

2011



Mental Capacity Act Learning & Development Programmes



**Innovative Approaches to
Training & Development**

Marion Dakin Associates Limited

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About Marion Dakin Associates

Bespoke learning, training and development events to health & social care organisations across England and Wales

Why are the services different from other providers?

Whether it's training, coaching or a product to support development of knowledge & skills, the activity is developed to respond to all styles of learning. Many courses involve the use of drama as a learning medium.

What learning and development services are offered?

All learning and development activities are designed to meet the customer's specific requirements from training room based activities to the development of dvd based learning materials and workbooks. Some programmes can also include online coaching or prework.

We also offer online evaluation services, providing you with a detail report linked to your needs.

Other services include: team development days, mentoring for qualifications, coaching in presentation skills.

How can my organisation /team or an individual benefit from these services?

Having identified the development need, working collaboratively with you, the learning and development activity will be developed to meet the needs of the proposed learning group or individual, in a way that will engage all learners giving them the best experience from which to develop their knowledge and skills.

What if You need help with identifying the best way to offer a learning activity or need new ideas and ways of working to develop people.... Please call, there are always opportunities to create new approaches.

Who are Marion Dakin Associates?

Company Director, Marion Dakin is a registered social worker, a certified Master Practitioner of Neuro Linguistic Programming, trainer, coach and accredited in the use of a particular psychometric testing (Emotions & Behaviours at Work)

Associate Bruce Jackson, is a registered social worker, Practitioner of Neuro Linguistic Programming and an experienced manager.

All actors used in role plays are professionals

On the next pages you will find *samples* of course programmes as ideas of what we have already delivered- any can be adapted to your needs!

Safeguarding Adults Sample Training Programmes

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Mental Capacity Act Awareness using drama

Awareness of the Mental Capacity Act 2005 using drama
Half day session(usually with 2 sessions run on one day)

[Lead facilitator plus group facilitators & 4 Professional Actors]

Target Group Anyone who needs to have awareness of the Act

The aims of the workshop are to:

- Raise awareness of the importance of Mental Capacity Act
- Develop participants application of the Act in an ethical and lawful way
- To develop understanding of the key concepts of the legislation, the 5 principles, the mental capacity test, best interest decisions and their recording, LPAs, and Advanced Decisions to Refuse Medical Treatment
- To raise awareness of where and when the Deprivation of Liberty Safeguards apply

Workshop Style

- Each of the 3 scenarios introduces the audience to an aspect of the Mental Capacity Act
- Each scenario is followed by group discussion
- **The workshop can cater for 50/60 people** dependent on venue, making it a cost effective learning environment.
- A comprehensive handout pack is provided

Mental Capacity Act Awareness DOLS using drama

Awareness of The Deprivation of Liberty Safeguards (DOLS)

using drama

Half day session (usually with 2 sessions run on one day)

[Lead facilitator plus group facilitators & 4 Professional Actors]

Target group: Anyone who needs to have awareness of the Act

The aims of the workshop are to:

- Raise awareness of the importance of the Deprivation of Liberty Safeguards for vulnerable people who lack capacity
- Develop participants application of the Act in an ethical and lawful way
- To provide an résumé of the background to DOLS
- To raise awareness of where and when the Deprivation of Liberty Safeguards apply
- To develop an understanding of the key personnel/organisations' roles and responsibilities under the DOLS such as managing authority, supervisory body, best interests assessors, mental health assessor

Workshop Style

- Each of the 3 scenarios introduces the audience to an aspect of the Mental Capacity Act
- Each scenario is followed by group discussion
- The workshop can cater for 50/60 people dependent on venue, making it a cost effective learning environment.
- A comprehensive handout pack is provided

Mental Capacity Act Awareness

Awareness of the Mental Capacity Act 2005 Half day session

The “big ideas of the MCA”

Target group: anyone who needs to understand and apply the MCA

Group size 18 **Facilitators:** One

By the end of the workshop participants will have:

- Increase their awareness of the importance of Mental Capacity Act
- Developed their approach to the application of the Act in an ethical and lawful way
- Developed understanding and application of the of the key concepts of the legislation, the 5 principles, the mental capacity test, best interest decisions and their recording, LPAs, and Advanced Decisions to Refuse Medical Treatment
- Increased their awareness of where and when the Deprivation of Liberty Safeguards apply

Workshop Style

Workshop style: The day will be a mix of discussion, input, small group exercises including written case studies from a variety of potential service user groups, self evaluation and action planning.

