

SECTION 2 of Directory

Vulnerable Learners

Vulnerable Learners' Support

Throughout this section of the directory you will find a wide range of options to provide educational settings schools with effective support to enable the best possible outcomes for their most vulnerable children and young people.

This includes those children with:

- Social emotional and mental health difficulties, including those with challenging behaviour.
- Special educational needs and disabilities including those with
 - Sensory difficulties
 - Speech and language difficulties
 - Autism and social communication difficulties

Our support team consists of a highly-skilled and knowledgeable group of professionals. You will be allocated the best professional deemed to meet your current needs. If different needs emerge we have a range of staff on hand.

We are committed to delivering the highest quality service and care passionately about achieving the best possible outcome for your children, staff and whole school community. Our staff all have a vast amount of experience and have worked with young people in various settings including mainstream education, special education and secure units as well as working with students in residential care.

Our approach is effective, flexible and responsive but most of all highly personalised to meet the needs of your school and all those involved.

Main areas of support include:

- **Initial consultation/planning** (refer to VM001)
- **Assessment and intervention** (refer to VS001)
- **Intensive support** (refer to VS002)
- **Mediation** (refer to VS003)
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Section 2 - Vulnerable Learners

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Vulnerable Learners Management

Introduction

Consultation sessions are available to support the school to safeguard vulnerable learners with behavioural, SEND and Emotional and Mental Health needs. We can offer a fresh pair of eyes through our team of highly experienced practitioners in these specialised areas.

The consultation sessions are designed to be fully flexible to meet the specific needs of the school, the child/ren and all those involved. The sessions can be used for planning for unfamiliar behaviours and additional needs as well as longer consultation periods to look at policy, procedure and the creation of bespoke development plans with regards to safety, behaviour, emotional development and welfare.

These sessions are suitable for:

All staff who are in contact with children including:

- School leaders including pastoral and SEND

Session content:

Outcomes will be specific to the needs of the school and may include:

- A consultation to discuss school issues or individual case concerns resulting in a clear plan of action
- Signposting to other support and resources available
- Bespoke development of individual pupil plans and risk assessments
- Advice on referrals and relevant paperwork including funding applications and reviews
- Clinical case discussion
- Support with policy writing

Length of course: 1 hour (minimum) to unlimited

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

Vulnerable Learners

SEND

Introduction

On occasion schools will be faced with dealing with young people who are struggling significantly in the school setting. This session includes an initial assessment of needs and in school / classroom support from our team of highly experienced practitioners to identify and overcome potential barriers and challenges. We will work closely with the child to support them to develop tools and strategies to move forward.

This support package is designed to be fully flexible to meet the specific needs of the child/ren and all those involved.

These sessions are suitable for:

- Vulnerable learners
- Those children struggling to keep themselves and others safe
- Those children struggling to access their learning

Session content:

This will be tailored to the needs of the child and may include:

- Pupil observation
- 1:1 work with the child
- Developing and implementing effective strategies to overcome barriers
- A review of systems already in place
- Offering an independent voice for the child
- Rehabilitation work if needed
- Assembly / class-based input of agreed themes and issues.

Length of session: 1 hour for initial observation. Number of input sessions will be agreed following this.

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

Intensive Support for Staff of Vulnerable Learners

Code: VS002

Introduction

On occasion schools will be faced with dealing with young people who are struggling significantly in the school setting. This session is aimed at supporting the staff members who have been identified to work with these pupils.

The session will offer bespoke advice from our team of highly experienced practitioners on how to support vulnerable learners with behavioural, SEND and Emotional and Mental Health needs and to give these staff the confidence that they are acting in an appropriate and safe manner.

This support package is designed to be fully flexible to meet the specific needs of the staff involved.

