

- BILD Code of Practice 2014
- Joint Guidance 2002 (children)
- Positive and Proactive Care 2014 (DH)
- DCSF Use of Force in School (2010 and updates)
- Relevant guidance in Wales (2005) and Scotland (2006)
- Positive and Proactive Workforce (DH 2014)
- NICE Clinical Guidelines
- Relevant (national) sections of the BILD Code of Practice website

Application throughout

- Applicants have 12 months from formal application to submit the written portfolio of evidence
- Most applications are completed within 18 months
- Approximately 1 in 4 first applicants fail
- Most organisations that fail to gain accreditation are successful on resubmission
- Currently there are 39 accredited organisations

The process



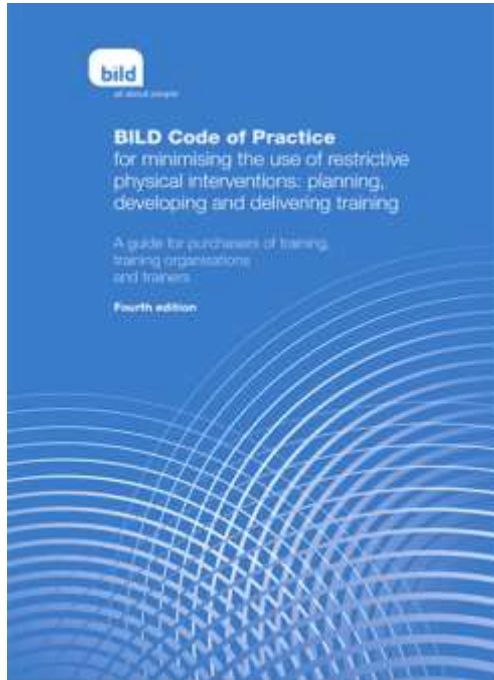
The process

- Attend an Accreditation Scheme induction
- Formally apply within 30 working days, accreditation fee is payable at this point, and have formally adopted the Code of Practice
- Submit evidence and self assessment in a written portfolio of evidence within 12 months
- Receive verification assessment by internal assessor from BILD, to assess training and record keeping
- Attend a panel meeting to be assessed

All applications consist of:

- **A Submission document** - including appendices of evidence, including a self assessment tool
- **An assessment** - conducted over 3 days consisting of 2 days for fist applications assessing the physical skills component of the training and up to 1 day assessing record keeping and monitoring and evaluation records
- **Attendance at panel** and a short presentation, followed by a question and answer session related to the application being made

Assessors may advise:



- Organisations to provide more information or evidence
- Organisations and BILD to delay a panel date to allow time to complete evidence
- That the organisation review aspects of the training where it contravenes the BILD Code of Practice

Panel role

- Assess each submission individually
- Use the frameworks for assessment and evaluation of applicant organisations detailed within the handbook
- Complete the panel assessment tool
- Make judgements based on the information provided to them within the scope of the scheme

Who are they?

Panel members will be drawn from national organisations with an interest in:

- Training and development
- Health and safety
- Delivering services to people with learning disabilities
- Commissioning services for people with learning disabilities
- Services for children and young people
- Charities and voluntary organisations
- Regulating services through standards

Re-submissions and appeals

Re-submission:

- In the event of failing to evidence adherence to the scheme the applicant organisation has an opportunity to re-submit
- Must be completed within 6 months
- May require a second verification visit
- Re-submission of previously failed evidence only

Re-submissions and appeals

Appeals:

- Must be made 15 days following the panel meeting, in writing
- Appeal must give specific grounds, new evidence cannot be submitted
- Organisations can appeal once
- Heard by panel members not involved in the first application

Handbook



- The entire scheme and all processes are set out in a scheme handbook. This is issued at induction
- Keeps information clear
- Provides templates of all paperwork required
- Advice on use of appendices; referencing, form and format of written submission

Following accreditation

- Adhere to the BILD Code of Practice
- Complete QA processes at each stage (self assessment and additional QA visits)
- Access to attend the accredited training organisation update twice annually
- Adhere to the scheme rules and contract
- Maintain validity of information and ID cards (by informing us of changes)

Accreditation challenges

- Remaining a voluntary scheme throughout its lifetime creates a challenge for balancing funding the scheme through applications, and carrying out ongoing quality assurance to any great extent
- Ensuring clear messages around how we accredit and what we accredit needs both persistence and clarity
- Quality assurance that is proportionate to the 'risk' both of reputation and of practical delivery of training

Summary - 1

- The process is robust, evidence based, growing in stature and appeals to different sectors
- Majority of applicants will testify to this being a significant piece of work and a major investment in improving practice regardless of outcome

Summary - 2

- Quality Assurance is the area that is most challenging within a voluntary scheme, we rely on being informed as much as on our own checks. It can be surprising what is claimed!
- Messages about the extent of accreditation can be misguided and misinterpreted and have to be constantly reinforced. We need good partnership working to do this

Above all this is an evidence based process:
Criteria used is the BILD Code of Practice 2014.



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Thank you. Any questions?

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