



Professional Services Portfolio



About The Hive Avon

The Hive Avon is a not-for-profit organisation working alongside the learning disabled and autistic community and their families, helping them to lead more independent lives.

We believe that everyone with a learning disability and/or autism should be included in their community, feel valued and lead more fulfilling lives.

Primarily working in Bristol and South Gloucestershire, we support over 300 service users a year (plus their families/carers), providing a range of daytime and evening services aimed at increasing independence to a level that is appropriate for each individual, and supporting families with dependent sons, daughters and relatives.

There is a lack of awareness by society in general about learning disabled and/or autistic people. As a result, many are quite isolated from mainstream

community opportunities, are heavily reliant on family/carers and have few friends outside the family. It is easy to underestimate the potential and capabilities of those with learning disabilities and autism.

Established in 1968, The Hive Avon is the only organisation in Bristol and South Gloucestershire that offers such a wide range of services to the learning disabled and autistic community and their parents/carers.

Our services range from a social drop-in centre, social events, an education programme, support groups, accessibility audits, peer support, individual guidance and support to families/parents/carers.

Our vision

Our vision is driven by a belief that learning disabled and autistic people should enjoy the same rights to choice, education, housing, civil rights, health and employment as everyone else.

Everything we do comes from needs identified by service users and

professionals, and most of our training services are not provided elsewhere. This portfolio of professional services and training opportunities has been developed at the request of local support companies and health and social care professionals.

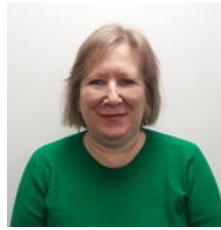
Service users are involved in the design of training courses, and paid when they deliver training, conduct accessibility audits and moderate Easyread documents.



Our team

Our team has the capacity, skills, and resources to meet the needs of the learning disabled and autistic community and those professionals who also support them.

The range of skills, experience and knowledge within the staff team, trustees and volunteers is very wide and not just restricted to social welfare issues.



Liz Cooke - CEO

Former Head Teacher, 20+ years' experience working with the learning disabled and autistic community.



Dominic Box - Impact Projects Manager

Solicitor, trainer, 13 years' experience working with the learning disabled and autistic community.



Meri Rizk - Volunteer

Former CEO BANEs People First, over 45 years of working with disabled people.



Lived experience volunteers

Volunteers with lived experience who help us with all our impact projects including some of our training.

In addition, we have a team of volunteers bringing a wide range of lived experiences, knowledge, skills, passion, and commitment.

Our Training for Professionals

We have a range of ready to use training resources for professionals particularly support workers working with autistic adults and adults with a learning disability.

In addition to the training opportunities within this portfolio, we offer bespoke training design and delivery to meet the needs of your organisation and are happy to discuss your individual training requirements.



“We have been working with The Hive since 2016 developing bespoke training sessions for our staff in subjects such as relationships and sexuality, understanding mate crime, complaints, and advocacy training. The training is relevant, professional, and high quality. The Hive Avon is a pleasure to work with - always professional, reliable, and really seeking to understand what we want from the training as its being developed.”

**Lisa Bayley – Head of Learning
Milestones Trust**



Supporting relationships

“Social care providers need to recognise and support relationships, so they do not discriminate against their clients or breach their human rights.” CQC Guidance 2019

This training is designed to help support workers identify and address challenges they may face in this area, understand the legal implications, and best practice around supporting clients to maintain safe and healthy intimate relationships.

Who the training is for

Anyone working with learning disabled and autistic people.

Learning objectives

- rights and responsibilities.
- understanding capacity to form an intimate relationship.
- legal implications of supporting someone in a relationship.
- good practice around having such conversations with clients.
- how to explain sex, intimacy, sexual health and consent.
- safe dating guidance.
- how to support someone to maintain good sexual health and a healthy relationship.

Delivery methods

- training will be provided by 1 trainer.
- this training is delivered over 3 hours.
- we can accommodate up to 15 participants.
- resource pack included.

Cost

£500 - Excluding venue hire & travel cost.



All about Advocacy

Support workers play a vital role in the lives of the people they support. Alongside friends and family, it is Support Workers who encourage people to discover what a good life is for them, and how to speak out in order to live a life they choose.