These sessions are suitable for:

All staff who are in contact with those vulnerable learners including:

- Teachers, support staff and 1-1 workers

Session content:

This will be tailored to the needs of the staff and may include:

- Individual case discussion
- Identifying challenges and barriers and finding solutions
- Identifying good practice
- Exploring effective decision making
- Reflective practice and discussion
- Staff wellbeing and support

Length of session: 1 hour (minimum) to unlimited

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

Introduction

There are times when relationships are at risk of breaking down between school and home and some outside intervention is required to solve problems, find solutions and ultimately move forward. These sessions are bespoke and are arranged to meet the needs of those involved.

The support offered includes discussing issues with parents of vulnerable learners with behavioural, SEND and Emotional and Mental Health needs. We can offer independent support and advice from our team of highly experienced practitioners and mediate meetings to find ways to make changes and build relationships whilst putting the child's needs at the centre of the process.

These sessions are suitable for:

- School leaders
- Parents of vulnerable learners

Session content:

- Telephone call, virtual or face to face meeting with parents to discuss offer independent advice and support
- Strategy planning: developing and implementing effective strategies at home
- Responding to complaints
- The opportunity to discuss and resolve issues informally.
- Offering an independent voice so the parent feels heard

Length of Training: 1 hour (minimum) to unlimited

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

Introduction

Staff need conviction and confidence to support vulnerable learners effectively and achieve the best outcomes. An initial discussion with school leaders will establish the focus of the training and identify the most appropriate trainer. Our team of highly experienced practitioners work with vulnerable learners with behavioural, SEND and Emotional and Mental Health needs.

These sessions are suitable for:

- Teachers, Pastoral Staff
- Support Staff
- SEN staff / Teaching Assistants

Session content:

This training is designed to be fully flexible to meet the specific needs of the school.

Possible areas of focus could include:

- Meeting the needs of all learners. Unpicking barriers to learning.
- Understand children's behaviours and stress responses
- Supporting children to develop effective strategies
- Managing your emotions
- Safeguarding children with autism / ADHD / attachment.
- Effective interactions with children
- Understanding relationships & dynamics within the classroom.

Length of Training:

This will depend upon the specific needs of the school.

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

Vulnerable Learners

Emotional Social & Mental Health

Introduction

This session explores the link between domestic abuse, power, coercion and impact. In serious case reviews, domestic abuse is often a factor so it is imperative that staff are able to identify children that may be suffering as a result of domestic violence.

Attendees: This training is suitable for:

- Teachers, Pastoral Staff
- Support Staff, Admin, Teaching Assistants, First Aiders
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers
- Management

Course Contents:

By the end of the training participants will be able to:

- Identify signs and symptoms of Domestic Abuse
- Describe the types of abuse, including power and coercion
- Understand the effects of domestic abuse on children (age-related)
- Know what to do if concerned about a child

Length of Training: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

With a growing number of young people experiencing mental health issues this session explores the concerning area of self-harm.

Attendees: This training is suitable for:

- Management
- Teachers, Pastoral Staff
- Support Staff, Admin, Teaching Assistants, First Aiders
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers

Learning Outcomes:

- Increased awareness of the subject and defining issues
- Identifying pre-disposing factors and issues which are linked to a pupil's self-harming
- Understanding the risk factors which can lead to self-harm
- Further exploration of the issue through case studies.

Length of Training: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

This session will help to understand relationships & dynamics within the classroom. We will explore the patterns of attachments and unpick barriers to learning.

Attendees: This training is suitable for:

- Teachers, Pastoral Staff
- Support Staff
- SEN staff / Teaching Assistants
- Outreach staff working with families where attachment is an issue

Learning Outcomes:

By the end of the training participants will be able to:

- Understand attachment theory and patterns of attachment
- Understand children's behaviours and patterns relating to staff and peers
- Consider for adolescence and adulthood
- Gain personal and professional awareness with regards to interactions with children and colleagues
- Gain an understanding of how to manage themselves more effectively in their interactions with children and young people

Length of Training: 2 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

This session explores the link between the brain, emotional development and behaviour. Anyone working directly with children would benefit from this training to help inform their role within the child's development.

