



# Positive Regard Support & Training

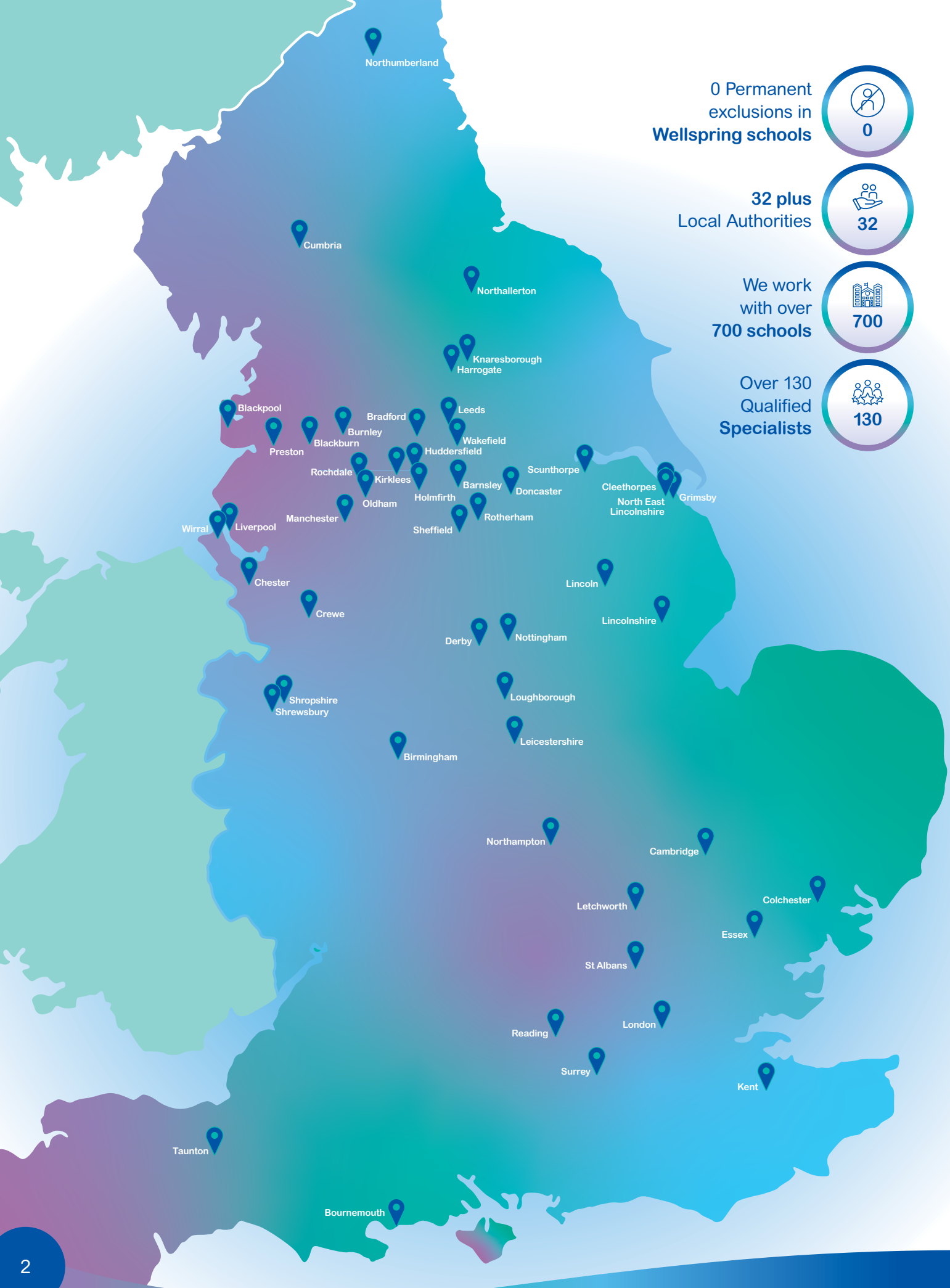
2024–25



**Relationships  
make the difference**

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





0 Permanent exclusions in Wellspring schools



32 plus Local Authorities



We work with over 700 schools



Over 130 Qualified Specialists



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# Introducing Positive Regard



“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 that place the needs of children and young people at the heart of school improvement: encompassing bespoke training packages and specialist consultancy.**

**Our Purpose** - Positive Regard supports anyone working with children and young people to be more inclusive.

In a society where exclusions and suspensions continue to rise, Positive Regard supports the creation of inclusive environments where everyone belongs. Our team believes that connecting people, sharing expertise and building relationships can help towards embedding a culture of inclusion.