This training is designed to help support workers become better advocates for the people they support, identify when an independent advocate should become involved and how to support their client to become better self-advocates.

Who the training is for

Support workers working with learning disabled and autistic people.

Learning objectives

- overview of advocacy.
- the different forms of advocacy.
- how to explain advocacy to the people I support.
- development of self-advocacy skills for your client.
- when should a support worker act as advocate and when should an independent advocate become involved.
- organisations that offer advocacy services/support.

Delivery methods

- training provided by 1 trainer.
- this training is delivered over 3 hours.
- we can accommodate up to 15 participants.
- resource pack included.

Cost

£450 - Excluding venue hire & travel cost.



The importance of Complaints

Receiving good feedback or concerns is an essential tool for organisations to improve the services they provide to their clients and ensure their clients feel valued and listened to.

This training is designed to assist support workers understand how to support clients to speak out and feedback about the important things in their life.

Who the training is for

Anyone working with learning disabled and autistic people.

Learning objectives

- why it's important to complain.
- barriers to complaints.
- informal and formal complaints.
- how to support people to complain.
- how to reflect on complaints and move forward.
- complaints and its links with advocacy.
- agencies who can help.

Delivery methods

- training will be provided by 1 trainer.
- this training is delivered over 3 hours.
- we can accommodate up to 15 participants.
- resource pack included.

Cost

£450 - Excluding venue hire & travel cost.

Mate Crime Awareness



“49% of autistic adults reported that they had been abused by someone they thought was a friend.” National Autistic Society.

Autistic people and those with a learning disability are often more vulnerable and targeted by those committing mate crime. It is vital that professionals including support workers can spot the signs and have the confidence to support their client and share their concerns with authorities.

Who the training is for

Anyone working with learning disabled and autistic people.

Learning objectives

- what is disability hate crime.
- what is mate crime.
- how to identify someone affected by mate crime.
- how to support someone who is a victim.
- what are the safeguarding implications and reporting options.
- useful organisation who can provide support and guidance on a 1-2-1 basis.

Delivery methods

- training will be provided by 1 trainer.
- training can be provided at any venue.
- this training is delivered over 3 hours.
- we can accommodate up to 15 participants.
- resource pack included.

Cost

£450 - Excluding venue hire & travel cost.



Learning disability and autism awareness training

Being aware of the barriers and challenges learning disabled and autistic people face is the key to enabling better communication and access to service. The most impactful reasonable adjustment organisations can provide is knowledgeable and understanding staff.

Who the training is for

Anyone working in public facing roles particularly those in NHS, adult social care services and support companies.

Learning objectives

- what is a learning disability and autism.
- how to identify a hidden disability.
- communication tips.
- what are reasonable adjustments?
- what adjustments can be made to help and support someone?
- accessible information standard.
- introduction to Easyread and how it can help.

About the training

- training provided by 2 trainers one of whom will have a learning disability and/or autism.
- training can be provided at any venue. training is delivered over 3 hours.
- we can accommodate up to 15 participants.
- resource pack included.

Cost

£500 Excluding venue hire & travel cost.

Our training for Service Users

We have a range of ready to use training resources which we are happy to run exclusively for your service users.

These training resources are split into 2 categories bitesize learning and full courses. Details of these courses and costs are set out on the following pages.

We're developing more all the time and can offer bespoke training to meet your service user needs.



“ A vital training service and great asset to the community.

Parent of service user attending training

“ Overall, I've learnt so much about relationships and sex, the training was really important for me ... I got to ask lots of questions about sex.

Service user attending relationship and sexual health training

“ I understand what my rights are ... and that it is ok for me to speak out and say what I want.

Service user attending self advocacy training



In January 2025 we introduced a new way of delivering some of our training courses via our bite-size learning sessions.

These small group, half day sessions, enable you to pick and choose which subjects are appropriate for your learners. These can be delivered as short one-off sessions or you can choose a series of sessions to be delivered at a time and pace that's right for your learners.

