

## Factsheet 10

# Getting ready for Senior Trainer Observations

Within each three-year certification cycle, Bild Association of Certified Training (ACT) are required to carry out **Senior Trainer Observations**.

**Senior Trainer Observations** are one of the quality assurance activities undertaken to check that **Certificated Training Services (CTS)** remain compliant with the Restraint Reduction Network (RRN) Training Standards.

ACT are required to observe 20% of an organisations Senior Trainers in each three-year certification cycle. A failure to achieve this would prevent a CTS from attending the third-year recertification panel. This could lead to a suspension of certification.

A particular focus of such checks is evidence that Trainers remain RRN competent and that organisations have completed robust quality assurance checks.

The Assessor who observes training will be looking at the following general areas:

1. Trainer competency
2. Curriculum congruence
3. Physical skills
4. Trainer professionalism
5. Training auditability

### 1. Trainer Competency

All Senior Trainers must meet the minimum competency requirements for trainers as outlined in the RRN Training Standards.

Prior to, and during, the observation the assessor will review trainers' competency through scrutiny of documentation and training delivery.

### 2. Curriculum Congruence

The Assessor will seek to confirm that delivery of the curriculum is in line with both:

- The RRN Training Standards, and
- The approved curriculum.

### 3. Physical Skills

The Assessor will seek to confirm that any physical skills taught align with the approved technique risk assessments, any instructor manual, and the training proposal.

#### **4. Trainer Professionalism**

The assessor will seek to gather evidence of trainers' professionalism. Specifically, in relation to their ability to manage training sessions safely and professionally.

Assessors will seek assurance that:

- the training venue is suitable,
- first aid provision is appropriate,
- participants are adequately prepared to take part,
- participants' physical and emotional needs are sufficiently supported,
- unsuitable participants are excluded from training, and
- trainers use respectful language and conduct themselves professionally.

#### **5. Training Auditability**

Assessors will seek to confirm that training administration and participant competency testing is congruent with the RRN Training Standards.

On arrival, the assessor will introduce themselves and explain the plan for the day.

The assessor will not participate in the training and will not interrupt unless there is a safety concern.

Please provide a chair and a table for the assessor, ideally located near to a power socket.

It will be helpful to provide the assessor with a copy of the training needs analysis / training proposal and any other relevant information.

If you have any questions about Senior Trainer Observations, please contact:

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