

Positive Regard Support & Training

2023–24



Relationships make the difference

Working nationwide, our team of experts empower schools and children's services to create inclusive, empathic cultures through relational practice.

Contents



Positive Regard

Relationships Make The Difference



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Introducing Positive Regard



Positive Regard

Relationships Make The Difference



“For a person to ‘grow’, they need an environment that provides them with genuineness (openness and self-disclosure), acceptance (being seen with unconditional positive regard), and empathy (being listened to and understood). Without these, relationships and healthy personalities will not develop as they should, much like a tree will not grow without sunlight and water.”

Carl Rogers

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 team works nationwide providing support services in person as well as virtually.

Our Philosophy

We don’t see challenging children and young people – we recognise signs of stress, trauma and emotional imbalance. We empathise with the root cause of challenges and use a model of relational practice and positive behaviour support to repair relationships, build trust and decrease the signs of stress in children and young people. This increases their focus and engagement in teaching and learning, as well as increasing their opportunities to achieve in all aspects of their lives.

Our Aims

- ✓ Support schools with embedding a relational approach to behaviour management and school improvement
- ✓ 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



We work with
600 schools



Working across
29 Local Authorities



77 Qualified Specialists

Meet the Team



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Dave Whitaker
Director of Learning.
Former Executive Principal and National Leader of Education.

Author: The Kindness Principle.

As a former Executive Principal, Dave is now Director of Learning for the Wellspring Academy Trust with its 31 schools across Yorkshire and Lincolnshire. As well as Executive Headship, Dave spent 10 years as a National Leader of Education and Teaching School Head and he is an Associate of Independent Thinking Ltd.

He is a values driven leader who champions inclusive practice and passionately leads Positive Regard - transforming education practice across England. Dave works nationally supporting schools with behaviour strategies, drawing on real-life experiences from some of the most challenging schools in the country. He provides a wealth of guidance to help develop effective practice and his recently published book, *The Kindness Principle*, offers advice, guidance and expertise on making relational practice work in schools.

At the heart of all of his work is the principle of 'unconditional positive regard', a concept pioneered by the seminal psychologist Carl Rogers. Dave and his team of committed professionals will never lose sight of the human being in front of them, nor lose hope in their ability to make better choices and change their lives for the better. Dave is one of the founder members of the Headteachers' Roundtable think tank, accomplished keynote speaker and is a contributor to a number of collaborative books including *The Working Class & Square Pegs*.

He has recently been a member of the DFE expert committee for the Timpson Review of exclusions and has given evidence at the Education Select Committee.

"Schools work best when adults believe in children and children believe they believe in them." - Dave Whitaker



Luke Mitchell
Head of Positive Regard.
Speaker, Leading National Consultant, Specialist Leader of Education, Visiting

Fellow for NPQLBC, Advanced Team Teach Tutor AOL Licence holder, Touchbase Certified Attachment Lead, ITT Lead, Theraplay Level 1 and Group.

Luke began his career gaining experience in a variety of educational settings including mainstream schools and provisions supporting pupils with complex needs. Luke joined an SEMH school in his early career, working with a number of looked after children supporting them to develop their social and emotional skills. These children were seen as the most challenging and Luke quickly found a passion for supporting vulnerable children. This led him to work in primary and secondary classrooms, teaching children with SEMH needs. After 6 years in the classroom, Luke transitioned to pastoral support and became the Head of Behaviour Support.

The impact of Luke's skills and experience were soon recognised beyond Wellspring and his input was requested by other schools in the local authority. Luke began to complete outreach work to help others

increase pupil engagement and reduce exclusion which ultimately led to the creation of Positive Regard.

Over recent years, Luke has driven the continued professional development of over 70 specialists through his expert mentorship and Positive Regard training programmes. These specialists now work across the county as part of the Positive Regard team offering training and consultancy to schools, alternative provisions and children's services. Luke leads and inspires his team as they strive to embed inclusive cultural change. Supporting young people to express themselves in socially acceptable ways is a key priority for Luke and he places relationships at the heart of his practice. Luke is an established keynote speaker and regularly shares his expertise in relational practice and practical implementation of unconditional positive regard.

"Children behave for people not systems."
- Luke Mitchell



Jacob Lawton
Positive Regard Strategic Lead.
Speaker, Leading National Consultant, Advisor, Behaviour

Specialist, Trauma and Attachment Lead, Mindfulness Instructor, Forest Schools Leader, Mountain Bike Instructor, Team Teach Advanced Instructor, AOL Licence, NPQLBC, SLE, Theraplay Level 1 & Group.

Jacob started out his career in a mainstream primary in a deprived area of

Meet the Team



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Barnsley before joining Wellspring's very first SEMH school. He takes his 10 years experience working within the special and alternative sector, supporting pupils seen as the most challenging and uses this to support the development of Positive Regard Specialists and the design and delivery of Positive Regard programmes.

