**01.01.21 Negotiator Training Update**

Dear Executive Directors, Directors and Governors

Further to previous guidance on the delivery of staff training during current national restrictions, please see the below update on the delivery of **negotiator training** and the maintenance of negotiation provision during this period.

Extensions to refresher training (i.e. normally required within two years of initial training) were allowed from June 2020 and are due to expire shortly. A further extension is granted until 30 June 2021. However, it is also likely that despite the extension some sites now have very few trained negotiators and have reached a critical point.

Governors are asked to review the current position, identifying how many trained negotiators they have available. Where this number falls below six they should make arrangements in discussion with PGDs to ensure that they can access negotiators when needed. Please note that the guidance issued in May 2020 states that untrained staff may be deployed as negotiators only in exceptional circumstances and this should not be relied on as a default strategy.

Options for accessing trained staff may include strengthening mutual-aid between sites (with appropriate consideration of cross-site working issues), making an urgent request for additional training from L&D services where insufficient negotiators are available and requesting support from local Negotiation Advisors to assist in CPD activities to support negotiators. Reduced capacity within the negotiator team also means that it is important to ensure NAs are deployed to provide support during incidents.

Access to negotiator training is being discussed within wider recovery planning, recognising that a substantial number of negotiators will require initial or refresher training. Further guidance will be issued in due course.