

# CES Membership Directory 2020-21

## Training and Development Directory for Professionals working with Children

Safeguarding Children

Child Welfare

Record Keeping

Safe Working Practices

Mental Health

Lone Working

Managing Risk

Behaviour

# Clennell Education Solutions Training and Development Directory 2020-21

Dear Colleagues

Welcome to the CES Training and Development Directory.

CES is an organisation aimed at ensuring schools and professionals are fully equipped in dealing with Safeguarding related matters.

In addition to our consultancy service we offer a number of high quality training sessions.

We are proud to announce we have recently achieved accredited CPD status with the CPD Standards Office for some of our training courses. To achieve the accreditation Clennell Education Solutions has undergone a rigorous assessment process that focuses on the development and delivery of our training including our educational authority, how we collect and utilise our delegate feedback, and ensuring our content is kept up to date.

Now Clennell Education Solutions have achieved this accreditation and status as an accredited CPD provider, we are committed to working hard to maintain and exceed the excellent standard we have already set.

Look out for the logo

The CPD Standards Office  
CPD PROVIDER: 21872  
2018 - 2020  
[www.cpdstandards.com](http://www.cpdstandards.com)



Further information is available on our website:

[www.clennelleducationsolutions.org](http://www.clennelleducationsolutions.org)

The CES team look forward to working with you and hope you enjoy our training!

Regards

A handwritten signature in black ink, appearing to read 'Ian Clennell'.

Ian Clennell

CES Director

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NW003  
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Bitesize training available on the website in members section

## Essential Information

**To ensure that the courses are able to run smoothly and with maximum attendance it is important that you read the following information in relation to the course bookings:**

- ✚ When considering a course please ensure you belong to the appropriate target audience.
- ✚ Bookings are taken on a first come first served basis.
- ✚ Bookings will only be accepted on receipt of a fully completed booking form.
- ✚ You are advised to make a note of the course date, time and venue in your diary upon receiving your confirmation of booking.
- ✚ You are required to arrive promptly for all training. The times advertised are the start and finish times of the training, you must arrive at the venue at least 5 minutes prior to the start of the training in order to be directed to the correct room and to be seated prior to the training starting.
- ✚ Delegates arriving late to events can disrupt the flow of the sessions. Trainers are entitled to turn away late comers. If you are refused entry to a training event because you were late the cancellation and non-cancellation policy will be applied.
- ✚ Settings are advised to keep a record of all training attended by their staff.
- ✚ A confirmation email will be sent out to you to confirm the training place. **If you do not receive confirmation and the date of the course you wish to attend is nearing, please contact: [training.clennelleducation@gmail.com](mailto:training.clennelleducation@gmail.com)**
- ✚ Delegates must sign an attendance record at the start of each session.
- ✚ Where required please complete any evaluation form requested for the course to allow us to assess the effectiveness and make changes where necessary. Alternatively, if you have any suggestions or comments you can email us at: [clennelleducation.office@gmail.com](mailto:clennelleducation.office@gmail.com)
- ✚ Where lunch is not provided please bring a packed lunch to full day courses.
- ✚ Where refreshments are not provided you are advised to bring a soft drink to training.
- ✚ **Charges will be incurred for non-attendance or less than 48 hours-notice of cancellation. Part day £10 Full day £35.**

## Booking

If you wish to attend one of our central training sessions please book via our website

[www.clennelleducationsolutions.org](http://www.clennelleducationsolutions.org)

If you wish to book a session for in-school, please complete and forward a booking form to:

[training.clennelleducation@gmail.com](mailto:training.clennelleducation@gmail.com)

For all general enquiries, please contact:

[clennelleducation.office@gmail.com](mailto:clennelleducation.office@gmail.com)

## Contact numbers

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## Training Venues and Certificates

### Training Venues

At CES we aim to make the training as accessible as possible. Training venues will be specifically chosen to ensure staff throughout the North East can attend.







Trainers are flexible and can visit your school or organisation if part of our SLA. If you choose to have the training on site we will require:

-  IT facilities, including computer access and projector / smartboard, audio & video facility
-  A suitable room including tables to complete activities, free from disruption and not in view of children and young people.

### Certificates

Please check any qualifications and training certificates you hold are relevant and up to date. Certificates will be provided for some training. Please ensure only staff that have attended the training are given a certificate.

At CES we advise:

-  To keep a record of all training you/your staff have attended
-  Staff should be given their certificate as these are transferable between all CES schools
-  Copies of DSL certificates should be held in the school safeguarding file
-  Safeguarding Training should be updated regularly / at least annually
-  Designated Safeguarding Leads are encouraged to attend our networks to keep up to date with current issues
-  Annual refreshers / briefings should be carried out by Designated Safeguarding Leads. Please see our website for bite size sessions

## Membership Levels (SLA 2020-21)

	Enhanced	Core	Non member
Named consultant	✓	✓	N/A
New staff training	✓ Central session	✓ Central session	£75pp Central Session
Train the Trainer workshop & Materials provided for annual refresher for all staff	✓	✓	N/A
One annual refresher to be delivered by CES or one Staff workshop for schools who have delivered their own annual refresher (choose from codes S013, S014 or S015 in Directory) *Any mop ups/extra sessions are chargeable	✓	✓	N/A
New Designated Safeguarding Lead training	✓ Central session	✓ Central session	£300pp Central session
Annual refresher for Designated Safeguarding Lead	✓ Central session	✓ Central session	£100pp Central session
Safer Recruitment – Fully Accredited	✓ Unlimited Central session	1 Free place £100pp additional Central session	£200pp Central session
Safer Recruitment Refresher	✓ Unlimited Central session	1 Free place £25pp additional Central session	£75pp Central session
Behaviour management - De-escalation and physical intervention- Fully Accredited	✓ Unlimited Central session	1 Free place £60pp additional Central session	£100pp Central session
Places on all central training provided by CES	✓	£25pp	£75pp
Resources for Annual Review/Audit	✓	✓	N/A
School based sessions	8 Credits	Reduced rates	POA
Annual Governor update	✓	✓	N/A
Operational Support, including Community issues, Critical Incidents and Complaints	✓	£75 per hour or Additional £500pa	N/A
Telephone Advice	✓	✓	N/A
Access to the CES Website	✓	✓	N/A
Access to updated policies and procedures	✓	✓	N/A
Access to network meetings	✓	✓	£75pp
<b>Under 150 Pupils</b>	£2000 + VAT	£1000 + VAT	N/A
<b>150 – 350 Pupils</b>	£3000 + VAT	£1500 + VAT	N/A
<b>351 – 700 Pupils</b>	£4000 + VAT	£2000 + VAT	N/A
<b>Over 700 Pupils</b>	£5000 + VAT	£2500 + VAT	N/A

## School Based Sessions

### Enhanced SLA Members

School based sessions are available to Enhanced SLA members, at no additional cost, using the credit system.