Positive Regard forges partnerships with schools, staff and communities, delivering tailored support. We collaborate with local authorities and multi academy trusts on both large-scale initiatives and individual projects.

Our practising specialists share their lived experiences and expertise to provide bespoke contextual solutions to support inclusion.

## 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
- ✓ Make a difference to the lives of all children and young people

 0 Permanent exclusions in Wellspring schools

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“The feeling in school is one of ‘enthusiasm’ and Tuesday is the first day ever that no pupil has been sent to the behaviour centre!!!!”

Head Teacher,  
Keswick School

# Meet the Team



Scan here to meet the whole Positive Regard Team and find out more



**Dave Whitaker**  
**Chief Education Officer**  
Former Executive Principal and National Leader of Education  
Author: The Kindness Principle

As former Executive Principal, Dave is now CEo for the Wellspring academy Trust with its 33 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 a wealth of 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.

**“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, Touchbase Certified Attachment

Lead, ITT Lead, Theraplay Level 1 and Group.

Luke has over 16 years' experience working in a variety of educational settings including mainstream schools and provisions supporting pupils with complex needs. He 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 100 Specialists through his expert mentorship and Positive Regard training programmes.

These specialists now work across the country 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, Team

Teach Advanced, Instructor. NPQLBC, SLE, Theraplay Level 1 & Group trained.

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

# Training and Support

## Half Day or Whole Day Support

This is a unique opportunity for schools to access a Positive Regard Specialist who will offer behaviour support for a half or full day. We recognise each setting is different and support can be tailored to meet individual needs. A complimentary 30 minute virtual pre-meet will be arranged for the school and the visiting specialist to outline what the bespoke support will look like, during which a focus and timetable will be agreed. Following the support you will receive a report of written recommendations.

**The support can include, but is not limited to:**

- ✓ Pupil observations
- ✓ Modelling of relational, student-centred practice
- ✓ Staff meetings
- ✓ Verbal feedback

## Inset Day & Twilight Training

We can deliver any of our training programmes as full inset days or split the sessions up into twilight training. The Positive Regard Team is incredibly flexible and we respect that every school structure is different. Speak to a member of our team to discuss the options that could work best for your setting.

## Regulation Through Play

Often our children will need help from adults to 'co-regulate' which often requires us to model control and regulation. This is better as deliberate, repeated practice until they learn the skills to 'self-regulate'.

**Course content:**

- ✓ Discuss why children are struggling to emotionally regulate
- ✓ Understand the effects that interruptions in a child's physical development can have on their behaviour
- ✓ Explore why children find it difficult to stay calm within the classroom
- ✓ Understand how to stretch a child's window of tolerance
- ✓ Learn to manage resistance throughout play
- ✓ How to implement therapeutic play techniques

**Learn practical skills and activities to support both individuals and groups using play skills.**

## Whole School Behaviour & Culture Review

The review process is exceptionally supportive and designed to be non-judgemental. The review team consists of a Positive Regard Specialist leader and a School leader (usually a principal). The team works with the school to highlight areas to celebrate and make recommendations to enhance systems and strengthen practice. Following the review, a detailed report will be provided which includes recommendations.

**The review will include the following:**

- ✓ Conversations with senior colleagues, including those responsible for the behaviour policy
- ✓ Conversations with teachers and pupils
- ✓ Analysing CPD records, alongside discussions and planning with the CPD Lead
- ✓ Observations and policy reviews
- ✓ Exploring data surrounding: exclusions, detentions, incidents, interventions, cohorts and attendance
- ✓ Ensuring pupil profiles are effective
- ✓ Evaluating SEND provision



# Positive Regard Programmes



No matter what role within school, there is something for everyone.

