



BEHAVIOUR PROGRAMME

ABOUT PHOENIX EDUCATION



There are thousands of children living in crisis; whether it's violence, attainment, mental health, poverty or addictions, we have failed a generation and they will in turn fail our society unless we create significant, sustainable interventions, today. Phoenix Education Consultancy operates to improve the lives of all children by supporting parents, teachers and policy makers in the delivery of their academic education, social development and mental maturity. We utilise decades of experience, latest technologies and industry insights to provide thought leadership, best practice and practical training to all those that influence a child's education. Phoenix Education Consultancy is led by alternative education expert, Sarah Dove. With over 18 years of experience working with vulnerable and challenging children in a variety of settings, Sarah has created Phoenix Education Consultancy to ensure all children are able to embrace education rather than simply be in receipt of a core curriculum. As a result of her experience and expertise within Pupil Referral Units, Alternative Provisions and the mental health and well-being of children and young people, Sarah is currently president of PRUsAP, Head of Behaviour and Inclusion for Redbridge Local Authority, Project Manager for DfE innovation fund for assessing efficacy of telepresence robots for young people with medical needs, Member of management board for youth offending service for Redbridge and Governor for Mersham Primary School. She is a well respected keynote speaker and contributor to industry policy, documentation and press.

Within the education system, children's behaviour is becoming increasingly complex, costly and disruptive. Traditionally, the education system and other professionals have opted to control behaviour with restrictions, punishment and isolation.

The Phoenix Education programme is designed to provide a practical and informative guide to help teachers support behaviour through insight, understanding and influence. This approach aims to improve not only the behaviour and attainment of children and young people but also their mental wellbeing, family relationships and their foundations for the future.

In almost every classroom there are behavioural issues that trap teachers in a cycle of frustration, punishment and anger. With so many factors that influence children's behaviour, from the increasing number of young people living with mental illness and the impact of outcomes of adversity through to the changing nature of the family and increased dependency on social media and digital interaction.

Our Behaviour Programme unpicks behaviour so that we can understand how it is ultimately created and how it can be influenced rather than controlled.

Rather than offering a one fits all solution or sharing a single pathway to behaviour improvement, this training programme gives professionals the opportunity to understand and profile behaviours and in turn understand how to apply the learnings in classroom settings and with the variety of pupils that we, as teachers, serve.

WHY BEHAVIOUR?



Our behaviour programme helps teachers to better interpret and understand the messages children share when they behave in a challenging or disruptive manner. The programme is beneficial for schools that are struggling with vulnerable children and pupils presenting complex needs and requirements. The programme helps to reduce incidents of violence, disruption, isolated working, suspension and exclusion and supports the RISE accreditation for mainstream schools.

Our programme is appropriate for Mainstream schools, Pupil Referral Units and Alternative Provisions. We are happy to work with both primary and secondary schools that are either privately or publicly funded.

The programme is typically delivered through 4 days on site, 2 days training and an additional 4 days of planning and support. Please get in touch to discuss costs and funding opportunities.

OBSERVATIONS

Through our on-site observations we aim to understand the following:

- Current processes and procedures for understanding and supporting challenging behaviour including mechanisms for isolation, exclusion and parent engagement.
- The current level of teacher confidence and morale with regards to understanding and responding to challenging behaviour
- An overview of the schools culture and behaviour profile A detailed review of the most vulnerable children and their current programme of support

PROGRAMME DESIGN

Off-site, our experts work together to design a programme of behavioural improvement for your organisation.

We consider:

- The immediate issues you have to tackle
- Your current relationship with Local Authority, your local community and your pupils parents
- Your most recent OFSTED report
- Your current budgets and financial requirements
- Policies and procedures that need to be improved throughout your organisation
- Skills gaps, encouragement or opportunity that needs to be provided to members of staff
- Processes for supporting behaviour and the impact it can have on teacher well being
- How to communicate changes to pupils, parents and other stakeholders alike.
- A timeline for delivery and indicators of success

THE PROGRAMME



PROGRAMME DELIVERY

Our consultant team deliver the programme design to appointed members of staff and stakeholders in a presentation style meeting.