Each school with an Enhanced SLA will be allocated **8** credits per year from the start of their SLA. Over the year, schools can use their credits to organise a range of sessions, depending on the individual needs of the school. This is to ensure schools get maximum benefits from their SLA.

We ask schools to give a selection of preferred dates, when booking a school based session as we may need to source trainers externally.

We reserve the right to cancel or amend the date/time of 'single setting' training due to staff sickness or for any other reason. Where we cancel or amend the date/time of any sessions, we will endeavour to give you as much notice as possible.

### Core SLA Members

School based sessions are available but a charge will apply. Please see the course/session cost at the bottom of each page.

### Credits

In school	Non Member	Core	Enhanced School SLA
1 Additional Credit	£150	£125	£115
2 Additional Credits	£300	£250	£230







# Network Events and Specialist Support

## Network Events

At CES we have listened to the views of school staff who would like more opportunity to share good practice and keep in touch with colleagues. Over the year we host a number of network events for the following key staff:

1. Designated Safeguarding Leads / Deputies
2. Family Support and Outreach Workers
3. School Governors
4. Social, Emotional and Mental Health (SEMH) – open to all staff

The networks are led by the delegates and give the opportunity to:

-  Discuss key themes
-  Identify training gaps in the city
-  Look at ways in dealing with the difficulties and challenges faced
-  To receive updates from CES staff and guest speakers
-  To share Ofsted experiences, themes, and questions
-  Ensure ownership as you can add the agenda items

If you are interested in attending one of our networks please visit our website training programme for future dates.

## Specialist Support

Staff Specialist Support		
Staff Wellbeing, Mediation, Mindfulness or Stress Management		
Core	Enhanced School SLA	Non-member
Only available through purchasing additional credits	2 Credits – 6 hours of targeted support	Not available to non members

Pupil Specialist Support		
Individual counselling support		
Core	Enhanced School SLA	Non member
Only available through purchasing additional credits	2 Credits - 6 hours of support	Not available to non-members

# **SECTION 1**

## Safeguarding Training

# Safeguarding Children (New School Staff)

The CPD Standards Office  
 CPD PROVIDER: 21872  
 2018 - 2020  
[www.cpdstandards.com](http://www.cpdstandards.com)








## Introduction

The aim of this training is to help to understand what is meant by child abuse and neglect, how to recognise common signs of abuse and how to act if you have concerns about children's care or safety, plus how to keep yourself safe by ensuring you follow your schools code of conduct. Staff who are new to the role / setting must complete this session as part of their induction.







## Attendees: This training is suitable for the following members of staff:

For all staff who are in contact with children, for example:

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

## Learning Outcomes:

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

-  Reflect on current practice
-  Identify the signs and symptoms of child abuse
-  Understand safeguarding procedures
-  Describe the importance of sharing information and whistle blowing
-  Explore the potential consequences of poor practice including social networking
-  An understanding of new guidance including Child Exploitation, Female Genital Mutilation, Sexual violence and Harassment

## Membership / Costs:

Core SLA	Enhanced SLA	Non member
£250 in school session Free central session	2 credits in school session Free central session	POA in school session £75pp central session

Length of course: 2 hours

# School Staff Annual Safeguarding Refresher

The CPD Standards Office  
 CPD PROVIDER: 21872  
 2018 - 2020  
[www.cpdstandards.com](http://www.cpdstandards.com)



## Introduction

This session is amended annually to ensure staff are kept up to date with current issues and guidance. Using national and regional information we are able to develop the training to be relevant to a variety of school roles.

## Attendees: This training is suitable for:

All staff who are in contact with children, including:

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

## Learning Outcomes:

By the end of the training, participants will:

- ✚ Be aware of their role and responsibilities in relation to safeguarding
- ✚ Have a clear understanding of the DfE current guidance
- ✚ Understand specific issues related to safeguarding
- ✚ Have a clear understanding of how to deal with disclosures
- ✚ Know what to do if concerned about a child

We advise that schools deliver this session when returning to school in September. The session is best delivered by Designated Safeguarding Leads to remind staff they are the named safeguarding person/s. Alternatively School SLA members can book the annual refresher as a school based session later in the term.

## Membership / Costs:

Core SLA	Enhanced SLA	Non member
£125 in school session Free central session	1 credit in school session Free central session	POA in school session £75pp central session

Can be used as the 'one free-of-charge option' for Core or Enhanced schools.

**Length of course:** 1 hour

# New Designated Safeguarding Lead

The CPD Standards Office

CPD PROVIDER: 21872  
2018 - 2020[www.cpdstandards.com](http://www.cpdstandards.com)

## Introduction

This training is specifically designed for staff who have been asked to become a Designated Safeguarding Lead or Deputy. Only after completion of the course can they act as Designated Safeguarding Lead.

## Attendees: This training is suitable for the following members of staff:

For all staff who are responsible for safeguarding matters, including:

- ✚ Head Teachers
- ✚ Deputy Head Teachers
- ✚ Senior Leaders
- ✚ New Designated Safeguarding Leads

## Learning Outcomes:

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

- ✚ Understand their role as a Designated Safeguarding Lead
- ✚ Understand the referral process and when to refer a concern
- ✚ Identify risks levels of potential cases
- ✚ Record effectively
- ✚ Have knowledge of how to deal with staff allegations
- ✚ Knowledge of current guidance and legislation

## Venue:

Venues will be confirmed per session so please check the location prior to attending. Lunch and refreshments are provided on this course. Please let us know if you have any dietary requirements.

See our training plan for forthcoming dates.

## Membership / Costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£300pp central session

Length of course: 1 day



# Designated Safeguarding Lead Refresher

The CPD Standards Office





CPD PROVIDER: 21872  
2018 - 2020[www.cpdstandards.com](http://www.cpdstandards.com)

## Introduction

This session is amended annually to ensure Designated Safeguarding Leads are kept up to date with current issues and guidance. Using national and regional information we develop the session to be specific to the role.






