



SHROPSHIRE ACADEMY & LEARNING TRUST
PUTTING CHILDREN FIRST | WWW.SHROPSHIREALT.ORG.UK



Shropshire Academy and Learning Trust (SALT)

Enhancing Learning and Supporting Professional Development for All

SALT is a UK Registered Learning Provider UKPRN: 10061236, with full centre registration through NOCN Group, an Ofqual recognised National Awarding Organisation. As a not-for-profit social enterprise, we offer a wider range of nationally accredited learning programmes for children, young people, families, caregivers and professionals.

As a Learning Trust we specialise in supporting Education and Children's Social Care practitioners to be the best version of themselves, through face to face training, consultancy, guidance, coaching and support sessions, carefully designed to engage, motivate and include learners through creative and engaging sessions, often delivered and designed in non-traditional ways.

Capacity Building (Training)

SALT offers a range of training courses designed to offer flexibility, whilst providing the opportunity to build capacity within teams.

Our primary aim is to strengthen and enhance connections between professionals, in support of families, children and young people.

All SALT courses are delivered by qualified and experienced teachers and trainers who have a thorough understanding of the important principles of teaching and learning. We offer a workshop-based approach, through a mixture of direct and activity-based delivery, where all styles of learning are taken into account. Learners are supported to feel relaxed and welcome, through our inclusive delivery of nationally accredited and professionally recognised training programmes.



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SALT Course Aims

Our training sessions give professionals, carer-givers, teachers, teaching assistants and wider teams, very specific, practical and realistic strategies to engage children and young people if relational difficulties have started to emerge.

The SALT approach aims to embed the social principles of reciprocal interaction between cognitive behaviour and environmental influences, whilst recognising that learning is a journey that successfully takes place within the safety of a positive human, social and relational context.

SALT's training sessions promote a continuous cycle of curious questioning, reflection and creative learning, whilst exploring human behaviour as a feelings-based form of social communication, to be responded to relationally within the home, school and social setting.

We promote equality, emotional competence and self-awareness, and highlight the importance of the adults' role in identifying and understanding their own feelings, beliefs, strengths and limitations before responding to an emotionally distressed or dysregulated child.

This relational approach offers insight and awareness into managing our own feelings and behavioural responses as adults, through interconnected relationships within situations that might be socially and psychologically difficult or emotionally painful for the child and sometimes the adult.

Providing an unconditional and empathetic approach to teaching and learning, we offer practical support to engage and motivate participants, whilst recognising the importance of warmly supporting and nurturing key adults as the relational agents of change.

The child in the room..

Children's hearts, minds and futures are held centrally throughout all learning and development programmes.



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Child-Centred and Therapeutic Approaches

Supporting children that are signifying a need for 'help' through the communication of a kaleidoscope of behaviours, can often be an emotionally struggle for school staff, families, caregivers and associated practitioners. SALT offers an inclusive, non-judgemental and graduated approach to working alongside schools and families, whilst implementing bespoke and tailored packages.

Our aim is to enhance inclusion and to encourage the adults to consider the inner needs and feelings of the child, through a therapeutic lens. This approach enables staff to be more closely attuned to the child's needs, whilst being emotionally aware and physically available through relational approaches to educational inclusion and social engagement.

Our early intervention and preventative approach, ensures that children can be supported to access school and the curriculum, through a creative, tailored, and developmentally-sensitive early intervention, training and support programme.

SALT Training Solutions for your Setting

Through Attachment Friendly and Trauma-Sensitive Approaches to training delivery, SALT practitioners offer extensive knowledge and experience in applying evidence and nurture-based support and child-centred interventions, to enhance educational engagement within schools and children's social care settings.

We are experienced in writing and developing bespoke training programmes to ensure content and situational relevance. SALT also actively encourages ongoing feedback and open dialogue, so that we can co-create and review training priorities to support organisational need and investment in people.