Handouts include Booklet 3 “Making decisions a guide for People working in Health and Social Care”

Mental Capacity Act Advanced

Assessing Capacity and Best Interests Decision Making
For those people who make complex decisions ie life changing decisions

One Day Workshop

Target group: Participants who are involved in assessing capacity where decisions are concerned with life changing events such change of living situations, medication, treatments and complex care plans. Usually these are “qualified” staff from health and social care

Group size 18 Facilitators: One

By the end of the workshop participants will have:

- Developed their approach to the application of the Act in an ethical and lawful way
- Explored best practice in relation to the assessment of the mental capacity of an individual using the code of practice as terms of reference
- Considered what is an effective recording of the assessment of capacity
- Considered how best interests decisions should be made using the legal checklist given in the code of practice
- Identified the role of the decision maker in best interest decision making
- Identified how the Deprivation of Liberty Safeguards supports people who lack capacity in hospitals, care homes or nursing homes.
- Identified their role in the Deprivation of Liberty Safeguards and what may constitute a potential deprivation
- Considered recent case law situations relevant to the MCA

Workshop style: The day will be a mix of discussion, input, small group exercises including written case studies from a variety of potential service user groups, self evaluation and action planning.

SAMPLE Training/Learning Event Commissioning Information

Providing the following information enables a tailored draft programme to be developed to suit your organization.

Name of Organisation:		
Name of commissioning person		
Phone:		
E-Mail:		
Suggested event or training course title		
Times for course e.g. preferred or usual start and finish		
What is the overall aim of this event or course?		
What are the detailed learning outcomes the organisation wants participants to achieve?		
Evaluation How do you want to evaluate the learning /changes made as a result of this activity	On the day questionnaire Your own or MD Assoc	Post event evaluation on-line? (for this email contacts from participants will be required)
What level is this event to be pitched at e.g. awareness/basic/advanced etc Is this a skills course? (If so what do you want participants to be able to do and to what level?)		
Who is the event or course for? What training are participants likely to have had in this topic before? What level of qualification(s) are they likely to hold? How many staff in total needs this training?		
What are the current issues and challenges in this area of work for your organisation (or organisations?)		
Where does this training fit		

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Sample programmes
previously commissioned &
delivered updated2011
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<p>within your broader strategy e.g. is this training mandatory?</p> <p>Does it form part of a particular approach? E.g. Multiagency safeguarding or adult protection?</p>	
<p>Any other information that would aid the development of a programme for your organisation</p> <p>e.g. Policy documents- have these been emailed?</p>	
<p>Are there any sensitive issues that it would be helpful for the trainer to be aware of – <i>this will held in confidence</i>- e.g. complaints, poor performance , Inspections, team dynamics etc.</p> <p>This may be given nearer the time of the event</p>	
<p>Any other requirements such as handouts in particular format or style (usually pale green paper for handouts)</p> <p>Language issues (English is our first language. Group work can be in another language provided that feedback is in English or there is an interpreter- <i>please note when another language is used additional coaching is only provided if there is an interpreter</i>)</p> <p>Will there be participants using BSL and their interpreters? (this allows me to have the room set up appropriately in advance)</p>	

Marion Dakin Associates Ltd Mission Statement

Marion Dakin Associates Ltd - Recognises that training and development of care givers from all backgrounds, contributes positively to protecting the most vulnerable members of society.

Marion Dakin Associates goal is to provide training and development opportunities to organisations, teams and individuals in health and social care which promote best practice in the delivery of formal and informal services.

Marion Dakin Associates do this by:

- ✓ Developing learning opportunities that consider the service user and carers perspective
- ✓ Creating innovative and safe learning environments
- ✓ Creating learning that supports all learning styles
- ✓ Making complex subjects understandable and their application practicable and ethical
- ✓ Ensuring good practice is promoted



Safeguard Vulnerable Adults