Attendees: This training is suitable for:

- Teachers, Pastoral Staff and those working in behaviour units
- Support Staff, SEN staff, Teaching Assistants
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers
- Management

Learning Outcomes:

- The impact trauma has on the brain
- The reasons behind children and young people's behaviour
- Greater understanding of the child's frame of reference
- Strategies to help manage and cope with children and young people's emotional behavioural presentation

Length of Training: 2 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction

This session explores the stages of Grief and the elements of Loss which children, young people and families may experience. We will explore the stages of loss and grief and the Grief response.

Attendees: This training is suitable for:

- Management
- Teachers, Pastoral Staff
- Support Staff, Teaching Assistants
- School Outreach Workers

Learning Outcomes:

By the end of the training participants will be able to:

- Understand the grieving process and the impact on children and young people's mental health and emotional wellbeing
- Gain an insight into a child's capacity to process death
- Understand the impact of loss and grief on children's behaviour and their barriers to learning
- Take part in clinical case discussion
- Understand interventions and strategies to support grieving children

Length of Training: 2 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction

This session explores the developing child and gives staff techniques in dealing with challenging behaviour.

Attendees: This training is suitable for:

- Management
- Teachers, Pastoral Staff
- Support Staff, Admin, Teaching Assistants, First Aiders
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers

Learning Outcomes:

By the end of the training participants will be able to:

- Understand children's behaviours and patterns of behaviour towards and their peers
- Develop self-awareness and an understanding of the child
- Gain personal and professional awareness with regards to interactions with children and colleagues
- Gain an understanding of how to manage children's presenting behaviours and how to manage themselves more effectively in their interactions
- Take part in clinical case discussion
- Understand interventions, strategies and resources to support children

Length of Training: 2 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

An average young person spends over 24,000 hours attending lessons at school and it is fair to say that little is offered by way of drug and alcohol awareness and harm prevention to keep young people safe.

Research suggests the likelihood of pupils taking drugs increases with age, from 11% of 11 year olds to 37% of 15 year olds using substances. An estimated 580,000 secondary school- aged pupils in England (18%) reported having taken at least one drug in the last year. Drinkaware research suggests that 43% of young people aged 10-17 say they have had an alcoholic drink, and among those, 19% of young people said they drink at least once a week.

Attendees: This training is suitable for:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers
- Pupils
- Parents/Carers and family members

Learning Outcomes:

Sessions are delivered by a qualified trainer with experience of drug and alcohol addiction and who has sustained long-term personal recovery.

By the end of the session participants will have an awareness of:

- a hard hitting and unique insight into the lived experience of someone who has suffered with alcohol and drug addiction.
- what different drugs look like and how they impact physically and emotionally on those who use them.
- how drug and alcohol use impacts on the individual and the wider family unit.
- why people use substances and what to do when things go wrong.
- how positive communication can influence a person to be open and honest about alcohol and drugs.

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

Eating problems are common amongst children and teenagers. Many myths and popular beliefs exist which are not based in fact. Unusual and disturbed eating patterns can be confusing, resulting in adults not knowing how to support the young person. This session will explore some of the myths, facts and support available in relation to a range of eating disorders.

Attendees: This training is suitable for:

- Management
- Teachers, Pastoral Staff
- Support Staff, Admin, Teaching Assistants, First Aiders
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers

Learning Outcomes:

By the end of the training participants will be able to:

- Identify the key characteristics, signs and symptoms for a range of common eating disorders.
- Know how to approach specific problems and relate this to procedures in their setting.
- Understand the need for help and support and the types that may be available.

Length of training: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

The pupil support programmes are designed to cover key areas of work for young males with regards to their welfare and development. The areas covered are: Self Esteem – Anger Management – Peer Pressure – Offending Behaviour and Drugs and Alcohol. The sessions have been developed to give a basic understanding of these key areas and to identify and manage the risks that come with them.

