



**CSS**

Children's  
Support  
Service

# Menu of Behaviour Management Training

2023–2024

## **Our Values**

### **Compassion and Kindness**

We are friendly, polite, generous and considerate. We try to help our pupils and be there for them when they need us.

### **Hope**

We find and build on young peoples' strengths and interests, and support them to be happy, confident and reach their potential.

### **Connection and Belonging**

Positive relationships underpin all of our policy, practice, routines and interventions



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## Positive Behaviour Management

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

3 x 2-hour sessions

### Location

School

### Cost

£400

### Suitable for

Teachers and Support Staff

All Key Stages

### Note

These sessions can be tailored to meet school need.

### Course Overview

The Children's Support Service Early Intervention Service is pleased to offer Positive Behaviour Management Training for new staff. The training is open to all but may be of particular interest to NQTs and teachers new to the profession as well as support staff who work directly with pupils.

We would also welcome members of the SLT who would like to see first-hand the Behaviour Management training we deliver and we would also be happy to deliver this course to staff attending a group of schools within a MAT.

The course's format is 3 x 2-hour sessions (this can be flexible and spread over the year):

#### Session One:

Welcome, Attachment, Positive Communication and Scripts,

#### Session Two:

Behaviour Management Strategies and De-escalation,

#### Session Three:

Misdirected Goals of Behaviour, Evaluation

#### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



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## Attachment Awareness – Practical Strategies for school staff

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

Minimum of one and a half hours. Maximum of three hours.

### Location

School

### Cost

£250

### Suitable for

Teachers and Support Staff

SENCOs

SLT

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

Did you know that recent research suggests that as many as one in three young people in Essex has an insecure attachment with one or more of their primary care-givers? (Bergin and Bergin et al).

The “Attachment Awareness – Practical Strategies for School Staff” workshop has been delivered across Essex in schools and at conferences and complements the Virtual School’s “Attachment Aware Schools” initiative.

The session aims to build understanding and empathy in school staff for students who may have challenging attachment histories.

The training has had excellent evaluations and contains practical classroom and whole school strategies.

The session can be delivered during INSET days, CPD sessions or twilights.

CSS will provide evaluations for the training, allowing schools to identify impact, actions and evidence good practice.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



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## Effective Communication

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 hours

### Location

School

### Cost

£250

### Suitable for

Teachers and Support Staff

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

What do outstanding educators say and do?

This session contains scripts and strategies that improve pupil classroom behaviour, enhance pupil self-esteem, sense of belonging and contribute to a positive learning environment.

The session also discusses positive body language, what phrases to avoid and how to evaluate how successful your communication actually is.

The last part of the session gets delegates onto their feet, practicing de-escalation techniques and using a de-escalation script.

CSS will provide evaluations for the training, allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart

Enough space for staff to move around in for de-escalation exercise.



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## Misdirected Goals of Behaviour

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 hours

### Location

School

### Cost

£200

### Suitable for

Teachers and Support Staff

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

Why do young people behave the way they do?

Behaviour can be a way of communicating an unmet need. By identifying this need, we can differentiate our responses and more effectively change a pattern of poor behaviour.

This session is based upon the Rudolf Druikers theory of "The Misdirected Goals of Behaviour" and discusses how to identify Attention-Seeking, Power-Seeking, Revenge-Seeking and Displayed Inadequacy patterns of behaviour and how to most effectively respond to them.

This session also includes a Behaviour Assessment (including resulting strategies) that delegates can use in their schools to not only identify goals of behaviour of individual pupils but also track and evidence behavioural progress in those areas.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

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## Priming for Good Behaviour

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 hours

### Location

School

### Cost

£200

### Suitable for

Teachers and Support Staff

SLT

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

Can we improve pupil (and adult) behaviour without them realising it?

Yes we can.

The session discusses what Priming is, how it works and describes how we can change our school environment to improve pupil behaviour.

The last part of the session goes on to discuss how having high expectations primes pupils for academic success, goes through five key concepts of having high expectations and provides a simple audit for staff to evaluate how high their expectations of pupils are.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



## MDA Positive Behaviour Management Training

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

Between 1 and 2 hours

### Location

School

### Cost

£200

### Suitable for

MDAs

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

This session is strategy-rich and focuses on how to effectively challenge poor pupil behaviour and how to de-escalate situations.

It focuses on the important work MDA's do and is designed to build confidence and make working with challenging behaviour less stressful through using scripts and positive behaviour management strategies.

#### It covers:

- How to identify goals of pupil behaviour
- How best to respond
- Positive Behaviour Management Strategies
- How to communicate effectively
- What to do if responses are ineffective
- How to remain calm

This session can be tailored to meet an individual school's staffing needs and can be run during the day to fit in with staff working hours.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

#### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart





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## The Stepped Approach

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 hours

### Location

School

### Cost

£250

### Suitable for

Teachers

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

This session covers a range of Positive Behaviour Management Strategies for teachers from Tactical Ignoring to the Language of Choice and puts them all into a planned approach which seeks to answer the following questions:

What will I do when ...?  
How best can I deal with x behaviours?  
When is the best time to intervene in a disruption?  
What will I do if my first approach is ineffective?