Jacob has a strategic responsibility within Wellspring supporting school leaders with root to branch behaviour support including policy design and inclusion planning.

Jacob's role within Positive Regard keeps him connected in the same capacity with external schools as and when they need it. He offers on the ground support in classrooms all the way through to strategic leadership.

"I love connecting and building networks across our incredible trust and across the sector. People are at the heart of what we do." - Jacob Lawton



Christine Cook
Operations Officer.
Level 5 Diploma
in Education and
Training.

Chris began her career many years ago supporting young adults with autism in a residential home and quickly discovered a passion for ensuring that vulnerable people had access to the highest standard of support. She then made the transition to children's services and education working as a Training Manager in a school before joining Wellspring in November 2021.

In her current role Chris utilises her enthusiasm for connecting people to the highest standard of support, training and consultancy. She is responsible for the coordination of training programmes, events and most importantly connecting the right Positive Regard Specialists to meet the needs of individual pupils, schools and children's services.

"Coordinating the Positive Regard team is like working with a team of superheroes everyday, each equipped with their unique set of skills, their super powers." - Chris Cook



James Butterwood
Positive Regard
Consultant.
Trauma Diploma,
Advanced TT, First Aid
Instructor, First Aid for
Mental Health Instructor.

James began work in further education supporting learners who required extra support to access college. James joined Wellspring during the trust's infancy and spent several years developing and leading the outdoor education offer across an alternative provision and special school. Shortly after, he became a Care Team Leader at the largest SEMH School in Leeds.

James's role within Positive Regard allows him to share his expertise in behaviour culture and mental health. James delivers direct classroom support, training and consultancy within the trust and across the country empowering and upskilling staff to offer children the support and education they deserve.

"All minds need to be supported, no matter the age." - James Butterwood



Bridget Rodgers
Level 5 Diploma
in Education and
Training, Advanced
TT, First Aid Instructor,
First Aid for Mental
Health Instructor.

Bridget joined Wellspring over 8 years ago working across the trust's alternative provisions as a Care Team Leader in Lincolnshire. Bridget joined Positive Regard 3 years ago utilising her skills and experience in relational practice and mental health to offer the highest standard of training and support to schools within the trust and beyond.

Bridget is often called upon to deliver practical classroom support working with children on the brink of exclusion. Her commitment to inclusion coupled with her expertise in relationship building and regulation have had a positive impact on the lives of children and colleagues across the country.

She is a skilled Regulation through play practitioner and has a passion for bringing her practical skills into training using initiative and imaginative engagement strategies.

Even Bridget's first aid courses include using fake wounds and makeup transforming her training into an engaging, fun and relatable experience.

"Every interaction with a child is an intervention. Make those interactions count." - Bridget Rodgers

Participant Feedback



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What people have to say about us

Attending and completing the Level 1 Positive Regard training has been greatly beneficial to my practice at work within an education setting. **I am now always mindful that “every day is a new day” for our learners and aim to promote this within my team and others.** I am keen to complete the Level 2 so that I can promote the ethos within my setting.”

Michael SEND Manager

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

Inclusion Voice Heads Team

“**The Team Teach training has been excellent. The trainers have been mindful of our previous training and have subtly adapted their content and delivery to suit our setting and the needs of our staff.** Knowing that the trainers are also working on the frontline, on a daily basis they practice what they preach, certainly helps with staff engagement and the willingness to change whole school and individual practice, to support our most vulnerable pupils.”

Emily Deputy Headteacher

“Inset days aren’t usually as good as today!! Honestly the most balanced, common sense suggestions for approaching challenging behaviour I’ve ever heard.”

Assistant Headteacher, Essex

“I just wanted to email to say how much I’ve enjoyed the sessions so far - genuinely it’s 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.



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.



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.



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.



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.



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.



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.





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.

Refresher
Training is also
available please
get in touch to
find out more



Behaviour & Culture Training Programs



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Positive Regard Practitioner Programme

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 or anyone wanting to learn more about the implementation of relational practice.



Positive Regard Specialist Leader Programme

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.



Positive Regard Instructor Programme

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.



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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 2 First Aid for Youth Mental Health

This one day course has been designed with children and young people in mind covering areas such as depression, self-harm, eating disorders and bullying and will provide the knowledge and skills to identify a potential mental health conditions, start a conversation, and provide support and guidance to professional help.



Level 3 Supervising First Aid for 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 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.

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



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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Safer Recruitment Training



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We offer the full day course and the two hour refresher training. Our skilled trainer is able to deliver both of these virtually.