Attendees: This training is suitable for:

Male pupils year 6 to year 11:

- Pupils - particularly vulnerable groups and groups at risk of exploitation

Learning Outcomes:

By the end of the training participants will be aware of:

- Basic understanding of areas that can affect the development of young males
- Types of behaviours that can lead to risk
- Basic understanding of identifying risk
- Risk management and peer pressure
- Consequence of risk and offending behaviour

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 credit	£150

Introduction

The targeted pupil support programme is designed to cover key areas of work for young males with regards to their welfare and development. The areas covered are chosen from Self Esteem – Anger Management – Peer Pressure – Offending Behaviour and Drugs and Alcohol awareness. The sessions are developed to give in-depth support to targeted groups of young males. Each programme can be mixed and matched to cover a number of the key areas.

Attendees: This training is suitable for:

Male pupils year 6 to year 11:

- Pupils - particularly vulnerable groups and groups at risk of exploitation

Learning Outcomes:

By the end of the training participants will be aware of:

- Comprehensive overview of the individual identified key area
- Risk management and strategies to support
- Triggers and how peer pressure can affect decisions
- Consequence and impact of decisions
- Exploitation with regards to escalation of behaviour and offending behaviour
- Choices, decision making and reflecting on behaviours to promote positive choice
- Understanding risk

Length of course: 5 hours (5 x 1 hour sessions)

Cost	Core	Enhanced	Non-SLA
In School	£625	5 credits	£750

Introduction

As part of the Enhanced School Service Level Agreement we are offering 4 hours of Kalmer counselling.

Kalmer established itself in order to create a strong foundation and structure for those counsellors seeking to impact on children's emotional wellbeing, mental health and safe guarding strategies of providing a multi-agency professional support to schools.

In order to create change by means of empirically proven interventions, they believe that the alliance is the essential aspect in all of our therapeutic and professional relationships. All of their counsellors value the benefits, and highly advocate working as a part of the multi-disciplinary team while seeking to enhance a strong framework with other lead professionals within mental health and education.

The Counsellors at Kalmer have extensive training backgrounds in working with children, adolescents, parents and families. In theories ranging from:

- Person-Centred
- Cognitive Behavioural Therapy
- Psychodynamic
- Psychotherapy

How you can use the 4 hours:

Kalmer counsellors work primarily with the child and young person in the format of 1-1, group work, family intervention and 1-1 work with parents. This also encompasses working with school and staff on how to manage presenting behaviours.

Please speak to one of our team to arrange.

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

This session gives staff an understanding of mental and emotional health issues which impact on children and young people between the ages of 6 and 19 years and their behaviour in school.

Attendees: This training is suitable for:

- Management
- Teachers, Pastoral Staff
- Support Staff, Admin, Teaching Assistants, First Aiders
- School Outreach Workers, PSAs, Family Support Officers, Attendance Officers

Learning Outcomes:

By the end of the training participants will be able to:

- Understand current data and research in relation to prevalence and aspects of mental and emotional health issues
- Reflect upon current context and emerging issues
- Develop awareness of specific behaviours and issues and how young people may present them
- Appreciate factors from a child, family and environmental perspective
- Engage in dialogue and explore individual perspectives and understanding

Length of training: 2 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 credits	£300

Introduction

Foetal Alcohol Syndrome (FAS) is a type of Foetal Alcohol Spectrum Disorder (FASD), the name for a variety of problems that can affect children due to alcohol consumption of the mother during pregnancy. This session gives an introduction to how this affects the child and how we can support them emotionally, behaviourally and educationally through an understanding of their needs.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

By the end of the training participants will be have:

- An introduction to FAS and its characteristics
- Knowledge of signs and symptoms
- An understanding from the children's and parents' point of view of daily difficulties.
- Support strategies.