## Attendees: This training is suitable for the following members of staff:

For all staff who are responsible for safeguarding matters, including:

-  Head Teachers
-  Deputy Head Teachers
-  Senior Leaders
-  Designated Safeguarding Leads

## Learning Outcomes:

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

-  Provide support to staff members to carry out their safeguarding duties
-  Implement any changes to practice
-  Update school policies if relevant
-  Disseminate the information to school staff using materials provided
-  Have up to date knowledge on current guidance and legislation

## Venue:

Venues will be confirmed per session so please check the location prior to attending.

## Membership / Costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£100pp central session

**Length of course:** 2 hours






# Sexualised Behaviour

## Introduction

This session is one of our themed safeguarding sessions, previously delivered as our 2017-18 staff refresher. Increasingly, staff are dealing with sexualised behaviour in schools. As this is a key agenda item for DfE we have developed the session to ensure staff in schools are able to identify concerns and manage any presenting sexualised behaviour appropriately.







## Attendees: This training is suitable for:

All staff who are in contact with children, including:

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

## Learning Outcomes:

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

-  Their role and responsibilities in relation to safeguarding
-  Have a clear understanding of the DfE current guidance including Keeping Children Safe in Education
-  Types of sexualised behaviour and threshold levels
-  Signs and symptoms of age-related behaviour
-  Sexual harassment and bullying in schools
-  Managing and responding to sexualised behaviour

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session £25pp central session	1 credit in school session Free central session	POA in school session £75pp central session




**Length of course:** 1.5 hours

# Effective Record-Keeping







## Introduction

We recommend that schools ensure their staff are recording effectively. This session was developed by one of our trainers when it was found that many education staff had never received any training on recording effectively, which was resulting in avoidable mistakes and legal cases. This session ensures there is a clear understanding of the importance of effective record-keeping and that staff and organisations are aware of their responsibility in relation to recording.

## Attendees: This training is suitable for:

-  Those in direct contact with children and families, regardless of the organisation
-  All staff required to keep records including Family Workers, Welfare, Teachers, education staff and admin
-  Those supervising staff

## Learning Outcomes:

-  Develop new skills/methods for recording
-  Describe the importance of effective record-keeping and safe practice
-  Explore the potential consequences of poor practice
-  Gain an understanding and develop good practice
-  Detail the protocols and procedures to be followed regarding safe storage of records
-  **Please note: This session can include a 15 minute CPOMS demonstration for new users of the system.**

## Membership / Costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session £25pp central session	1 credit in school session Free central session	POA in school session £75pp central session

Length of course: 1.5 hours

# Lone Working for Outreach Workers

## Introduction




It is important that schools not only safeguard children but also staff who may be isolated or working alone. Once managers are trained, we recommend they return to school and implement an action plan using our materials to ensure their staff are following guidance.

The session can be delivered in 3 ways:

1. Session for managers
2. Session for staff
3. Session for both managers and their staff







## Attendees: This training is suitable for:

Head Teachers / Deputy Head Teachers and any line managers of:

-  Nursery Staff who carry out lone or joint home visits
-  Outreach staff such as PSAs/School Welfare/School Attendance/ Family Support Officers
-  Any pastoral staff who carry out lone or joint home visits

## Learning Outcomes:

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

-  Understand the role and responsibilities of those managing staff and employees
-  Describe what lone working is
-  Identify staff who may be at risk
-  Develop a school action plan
-  Implement policies and procedures regarding lone working
-  Understand the importance of risk assessments

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session £25pp central session	1 credit in school session Free central session	POA in school session £75pp central session

**Length of course:** 2 hours

# Safer Recruitment (Full Day) - Accredited

## Introduction

This full day session ensures delegates are up to date and compliant with all requirements of the Safer Recruitment process and expectations. The course is fully accredited through the **Safer Recruitment Consortium**, working alongside the **Lucy Faithfull Foundation**.

## Attendees: This training is suitable for:

- Management responsible for recruiting , HR staff, and Governors

## Learning Outcomes:

- Identify the key features of staff recruitment that help deter or prevent the appointment of unsuitable people
- Background and context to safer recruitment
- Consider policies and practice that minimise opportunities for abuse or ensure prompt reporting
- Help participants begin to review their policies and practice in recruitment with a view to creating a safer culture

The session is delivered in 4 parts:-

- Part 1: Data/Research and characteristics of potential perpetrators
- Part 2: Safer recruitment process, checks and establishing a consistent approach
- Part 3: Application, references, interview and DBS: relevance of previous convictions
- Part 4: Establishing a culture of vigilance and maintaining a focus on safeguarding.

Delegates are 'tested' during the course of the day to reinforce learning and key messages and will have the opportunity to share practice, explore case examples with colleagues, ask questions and consider ways in which practice within your setting can be further strengthened.

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
1 Free place then £100pp additional for central session	Unlimited free central sessions	£200pp central session




Length of course: 1 day

# Safer Recruitment (Refresher)






## Introduction

Although there is no requirement to update 'Safer Recruitment training' this session is aimed at those who feel they would benefit from a refresher. Please note this session is not accredited. If you require accredited training please refer to our full session.

## Attendees: This training is suitable for:

-  Management responsible for recruiting
-  HR staff
-  Governors

## Learning Outcomes:

-  Up to date guidance on recruiting safely
-  Examining self-practice
-  The link to safeguarding children and staff
-  Identifying risk through case examples and discussion
-  Strategies to improve processes

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
1 Free place £25pp additional for central session	Unlimited free central sessions	£75pp central session

Length of course: 1.5 hours

# Annual Safeguarding Refresher for Governors

The CPD Standards Office  
CPD PROVIDER: 21872  
2018 - 2020  
[www.cpdstandards.com](http://www.cpdstandards.com)



## Introduction

Governors are facing an increasing level of scrutiny in Ofsted inspections. At CES we encourage Governors to not only participate in school-based staff training but to also attend a session specifically designed to enable Governors to fulfil their statutory duties.