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	Course Title	Course Descriptor <i>Click on the hyperlinks for specification detail.</i>	Nationally Accredited/ SALT Certified
1.	NOCN Level 2 Award in Safeguarding Children and Young People	See Awarding Body Specification <i>This is a competency-assessed and nationally accredited safeguarding qualification for schools and children's health and social care practitioners.</i>	NOCN/ Ofqual Regulated Nationally Accredited
2.	NOCN Level 3 Award in Undertaking Independent Missing Return Interviews for Children	See Awarding Body Specification <i>Author Sarah Morgan. National Provider: SALT</i>	NOCN/ Ofqual Regulated Nationally Accredited
3.	NOCN Level 3 Award in Education and Training <i>Incorporating Attachment Aware and Trauma-Sensitive Approaches in Schools</i>	See Awarding Body Specification <i>Suitable for unqualified teachers, TA's, tutors, trainers, vocational training instructors and HLTA's as a progression route to QTLS</i>	NOCN/ Ofqual Regulated Nationally Accredited
4.	NOCN Level 4 Certificate in Education and Training <i>Incorporating Attachment Aware and Trauma-Sensitive Approaches in Schools</i>	See Awarding Body Specification <i>Suitable for unqualified teachers, TA's, tutors, trainers, vocational training instructors and HLTA's as a progression route to QTLS</i>	NOCN/ Ofqual Regulated Nationally Accredited
6.	NOCN Entry Level Diploma in Using Employability Skills (Entry 1,2 & 3)	See Awarding Body Specification	NOCN/ Ofqual Regulated Nationally Accredited



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7.	NOCN Functional Skills qualification in English at Level 1 and Level 2	See Awarding Body Specification	NOCN/Ofqual Regulated Nationally Accredited
8.	NOCN Functional Skills qualification in Mathematics at Level 1 and Level 2	See Awarding Body Specification	NOCN/Ofqual Regulated Nationally Accredited
9.	NOCN Level 2 Award in Peer Mentoring NOCN Level 1 Introduction to Mental Health Mental Health Champions	See Awarding Body Specification <i>Supporting and promoting the role of Peer Mentors in Schools, Youth Groups and Community Settings.</i>	NOCN/Ofqual Regulated Nationally Accredited
10.	NOCN Level 1 Award in Personal Well-Being	See Awarding Body Specification	NOCN/Ofqual Regulated Nationally Accredited
11.	NOCN Level 1 Certificate in Employability	See Awarding Body Specification	NOCN/Ofqual Regulated Nationally Accredited
12.	NOCN Level 2 Award in Employability	See Awarding Body Specification	NOCN/Ofqual Regulated Nationally Accredited
13.	NOCN Level 2 Award in Meeting the Needs of Learners with ADHD	See Awarding Body Specification <i>Attention Deficit Hyperactivity Disorder in the Mainstream Classroom</i>	NOCN/Ofqual Regulated Nationally Accredited
14.	NOCN Entry Level 1,2 & 3 Self-Advocacy Running Ahead™	See Awarding Body Specification <i>Pre and Post Running Away and Missing from Care, Home and Education Intervention and Education Support Programme for Children and Young People</i>	NOCN/Ofqual Regulated Nationally Accredited
15.	NOCN Entry Level 1, 2 & 3 Making Choices Running Ahead™	See Awarding Body Specification <i>Pre and Post Running Away and Missing from Care, Home and Education Intervention and Education Support Programme for Children and Young People</i>	NOCN/Ofqual Regulated Nationally Accredited



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16.	NOCN Entry Level 1, 2 & 3 Personal Safety Running Ahead™	See Awarding Body Specification <i>Pre and Post Running Away and Missing from Care, Home and Education Intervention and Education Support Programme for Children and Young People</i>	NOCN/Ofqual Regulated Nationally Accredited
17.	Nurturing Children’s Mental Health and Emotional Well-Being within Schools ©	Training for senior leaders, teachers, teaching assistants and professionals supporting and nurturing the mental health and emotional well-being of children and young people within schools.	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>
18.	Attachment Aware and Trauma-Sensitive Approaches in Schools ©	Enhancing the knowledge, skills and awareness of all staff working directly with children in education settings, whilst increasing the adults understanding of the importance of whole-school, relationally-attuned strategies to support the development of attachment aware and trauma-sensitive approaches to inclusion, support healing and recovery.	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>
19.	Developing a Therapeutic Approach to School Inclusion ©	Training teachers, teaching assistants and school support staff to understand the importance of safe and supportive learning environments, through the therapeutic principles of safe relationships, the planned learning environment, reliability, stability, predictability, relational attunement, understanding transference, behaviour as communication, unconditional positive regard, nurture, acceptance and inclusion.	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>