Length of training: 1 hour – Introduction or 2 hours in depth work shop

Cost	Core	Enhanced	Non-SLA
In School			
1 hour	£125	1 Credit	£150
2 hours	£250	2 Credits	£300

Mental Health First Aider (MHFA England)

Youth – 2 Days

Code: VE014

Introduction

Mental Health First Aid (MHFA) is an internationally recognised training course, designed to teach people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis. At Clennell we offer a range of courses tailored for people who teach, work, live with and care for young people aged 8 to 18. The courses can be attended by anyone from age 16 upwards. Each and every MHFA England course is delivered by a quality assured instructor.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

Completing our two day course qualifies you as a Youth Mental Health First Aider. Youth Mental Health First Aiders have:

- An in depth understanding of young people’s mental health and factors that affect wellbeing
- Practical skills to spot the triggers and signs of mental health issues
- Confidence to reassure and support a young person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help a young person recover their health by guiding them to further support (whether that’s through self-help sites, their place of learning, the NHS, or a mix; engaging with parents, carers and external agencies where appropriate)
- Ability to support a young person with a long term mental health issue or disability to thrive
- Tools to look after their own and advice for others mental wellbeing

Course information:

The course is delivered in four manageable chunks: - About mental health - Depression and anxiety - Suicide and psychosis - Self-harm and eating disorders The Skills and training to support and sign post those who are experiencing mental health issues.

It focuses on the issues faced by young people today, such as cyber bullying and substance misuse, and teaches how to promote protective factors and good parenting.

Length of training: 2 Days 9am – 5pm

Cost	Core	Enhanced	Non-SLA
In School Central	POA £300pp	POA £250pp	POA £350pp

Mental Health First Aider (MHFA England)

Adult – 2 Days

Code: VE015

Introduction

Mental Health First Aid (MHFA) is an internationally recognised training course which teaches people how to spot the signs and symptoms of mental ill health and provide help on a first aid basis. MHFA England training won't teach you to be a therapist, but just like physical first aid, it will teach you to listen, reassure and respond, even in a crisis. Adult MHFA England courses are for everyone aged 16 upwards.

Every MHFA England course is delivered by a quality assured Instructor Member who has attended the Instructor Training programme accredited by the Royal Society for Public Health, and is trained to keep people safe and supported while they learn. Learning takes place through a mix of group activities, presentations and discussions.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

A practical skills and awareness course designed to give you:

- A deeper understanding of mental health and the factors that can affect people's wellbeing, including your own – Practical skills to spot the triggers and signs of mental health issues
- Confidence to step in, reassure and support a person in distress
- Enhanced interpersonal skills such as non-judgemental listening
- Knowledge to help someone recover their health by guiding them to appropriate support

Course information:

A qualification and training that enables them to be a workplace mental Health First Aider.

The Skills and training to support and sign post those who are experiencing mental health issues.

Length of training: 2 Days 9am – 5pm

Cost	Core	Enhanced	Non-SLA
In School Central	POA £300pp	POA £250pp	POA £350pp

Mental Health First Aider (MHFA England)

Adult – Half day

Code: VE016

Introduction

Mental Health Aware An introductory course designed to increase mental health awareness and give an understanding of how to look after wellbeing and challenge stigma. When you complete your course you will get a certificate of attendance and a manual to keep and refer to whenever you need it.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

Research and evaluation shows that taking part in an MHFA England course:

- Raises awareness and mental health literacy
- Reduces stigma around mental ill health
- Boosts knowledge and confidence in dealing with mental health issues
- Promotes early intervention which enables recovery
- the skills and training to sign post those who are experiencing mental health issues

Length of training: Half day

Cost	Core	Enhanced	Non-SLA
In School Central	POA £125pp	POA £100pp	POA £150pp

Introduction

We are all born with the same basic neurological systems. We learn how to use them differently to others. NLP is the art and science of communication, the key to learning. It is a route and range of methods to be explored to get the results that you want in all aspects of life. It can be used to influence with integrity. This training will support staff to understand more about how they do and can communicate.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

By the end of the training participants will have:

- explored what NLP is and its application.
- experienced NLP techniques.
- challenged ones beliefs, thinking styles, structures and behaviours.
- developed their knowledge and understanding of the art of communication.

