



Gemstones Education Services Associate Training Programme

The aim of this programme is to:

- Provide schools with value for money solutions for pupils with SEMH, their families and staff at a time of restricted budgets,
- Build further the capacity of school staff to meet needs of this vulnerable and sometimes challenging group,
- Strengthen our existing working relationships with commissioning schools and build partnerships to better respond to needs.

Audience

School staff who:

- Already have some experience and a role involving work with pupils who have social emotional and mental health difficulties and their families
- Are seeking to up-skill themselves and develop their working practices, confidence and effectiveness

The programme is based on the skills, knowledge and experience of a range of therapeutic and classroom management strategies we have accrued over many years of experience in this sector and will consist of:

- A series of training sessions to include:
 - Induction and orientation training – the Gemstones approach, what, how and why;
 - Play and creative therapy – a practical workshop providing, ideas, strategies, resources and an understanding of underlying theories;
 - Nurture Group and Restorative Justice – an introduction to the theory and practice of nurture groups and restorative justice approaches including best practice in whole school approaches;
 - Assessment –
 - Observation tools, such as QCA behaviour scales, TOAD system, timed observation schedules,
 - Use of self-concept scales and other kinds of scaling to establish baselines and capture success of interventions
 - Specialist Assessment - the Boxall profile including access to our specially designed tool and format for presenting the findings, interpretation and how this links to Child in Need Assessment Framework including strategies for tackling weaknesses and gaps;
 - Introduction to positive psychology and Neuro Linguistic Programming and its application in schools, including eye accessing cues, anchoring, language patterns, time lines and use of therapeutic stories



- Introduction to energy therapies including muscle testing to challenge unhelpful beliefs; breathing techniques an introduction to Emotional Freedom Technique
- Working with parents, to include, practical activities for family sessions and tips for communication.

As part of our Service Level Agreement for this service we will provide on going supervision and a range of support to include:

- Access to our Gemstones Education curriculum, designed by our specialist teachers
- Bi-termly (beginning and end of term) planning and review meetings ensuring that success is captured for purposes of evaluation & value for money evidence for the Annual SEND report to governors.
- Templates for observations and feedback reports to school staff and range of other resources for classroom, playtime and individual pupil intervention;
- On going supervision and coaching provided by an allocated Gemstones member of staff on a monthly basis face to face (1.5 hours) and weekly by email. This is essential to preserve well-being and the quality of the work.
- As an optional extra we can support you with the annual and mid year appraisal of the member of staff.

Successful participants from schools that have signed the SLA will receive a licence to practice as an Associate Gemstones Member of staff. There is a requirement for this to be renewed annually by attendance at a whole day update training and successful record of achievement.

Fees supplied on application.