Content

- ✓ Safer recruitment and the wider context of safeguarding
- ✓ Prevalence of abuse and profile of abusers
- ✓ How abusers operate within organisations
- ✓ Features of a safer recruitment process
- ✓ Planning a safer recruitment process
- ✓ Making the right decisions: interview and selection
- ✓ Setting acceptable standards of behaviour
- ✓ Maintaining an ongoing culture of vigilance

The Safer Recruitment Consortium logo reassures you that:

- ✓ The content is up to date and relevant to the education and children's workforce sector.
- ✓ The trainer belongs to a national network of properly trained and accredited facilitators.
- ✓ Your training will meet the standards required by the DfE in Keeping children safe in education (2022).



Please note in order to attend the refresher you must have previously completed the full day training.



SEND Training and Support



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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.



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.



Half Day Support

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



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.



Full Day Support

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



Whole School SEND Review

Two members of the Positive Regard team, including a qualified SENCO and school leader, will join you in your setting to review all things SEND, from policy to practice. The process supports settings to offer children and young people the opportunity to thrive, with access to the right support, in the right place, and at the right time, so they can fulfil their potential and lead happy, healthy and productive lives.



Specialist SEND 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.



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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.



Moving & Handling People Training



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This in-house training is specially designed around the needs of your school/service.

Working within education, healthcare and social care settings often involves moving, lifting, or otherwise manually handling the people you support. Our moving and handling training courses are designed to educate participants regarding both the requirements and risks associated with moving people safely.

Lifting in particular poses a big risk to both the lifter and especially to the person being lifted, as poor lifting techniques and incorrect equipment can in fact make existing conditions worse for both parties. Specialist equipment is available to assist, but staff need to know when and how to use it.



One Day People Handling Training (6½ hour session)

Content

- ✓ Relevant legislation, including “Manual Handling Operations Regulations, 1992 (as amended).”
- ✓ Spinal function - causes of back injury. Back care.
- ✓ Controversial Techniques.
- ✓ Introduce small manual handling aids. Practical demonstrations of safer manual handling techniques, using the principles of biomechanics.
- ✓ Hoist practice, where applicable.
- ✓ Questions answered. Evaluation.



Half Day People Handling Training Refresher (3 hour session)

Content

- ✓ A review of relevant legislation, including “Manual Handling Operations Regulations, 1992 (as amended).”
- ✓ A review of ‘Controversial Techniques’.
- ✓ A refresher of safer manual handling practical techniques, using the principles of biomechanics.
- ✓ Questions answered. Evaluation.



Setting Up Your Own Provision?



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Positive Regard have supported several large projects across the country helping Schools, MATs and LA's in setting up resource provisions. Positive Regard have a wealth of experience supporting the opening of Wellspring schools and are happy to channel their expert advice and guidance into supporting your organisation.



Planning the project

Connect with one of the service leads at Positive Regard to work through the project, creating a plan to support the development of your own internal inclusion centre.



Space Design

We will guide you through how to set up your space with SEMH and SEN in mind, creating drawings to support the process. Guiding and advising on all aspects of consideration from features and layout to accessibility.



Systems, Processes & Procedures

Explore the systems that must be embedded enable your setting to run smoothly and support the progress of the children accessing the space, from assessment to tracking, we will work with you to find the right option.



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.



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 Virtual Check In

(1 Credit)

Half Day Support

(4 Credits)

Full Day Support

(6 Credits)

Inset Training

(10 Credits)

Twilight Training

(4 Credits)

Whole School Behaviour Review

(15 Credits)

Whole School SEND Review

(15 Credits)

Whole School Wellbeing Review

(15 Credits)

Level 1 Practitioner

(10 Credits Whole School)

Level 2 Instructor

(3 Credits Per Person)

Level 3 Specialist

(10 Credits Per Person)

Level 4 Specialist Leader

(12 Credits Per Person)

Makaton Training

(1 Credit Per Person)

Level 3 First Aid at Work

(2 Credit Per Person)

Level 2 Emergency First Aid at Work

(1 Credit 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

Safer Recruitment Training

(1 Credit Per Person)

Safer Recruitment Refresher

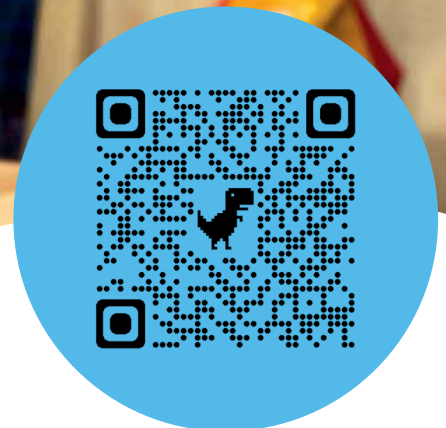
(1 Credit Per Person)

Contact Positive Regard



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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.

Get in Touch

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