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20.	<p>Home and School Relationships: Inclusive Partnership Priorities©</p> <p><i>Dispute resolution and conflict management support and guidance to hold the child first and centre is an important part of this training process.</i></p>	<p>Recognising the importance of positive Home/School partnerships to support schools, parents, caregivers and families whose children have been identified as at risk of removal and/or rejection from school. *This training offer schools and families the opportunity to attend 'joint training' to support a positive working relationship with a mutual understanding of the pressures that both parties face when working to support and include children who may need additional support and careful consideration to prevent school refusal, reduced attendance, fixed term or permanent exclusion, school anxiety, mental ill health and/or parental roll removal to home educate as a result of child and family distress.</p>	<p><i>Endorsed by One Awards, part of the NOCN Group June 2019</i></p>
21.	<p>The Confidence Builder©</p>	<p>Supporting staff and children to develop self-confidence, self-belief and self-esteem, whilst nurturing and enhancing the importance of the adult as the barometer to support and co-emotionally regulate children whatever the weather.</p>	<p>SALT Certified</p>
22.	<p>The Mind Map©</p>	<p>Promoting the importance of a healthy 'Heart, Body and Mind' through positive mental health and emotional well-being sessions designed to enhance school attendance and support inclusion in learning.</p>	<p>SALT Certified</p>
23.	<p>The Learning Leap©</p>	<p>A creative approach to supporting Looked After and Adopted Children, enabling and equipping them to better access 'learning' from their own unique perspective.</p>	<p>SALT Certified</p>



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24.	Keep Me Connected ©	Targeted support and practical interventions to support the children of parents in prison i-Hop Toolkit HERE	SALT Certified
25.	The Restorative Run ©	Restorative approaches through an easily accessible and age appropriate model of Relational Repair, Restoration and Reparation.	SALT Certified
26.	Lego®- Based Therapy	Developing children’s social interaction skills through Lego® Therapy whilst promoting positive relationships with peers.	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>
27.	Enable, Engage and Enhance © Positively Supporting the Social, Emotional and Academic Advancement of Children Looked After	Enabling foster carers to promote and enhance educational access for Looked After Children. Supporting the Education of Looked After Children Mind the Gap Page 16 Sarah Morgan Linked	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>
28.	Attachment in Schools The Role of the Key Adult	Understanding the important role of the Key Adult in schools when caring for and working with children with attachment and trust difficulties.	SALT Certified
29.	Attachment in Care The Role of the Key Adult Foster Carer or Key Caregiver	Understanding the important role of the Key Adult when caring for and looking after children with attachment and trust difficulties.	SALT Certified
30.	Feelings, Fears and Fizzy Fish ©	Supporting schools, children and families to manage stress, anxiety, friendships, school refusal and transitions.	SALT Certified
31.	Is it the goldfish, the water, the child or the environment? ©	Protective behaviours and the promotion of the safe, secure and emotionally containing environment.	SALT Certified



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32.	ReMind©	Supporting and promoting the mental health and emotional well-being of teachers, school support staff and children’s social care practitioners, through a robust framework of practice-based reflection, supervision, relational guidance and advice.	SALT Certified
33.	Mind the Gap © The Importance of the Missing Child Return Home Interview Process: Knowledge-based training for residential children’s homes, care-givers/care practitioners, social workers, foster carers, Responsible Individuals and Registered Managers	<ol style="list-style-type: none"> 1. Supporting foster carers and residential childcare practitioners to proactively manage the ‘absence gap’ when a child is missing from care. 2. Equipping caregivers with the knowledge and information required to promote and secure high expectations for the missing return interview process. 3. Missing and Return: Re-engaging Children and Young People that Run Away from Home or Care (RMFHC; 2013) 	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>
34.	Promoting the Proactive identification of Positive and Protective support Plans. 5P’S©	Training to support practitioners in developing skills to proactively recognise when children feel unsafe, anxious, dysregulated or unsettled in school. Co-Regulation and Safety Planning.	SALT Certified
35.	Maintaining Personal, Professional and Protective Boundaries. ©	<p>Understanding and defining personal, professional and protective boundaries within the context of education, training and the workplace, with specific relevance to learners 0 – 25 years.</p> <p>Maintaining Your Professional Boundaries Sarah Morgan Linked</p>	<i>Endorsed by One Awards, part of the NOCN Group June 2019</i>