## Attendees: This training is suitable for:

- ✚ Governors who have attended previous safeguarding training

## Course contents:

- ✚ National update
- ✚ Keeping Children Safe in Education
- ✚ Responsibilities and understanding
- ✚ Specific safeguarding issues
- ✚ What to do if you are concerned

## Learning Outcomes

- ✚ Be up to date with current national safeguarding guidance
- ✚ Be aware of the school's safeguarding policies and procedures
- ✚ Understand the responsibilities of governors
- ✚ Have an awareness of a range of safeguarding issues
- ✚ Have an understanding of monitoring safeguarding

## Membership/Costs:

Core SLA	Enhanced SLA	Non-member
Free in school session	Free in school session	POA in school session
Free central session	Free central session	£75pp central session

**Length of training:** ½ - 1 hour

# Safeguarding for Link Governors

## Introduction

Governors are facing an increasing level of scrutiny in Ofsted inspections. At CES we encourage Governors to not only participate in school-based staff training but to also attend a session specifically designed to enable Governors to fulfil their statutory duties.

## Attendees: This training is suitable for:

- ✚ Link governor for safeguarding

## Course contents:

- ✚ National update
- ✚ Keeping Children Safe in Education
- ✚ Responsibilities and understanding
- ✚ Tools to support governor monitoring
- ✚ Expectations and planning of governor monitoring
- ✚ What to do if you are concerned

## Learning Outcomes

- ✚ Be up to date with current national safeguarding guidance
- ✚ Be aware of the school's safeguarding policies and procedures
- ✚ Understand the responsibilities of the link governor
- ✚ Have a good understanding of the monitoring process
- ✚ Be able to plan a bespoke monitoring programme
- ✚ Be able to effectively challenge and support the leadership on safeguarding

## Membership/Costs:

Core SLA	Enhanced SLA	Non-member
£25pp central session	Free central session	£75pp central session

**Length of training:** 1½ hours



# Safeguarding for New Governors

## Introduction

Governors are facing an increasing level of scrutiny in Ofsted inspections. At CES we encourage Governors to not only participate in school based staff training but to also attend a session specifically designed to enable Governors to fulfil their statutory duties.

## Attendees: This training is suitable for:

- ✚ All governors new to the role

## Course contents:

- ✚ Timeline and National update
- ✚ Keeping Children Safe in Education
- ✚ Safeguarding on a daily basis
- ✚ Role of governors
- ✚ Responsibilities and understanding
- ✚ Specific safeguarding issues
- ✚ Tools to support governor monitoring
- ✚ What to do if you are concerned

## Learning Outcomes

- ✚ Be up to date with current national safeguarding guidance
- ✚ Be aware of the school's safeguarding policies and procedures
- ✚ Understand the responsibilities of governors
- ✚ Have an awareness of a range of safeguarding issues
- ✚ Have an understanding of monitoring safeguarding

## Membership/Costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£75pp central session

**Length of training:** 1½ - 2 hours

## Staff Workshop

### Introduction

The staff workshops have been designed as a follow on from sessions delivered by CES. Each session is activity based and explores key safeguarding themes. The workshop can be delivered by a CES trainer or by the school DSL (members only). The sessions can be downloaded from the members' section of the website by visiting the "training workshop" doorway. New sessions in key areas will be added throughout the academic year.

### Our current sessions include:

Recording in schools Code: S013	Prevent for Staff Code: S014	Code of Conduct for Staff Code: S015
<u>By the end of the training participants will be aware of:</u> <ul style="list-style-type: none"> <li>✓ Their roles and responsibilities in relation to recording in schools</li> <li>✓ Have a clear understanding of the DfE current guidance on recording</li> <li>✓ Understand the importance of recording</li> <li>✓ Have a clear understanding of how to record effectively</li> </ul>	<u>By the end of the training participants will be aware of:</u> <ul style="list-style-type: none"> <li>✓ Their roles and responsibilities in relation to Prevent</li> <li>✓ Knowledge of the 4 areas of Channel</li> <li>✓ Identify signs of radicalisation</li> <li>✓ Know how to prevent children becoming involved in terrorism</li> <li>✓ Understand how to support children who may be at risk from radicalisation</li> <li>✓ Know how to respond and report a concern</li> </ul>	<u>By the end of the training participants will be aware of:</u> <ul style="list-style-type: none"> <li>✓ Their roles and responsibilities in relation to staff behaviour in schools</li> <li>✓ Understand the process of allegations and why they arise</li> <li>✓ Current DfE guidance on keeping yourself safe</li> <li>✓ Have increased knowledge on areas of vulnerability</li> <li>✓ Recognise the importance of keeping yourself safe</li> </ul>

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
Free if used instead of Annual Safeguarding Refresher (Code S002)	Free if used instead of Annual Safeguarding Refresher (Code S002)	POA in school session
£125 in school session	1 Credit in school session	




**Length of training:** 1 hour

# Prevent and Radicalisation (Basic)









## Introduction

A background to the Prevent agenda with an understanding of the issues that may cause a young person to become radicalised.

## Attendees: This training is suitable for:

-  All school staff including; teaching, support, catering and domestic
-  Governors (specific for Governors)
-  Parents (specific for parents)

## Course contents:

-  A background to Prevent
-  Up to date national and local issues
-  Prevent Duty Guidance and Ofsted
-  Potential signs and causes of radicalisation
-  Basic case studies
-  The role of the internet and social media
-  The growing threat of far-right extremism
-  What to do and who to contact

## Membership/Costs:

Core SLA	Enhanced SLA	Non-member
POA as depending on length	POA Number of credits depending on length	POA

## Length of training:

- 1 hour – Recommended if schools book every 12 months
- 1.5 hours – Minimum session length if new school or previous session was 12-24 months
- 2 hours – As above or if training was 24 months +

# Prevent and Radicalisation (Advanced)

## Introduction

An in-depth analysis of the Prevent agenda and a detailed look at the potential causes of radicalisation and its risk to young people.