Length of training: 1 hour introduction or 2 hours deeper knowledge

Cost	Core	Enhanced	Non-SLA
In School			
1 hour	£125	1 Credit	£150
2 hours	£250	2 Credits	£300

Introduction

This session explores the important role sleep has in our lives relating to our physical and mental health. It covers reasons for not sleeping, how to improve our sleep and the practical aspects of getting into a good sleep routine. It provides an opportunity for staff to consider how they are sleeping and how to improve this for all round improvements in well-being and performance.

Attendees: This training is suitable for:

- All staff

Learning Outcomes:

- A clear understanding of the role sleep plays in our lives
- Guidance on how to develop a good sleep routine and positive habits
- An understanding of how their health and well-being is affected by good and poor sleep patterns.

Length of training: 1 hour

Cost	Core	Enhanced	Non-SLA
In school	£125	1 Credit	£150

Vulnerable Learners

Behaviour Related Training

Introduction to dealing with difficult behaviours and behaviours that challenge

Code: VB001

Introduction

School staff members have to deal with behaviour concerns on a regular basis. This session has been developed to allow staff to explore the type of behaviours they are likely to face and to identify strategies to support these behaviours. The emphasis of the session is on giving staff the confidence to deal with concerns effectively.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Courses of action to support challenging situations
- Techniques to manage behaviours that challenge
- Basic approach to behaviour management
- Basic understanding of how to deal with conflict

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 credit	£150

Intensive dealing with difficult behaviours and behaviours that challenge

Code: VB002

Introduction

This session includes the content from the *Introduction to dealing with difficult behaviours and behaviours that challenge* session. This 1.5-hour session has a more in-depth look at the type of behaviours that we may come across and how, we, as a staff team, can support these behaviours.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

As well as presenting the content from the *Introduction to dealing with difficult behaviours and behaviours that challenge* session this course also offers the following.

- In depth strategies on dealing with behaviour that challenges
- Additional time spent on looking at behaviour that may challenge staff physically and mentally and methods of approach using scenario training and strategies to support these behaviours.

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction to de-escalation and remaining calm during a crisis

Code: VB003

Introduction

Staff role, responsibility and response to crisis situations can influence the outcome of incidents. This session is aimed at sharing skills and techniques with staff on how to remain calm and respond appropriately during the most challenging of situations. Identifying the moments where strategies are required plays a key role in this session.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Basic de-escalation techniques
- Basics of self-control and positive approach
- Role and responsibility of staff members during crisis situations
- Basic techniques on how to remain calm during a crisis

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 Credit	£150

Intensive de-escalation and remaining calm during a crisis

Code: VB004

Introduction

This session includes the content from the *Introduction to de-escalation and remaining calm in a crisis* session. This 1.5-hour session looks at more in-depth strategies to support staff when de-escalating crisis situations.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

As well as presenting the content from the *Introduction to de-escalation and remaining calm in a crisis* session this course also offers the following.

- Additional time looking at various crisis situations and scenarios that we may find ourselves in and how we use de-escalation to support these concerns.
- This session spends additional time looking at our approach to crisis situations and in-depth strategies on how to remain calm when dealing with these situations.

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction to recording and planning for serious incidents

Code: VB005

Introduction

Dfe guidance informs us that all schools should have plans in place to support a reduction in serious incidents and incidents of physical intervention. This session's aim is to give a basic understanding on how to record, reflect and plan for incidents involving serious behaviour concerns.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Basic methods of recording incidents
- The importance of breaking the cycle using reflection and risk assessment
- Risk assessment advice
- General advice on responsibility when recording

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 Credit	£150

Intensive recording and planning for serious incidents

Code: VB006

Introduction

This session includes the content from the *Introductions to recording and planning for serious incidents* session. This 1.5-hour session gives the staff a more in-depth look at the way we record, reflect and plan by using real incidents as part of the scenario training.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

As well as presenting the content from the *Introduction to recording and planning for serious incidents* session this course also offers the following.