Cost £300 per session (excluding travel costs and venue hire) discounts available for multiple bookings. One trainer for up to 8 learners



Managing friendship

How to build and maintain good healthy friendships. We will look at; what do you want in a friend, how to treat others and expect to be treated, personal boundaries and how to deal with arguments.



Health & personal hygiene

How to maintain good personal hygiene and stay healthy. We will look at; personal and oral hygiene, what to do when you're ill, going to the doctor, reasonable adjustments and annual health checks.



Healthy eating

Information & tips to help people make healthier food choices. We will look at; what is healthy eating, what are calories in food, portion sizes, hidden sugar in food and making healthy food choices.



Kitchen safety & food hygiene

Information and tips to stay safe in the kitchen including food hygiene information. We will look at; basic kitchen safety tips, the 4 'C's' of food hygiene namely cleaning, cross contamination, cooking and chilling, including use by and best before dates.



Money skills – coins and notes

This session looks at basic coin and note recognition activities. We will look at, money number line, recognising different notes and coins, practice how to give the correct money and checking change.



All about budgets

We will look at; where their money comes from and where it goes, what are important bills, what is a budget and how to make decisions about money and follow a budget.



Money safety

We will look at; online banking, contactless card payments, cash point safety tips, how to read a bank statement, loans and what to do if you have problems with money.



Scams

This session looks at scams and being tricked out of money and information. We will look at; what is a scam, red flags to look for, tips for staying safe and what to do if you think you've been scammed.



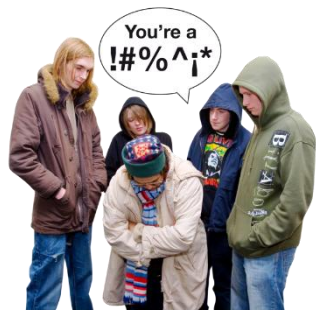
Hate & Mate crime

This session looks at the dangers of hate and mate crime and tips for staying safe. We will look at, what is hate crime, what is a mate crime, how to tell if a friend is a real friend, what to do if you've been a victim of hate or mate crime.



Social media safety

How to stay safe online particularly while using social media. We will look at, what are the risks of being online, what information to use in a profile, how to keep posts private, relationship scams, risks of buy through social media and tips to stay safe when using social media.



Personal safety at home and when out

This session looks at personal safety at home and when out. We will look at, fire safety at home, bogus callers, tips to stay safe when out particularly when using public transport.



Improving confidence

This session aims to help people improve their self-confidence. We will look at, how to be more assertive, tips for making decisions, speaking out with confidence and the importance of body language.



5 ways to wellbeing

This session looks at how to improve your physical and emotional health by using the 5 ways to wellbeing. We will explain and give practical examples of changes people can make to their lives to improve their wellbeing namely 1. connect with people 2. be active 3. keep learning 4. give to others 5. Be mindful.



Safe Dating

This half day session looks at how to date safely, make good choices and protect themselves when online and in person. We will look at; how to stay safe when dating, how to meet someone safely, understanding boundaries, consent and who to go to if they need help.



Relationship and sexual health

People have the right to receive information regarding their sexuality and relationships in a way they understand. Many learning disabled and/or autistic people have not received relationship and sex education, or had it provided in a way they can understand.

This training helps individuals understand about healthy relationships, how to date safely, understand their bodies, sex, sexual health and consent.

Learning objectives

- friendships, boundaries and relationship rules.
- safe dating tips.
- different ways to be intimate.
- good sexual health.
- contraception and how to put a condom on.
- consent and saying no.
- unhealthy relationships.
- have a safe place to talk about sex & relationships.

Delivery methods

- Delivered only as a full 18 hour course, delivered as full days.
- up to 12 participants, participants must have capacity to form an intimate relationship
- 90-page Easyread course handout included.
- small groups discussions and activities.

Cost

£1300 Excluding venue hire & travel cost.

Venue Hire

Large meeting/training room available for hire in Kingswood. Suitable for 20-30 people depending on layout.

Cost

£20 - £25 per hour

Discount available for charities.
Call us to discuss your needs!

Additional
small
training
room
available



Contact us

If you wish to discuss any of our services or have training needs or professional services not identified within this portfolio, please feel free to contact us to discuss how we can support your organisations requirements.



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