## Attendees: This training is suitable for:

- ✚ Designated Safeguarding Leads
- ✚ Pastoral staff
- ✚ Staff who deal with vulnerable young people
- ✚ Wider school staff as appropriate

## Course contents:

- ✚ The background to Prevent
- ✚ CONTEST strategy
- ✚ Up to date national and local issues
- ✚ Prevent Duty Guidance
- ✚ Ofsted and the Common Inspection Framework
- ✚ Potential signs and causes of radicalisation
- ✚ Types of radicalisation – differences and similarities
- ✚ The grooming process
- ✚ In-depth analysis of the role of the internet and social media
- ✚ Real life case studies
- ✚ In-depth interactive case studies for staff to discuss and debate
- ✚ The growing threat of far-right extremism
- ✚ What to do and who to contact

## Membership/Costs:

Core SLA	Enhanced SLA	Non-member
POA as depending on length	POA Number of credits depending on length	POA

**Length of training:** Available as 2.5 hours or 3 hours, please discuss your needs with our training department.


## Let's Get Specific

### Introduction

This session is one of our themed safeguarding sessions previously delivered as our 2018-19 staff refresher. Increasingly staff are dealing with new specific safeguarding areas. Staff should have an understanding of specific safeguarding areas as this is a key agenda item for DfE. We have developed the session to ensure staff in school have a knowledge of the range of safeguarding issues they may face and ensure they are able to identify and respond to those concerns effectively.






### Attendees: This training is suitable for:

All staff who are in contact with children including:

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

### Course Content:

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

-  Their role and responsibilities in relation to safeguarding
-  Have a clear understanding of the DfE current guidance including Keeping Children Safe in Education
-  Understand specific issues relating to safeguarding
-  Have a clear understanding of how to deal with disclosures
-  Know what to do if concerned about a child

### Membership/costs:

Core	Enhanced School SLA	Non-member
£125 in school session	1 credit in school session	POA in school session

**Length of course:** 1.5 hours

## Workshop (Managing Risk – Part 5)

### Introduction

This session is one of our themed DSL safeguarding sessions previously delivered as our 2018-19 DSL annual refresher. Increasingly, DSLs are dealing with sexual harassment and violence cases in school. In 2018 the DfE included a new section in Keeping Children Safe in Education addressing this area. As a result of the changes, we developed this session to support DSLs to understand the changes and how they may impact on their practice.






### Attendees: This training is suitable for:

Any staff with responsibility for safeguarding or who may work with higher risk pupils including:

-  Designated Safeguarding Leads and Deputies, Management and Pastoral Staff

### Course Content:

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

-  Their role and responsibilities in relation to safeguarding
-  Have a clear understanding of the DfE current guidance including Keeping Children Safe in Education (Part 5)
-  Considerations for managing risk
-  The processes and how to deal with disclosures
-  What to do if concerned about a child

### Membership/costs:

Core	Enhanced School SLA	Non-member
£125 in school session	1 credit in school session	POA in school session





Length of course: 1 hour

# Safeguarding Review

## Introduction

An in depth review of safeguarding practice across the whole school environment.

### The review can include:

-  A consultant interview with your DSL, members of school staff, link Governor, parents and pupils
-  Review of the school environment
-  Review of the school website, policies and documentation
-  The production of a detailed report, which identifies school strengths and areas for improvement (This is provided within 10 working days of the completion of the review)

The review has been delivered in a number of schools regionally and nationally, and provides schools with an additional method of identifying good practice and addressing potential gaps in your response to safeguarding and child protection issues. It further extends the school audit, and other challenge and monitoring processes.

### Membership/costs:

Core	Enhanced School SLA	Non-member
POA	POA	POA



A review is normally undertaken from 8.30am until 2.00pm but this is dependent on scope and may be longer, CES will make contact with you to discuss once a booking form has been received.

# Safeguarding Audit

## Introduction

CES provide schools with an Audit/Self Review document which can be completed individually, or in discussion with your identified CES consultant.

### The Audit addresses:

-  The key areas of the statutory Section 175 process and allows schools to self-review school safeguarding practice across a range of domains and then identify areas for improvement
-  10 key areas of safeguarding activity and enables schools to identify strengths and areas for improvement

The audit document can be downloaded from the member section of the website for all schools who purchase an SLA from ourselves.

### Membership/costs:

Core	Enhanced School SLA	Non-member
Included in the SLA	Included in the SLA	POA

**Audit length to be agreed with consultant.**






# CPOMs Support Session




## Introduction

Many DSLs have made great use of the CPOMS system but may have organised the set up some time ago. Our consultant offers a bespoke 1:1 or small group session to take a closer look at your system and identify how you can tweak the system to be more effective and ensure compliance.

## Attendees: This training is suitable for:

-  Staff with **admin** rights to the CPOMS system
-  Designated Safeguarding Leads (DSLs) / Leadership
-  **New** DSLs / Leaderships members

## Meeting Content:

-  An audit check of your current system to ensure categories are appropriate, restrictions are in place
-  Ensuring safeguarding compliance
-  Explore new features

The session can include a demonstration of an example CPOMS system

## Membership/costs:

Core	Enhanced School SLA	Non-member
£250 in school session Free central session	2 Credits in school session Free central session	POA in school session £75pp central session

**Length of course:** 2 hours

## **SECTION 2**





### Emotional Welfare & Wellbeing Training

# Domestic Abuse and Impact

## Introduction





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

### Attendees: This training is suitable for:

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

### Course Contents:

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

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

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA
£25pp central session	Free central session	£75pp central session





**Length of Training:** 1.5 hours

# Understanding Self-Harm





## Introduction

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

### Attendees: This training is suitable for:

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

### Learning Outcomes:

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

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of Training:** 1.5 hours

## Mindfulness - develop an understanding of mindfulness and its positive impact upon mental health and well being

### Introduction





This session gives an introduction to mindfulness and how it can support an individuals' mental health and wellbeing. It also briefly identifies how this can be used with children in a school setting.

**Attendees: This training is suitable for:**

 All staff

### Learning Outcomes:

By the end of the training participants will have:

-  Developed an understanding of what mindfulness is and how to apply it daily.
-  Explored the impact of mindfulness upon our mental health and wellbeing.
-  Taken part in activities to promote wellbeing.
-  Considered the use of techniques and mindfulness with children to support their mental health and wellbeing.

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of Training:** 2 hours

# Mediation: solving problems informally

## Introduction





There are times when relationships break down in the work place that require some outside intervention to solve problems and find solutions. These sessions are bespoke and are arranged to meet the needs of the colleagues involved. The support offered includes discussing issues with colleagues individually and mediating within group discussions to find ways for colleagues to move forward, make changes and build relationships.

**Attendees: These sessions are suitable for:**

-  All staff

## Outcomes

**Colleagues will have:**

-  Confidential support.
-  Support will be tailored to individual needs.
-  Support and discussions with School Management where appropriate to aid success in the workplace.
-  The opportunity to discuss and resolve issues in the workplace informally.