- Additional section where staff members review a real incident and document their findings.
- The opportunity to complete risk assessments and behaviour management plans with support from the session leader using the reflections from their recordings.

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Creating and maintaining positive relationships with pupils

Code: VB007

Introduction

This session is aimed at giving an understanding of what a positive staff – pupil relationship looks like. Strategies are discussed on how we initially create and then continue to promote positive relationships using approach and verbal/nonverbal cues. Positive consequence, tone and volume are areas that are also discussed during the session.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Positive use of tone and volume
- Setting the standards
- Positive approach
- Speaking with pupils
- Consistency
- Where to draw the line and use positive consequence

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 Credit	£150

Introduction

The consultation sessions are designed to offer behaviour support for areas that are not covered in any of our other programmes. The sessions can be used for planning for unfamiliar behaviours as well as longer consultation periods to look at policy, procedure and the creation of bespoke development plans with regards to safety, behaviour, development and welfare.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Behaviour policy support
- Individualised staff training plans
- Targeted intervention for unfamiliar behaviours
- Bespoke development of pastoral plans
- Behaviour observations

Length of course: 1 hour (minimum) to unlimited

Cost	Core	Enhanced	Non-SLA
In School	£125 for 1 hour	1 Credit for 1 hour	£150 for 1 hour

Introduction

On occasion schools will be faced with dealing with young people who display dangerous and aggressive outbursts. This session is aimed at supporting the staff members who have been identified to work with these pupils. The session will offer bespoke advice on how to deal with occurring situations and to give confidence that the staff members are acting in an appropriate and safe manner.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- 1-1 workers, outreach workers, targeted support staff, high ratio staff 2-1 etc

Course Content:

By the end of the training participants will be aware of:

- How to deal with aggressive behaviour when working alone
- Individualised planning for working with challenging behaviour
- Basic elements of the law and guide to maintaining safety
- Risk assessing and planning for aggressive behaviours
- Supporting risk and risk management

Length of course: 1 hour minimum. Can be increased on request to support individual need

Cost	Core	Enhanced	Non-SLA
In School	£125 for 1 hour	1 Credit for 1 hour	£150 for 1 hour

Introduction

Bullying is always high on the agenda in schools and particularly with parents. Dfe guidance states that all schools should have measures in place to tackle bullying. This session is aimed at ensuring the staff team is aware of what bullying is and methods to document and deal with it effectively. Roles and expectations of staff feature throughout this session.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Process, procedure and expectations
- Reporting and documenting incidents of bullying
- What bullying is and how we deal with it – roles and expectations of staff
- Vulnerable groups and vulnerable area support
- Bullying statistics and impact data
- Dfe guidance

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction

Staff members face situations which, at times, may involve a degree of physical intervention. This session is aimed at providing underpinning knowledge of Dfe guidance and the law, as well as covering the role and expectations of staff members during serious incidents. The overall aim of the session is to give staff the confidence and knowledge to approach all situations in a safe, legal and appropriate manner.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

By the end of the training participants will be aware of:

- Role and expectations during serious incidents
- Dfe guidance and legal guidance behind the use of reasonable force in schools
- Basic knowledge of de-escalation and positive approach
- Safety points to support safety during physical interventions
- Responding appropriately to occurring situations

Length of course: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 Credit	£150

Accredited 1-day De-escalation and Physical Intervention programme

Code: VB012

Introduction

This is an accredited 1-day programme which comprehensively covers all aspects of dealing with serious incidents in schools. The training is designed to support staff members in dealing with low level behaviour through to high risk behaviour. Strategies and safe holding techniques are displayed to support safety for all involved. The programme is delivered in 4 modules – The Law, De-escalation, Physical Holding and Recording, Reflection and Planning.