## Practitioner Programme

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. We recognise that every interaction with children should be considered and consistent with colleagues that work inside and outside of the classroom.

### Course content:

- ✓ Underpinning values and ethos
- ✓ Considering systems vs relationships
- ✓ The impacts of trauma
- ✓ Technological interruptions
- ✓ De-escalation techniques
- ✓ Regulation techniques
- ✓ Language scripts to support challenging behaviours
- ✓ Restorative approaches



**Audience:** This course is open to any colleagues working with children or wanting to learn more about how to implement relational practice. This training provides the foundation and knowledge to create a shared culture for everyone in school, including non-teaching colleagues.

## Leader Course

This two day training course aims to develop skilled Positive Regard Leaders that can support and influence the relational culture in their setting; confidently implement and model relational practice and support the development of others through training. On completion, delegates will be able to deliver the Practitioner Programme within their setting.

### Course content:

#### Day 1

- ✓ Theory: Approach, personal values and Unconditional Positive Regard
- ✓ Theory: Understanding the effects of trauma on the developing brain
- ✓ Theory: Regulate, the effects of stress and understanding sensory regulation
- ✓ Theory: Relate, translating behaviour and understanding language and communication
- ✓ Theory: Reason, restoration, repair and rebuilding relationships.

#### Day 2 - Leading Behaviour and Culture

- ✓ Theory: Relational, human first leadership
- ✓ Theory: Developing and implementing strategies for trauma informed, attachment aware practice.
- ✓ Systems and processes for behaviour and culture
- ✓ Planning for behaviour, creating risk assessments and support plans
- ✓ Implementing the right policies and infrastructure for relational practice
- ✓ Using data to measure impact



**Audience:** This training is open to anyone working with children who has an interest in developing and guiding others through expert training delivery within their setting.



"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**



# Positive Regard Specialist Programme

This 5 day programme aims to develop and upskill the school's workforce pipeline, creating professionals who are able to deliver expert training and consultancy within their own setting.

Following this course delegates also have the option to deliver training and guidance externally as a Positive Regard Specialist. These professionals will be paid for their time out of school, generating income for their setting.

## Day 1

### The Theory Behind Relational Practice

Participants will cover the importance of your personal values and approach; the basis of Unconditional Positive Regard and how trauma can affect the developing brain.

## Day 2

### The Theory Behind Relational Practice

Participants will explore how to develop and implement strategies for trauma informed, attachment aware practice. There will also be a focus on planning for crisis, monitoring, post crisis management, whole school planning and strategic systems.

## Day 3

### Leadership Talks

Participants will hear from senior leaders in Wellspring Academy Trust, sharing their experiences about how they make a difference.

## Day 4

### Observation and Analysis

Participants will experience the culture of Positive Regard by immersing themselves within one of our settings.

## Day 5

### Presentation

Participants will deliver a presentation about how they can implement their learning from the programme. Feedback and assessment will be given on the presentation.





# Team Teach Training



## Level One

Our popular and accessible Level One (6hr) course in positive behaviour support is available for individuals supporting children, young people in Education and Health and Social Care settings.

### Who is this course for?

Anyone who is working in a low-risk primary or secondary school setting would benefit from this course, which offers a grounding in positive behaviour support strategies applicable across these environments. This course is also suitable for anyone working in low-risk children's service settings.

### Learning Outcomes

Participants will learn how to;

- ✓ Increase understanding and awareness of behaviour as communication and develop a framework to better respond to reduce risk.
- ✓ Develop a greater team dynamic in supporting individuals who are distressed with approaches that have impact and strengthen relationships.
- ✓ Utilise a toolkit of holistic strategies on de-escalation and crisis intervention, both verbal and non-verbal for supporting with disruptive and distressed behaviours.
- ✓ Implement simple and safe positive handling techniques including personal safety.
- ✓ Our techniques are situated within a respectful, supportive approach to behaviour support strategies which maintains positive relationships.