**Membership/costs:**

Core SLA	Enhanced SLA	Non-member
POA	POA	POA





**Length of Training:** This is dependent upon the situation

# Attachments in the Classroom

## Introduction






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

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session





**Length of Training:** 2 hours

# Neuroscience & Emotional Development





## Introduction

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

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of Training:** 2 hours







# Loss and Grief

## Introduction






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

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session





**Length of Training:** 2 hours

# The Developing Child

## Introduction







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

### Attendees: This training is suitable for:

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

### Learning Outcomes:

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

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

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of Training:** 2 hours




# Drug & Alcohol Awareness & Harm Prevention

## Introduction

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

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






## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of course:** 1.5 hours

# Kalmer Counselling





## Introduction

As part of the Enhanced School Service Level Agreement we are offering 6 hours of Kalmer counselling.

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

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

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

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

## How you can use the 6 hours:

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

## Membership / costs

Core SLA	Enhanced SLA	Non-member
£250 – 6 hours of counselling support	2 Credits - 6 hours of counselling support	Not available to non members





Please speak to one of our team to arrange.

# Eating disorders

## Introduction




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

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

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

## Membership / costs

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session





**Length of training:** 1.5 hours

# Stress and anxiety

## Introduction




This session explores the areas of stress and anxiety and their impact upon our mental health and wellbeing. It identifies behaviours, symptoms and common ailments linked to them. The session also considers thinking styles, behaviours and characteristics that can affect our daily life both positively and negatively.

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

-  Identify the mental, emotional and physical impact of stress and anxiety.
-  Show knowledge and recognition of their own and others thinking styles and behaviours.
-  Suggest changes that can be made to improve mental health and wellbeing in everyday life.

## Membership / costs

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of training:** 1.5 hours

# Understanding Mental & Emotional Health - Adults

## Introduction






This session gives staff an understanding of mental and emotional health issues which impact on adults in the workplace and the support available. It explores the various characteristics of stress, anxiety and a range of common disorders, whilst identifying positive life changes and the support available.

## Attendees: This training is suitable for:

 All staff

## Learning Outcomes:

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

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

## Membership / costs

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session





**Length of training:** 2 hours

# Understanding Mental & Emotional Health - Children

## Introduction






This session gives staff an understanding of mental and emotional health issues which impact on children and their behaviour in school.

## Attendees: This training is suitable for:

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

## Learning Outcomes:

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

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

## Membership / costs

Core SLA	Enhanced SLA	Non-member
£250 in school session £25pp central session	2 credits in school session Free central session	POA £75pp central session

**Length of training:** 2 hours



# Staff Supervision and Support

## Introduction

Planned, professional supervision and case discussion is at the heart of safe and effective decision making in safeguarding and child protection practice.

CES can provide pastoral staff / Family Support and Attendance staff with specialist supervision as part of our offer to schools and academies.

Sessions last for one hour and can be delivered termly or half termly depending upon school / staff needs.

The session is facilitated by a skilled and experienced consultant, and considers issues including

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

Sessions are discussion based, and can be delivered formally with an agenda and agreed action points for the participant.

Sessions are voluntary, confidential and are as far as possible flexible to the needs of the participant.

## Membership / costs

Core SLA	Enhanced SLA	Non-member
POA	3 Credits	POA

**Length of session:** 1 hour x 6 sessions (one per half term)

## Staff support – 1:1 sessions

### Introduction





There are times when colleagues may require support and the opportunity to work through issues with someone, independent of the workplace. Colleagues may experience anxiety, depression, bereavement, stress, mental health or general issues that impact their everyday lives and ability to be successful in the workplace. By dealing with these issues over time, they can often return to full strength having accessed support. These sessions will last for 1 hour and initially a block of 6 is planned. Some colleagues may only need a couple of session whereas others may benefit from more spread over a longer period. The sessions are confidential to the colleague and offer personal development and strategies for individuals to move forward.

### Attendees : This training is suitable for :

 All staff

### Learning Outcomes:

Colleagues will have :

-  Confidential support
-  Support is generally available very quickly compared to services through NHS
-  Tailored to individual needs.
-  Support and discussions with School Management where appropriate to aid success in the workplace.

### Membership / costs

Core SLA	Enhanced SLA	Non-member
POA	3 Credits	POA

**Length of session:** 1 hour x 6 sessions (one per half term)

## **SECTION 3**



### Behaviour Related Training

# Creating a calm lunchtime environment








## Introduction

This session is designed specifically for lunch time staff. This can be delivered at a time suitable for the school.

## Attendees: This training is suitable for:

-  Lunchtime staff
-  After school club staff

## Learning Outcomes:

-  The role of lunch staff
-  How do children view the role?
-  Benefits of a calm environment
-  Barriers to excellent behaviour
-  Encouraging positive behaviour
-  Keeping yourself safe
-  Lessons from serious case reviews

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of Training:** 1.5 hours


# Introduction to dealing with difficult behaviours and behaviours that challenge

## Introduction

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





## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

Length of course: 1 hour


# Intensive dealing with difficult behaviours and behaviours that challenge

## Introduction

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



## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA

Length of course: 1.5 hours


# Introduction to de-escalation and remaining calm during a crisis

## Introduction

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





## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour


# Intensive de-escalation and remaining calm during a crisis

## Introduction

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



## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA

**Length of course:** 1.5 hours




# Introduction to recording and planning for serious incidents

## Introduction

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





## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour


# Intensive recording and planning for serious incidents

## Introduction

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



## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA

Length of course: 1.5 hours


# Creating and maintaining positive relationships with pupils

## Introduction

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







## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour


# Setting Specific Consultation

## Introduction

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






## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
POA	POA	POA

**Length of course:** 1 hour (minimum) to unlimited

# 1 – 1 Intervention/intensive staff support

## Introduction

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






## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
POA	POA	POA

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


# Anti-Bullying

## Introduction

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







## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA

**Length of course:** 1.5 hours


# Positive Handling

## Introduction

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






## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour


# Accredited 1-day De-escalation and Physical Intervention programme

## Introduction

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











## Attendees: This training is suitable for:

All staff who are in contact with children, including:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
<b>£500 in school session (maximum 20 people)</b>	<b>4 credits in school session (maximum 20 people)</b>	<b>POA in school session</b>
<b>1 Free place then £60pp central session</b>	<b>Free places central session</b>	<b>£100pp central session</b>