The second half of the session involves analysing lesson observation video footage to suggest what staff could do differently to improve both individual and group pupil behaviour.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school need.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



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## Restorative Approaches

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 hours to a maximum of 3 hours

### Location

School

### Cost

£250

### Suitable for

Teachers and Support Staff

SLT

Both Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

Many schools are turning to restorative approaches also known as restorative practice to create a harmonious learning environment where pupils are able to self-regulate their own behaviour and learning. Restorative approaches have been found to be very effective in improving behaviour and learning in both a primary and secondary setting when implemented as a whole-school approach.

Restorative Approaches are based on four key features:

**RESPECT:** for everyone by listening to other opinions and learning to value them

**RESPONSIBILITY:** taking responsibility for your own Actions

**REPAIR:** developing the skills within our school community so that its individual members have the necessary skills to identify solutions that repair harm and ensure behaviours are not repeated

**RE-INTEGRATION:** working through a structured, supportive process that aims to solve the problem and allows young people to remain in mainstream education.

This session answers the following questions:

What are Restorative Approaches?

What is involved in a restorative response to harm or conflict?

What is being 'restored'?

What are the key elements of Restorative Approaches? Why are Restorative Approaches helpful?

How can we use Restorative Approaches in our school

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



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# Cover Supervisor Positive Behaviour Management Training

## Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

## Length of Session

Between 1 and 2 hours.

## Location

School

## Cost

£250

## Suitable for

Cover Supervisors

Secondary

## Dates and times

To be arranged with commissioning school.

## Course Overview

This session is strategy-rich and focuses on how to effectively challenge poor pupil behaviour, promote positive behaviour and how to de-escalate situations while covering lessons for absent colleagues.

It is designed to give cover supervisors confidence and covers:

- How to identify goals of pupil behaviour
- How best to respond
- Positive Behaviour Management Strategies
- How to communicate effectively
- What to do if responses are ineffective
- How to remain calm

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



## ASC - SPELL Approach to Autistic Spectrum Conditions

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

One 3-hour session with the option to complete shorter workshops on related strategies and conditions

### Location

School

### Cost

£150

### Suitable for

Teachers and Support Staff

Primary or Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

The training focuses on ASC and the impact that this condition has on the ability to manage in a Neurotypical society. The Workshop highlights the challenges that pupils with such a condition may face and participants are encouraged to empathise by taking a walk in these young people's shoes, experiencing communication difficulties, social difficulties and environmental sensitivity. The course will identify generic difficulties pupils may face in the school environment and offers strategies to help manage these, both for pupils who have an EHCP and also those who are yet undiagnosed.

It covers:

An Overview of ASC and a comparison of Autism and Asperger's.

Understanding and Empathy with the needs of a pupil with ASC.

Strategies to help manage learning in the classroom.

Strategies to avoid challenging behaviour associated with condition.

The use of Social Stories.

The workshop touches on our behaviour as professionals and how this can impact on the behaviour of pupils with ASC.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart



## Stress Analysis

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 Hours

### Location

School

### Cost

£150

### Suitable for

SLT, SENCo, Teachers, Support Staff

Primary

### Dates and times

To be arranged with commissioning school.

### Course Overview

Stress Analysis is a practical way of producing detailed behaviour response plans and interventions by tracking the level of stress of identified pupils.

it covers

What stress is and how it often presents as challenging behaviour?

How stress analysis works.

How to produce stress analysis maps for identified pupils.

How to use stress analysis to produce detailed behaviour response plans and focused interventions.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

#### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

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## Self-regulation and Co-regulation

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 Hours

### Location

School

### Cost

£150

### Suitable for

SLT, SENCo, Teachers, Support Staff

Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

The training looks at recent neurological research and how we can use it to support pupils to regulate their emotions. It covers brain development, the stress response system and how we can provide an environment that promotes co-regulation to support pupil engagement. It is strategy-rich and includes a co-regulation plan and effective responses to pupils in distress.

It covers:

The Upstairs & Downstairs model of the brain.

What Self-regulation and Co-regulation is.

De-escalation strategies.

How to provide an environment that promotes co-regulation to support pupil engagement.

CSS will provide evaluations for the training allowing school to identify impact, actions and evidence good practice. The session can be tailored to meet individual school needs.

### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

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## Mental Health Workshop

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 Hours

### Location

School

### Cost

£250

### Suitable for

SLT, SENCo, Teachers, Support Staff

Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

This training focuses on demystifying what Mental Health actually is and supporting schools to provide an environment which promotes good Mental Health for pupils and can involve working with the school to produce a Wellbeing and Mental Health Policy.

It follows the three "I's" framework: Intent (defining Mental Health with the school) Implementation (how the school will provide an environment supporting good mental health) and Impact (how the school can evidence success).

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

#### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

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## Resilience Workshop

### Email

Steve.Phillips@css-essex.co.uk

Lindsey.darcy@css-essex.co.uk

### Length of Session

2 Hours

### Location

School

### Cost

£250

### Suitable for

SLT, SENCo, Teachers, Support Staff

Primary and Secondary

### Dates and times

To be arranged with commissioning school.

### Course Overview

This training focuses on supporting schools to provide an environment which promotes resilience and includes the production of resilience assessments and resources for working with identified pupils.

CSS will provide evaluations for the training allowing schools to identify impact, actions and evidence good practice.

The session can be tailored to meet individual school needs.

#### Requirements:

Screen or projector for a laptop to be plugged into

Speakers (these can be provided)

Flipchart