## Level Two

All our courses are delivered by experienced, knowledgeable trainers. They carefully consider the training needs of participants to ensure they can confidently put positive behaviour management strategies into action in their setting.

### 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.

### Who is this course for?

Anyone who is operating in a medium-risk setting such as:

- ✓ Pupil referral units Generic special schools
- ✓ SEMH provisions Alternative provisions
- ✓ Post 16 Inclusion units within a mainstream setting
- ✓ Children's homes

### Learning Outcomes

Participants will learn how to;

- ✓ Increase understanding and awareness of behaviour as communication and develop a framework to better respond to reduce risk.
- ✓ Develop a greater team dynamic in supporting individuals who are distressed with approaches that have impact and strengthen relationships.
- ✓ Utilise a toolkit of holistic strategies on de-escalation and crisis intervention, both verbal and non-verbal for supporting with disruptive and distressed behaviours
- ✓ Implement simple and safe positive handling techniques including personal safety.
- ✓ Our techniques are situated within a respectful, supportive approach to behaviour support strategies which maintains positive relationships.
- ✓ This course includes; guiding, escorting, break away and restrictive physical intervention techniques.



"The recent (Team Teach) training we had with Luke and Jacob was up there with the best training we have had in 14 years of being open. It was far more than strategies for effective de-escalation but focused on a whole school approach to dealing with heightened anxieties in children who have experienced trauma through positive relationships."



Refresher training is also available, please contact us to find out more.

# Positive Regard with Parents

The aim of this four part, fully interactive programme is to support and empower parents. Each session is 90 minutes and content will provide practical strategies to use at home as well as an opportunity to talk to specialists and ask questions.

## Session 1

### The Amazing Brain

Explore how your child's brain develops and take a look at what we can do to support positive development.

## Session 2

### Keeping our Children Calm

Understand how to support a meltdown, build resilience and get through stressful situations at home and when out in public.

## Session 3

### The Power of Connection

Strong relationships are vital for our children. Learn how to manage the use of technology and not let it prevent social interaction.

## Session 4

### Changing Behaviour

Consider different types of language to help your children display socially acceptable behaviour.



# First Aid for Mental Health Training

**Our team of highly skilled and experienced instructors offer a wide range of regulated First Aid for Mental Health courses to support everyone across your settings.**

## 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 equip them with the skills to confidently begin a conversation and signpost someone 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 on the effects of drugs and alcohol; understanding 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. This content will build the knowledge and skills to identify 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 the content of both the Level 1 and Level 2 qualifications.

Aiming to upskill 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 that is available from healthcare professionals.



“The best first aid course I’ve done.”

“Great group quiz and activities.”  
Delegates from The Forest School, Knaresborough



# First Aid Training

All workplaces are required to have First Aiders. Positive Regard provides a range of regulated First Aid courses which can be tailored to best fit your provision. All our courses are practical, emphasise the importance of teamwork and use stage makeup.

## Level 3 Emergency First Aid at Work - One Day

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). This course ensures delegates 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. The annual refresher for this qualification is only three hours long.

## Level 3 Paediatric First Aid - Two Day Level 3 Emergency Paediatric First Aid - One Day

These courses have been developed for those who are working with children and infants. It will be of particular interest to anyone who has a responsibility for their welfare. The purpose of the qualification is to attain the knowledge and practical competencies required to deal with a range of paediatric first aid situations, it complies with the requirements of Ofsted and Early Years Foundation Stage (EYFS). These courses can be blended with the standard First Aid course to cover both qualification requirements for your setting.

## Level 3 First Aid at Work - Three Days

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 will provide you with suitable, highly trained personnel. This comprehensive course covers a wide range of first aid emergencies, enabling all participants to cope with arising situations with confidence and in a prompt, safe and effective way. Including all up to date protocol changes that may have arisen since previous training, this will qualify participants to the highest level of First Aid, meeting the statutory requirements of the Health and Safety (First Aid) Regulations 1981.

