

Hybrid, Blended, Pre- & Prior Learning Policy

The Structure and Content of Curricula

Bild Association of Certified Training (ACT) certify training providers against the Restraint Reduction Network (RRN) training Standards.

In so doing curricula become approved.

Std 1.2.1 states “If restrictive interventions are being taught, participants must have completed a minimum of two days’ training (12 hours) in the underpinning theory, including training in preventative and secondary strategies, as specified in standards 2.1–2.15, prior to participating in a practical, physical skills training session.

Any curricula must ensure that appropriate time is spent on two defined content areas:

- 2.5.1: Primary strategies and preventative approaches = 6 hours minimum
- 2.6.1: the use of secondary strategies which alleviate the situation and prevent distress or behaviours of concern from escalating = 3 hours

The broad structure of curricula then, will look something like this:

Day 1	Day 2	Day 3	Day 4	Day 5 +
Theory	Theory	Practical	Further practical	Further practical
Theory covering: Stds: 2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 2.8, 2.9, 2.10, 2.11, 2.12, 2.13, 2.14 & 2.15		Physical skills	Physical Skills	Physical Skills

An organisation will add as many days practical training as is required to meet the organisations training needs, which are determined through TNA [Std 1.1.1]

Hybrid Training Delivery

The standards permit a Certified Training Service to deliver a shortened training session when the organisation is able to demonstrate that they have training in place that already meets std 2.5.1. In this case the structure of the training will look somewhat different.

Prior Learning Theory Covering: Std 2.5.1	Day 1	Day 2	Day 3	Day 4 +
	Theory Covering: Stds: 2.1, 2.2, 2.3, 2.4, 2.6, 2.7, 2.8, 2.9, 2.10, 2.11, 2.12, 2.13, 2.14 & 2.15	Practical	Further practical	Further practical

In the sense that 2 organisations are involved in the delivery of a combined programme that amounts to certified training it may be referred to as hybrid training.

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In the event that a Certified Training Service does deliver the shortened programme, they are responsible for:

- Ensuring the training provided to meet std 2.5.1 is of a suitable standard,
- Ensuring that within the training they deliver the preventative working is referenced and prioritised

Blended Training Delivery

Blended learning can be described as a style of education in which students learn via electronic and online media as well as traditional face-to-face teaching.

In broad terms, the RRN Training Standards require 2 days of theory training. On this matter, standard 1.2.1 states, “The majority of these two days must be face-to-face to ensure that discussion and demonstration can take place, and blended learning could be considered for some elements where it enhances understanding”.

Appendix 25 of the standards identifies different types of electronic and online learning that can be used as part of a blended programme of learning. Bild ACT recognise two main forms:

- Self-directed (generally eLearning or studying other materials on your own at your own pace) – Here there is no real time interaction with a trainer.
- Live online classroom session with a trainer – Here there is a trainer or facilitator present and so opportunity for interaction with them exists.

The appendix states that ‘Self-directed learning should be no more than 33% of the programme’.

The appendix does not state how much of the delivery can be via ‘Live Online’ learning. ACT have interpreted that this should be no more than 50% of the programme.

ACT take the position that this is an either/or delivery choice to be made by Certified Training Services. That is to say that of the content they deliver i.e., 1 or 2 days of theory, it can be:

- Either 33% self-directed learning,
- Or 50% live online learning.
- It cannot be 33% self-directed learning, AND 50% of the remaining time live online learning.

CERTIFIED TRAINING: PRIOR LEARNING & PRE-LEARNING

ACT make a distinction between ‘Prior Learning’ and ‘Pre-Learning’:

Prior Learning. This is taken by ACT to refer to a separate standalone learning event or training session, that the RRN Training standards explicitly state can be claimed as credit towards the completion of a certified training programme.

At present 2.5.1 is the only standard to which this relates, it states; “The curriculum must give proportional time (no less than one day or six hours) to exploring primary strategies and preventative approaches (unless the commissioning organisation already provides an

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evidence-based model of preventative training to all staff)* **examples of frameworks may include Positive Behaviour Support, Safewards, No Force First, the Recovery model [p.60]*

The RRN Training Standards don't provide a 'recency criteria' i.e., how long before the RRN training event this training has taken place, and still be considered valid. However, ACT require it to have been completed by all delegates attending a session no more than 3 months prior to that session.

Pre-Learning. This is taken to refer to a part of the RRN certified training programme, which delegates complete immediately prior to attending the classroom session i.e., within the week or two prior to the classroom course.

This may be in the form of a workbook, or e-learning module. This should be referenced within the subsequent classroom delivery, where knowledge and understanding being checked/consolidated.

Pre learning [whether in electronically delivered or other formats] may account for no more than 33% of the programme time.

Notification and Review

When ACT certify a curriculum, it will be on the basis that any Blended, Pre- & Prior Learning components are declared up to the point of certification, and that the delivery thereafter does not increase any of the time apportioned to such modes of delivery.

This means that if an organisation intends to modify the mode of delivery ACT must be notified. At this point training materials will be reviewed, and the revised delivery approved.

In the event that such a modified delivery is discovered but is an undeclared modification it will be considered a major non-conformity. This may mean that the organisation or the curricula will be suspended and removed from the ACT website."