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








# Accredited Course in Physical Intervention and Legal Guidance

## Introduction

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







## Attendees: This training is suitable for:

All staff who are in contact with children, including:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£375 in school session	3 credits in school session	POA

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


# County Lines, Gangs and Young People – Accredited Session

## Introduction

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




## Attendees: This training is suitable for:

All staff who are in contact with children including:

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

## Course Content:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA






**Length of course:** 1.5 hours

# Managing Challenging Behaviours

## Introduction






This session explores how we manage children and young people's challenging behaviours using transactional analysis (TA). TA analysis social transaction to determine the ego state of the child and young person as a basis for understanding behaviour

## Attendees: This training is suitable for:

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

## Course Content:

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

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

## Membership/costs:

Core	Enhanced School SLA	Non-member
£250 in school session	2 credits in school session	POA

**Length of Training:** 1.5 hours

## **SECTION 4**

### Online Safety Training

# Sexting

## Introduction








This session is delivered by our experienced partners from Gem Education. With vast experience in delivering online safety sessions they offer an advanced session related to potential risks online.

## Attendees:

This session is available in 3 versions:

1. Staff Session **Code OS001**
2. Parent Session **Code OS002**
3. Student Session (language and content tailored for primary aged pupils) **Code OS003**

## Learning Outcomes:

-  Defining 'sexting'
-  Why young people 'sext'
-  Consequences of 'sexting'
-  A joint responsibility
-  Reporting concerns
-  National guidance
-  Resources (for parents, for school, for young people)

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of Training:** 1 hour

# Online Safety +

## Introduction

This session is delivered by our experienced partners from Gem Education. With vast experience in delivering online safety sessions they offer an advanced session related to potential risks online.

## Attendees:

This session is available in 3 versions:

Staff Course Content:	Parent Session	Student Session (KS1-KS4)
<ul style="list-style-type: none"> <li>✚ National Curriculum statutory obligations</li> <li>✚ Examples of children's risk-taking</li> <li>✚ How we use the Internet</li> <li>✚ Staff considerations</li> <li>✚ School considerations</li> <li>✚ Teaching and learning resources</li> <li>✚ Support and where to report</li> </ul>	<ul style="list-style-type: none"> <li>✚ Raising awareness of online risks under 4 main themes: Commerce, Content, Conduct and Contact</li> <li>✚ Examples include: websites, social networking, mobile phones, gaming, cyberbullying</li> <li>✚ Parental controls</li> <li>✚ Further advice</li> <li>✚ How to report</li> </ul>	<ul style="list-style-type: none"> <li>✚ Please indicate the age range on booking and chosen content</li> <li>✚ Key Stage Assembly, content relevant and age appropriate</li> <li>✚ Presentations to classes on               <ul style="list-style-type: none"> <li>- Cyberbullying</li> <li>- Sexting</li> <li>- Fake news</li> <li>- Social networking</li> </ul> </li> </ul>

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£250 in school session	2 credits in school session	POA

**Length of Training:** TBC with trainer / up to 1.5 hours

## **SECTION 5**

### Parent Sessions





# Safeguarding in the Community (Parent Workshop)

## Introduction





Many schools are dealing with safeguarding issues often as a result of parent/carer's lack of knowledge. As a result, we have developed a course specifically for parents/carers.

Delivered by experienced Family Support Workers and trained Social Workers we cover key areas that our modern day parents face.

## Attendees: This training is suitable for:

-  Parents
-  Carers
-  Grandparents / relatives
-  Community Members

## Learning Outcomes:

-  To consider what we mean by safeguarding
-  Explore the four categories of abuse
-  Consider how parents keep their own child safe
-  What to do if you suspect a child is at risk from harm

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of training:** 1.5 hours







# Anti-bullying (Parent Workshop)





## Introduction

This session is aimed at parents to broaden awareness of bullying/anti-bullying issues within schools. Delivered by an experienced outreach worker the session provokes discussion through activities.

## Attendees: This training is suitable for:

-  Parents
-  Carers
-  Grandparents / relatives
-  Community Members

## Learning Outcomes:

-  What is bullying?
-  To explore the difference between bullying and social/friendship issues
-  Who to go to for support
-  How parents can teach their child to deal effectively and safely with conflict

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA





Length of Training: 1.5 hours

# School Attendance (Parent Workshop)







## Introduction

With the added pressure on schools to improve attendance this session is aimed at educating parents around this important matter.

### Attendees: This training is suitable for:

-  Parents
-  Carers
-  Grandparents / relatives
-  Community Members

### Learning Outcomes:

-  Consider the law around school attendance
-  Impact of school attendance
-  Acceptable versus unacceptable reasons for absence
-  Roles and responsibilities
-  Procedures and expectations
-  Rewarding good attendance

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA





**Length of Training:** 1.5 hours

# Managing Behaviour (Parent Workshop)






## Introduction

We recognise that parenting can be one of the most challenging roles. In this session we explore the difficulties faced on a daily basis by parents. Working together in the session we look at ways to improve behaviour to complement school's procedures.

## Attendees: This training is suitable for:

-  Parents
-  Carers
-  Grandparents / relatives
-  Community Members

## Learning Outcomes:

-  Consider the role of the parent/carers when managing behaviour
-  Explore appropriate expectations around behaviour
-  Explore a range of techniques for managing behaviour effectively
-  Consider how to discipline children safely through effective chastisement
-  To consider the role of parenting programmes as support for managing behaviour at home

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of Training:** 2 hours

## **SECTION 6**

### Pupil Safety Sessions


## Pupil Safety Session (Student Workshop or Assembly)

### Introduction:






Our pupil safety sessions can either be booked as an assembly or student workshop. There are a range of topics including:

1. Sexting      **Code: PU001**
2. E-Safety    **Code: PU002**
3. Anti-bullying **Code: PU003**

### This training is suitable for:

-  Please discuss with the trainer the age range in which you would like the session to be targeted

### Learning Outcomes:

-  Understanding the key area, what it is
-  Understanding the potential impact on their lives
-  Exploring risk and how to stay safe
-  Examining consequences of behaviour
-  Who can help

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of Session:** To be discussed and agreed with the trainer.

