

Positive Regard Support & Training 2022-23



Contents



Positive
Regard

Relationships Make The Difference



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Introducing Positive Regard



Positive Regard

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We place the
needs of children and
young people at the
heart of school
improvement

Positive Regard, part of Wellspring Academy Trust, provides a range of education support services including specialist consultancy that places the needs of children and young people at the heart of school improvement.

Our offer includes a suite of programmes that can be adapted to suit all needs, over extended periods of time, and offers highly focused specialist training, advice and guidance.

Positive Regard also supports children's services and residential care settings.

Our Aims

- ✓ Support schools with embedding a relational approach to behaviour management
- ✓ Reduce the number of exclusions across the country
- ✓ Create consistency of practice for supporting challenging behaviours
- ✓ Support schools with access to the Positive Regard Specialist Team
- ✓ To make a difference to the lives of all children and young people



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Participant Feedback



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What people
have to say
about us

"In all my 26 years of experience your training was one of the best, most informed, realistic, backed up with credited theories and child focused throughout. I am looking forward to seeing more of your training to support the team with knowledge and understanding to ensure we are putting the best interests of the children at the centre of our home, ensuring it is filled with love, warmth, happiness and is a safe place where memories are made forever."

Jason Registered Children's Home Manager

"Thank you and a huge well done in regards to the online training. I have just watched Securing success following lockdown - behaviour strategies and my whole mindset has changed."

Hannah Pastoral Mentor

"Our evaluation for county showed the training as having the greatest impact of everything we did last year."

Inclusion Voice Heads Team

"I really enjoyed what you were doing and how you put it across. You're a breath of fresh air. Thank you from me. Our staff found it useful too and have many ideas to put in to practice tomorrow."

Lee Headteacher

"I just wanted to email to say how much I've enjoyed the sessions so far - genuinely its been the most enjoyable, supportive, useful and informative training I've ever been on! I've loved it."

Michelle Teacher

"Just wanted to say a massive thank you for the time you spent with us and reminding me of my 'why' professionally. I loved your sessions and felt inspired to do the very best for these young people."

Ben Behaviour Manager



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Our Behaviour Services



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Up to 1 Hour Virtual Check In

Connect with a Positive Regard Specialist to work through a problem and look at strategies to support children and young people. Plan, debrief and much more.



Half Day Support

Invite a Positive Regard Specialist into your setting for half a day to observe areas of need, meet with staff and support planning and intervention.



Full Day Support

Invite a Positive Regard Specialist into your setting for the day to observe areas of need, meet with staff and support planning and intervention.



Specialist Induction

Our induction training aims to change the hearts and minds of staff into the culture of unconditional positive regard. We will teach relational strategies to manage behaviour, using real life examples that showcase the success of the Positive Regard model.



Inset Training

A Positive Regard Specialist will deliver an inset day that is bespoke to your setting. Using real life examples and video footage our practicing specialists will deliver a session that is engaging, relatable and packed full of strategies.



Twilight Training

We will deliver twilight training ranging between one and two hours. The content can be bespoke or you can choose one of our pre-existing training packages to suit your needs, during times that suit the setting.



Whole School Behaviour Review

Two members of the Positive Regard team, including a school leader, will join you in your setting to review all things behaviour, from policy to practice. The process aims to reduce behavioural incidents and exclusions and increase attendance and engagement.



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Training Programmes



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1

Level 1

Programme overview: This one day training course aims to develop skilled Positive Regard Practitioners that can confidently implement relational practice within their setting. This course will focus on a variety of skills to help contribute towards a reduction in challenging behaviours.

Audience: This training is open to any colleagues working with children.

2

Level 2

Programme overview: This one day training course aims to develop skilled Positive Regard Instructors that can confidently use relational practice and support the development of others through training. On completion of this course delegates will have the ability to deliver Level 1 Practitioner training within their setting.

Audience: This training is open to anyone working with children including support staff that are looking at taking their first steps into delivering training.

3

Level 3

Programme overview: This five day programme aims to develop expert practitioners and 'behaviour professionals' who can confidently deliver advice, guidance and training in their setting and externally. On completion of this course delegates will also be able to deliver level 2 instructor training.

Audience: This programme is aimed at cross phase Middle/Senior leaders, Team leaders, HLTAs and Aspiring team leaders.