**Certification:** The qualifications are valid for three years, with a recommendation delegates attend refresher training.

## Mini Medics - 2.5 hours



Mini Medics is a very basic introduction to First Aid and Defibrillation or Mental Health Awareness. The courses are pitched at a basic level with no confusing terminology and will work to meet the child's ability: making it educational, practical and instilling the importance

of assisting someone who is poorly or injured. Mini Medic sessions are aimed at children between the ages of 7 to 11 for First Aid or 9 to 12 years old for Mental Health, but they can suit children of any age. There is no assessment for these sessions as they are non regulated, only attendance and participation is required to receive a certificate.

### Other First Aid Courses:

- ✓ L3 First Aid at Work Requalification
- ✓ L3 Paediatric First Aid at Work
- ✓ L2 Emergency Paediatric First Aid at Work
- ✓ L2 Emergency First Aid Annual Refresher
- ✓ 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



# Safer Recruitment

We offer the full day course and the two hour refresher training. Our skilled trainer's are 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:**

- ✓ 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 (2024)

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



★★★★★  
👍

“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 Level 2 so that I can promote the ethos within my setting.”  
**Michael, SEND Manager**



# Safeguarding Awareness

**This course delivers an understanding and awareness of safeguarding for anyone working with children or those who are responsible for the oversight of children.**

**The awareness day includes information about the signs and symptoms of child abuse and what to do if you suspect a child is being abused or harmed.**

The course will deepen your knowledge of what safeguarding children means and how you can make positive contributions to the safeguarding process.

The day includes information sharing, activities and case studies around the four types of abuse as well as covering the statutory safeguarding topics as per Keeping Children Safe in Education. It will cover safeguarding legislation, staff allegations and contextualised issues.

This course is certificated and lasts for three years. Delegates will also have a knowledge checking activity to take back to their settings as evidence of their completion and understanding.

**Content:**

- ✓ Legislation
- ✓ Contextual issues
- ✓ Case studies
- ✓ 4Rs
- ✓ Types of Abuse
- ✓ Signs
- ✓ Responsibilities

**Delivered by:**

- ✓ Experienced Designated Safeguarding Leads
- ✓ Safeguarding Specialists
- ✓ Advocates of inclusive practice



“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**

# Training and Support for SEND



## Half or Whole Day Support

This is a unique opportunity for schools to access a Positive Regard Specialist who will offer tailored special educational needs and disabilities support (SEND) in a scheduled half or full day slot. We fully appreciate that each setting is different and the support will be fully tailored to meet individual needs. A 30 minute virtual pre-meet will be arranged for the school and the visiting Specialist to outline what the bespoke support will look like. This allows us to outline the goals and finalise a schedule in advance, saving time on the day of the visit. Following the support you will receive a written report of recommendations.

The support can include, but is not limited to:

### Consultation and Assessment

- ✓ EHCP Review and Guidance: Assistance with setting measurable targets and tracking progress on Education, Health, and Care Plan (EHCP) goals.
- ✓ Individualised Support Plans: Guidance in creating personalised learning and support plans.

### Staff Training

- ✓ SEND-Specific Training: Workshops covering specific disabilities like Autism Spectrum Disorder (ASD), ADHD, and sensory processing needs.
- ✓ Specialised Interventions: Training in such as regulation through play and sensory circuits.
- ✓ Behaviour Management Strategies: Practical training on managing challenging behaviours inclusively.
- ✓ Inclusive Teaching Strategies: Adapting teaching methods to accommodate various learning needs.

### Classroom Strategies and Resources

- ✓ Curriculum Adaptations: Support in modifying materials for diverse learning styles and levels.
- ✓ Visual and Sensory Supports: Provision of visual timetables, social stories, and sensory aids to enhance student engagement.
- ✓ Assistive Technology: Guidance on tools like speech-to-text software, communication devices, and learning apps.

### Behavioural and Emotional Support

- ✓ Emotional Regulation Tools: Strategies for helping students identify and manage their emotions.
- ✓ Social Skills Programs: Support in delivering social skills sessions for positive interactions.
- ✓ Crisis Intervention Plans: Development of de-escalation strategies for students experiencing stress or crisis.

