

## SERVICE UPDATE

<b><u>Name of Function:</u></b>	Operations
<b><u>Title of Update:</u></b>	Professional Learning
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Members of the Staff Governance Committee sought assurance on the range of professional learning being offered to education staff to support their safe practice in relation to children with dysregulated behaviour. The professional learning offer includes whole school programmes, more targeted approaches with partners and a range of subject areas and delivery options for staff to ensure that courses are accessible to all.

All schools have engaged with the Compassionate and Connected Communities (CCC) programme. Our 61 CCC trainers have led the multi-session programme with both the central and school staff teams to help all understand the impact on trauma on children and young people and consider how schools can best respond. Almost all of our schools have completed this training over session 2021/22, a small number chose to deliver the course over two years and will conclude delivery 22/23.

Training in the CIRCLE framework will begin next session in partnership with Health colleagues, this training will ensure that environmental factors are better mitigated to reduce risk. An example of the training materials prepared to support delivery is included in this link [Leading and Supporting CIRCLE in Early Years \(thinglink.com\)](#)

There are currently 90 school staff undertaking training in an accredited Counselling Skills course with Aberdeen University.

Across city schools we have a number of staff, including school nurses who are trained in LIAM (Let's Introduce Anxiety Management) which is delivered by CAMHS staff.

SAMH and Penumbra have worked closely with the Service to provide high quality training on an ongoing basis for staff across the Education Service with a key focus on Self Harm and Suicide Prevention.

DBI (Distress Brief Intervention) is currently being piloted in 4 of our Secondary Schools in partnership with CAMHS and Penumbra. This programme offers more targeted support for young people who have been identified or self-identify the need for support and helps support some of our most vulnerable learners, allowing for trained staff to provide support and a pathway to support through Penumbra and CAMHS if required.

Our Educational Psychology Service (EPS) deliver several programmes to build staff confidence and skill, including professional development in Emotion Coaching and Emotional Literacy Support Assistant training. Emotional Literacy Support Assistants

(ELSA) is a unique training programme for Pupil Support Assistants and Early Years Practitioners. The outcomes of the 6 full days of training and career-long EPS supervision for trained ELSAs aligns with the 'skilled' and 'enhanced' levels of Education Scotland's 'Pupil Support Staff Professional Learning Framework'. Staff from across 29 different schools (26 Primaries & 3 Secondaries) have been part of the ELSA training. The second cohort of 22 ELSAs will complete their training this academic year. Evaluations of each training session remain high with increases in both knowledge and understanding; and confidence in applying each topic reported.

Many staff prefer to access training at a time and place of their choosing. In order to respond positively an asynchronous programme was put in place. All Education staff have had access to asynchronous learning via the Supporting Inclusive Practices SWAY since the Autumn term of 2020; topics are grouped according to the ISEE framework allowing for access to relevant content for all levels of knowledge and expertise. The professional learning activities within the SWAY can be used to develop a knowledge and understanding of how to support all learners. Topics include Autism, ADHD, Dyslexia, Trauma & Attachment, Universal Inclusive Support, Mental Health & Wellbeing and more general signposting. Since its creation in 2020, the SWAY has had 7,248 views, 516 quick reads and 124 deep reads. The Supporting Inclusive Practices SWAY will continue to be updated and refreshed with new content in the 22/23 academic session.

Through Northern Alliance partnership funding, Education staff have had access to the World Education Summit since the 21/22 academic session; 1639 Education staff registered for the online event with a further 1130 Education staff registered for the 22/23 academic session.

The World Education Summit is an online professional learning conference, with access to all sessions and reflective activities for a year afterwards. There are over 100 hours of CLPL recordings, readings, and podcasts available, with pathways for all levels of expertise and a wide number of key themes, including supporting all learners, developing a positive classroom culture and working in compassionate systems.

In Session 21/22, we secured funding from the Scottish Government via the Northern Alliance Partnership to fund 8 practitioners to complete a PGCERT in Autism and Learning. 5 additional practitioners have secured funding for the 22/23 academic session.

Within the city, we have six trained Physical Intervention trainers and one CALM Associate trainer. In October 2021, we funded two additional members of staff to undertake the CALM Associate training which is currently ongoing. CALM Associates can deliver both the theoretical and practical modules of CALM training. Schools can discuss training opportunities directly with the CALM Associate and with the Building Capacity Team regarding local training opportunities or seek support directly from CALM Training Ltd. It is recommended that all CALM training is conducted in a face-to-face environment. In February 2021, our CALM Associate delivered a seven-week CALM Theory Module 1 – The Prevention and Management of Behaviour that Challenges our Ability to Support Children block of training. Central support was provided for online CALM Core Theory training delivered in December 2021 and for a two-day block of CALM Module 2 – Positive Handling & the Safer Use of Physical Intervention Training delivered in-person in January 2022. For Session 22/23, our CALM Associate is looking to deliver three blocks of

training in Terms 2, 3 and 4. The timetable is to be confirmed on return to school in August.

There have been twenty-five online sessions from Session 2020 to June 2022 relating to the themes of Autism and Trauma Informed Practices. Sessions have been delivered by the Autism Outreach Team, Education Scotland, Autism Understanding Scotland and our local Virtual School.

Our stand-alone probationer programme includes sessions on supporting all learners through positive relationships.