4

Level 4

Programme overview: This six day programme aims to develop Specialist Positive Regard Leaders who have the skills to give guidance on complex behavioural issues within their own setting and to external schools/services. On completion of this course delegates will also be equipped to upskill staff both internally and externally with the highest level of Positive Regard training and guidance.

Audience: This training is aimed at Senior Leaders and experienced trainers who are looking to extend their training offer, build new working relationships and upskill their staff to create an inclusive, empathic culture of support.



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Level 1 Team Teach (6 Hour)

All our courses are delivered by experienced, knowledgeable trainers, who carefully consider the training needs of participants to ensure that they can confidently apply positive behaviour management strategies in their school/setting.

Course overview

Increasing safety, and reducing restraint. While our courses focus on de-escalation and communication strategies for dealing with challenging behaviour without physical intervention, they also cover positive handling training for schools and other education settings which minimise restraint and intrusive intervention.

Audience

Anyone who is operating in a low-risk primary or secondary school setting would benefit from this course. This course is also suitable for anyone working in low-risk adult or children's service settings.

Skills upon completion:

- ✓ Upon completing this course, a participant will be able to fully understand the rationale and principles of the Team Teach approach.
- ✓ Participants will be fully aware of which strategies are most appropriate for any given situation, and

will have a far deeper understanding of the causes of disruptive behaviour. They will be equipped with the expertise and confidence to stay safe, to carry out simple de-escalation strategies, and to apply basic positive handling, mostly focused on guiding and escorting service users.

- ✓ Upon successful completion participants will receive certification which is valid for 36 months.

This course includes:

- ✓ Background to Team Teach
- ✓ The legal framework
- ✓ Understanding aggression
- ✓ How feelings drive behaviours
- ✓ De-escalation and diffusion
- ✓ Personal safety
- ✓ Positive handling - mainly guiding and escorting safely*
- ✓ Repair, reflection and review



Level 2 Team Teach (12 Hour)

Designed for schools and services that require a higher level of intervention. This course is suitable for establishments where there is a higher level of risk associated with challenging behaviour. Please contact us to find out more.



Advanced Modules

For more information on our advanced modules please contact the Positive Regard Team.



Wellbeing & Mental Health Support



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Wellbeing is now a part of the Ofsted framework. Having at least one member of staff in your school/service trained in Mental Health First Aid contributes massively to this agenda.

Certification: The qualifications are valid for three years from the date of achievement. It is strongly recommended that the learner attends annual refresher training. The learner will need to complete the full course again to re-qualify for a further three years.



Level 1 First Aid for Mental Health Awareness Course

This half day course aims to provide delegates with the knowledge to identify suspected mental health conditions and give them the skills to confidently begin a conversation and signpost the person towards the appropriate professional help.



Level 2 First Aid for Mental Health

This one day course will cover the content of the Level 1 course, and will also expand course members' knowledge on the effects of drugs and alcohol, understand the First Aid for Mental Health Action Plan and how to support a positive mental health culture within your setting.



Level 3 First Aid for Youth Mental Health

This two day course will cover content of both the Level 1 and Level 2 qualifications as well as upskilling delegates to be able to supervise First Aid for Mental Health and their First Aiders for Mental Health within their setting. Course members will gain a greater understanding of the wide range of mental health conditions and the support and help that is provided by healthcare professionals.



Whole School Wellbeing/ SEMH Review

A Specialist and a Leader from the Positive Regard team will spend the day in your setting reviewing Wellbeing and SEMH. Everything from policy to practice. Following the review the setting will be provided with a review document containing the findings and recommendations.



Wellbeing Twilight and Inset Day Training

Please get in touch if you would like to host any of our wellbeing courses on one of your inset days. We can also twilight any of the courses if your school/service requires a more flexible approach to training delivery.



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First Aid Support



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Level 3 First Aid at Work

It is a requirement of the Health & Safety law that employers provide a safe and healthy environment. If your risk assessment highlights the need for qualified first aiders, then this level 3 qualification (level 6 in Scotland) will provide you with suitable, highly trained personnel.

This comprehensive three-day course covers a wide range of first aid emergencies, enabling all participants to deal with emergency situations with confidence in a prompt, safe and effective way. In addition, this course will include any protocol changes that may have arisen since their last training course and gives the participants a qualification to the highest level of First Aid, meeting the statutory requirements of the Health and Safety (First Aid) Regulations 1981.