# Initial Pupil Support Programme

## Introduction

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






## Attendees: This training is suitable for:

Male pupils year 6 to year 11:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour

# Targeted Pupil Support Programme

## Introduction

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








## Attendees: This training is suitable for:

Male pupils year 6 to year 11:

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

## Learning Outcomes:

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

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

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£500 in school session	4 credits in school session	Not available to non members

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

# Prevent and Radicalisation Training

## Students Yr7 – Yr13

### Introduction





A background to the Prevent agenda with an understanding of the issues that may cause a young person to become radicalised.

### Attendees: This training is suitable for:

 Students: Yr7 – Yr13

### Learning Outcomes:

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

-  An understanding of Prevent
-  Potential signs and causes of radicalisation
-  The role of the internet and social media
-  What to do and who to contact

### Membership/costs:

Core SLA	Enhanced SLA	Non-member
POA	POA	POA

**Length of course:** Assemblies can be 30mins/45mins/1 hour

Table-top workshops are 2 hours





# County Lines, Gangs and Young People

## Introduction

This workshop has been devised to educate young people from the age of 11 to 17 years about the potential dangers of being involved in County lines & gangs. County lines are a very serious issue where criminal gangs set up a drug-dealing operation in a place outside their usual operating area. This can have a really big effect on the community and people who live there, bringing with it serious criminal behaviour.






## Attendees: This training is suitable for:

All staff who are in contact with children including:

-  Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers
-  Young people – aged 11 to 17

## Course Content:

By the end of the training participants will have an understanding of:

-  Why young people become involved in gangs.
-  The definition of County Lines
-  How social media has a big impact on gangs, county lines and drugs.
-  How young gang members can be exploited and blackmailed into selling and dealing drugs
-  Risks of gang culture and how county lines are threatening young people's lives.

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour



# Keeping Safe on the Streets / Knife Crime

## Introduction

The aim of this course is to educate young people and staff members about the dangers and effects of carrying weapons and the potential outcomes of incidents involving weapons. The session focuses on the law, personal safety, keeping yourself safe and the risks associated with weapons – particularly knife crime. This programme has been endorsed by The Home Office.






## Attendees: This training is suitable for:

All staff who are in contact with children including:

-  Management, Teachers, Pastoral Staff, Support Staff and School Outreach Workers
-  Young people – Y8, Y9 and Y10

## Course Content:

By the end of the training participants will have an understanding of:

-  Risk-taking behaviour of young people.
-  Joint enterprise, discussion and DVD
-  Knowing the area they live in (areas not to go)
-  Keeping themselves safe
-  Laws around carrying weapons

## Membership/costs:

Core	Enhanced School SLA	Non-member
£125 in school session	1 credit in school session	POA

**Length of course:** 1 hour

# SECTION 7

## Networks






# Social, Emotional and Mental Health (SEMH) Network

## Introduction

An opportunity for staff supporting this area of activity in school to meet colleagues in similar roles





Attendees are encouraged to send in any agenda items which they would like to discuss, before the session, and we will do our best to accommodate these.

## Attendees: This training is suitable for:

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

## Learning Outcomes:

The networks are led by the delegates and give the opportunity to:

-  Share good practice
-  Receive updates on new guidance/research
-  Explore case examples
-  Listen to experienced / skilled practitioners working in this field and understand a range of key issues across this complex agenda

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£75pp central session

**1 per term**

**Length of course:** 1.5 hour






# Designated Safeguarding Lead/Deputies Network

## Introduction

An opportunity for staff supporting this area of activity in school to meet colleagues in similar roles.





Attendees are encouraged to send in any agenda items which they would like to discuss, before the session, and we will do our best to accommodate these.

## Attendees: This training is suitable for:

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

## Learning Outcomes:

The networks are led by the delegates and give the opportunity to:

-  Share good practice
-  Explore new guidance and research
-  Share case examples
-  Listen to experienced / skilled practitioners working in this field and understand a range of key issues across this complex agenda

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£75pp central session

**1 per term**

**Length of course:** 1.5 hour

# Governor Network

## Introduction

An opportunity for governors to meet colleagues in similar roles.




Attendees are encouraged to send in any agenda items which they would like to discuss, before the session, and we will do our best to accommodate these.

**Attendees: This training is suitable for:**

 Governors

## Learning Outcomes:

The networks are led by the delegates and give the opportunity to:

-  Share good practice
-  Explore new guidance and research
-  Share case examples

## Membership/costs:

Core SLA	Enhanced SLA	Non-member
Free central session	Free central session	£75pp central session

**1 per term**

**Length of course:** 1.5 hour


# Family Support and Outreach Workers Network

## Introduction

An opportunity for staff supporting this area of activity in school to meet colleagues in similar roles.






Attendees are encouraged to send in any agenda items which they would like to discuss, before the session, and we will do our best to accommodate these.

**Attendees: This training is suitable for:**

-  Family support and Outreach Workers

## Learning Outcomes:

The networks are led by the delegates and give the opportunity to:

-  Share good practice
-  Explore new guidance and research
-  Share case examples
-  Listen to experienced / skilled practitioners working in this field and understand a range of key issues across this complex agenda
-  Identify services and support available to families, children and young people via guest speakers from visiting agencies

## Membership/costs:

Core SLA	Enhanced SLA	Non member
Free central session	Free central session	£75pp central session

**1 per term**

**Length of course:** 1.5 hour

# SECTION 8

## Appendix



## CES Bitesize Training

Available in our members section are a range of bitesize sessions for DSLs to download and deliver to staff. Throughout 2020-21 we will be adding **NEW** sessions:

Issue / Area	Issue / Area
Allegations Against Staff	Forced Marriage & Honour Based Abuse
Belief Abuse	Gangs and Youth Violence
Breast Ironing	Homelessness
Bullying and Cyber Bullying	Managing Workloads
Children Missing Education	Mental & Emotional Health
Children with Additional Needs	Neglect
Child Sexual Abuse	Peer on Peer
Child Sexual Exploitation (CSE)	Physical Abuse
Children with family members in prison	Preventing Radicalisation
Child Trafficking	Private Fostering
County Lines	Self-Harming Behaviours
CPOMS (+ CPOMS Activity)	Sexual Violence & Harassment
Drugs	Teacher Misconduct Cases
Drugs & Alcohol Confiscation (+ Activity)	Threshold Levels (KCSIE)
Emotional Abuse	Trauma
Fabricated or Induced Illness	Whistleblowing
Female Genital Mutilation & Risk	Why children abuse