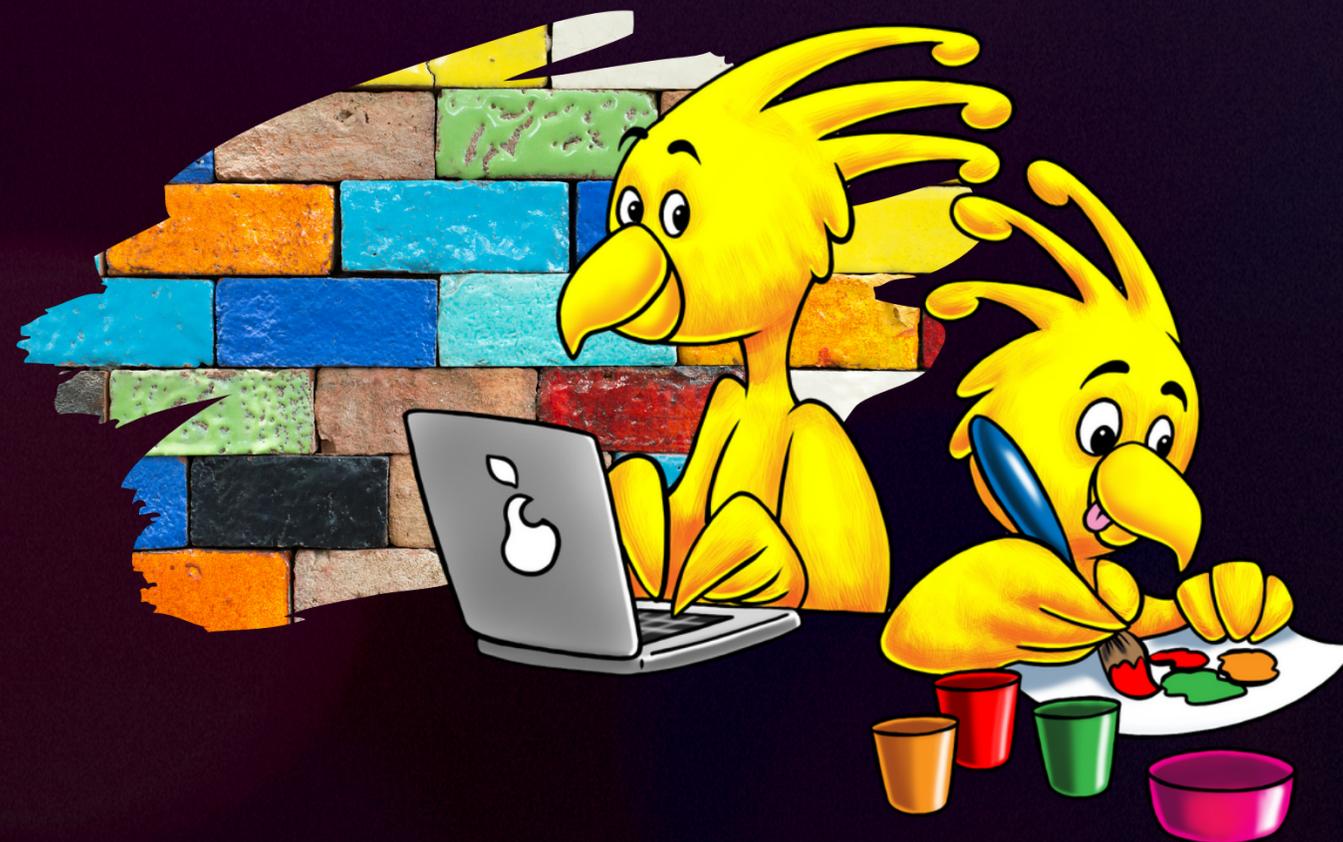
TRAINING MONITORING

Our experts design and deliver training programmes for your staff that focus on developing skills that support behaviours and confidence in doing so.

Our training programmes typically cover:

- Understanding different behaviours and the needs they are likely to be communicating
- Practical tips and theories for supporting disruptive and challenging behaviour
- Applying theories to classroom settings
- Communicating behaviours and needs with parents and other agencies that may be supporting vulnerable pupils
- Understanding the impact challenging behaviour can have on our own mental wellbeing and how we can protect and care for ourselves and other members of staff
- Recognising the early signs of challenging behaviour to ensure we are able to be more proactive in our approach to behaviour support.

We help implement processes that better measure behaviour, identify needs and allow schools to better measure, understand and monitor various behaviours and the efficiencies of associated interventions and support. These processes and measurements contribute to the RISE accreditation and allow schools to showcase their commitment to improved culture, wellbeing and educational outcomes.



THE PROGRAMME



THE OUTCOMES

Our behaviour programme facilitates the following outcomes:

Reductions in isolation, detention and exclusions

Improves cultures of classrooms: facilitating a proactive approach to positive behaviour rather than reacting to disruptive behaviours

Supports good mental health for pupils and staff

Facilitates improved learning environments and outcomes

GET IN TOUCH

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