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| 2023 | RiiSE COACH SELECTION PROCESS |

**INTRODUCTION**

Fair Ways is moving into an exciting period of transition as we are in the latter stages of developing our new trauma informed therapeutic support programme that will be rolled out across the Company over the coming year. Fair Ways are currently working towards ACT accreditation for RiiSE with the programme content firmly based on the Restraint Reduction Network standards and promotion of a trauma informed approach.

RiiSE (Relationship Inspired Ideas for Supportive Environments) places significant focus upon the principles of restraint reduction, it has a strong therapeutic foundation which is based on a wealth of research and evidence-based practice and will ultimately aim to change lives, promote meaningful outcomes, and create safe environments where people can grow and flourish.

RiiSE has been developed following an intensive training needs analysis across all services which has informed physical and theory content. RiiSE content will incorporate knowledge about trauma and attachment in every aspect of the course providing knowledge and skills on the impact of developmental trauma, primary and secondary prevention, therapeutic strategies, neuroscience, the importance of connection and positive relationships, and will provide a solid basis on which emotional and physical safety can be achieved.

Our overarching purpose is for the RiiSE programme to embed a therapeutic culture across the group and ultimately aim to change lives and promote meaningful outcomes for all. The RiiSE programme will challenge and change perceptions, provide an environment where staff can work in collaboration, empower staff to proactively build and sustain positive relationships and provide a wealth of knowledge, tools, and practical examples.

We are looking for staff who would like to be involved in this exciting project and be considered to apply for RiiSE coach status. We are looking for people who:

* Are passionate about reduction of physical restraint.
* Can be an ambassador for positive change.
* Can lead and embed a trauma-based approach.
* Want to be part of something that will revolutionise Fair Ways.
* Model a positive approach to continuous development and growth.

Applicants must fulfil the criteria below to apply to be trained as a RiiSE coach.

* Have attended a RiiSE Foundation (3 or 5 day), dependant on your service needs.
* Have over 1 years’ experience in the sector.
* Have over 12 months service in Fair Ways.
* Hold or be working towards a Level 3 Diploma Qualification that is specific to your working environment (should that be a requirement).
* Hold or be willing to undertake an Award in Education Training (AET), or equivalent qualification.
* Hold an in-date First Aid Qualification.
* Be passionate about restraint reduction, positive behaviour support and proactive strategies for managing behaviour that challenges therapeutically.
* Have excellent interpersonal skills, verbal, non-verbal and written, be able to communicate effectively, inspire confidence in delegates and motivate and empower attendees.
* Be physically fit and in good health and able to demonstrate theoretical and physical elements of RiiSE programme.
* Be familiar with Fair Ways policies and procedures on behaviour support.
* Demonstrate a commitment to Fair Ways’ value base and culture by playing your P.A.R.T. This involves being Professional (doing what you say you’ll do), Accepting (inclusive, open minded and respectful), Reflective (focus on learning, not blaming) and being Transparent (open, honest, having integrity).
* Demonstrate a commitment to equal opportunities, human rights and anti-oppressive practice and be able to challenge attitudes and practices that can be perceived as discriminatory.

THE RECRUITMENT PROCESS

**Stage 1**: The candidate applies by completing the RiiSE trainer application form, their application must be supported by their manager and submitted to Mandy Priestley, Head of Workforce Development, and Recruitment@fairways.co

**Stage 2**: Interviews will be undertaken.

**Stage 3**: The candidate will be informed of the outcome of the selection process.

**Stage 4**: If candidate is successful, they would need to:

* Attend a 2- day upskilling session with RiiSE Lead Coach, to learn how to facilitate RiiSE modules and RiiSE Physical Techniques, plus a 1 day co-delivery on a foundation course.
* Attend the RiiSE Coach refresher course in November, where they will deliver both theory and practical techniques to be signed off as a full trainer.

Fair Ways will consider all applications in a fair and transparent manner, giving due consideration to each application on its own merits, as well as considering additional factors which may influence their decision.