Level 2 Emergency First Aid at Work

Where an organisation's risk assessment identifies that there is a requirement for Emergency First Aid at Work Practitioners, then this national Award in Emergency First Aid at Work satisfies the requirements of the regulatory body for First Aid - the Health and Safety Executive (HSE). All learners will have the skills and knowledge to provide the organisation with Emergency First Aider's that are able to provide treatment to their casualties in a prompt, safe and effective manner. This is also the minimum first aid requirement for people with advanced Team Teach qualifications.



Other First Aid Courses

- ✓ L3 First Aid at Work Requalification
- ✓ L3 Paediatric First Aid at Work
- ✓ L2 Emergency Paediatric First Aid at Work
- ✓ Annual Refresher L2 Em First Aid
- ✓ L3 Activity First Aid
- ✓ L2 Basic Life Support
- ✓ L2 Basic Life Support & Safe use of and AED
- ✓ L2 Defibrillation (CPR & AED Skills)
- ✓ Defibrillation Annual Refresher
- ✓ L3 Immediate Management of Anaphylaxis
- ✓ L3 Oxygen Therapy Administration
- ✓ L2 First Aid Risk Assessment
- ✓ Appointed Person



Ofqual Office of Qualifications and Examinations Regulation



If you're unsure which course is for you then please get in touch with the Positive Regard Team for more advice.



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Over 100,000 children and adults use Makaton symbols and signs, either as their main method of communication or as a way to support speech.

Makaton has been shown to be useful for all sorts of people including those who struggle with understanding concepts, those who have poor literacy skills, including grammatical knowledge, and those with English as an Additional Language. By using Makaton, children and adults can take a more active part in life, because communication and language are the key to everything we do and learn.



Level 1 Training

Level 1 training is the starting point for learning Makaton. It is recommended for:

- ✓ Teaching staff, parents/carers and support workers who need to use Makaton at home and in their work
- ✓ Participants who need a more detailed knowledge about using and applying Makaton to develop the communication skills of others

Content

This one day Level 1 training provides a practical introduction to the Makaton Language Programme.

Sessions include discussing commonly asked questions, hints and tips for effective signing and symbol use and how to start using Makaton in everyday situations at home or at work.

You will also learn the signs and symbols from Stages 1 and 2, and some of the Additional stages of the Core Vocabulary.



Level 2 Training

Participants must have attended Level 1 training to enrol on this course.

Level 2 training is recommended for:

- ✓ Teaching staff, parents/carers and support workers who need to use Makaton at home and in their work
- ✓ Participants who need a more detailed knowledge about using and applying Makaton to develop the communication skills of others

This one day Level 2 training builds on the knowledge you gained in Level 1 Training.

Content

You will learn the signs and symbols from Stages 3 and 4, and the rest of the Additional stage of the Core Vocabulary.



Credit Packages



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Take complete control of your training and support with a credit package and help us to tailor your support to you.

You can spend your credits on a mixture of all Positive Regard training and consultancy services and have the flexibility to build and blend the perfect package for your school/service.



Bronze
18 Credits



Silver
36 Credits



Gold
60 Credits



Positive Regard has always been about bespoke support for each service



Up to 1 Hour Phone Call
(1 Credit Per Hour)



Up to 1 Hour Virtual Check In
(1 Credit)



Half Day Support
(4 Credits)



Full Day Support
(6 Credits)



Rapid Response within 48 Hours of the Call
(2 Credits Per Hour)



Virtual / Telephone Counselling 40 Hours
(25 Credits)



Inset Training
(6 Credits)



Twilight Training
(4 Credits)



Whole School Behaviour Review
(15 Credits)



Level 1 Practitioner
(10 Credits Whole School)



Level 2 Instructor
(3 Credits Per Person)



Level 3 Specialist
(10 Credits Per Person)



Team Teach
(1 Credit Per Person)



Level 1 First Aid for Mental Health Awareness Course
(10 Credits) Max 20 People



Level 2 First Aid for Mental Health
(1 Credit Per Person) Max 20 People



Level 3 Supervising First Aid for Mental Health
(3 Credits Per Person) Max 20 People



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Positive Regard has a focus on understanding why some children behave in a challenging way. Strategies for managing challenges sit alongside an understanding of developmental trauma and attachment difficulties.

Understanding the child and meeting their needs is at the heart of what Positive Regard brings to your organisation.

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