### Family Engagement

- ✓ Parent-Teacher Coordination: Advice on involving parents in support plans and maintaining effective communication.
- ✓ Family Workshops: Sessions for parents and carers to support their understanding of their child's needs.

## Transition Support

- ✓ Transition Planning: Assistance in planning for key transitions, including entry into the school, moving between classes, or transitioning to secondary education.
- ✓ Social Stories and Visual Aids: Resources to prepare students for changes in routines or environments.

This comprehensive support empowers schools to meet students' needs effectively, ensuring meaningful inclusion and ongoing progress for all.

## Inset Day & Twilight Training

We can deliver any of our training programmes as full inset days or split the sessions up into twilight training. The Positive Regard Team is incredibly flexible and we respect that every school structure is different. Speak to a member of our team to discuss the options that could work best for your setting.

## 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.

## SEND Awareness Programme

This course is designed for all staff and leaders to understand how the SEND Code of Practice is implemented throughout schools to help develop a culture that promotes SEND throughout the curriculum. This will ensure that everyone meets the legal requirements and has a good understanding of roles and responsibilities for SEND. The course will also touch on the ever changing picture of SEND in schools.

### Course content:

- ✓ Understanding how schools should implement the SEND Code of Practice
- ✓ Understanding the strengths and weaknesses of varying approaches to supporting SEND using a relational approach
- ✓ Understanding who is responsible for the teaching of SEND
- ✓ Understanding what inclusion and intervention looks like
- ✓ Understanding the legal frameworks and any planned changes
- ✓ Understanding areas of need within the Code of Practice and some generic strategies for support
- ✓ Become knowledgeable and forward thinking

SEND

# Makaton Training

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 with poor literacy skills, and those with English as an Additional Language (EAL). By using Makaton, children and adults can take a more active part in life as communication and language are key to everything we do and learn.

## Level 1 Training

Level 1 training is the starting point for learning Makaton, this course 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

### Course content:

This 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 learn the signs and symbols from Stages 1 and 2, and some of the additional stage 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.

### Course content:

You will learn the signs and symbols from Stages 3 and 4, and the rest of the additional stage of the core vocabulary.



Makaton  
Tutor





SEND

# Moving and Handling

This in-house training is specifically designed around the needs of your setting.

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.

## 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 and 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 and course evaluated

## 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 and course evaluated



“This has helped me massively and I am now working as the deputy SENCO in my school. I am making some positive changes to the school, thanks to the trauma awareness training, and the importance of building positive relationships that was instilled into us.”



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# Speech and Language Therapy Support and Training

**Our Speech and Language Therapy (SALT) School Outreach offers a range of training packages designed to equip educators with the knowledge and tools to create inclusive learning environments for all students, especially those with diverse communication needs. Our Speech and Language Therapist (SALT) can significantly enhance your school's ability to provide a nurturing and inclusive learning environment for all students.**

**By working closely with educators, parents, and students, Our SALT can:**

- ✓ Identify and address communication difficulties: Early intervention is key for students with speech and language challenges. Our SALT could guide and advise on students, to help your team provide tailored support, and help them develop essential communication skills.
- ✓ Support social and emotional development: Effective communication is crucial for social interactions and emotional well-being. Our SALT can help students build social skills, understand emotions, and express themselves confidently.
- ✓ Create a supportive learning environment: By working collaboratively with teachers. Our SALT can help you to implement strategies and resources that promote inclusive practices and cater to the diverse needs of all students.
- ✓ Provide professional development: Our SALT team offers comprehensive training packages to equip educators with the knowledge and skills to support students with communication challenges.

**Training packages include, but aren't limited to:**

## Diversity in Communication (why we don't teach social skills, and what we do instead!) (3 hour session)

The Diversity in Communication Package is designed to help educators create inclusive and supportive learning environments for autistic pupils. This comprehensive training covers essential topics such as neurodiversity-affirming terminology, understanding the strengths and needs of autistic students, and why outdated approaches—like teaching social skills—are no longer effective or necessary. We explore alternative strategies that respect each student's unique identity and foster genuine connection. Gain the knowledge and tools to empower neurodiverse learners, nurturing their development in a way that truly honours who they are.

