

## Training for schools in the management of challenging behaviour.

Head Teachers should take an active approach in the management of challenging behaviour and ensure that their staff are trained and competent.

Warwickshire Local Authority's preferred training provider for managing challenging behaviour and the use of reasonable force is **Team Teach**.

Team Teach is a national training organisation accredited by the British Institute of Learning Disabilities (BILD) and endorsed by professional associations and Ofsted.

Warwickshire Team Teach tutors are trained and accredited by Team Teach National.

As identified in the Health and Safety Standards and outlined in Warwickshire's **Guidance on the Use of Force and Physical Intervention** (2014) (*point 8, Staff Training, page 9*):

- It should be noted that the DfE and the Department of Health (DoH) charge BILD with the task of accrediting all training for physical intervention. It is therefore a pre-requisite of any training approach that it is accredited by BILD. Schools/settings and agencies seeking training need to be aware that BILD is a resource for finding accredited programmes.
- **Warwickshire County Council supports the Team Teach approach (accredited by BILD) in providing training for schools and other settings.**

The guidance referred to above is endorsed by the Warwickshire Safeguarding Children's Board and the full document is available at: <http://www.warwickshire.gov.uk/wscbresources>

(Click 'Inter-agency safeguarding procedures' and scroll down to find 'Appendix 22 Guidance on the use of force')

### **Team Teach training provides a whole school approach to behaviour management.**

*"The term "Team Teach" describes a broad spectrum of risk reduction strategies. Team Teach is a holistic approach involving policy, guidance, management of the environment and deployment of staff. Restraint is only a small part of the framework. Key messages are "it is better to predict and prevent rather than find and fix" and "I care enough about you not to let you be out of control" (Quotes taken from Team Teach Workbook V2017)*

Team Teach is the preferred behaviour management training provider of Warwickshire Local Authority and supports schools in their statutory duty in the safeguarding and welfare of children.

The Warwickshire Team Teach accredited team of tutors are all currently educational practitioners working in Warwickshire schools and services. They have in-depth knowledge and experience of Team Teach as an effective whole school behaviour management approach. We have licenced tutors available to deliver training to academy schools.

### Who's who?

Warwickshire Team Teach Strategic Lead – Vanessa Lamb [lamb.v@welearn365.com](mailto:lamb.v@welearn365.com)

Warwickshire Team Teach coordinator Julia Jessup (Mon, Thurs, Fri) [juliajessup@warwickshire.gov.uk](mailto:juliajessup@warwickshire.gov.uk) 01926 742990

### Booking training

Contact Julia Jessup (details above)

- Discuss needs and urgency of training
- Information will be provided on type of course needed, cost, other requirements and available dates for training.

#### TRAINING REQUIRED URGENTLY if:

- Staff already using restrictive physical intervention (RPI)
- Or
- Pupil at dangerously high level of risk to self and/or others

Small group of staff identified for immediate training either

- in house
- join training at another school
- attend Open course (dates available from Team Teach coordinator contact details above)

Whole school training date booked.

#### NON URGENT TRAINING

Book date for whole school training.

*If Warwickshire LA set training days are required or days immediately prior to or following a holiday it is highly advisable to book a year in advance.*

Pre training visit to school carried out by Lead tutor to discuss needs of school and requirements for training.

Training takes place

School to contact Team Teach coordinator (contact details above) to book training for newly appointed staff

Summary evaluation sent to school

Team Teach tutors can give ongoing support provided the following has been addressed:

- Positive handling plan in place for the pupil/s which is monitored and evaluated.
- Incident reports monitored and evaluated.

A reminder will be sent to the school every 3 years to book whole school 3 hour refresher training.

### Secondary schools:

We provide whole staff training. Depending on the needs of pupils we could be flexible about training a group of staff. In this instance we will need to contact Warwickshire safeguarding board and Warwickshire Health and Safety to check that there are no issues where to train a group of staff would compromise any development for the school.