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36.	I'm Safe if You're Safe © Giving and Receiving Supervision Education & Children's Social Care	<ol style="list-style-type: none"> 1. The importance of the supervisory relationship and relational process when working with children experiencing adversity, trauma and attachment difficulties in schools. 2. The importance of the supervisory relationship and relational process when working with children experiencing adversity, trauma and attachment difficulties in Foster Care. 	SALT Certified
37.	Making Sense of Autism ©	Exploring what causes autistic spectrum disorders, how autism is diagnosed and how we can understand the behaviours associated with autistic spectrum disorders. Considering strategies to help children to understand and express emotion and cope with the non-autistic world. Helping the child by changing their environment.	SALT Certified
38.	Fostering Support for Parents ©	Providing foster carers with increased skills, competence and confidence in delivering home-based assessments whilst supporting an evidence-informed assessment of the parent's ability to nurture, safeguard, care for and promote the well-being and welfare of his or her child.	SALT Certified



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39.	Minding the Mind @ YogaSalt; relaxation, gentle stretches, breathing and mindfulness	Supporting a therapeutic approach to relaxation and regulation; Head, Heart, Hands and Mind	SALT Certified Available September 2019 (Early Booking Recommended)
40.	Secrets, lies and untruths. Why foster carers don't keep secrets @	Foster families play a vital role in teaching and guiding children, entrusted to their care, the difference between a good or a bad secret. Children that have been coerced into holding silent secrets, by abusive and manipulative adults, can remain vulnerable throughout their lives. Why foster carers don't keep secrets Sarah Morgan Linked	SALT Certified
41.	The Parenting Apart Programme @	In collaboration with the Parenting Apart CIC we are able to directly support parents going through relational conflict, separation or divorce, to safeguard and protect the emotional well-being of children and young people.	<i>Endorsed by One Awards, part of the NOCN Group June 2019 CanParent Quality Mark</i>

Notes:

- This list is not exhaustive and is provided for illustration purposes.
- Our practitioners deliver face to face training, coaching, school improvement support and supervision for staff.
- We offer direct programmes of learning for children and young people.
- 12-week direct intervention programmes are available for small groups of children and young people.
- SALT services and training approaches are evidence-based and informed by NICE guidelines.
- DfE guidance and relevant legislation are also fundamental to our service offer.
- We adhere to a wide range of relevant professional standards and regulatory requirements.



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Commissioner Notes

DELIVERY OF SERVICES

1. A clear schedule of activity will be created with senior personnel within the commissioning organisation for workforce and resource planning purposes.
2. An implementation plan will be agreed between the Specialist Advisor/SALT Practitioner and the Commissioning team setting out the initial scope of the delivery for the commissioned period.
3. Services are co-created to ensure flexible delivery that fits with operational priorities and demand.
4. All services are commissioned under a SALT Service Level Agreement inclusive of a SALT Quality Assurance and Safer Practice Certificate.

PRICING

1. Services are charged at a negotiated rate for contracted services during the period/training commissioned.
2. Pricing is calculated based on service requirements and a quotation will be provided in writing after a needs analysis/service discussion has been undertaken.
3. There is no VAT on training activities as these are exempt under HMRC rules.
4. The initial schedule will be agreed between the Learning Trust and the commissioner.

LEARNER REGISTRATION PROCESS

1. Upon booking, registration and receipt of payment, learners/commissioners will be required to submit a 'disclaimer of evidence' to satisfy pre-requisite course requirements where applicable.
2. Upon course scheduling receipt, **Shropshire Academy and Learning Trust** will register the approved learner/s with Quartzweb, the NOCN Registration and Award portal.
3. This process allows registered and recognised NOCN Centres to submit learner registrations upon receipt of commission, and recommend achievements to NOCN upon successful completion of the qualification undertaken in line with Ofqual requirements.



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PAYMENT TERMS

Invoicing is in advance of the period/training commissioned, unless an alternative payment schedule is specifically agreed.

WORKING WITH US

We are an evolving organisation that cares passionately about the inclusion of children and young people.

As a Trust, and as individuals, we are committed to providing enhanced life and learning opportunities for our most vulnerable groups of children. Our aim is to ensure that relationships are at the core of our work, whilst developing in the minds of others, the notion that every positive interaction with a child is a therapeutic intervention for life.

Thank you for contacting us to explore our services.

If you wish to discuss any element of this offer please do not hesitate to contact us directly.

S Morgan

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For and on behalf of Shropshire Academy and Learning Trust
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SALT is proud to be a member of the TCTC



'Putting Children First'