## Total Communication (3 hour session)

The Total Communication Training Package equips educators with the skills and knowledge to support diverse communication needs. This training package delves into creating an environment where total communication thrives - explaining how to use gestures, symbols, Augmentative and Alternative Communication (ACC), and core boards to empower all learners to become autonomous communicators. Learn how to tailor strategies to individual needs, break down barriers to communication, and ensure students have the tools to express themselves meaningfully. From non-speaking to verbal students, this training helps you cultivate a classroom where every voice is heard and valued.

## Emotional Regulation in Practice (3 hour session)

The Emotional Regulation Training Package provides educators with the tools to help students effectively manage their emotions using the Zones of Regulation approach. Through this training, you'll gain a deeper understanding of both co-regulation and self-regulation, and explore practical strategies to make the Zones work in your unique environment. Discover the impact that poor emotional regulation can have on children and young people, and learn how to implement supportive, evidence-based approaches that promote emotional resilience and self advocacy.

# Speech and Language Therapy Support and Training



## Gestalt Language Processing (2 hour session)

The Gestalt Language Processing Training Package is designed to help educators recognise and support students who are gestalt language processors - those who learn language in chunks rather than individual words. This training dives into the theory behind gestalt language processing, offering a clear understanding of how it differs from traditional language development. You'll learn how to identify gestalt language processing in students, what it looks like in practice, and how to create effective, supportive communication strategies tailored to their needs. Gain the insights and tools to help gestalt language learners thrive and reach their full communicative potential.

## Colourful Semantics Training Package: Enhancing Language Development through Visual Structure (1.5 hour session)

The Colourful Semantics Training Package equips educators with the knowledge and tools to effectively use this powerful approach to support language development. Rooted in the theory of syntax and sentence-building, Colourful Semantics uses colour-coded visual cues to help students understand sentence structure, improve their communication skills, and build more complex language. This training explores what Colourful Semantics looks like in practice, with practical examples and hands-on strategies that can be easily implemented in your classroom. Learn how to break down language into manageable steps and support students in becoming confident communicators.



## Narrative Based Anxiety Support (1.5 hour session)

The Narrative Based Anxiety Support Training Package is designed to help educators understand the theory behind social stories and how to use them effectively to support autistic students and those with additional needs. This training provides practical examples of how social stories can be used to reduce anxiety, teach new skills, and guide students through challenging social situations. Learn when social stories are appropriate and when they are not and explore strategies for tailoring them to individual needs. By the end of this training, you'll be equipped to create thoughtful, supportive social stories that foster confidence and emotional wellbeing in your pupils.

## Core Boards and Modelling (1.5 hour session)

The Core Boards Training Package provides educators with the theory and practical knowledge needed to effectively use core boards to support both expressive and receptive communication. This training explores how core boards can be seamlessly integrated into the school environment, offering step-by-step guidance on their use in everyday classroom interactions. You'll learn the importance of consistently modelling language using core boards, enabling students to build their communication skills with confidence. With practical examples and proven strategies, this training will empower you to create a more inclusive, communicative learning environment where every student has the tools to express themselves.

## Brick Club (1.5 hour session)

The Brick Club Training Package introduces educators to the theory behind Brick Club and how it can be used to develop essential communication, relationship-building, and problem-solving skills. Through structured, play-based sessions using LEGO® bricks, Brick Club provides a collaborative and engaging environment where students can enhance their social interactions and teamwork. In this training, you'll learn practical techniques for running effective Brick Club sessions, how to support students in navigating social dynamics, repair communication breakdowns and foster meaningful connections with peers. Discover how this fun, hands-on approach can transform communication.

## Bespoke Training

# Creating Your Own Provision

Positive Regard have supported several large projects across the country helping schools, multi academy trusts and local authorities in setting up resource provisions.