Attendees: This training is suitable for:

All staff who are in contact with children, including:

- Management, Teachers, Pastoral Staff, Support Staff, School Outreach Workers

Learning Outcomes:

By the end of the training participants will be aware of:

- The law, legal responsibility and DfE guidance on the use of reasonable force
- Physical intervention guidance
- Safety aspects of physical intervention
- Approach to dealing with serious incidents
- Techniques to support a reduction in incidents of physical intervention
- Self-control and positive approach
- De-escalation strategies to support serious incidents
- Appropriate recording methods
- Reflection and planning for serious incidents
- Roles and responsibility

Length of course: 6 hours – on arrangement this can be split into 3 x 2 hour sessions, this will incur an additional charge. For more than 20 people please contact CES for a price.

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA
Central	1 Free place (£60 additional)	Free	£100

Introduction

It has become more common for staff to have to deal with serious incidents and use, on occasion, some form of physical intervention. This is an accredited course that covers 1 hour of legal guidance and expectations when dealing with serious incidents. A further 2 hours is spent on physical holding and safety when dealing with physical intervention. The overall emphasis of this session is that physical intervention is only ever used as a last resort.

Attendees: This training is suitable for:

All staff who are in contact with children, including:

- Management
- Teachers
- Pastoral Staff
- Support Staff
- School Outreach Workers

Learning Outcomes:

By the end of the training participants will be aware of:

- Legal guidance when dealing with serious incidents
- Role and responsibility of staff during serious incidents
- Physical intervention guidance
- Safety aspects of physical intervention
- Approach to dealing with serious incidents
- Self-control and positive approach

Length of course: 3 hours – may be split into 2 sessions (1 hour legal – 2 hours holds) but this will incur an additional charge. Maximum of 24 participants.

Cost	Core	Enhanced	Non-SLA
In School	POA	POA	POA

County Lines, Gangs and Young People – Accredited Session

Code: VB014

Introduction

This session includes the content from the *County Lines* 1-hour session (Code PU007) This 1.5-hour session is an accredited course for staff members only.

Attendees: This training is suitable for:

All staff who are in contact with children including:

- Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers

Course Content:

As well as presenting the content from the *County lines* 1-hour session this course also offers the following.

- Certified accreditation
- Staff hand-outs covering course content
- Additional support on warning signs and identifying young people that may be involved in County Lines activities

Length of course: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction

This session explores how we manage children and young people's challenging behaviours using transactional analysis (TA*).

*TA analysis social transaction to determine the ego state of the child and young person as a basis for understanding behaviour

Attendees: This training is suitable for:

- Staff working in behaviour related roles
- Teachers with challenging children
- Pastoral staff
- SEN staff
- Outreach staff supporting parents with children's behaviour

Course Content:

By the end of the training participants will be able to:

- Understand the reasons behind certain behaviours
- Develop self-awareness and an understanding of the child
- Gain an understanding of how to manage children's presenting behaviours and how to manage themselves more effectively in their interactions
- Techniques and strategies to deal with children and young people's behaviours
- Clinical case discussion

Length of Training: 1.5 hours

Cost	Core	Enhanced	Non-SLA
In School	£250	2 Credits	£300

Introduction

Staff members come across difficult situations regularly when working with children and other adults, including family members. This session is aimed at how we approach these situations and unfamiliar behaviours from children and adults. It include abusive, disruptive and aggressive situations. It looks at face to face situations and telephone discussions.

Attendees: This training is suitable for:

- All staff

Course Content:

By the end of the training participants will be able to:

- The type of situations we may come across
- The difference between dealing with adults and children during difficult moments
- How to use self control and appropriate tone and volume to support concerns

Length of Training: 1 hour

Cost	Core	Enhanced	Non-SLA
In School	£125	1 Credit	£150