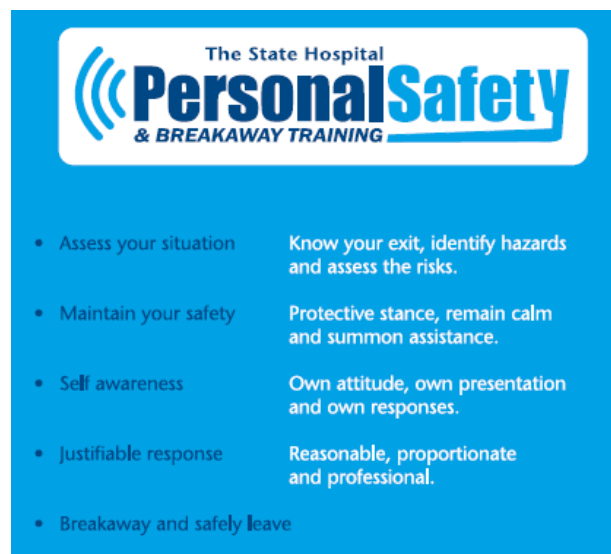


PREVENTION AND MANAGEMENT OF VIOLENCE AND AGGRESSION (PMVA)

Did you know?

A key function of the State Hospital is the safe and effective treatment of patients who may present as violent, aggressive, or dangerous. The key aims of the Hospital's Prevention and Management of Violence and Aggression (PMVA) policy are:

- Assessing and safely managing patients who may present a potential or actual risk of violence towards themselves or others.
- Providing a hierarchy of proportionate responses which appropriately address a range of violent or aggressive behaviours.
- Utilising audit mechanisms to regularly analyse episodes of violence and aggression in order to inform PMVA training and practice.
- Ensuring that all patients, regardless of gender, diagnosis, sexual orientation, disability, culture, ethnicity, religion, or spiritual beliefs will be treated with dignity and respect.



Policy aims

The policy aims are achieved through PMVA training which is mandatory for all Hospital staff and is facilitated by a team of part-time PMVA Instructors, led by a full time Senior PMVA Instructor/Advisor. There are two levels of training.

- Level 1 takes the form of a one-day Personal Safety and Breakaway programme for all nonclinical staff and must be undertaken every two years.
- Level 2 training is provided for clinical staff and comprises of an initial five-day programme with a subsequent 1-day refresher annually.

There are three key areas that form both levels of training:

- **Thinking safe** – This foundation stage focuses on developing participants' knowledge and awareness of legal and professional frameworks, how their own behaviours impact on aggressive situations, and utilises models of aggression to encourage empathy and understanding of why patients may become aggressive.

- **Speaking safe** – This next stage develops previous learning to focus on practical interpersonal skills such as personal awareness, active listening, conveying calm, and de-escalation strategies.
- **Acting safe** – This stage considers proportionate physical responses to escalating aggressive or violent behaviour. It focuses on minimising risks by summoning assistance and using learned physical skills to either breakaway from an assault or to bring a violent situation under control.



Continued Personal Development (CPD)

PMVA Instructors keep their own knowledge, skills, and competencies current by regularly delivering training throughout the year, participating in peer reviews, and undertaking quarterly Instructor Updates. The updates include critically reviewing internal PMVA practices and having reflective discussions on the impact of external inquiry reports.

Additionally, instructors meet regularly with PMVA colleagues from secure settings in England to discuss and review best practice. This 'High Secure Services Group' developed a training manual 'Positive and Safe Violence Reduction' which is Restraint Reduction Network standard compliant.

Working in partnership

The Hospital offers 'Train the Trainer' packages to external organisations, including other healthcare services and Higher Education Institutions. Working in partnership with these organisations to develop their own PMVA instructors enables a sustainable model for local delivery of safe, high quality and current PMVA practices to their particular target groups. To ensure ongoing standards and consistency of practice are maintained and developed, annual updates are required and provided by the State Hospital.

Such partnership working promotes the sharing and implementation of best practice across services, facilitates opportunities for shared learning and generates revenue for the Hospital.

Furthermore, the contemporary content and values base of this particular programme has enabled Level 1 training to be seamlessly integrated into pre-registration nursing education across the four campuses of the University of the West of Scotland. This ensures that future Nursing Registrants of both Mental Health and Adult programmes are equipped to practice safely and compassionately within professional, legal, and moral frameworks.

Further information

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March 2026