We have a wealth of experience supporting the opening of resource provisions, internal alternative provisions and free schools. Our Specialists 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.

### Systems, Processes & Procedures

Explore the systems that must be embedded to 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.

### 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.

### Space Design

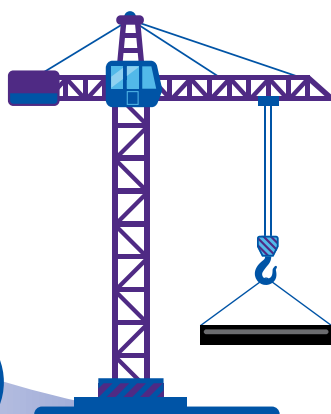
We will guide you through how to set up your space with SEMH and SEN in mind, creating drawings to support the process. Guiding and advising on all aspects of consideration from features and layout to accessibility.

### 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.



“Not only did it remain engaging from the start to the end of the day but it clearly built on where we are as a school and both Luke and Jacob skillfully adjusted their input based on our children and the specific issues we raised. My only gripe was that it was not my whole staff team who heard the messages. I am inviting them back in order for that to happen.”



Bespoke Training

# Immersive Experiences

Our immersive days provide an opportunity to truly experience and explore excellence in education and all its challenges - we aren't saying we get everything right, but we do have fantastic, values driven schools that have been recognised for their outstanding practice and their own unique journeys.

There will be an opportunity for sharing, discussing, challenging and collaborating. Visitors can talk to leaders, teachers and pupils to discuss culture, curriculum and behaviour. They will be given the opportunity to experience the vibrancy of the school environment and explore what makes the school tick.

Wellspring prides itself on having inclusive schools that believe in a values-led, relational approach to holistic education - what you will see in our schools is this in practice.



## Overview

Delegates will experience a day in school with opportunities for classroom visits and focussed discussion with leaders. There will be reflection time at the end of the day where delegates will be given the opportunity to discuss and share their thoughts.

There will also be an opportunity to discuss any follow-up activity and further partnership/collaborative work.

Get in touch to discuss this offer

# Credit Packages

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

## Half Day Support

(4 Credits)

## Full Day Support

(6 Credits)

## Twilight Training

(4 Credits)

## Whole School Behaviour Review

(15 Credits)

## Whole School SEND Review

(15 Credits)

## Practitioner Programme

(10 Credits Whole School)

## Leader Programme

(3 Credits Per Person)

## Specialist Programme

(12 Credits Per Person)

## Makaton Training

(1 Credit Per Person)

## Level 3 First Aid at Work

(2 Credit Per Person)

## Level 3 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 Youth Mental Health

(1 Credit per person) 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)

## Regulation Through Play

(1 Credit Per Person)

## SEND Awareness Programme

(10 credits Whole School)

## Immersive Experience

(2 Credits Per Person)

## Moving and Handling People

(5 Credits 10 delegates)

## Additional Conference Tickets

(1 Credit per Ticket)

Two complimentary tickets included in each package purchased.  
See conference details on the next page.

# THE NEXT DECADE

25th April 2025  
Royal Armouries Leeds

## The largest education conference of its kind.



A full-day event uniting leaders and practitioners to author a better future for our schools. Renowned author and broadcaster Matthew Syed will set the tone for the day before a wide array of experts take platforms on Inclusion, Creativity, Unconditional Positive Regard, Levelling The Playing Field and what we can learn from Research.



Dr Suzanne Zeedyk



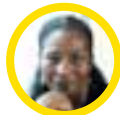
Lucie Lakin



Jamie Jones Buchanan



Hywel Roberts



Dr Sharon Watson MBE DL



Luke Mitchell



Dr Nasima Riazat



Shanaz Hussain



Prof Danny Dorling



Dr Andrew Curran



Dr Tessa Ojo CBE



Jermaine Benjamin



Dave Whitaker



Keziah Featherstone



Mark Finnin



Kiran Gill



Vic Goddard



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The Real David Cameron



Prof Lee Elliot-Major



Mark Wilson



Rebecca Marshall



Saima Bahadur



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