



SOLUTION FOCUSED STAFF SUPPORT

Daily 'check-in'

SLT / support mentors to 'check-in' daily with key classes / staff who are tackling challenging pupils (staff can 'check-in' with any available SLT or partner teacher after school or at any other appropriate time)

Staff Well-being

Activities in school & beyond that do us good and build resilience, capacity and re-gain perspective (e.g. yoga, walks, team-building)

Cluster collaboration

Access a network of informal mutual support from professionals in similar situations across Leyland schools (e.g. other mentors, Leaders, Year group teachers) who can be contacted for professional solution-focused

Staff training and development

Develop a menu of essential behaviour training opportunities:

- Team teach
- De-escalation
- ACEs
- Emotional Coaching / ELSA
- Attachment

Plan, do, review (a professional project & research 'step' based approach)

Solution Circle

Bring issues to a 'solution circle' 3.30 to 4.30 every Friday
+ monthly staff meeting
solution circle groups (professional group solution-focused reflection)

Email help-line for

teachers to be able to send SLT / mentor brief email of concerns (get off chest)

Staff 'time out'

Where a class has been very difficult to ensure teacher has time away from the class to plan, recover, reflect, train, observe others (including facilitating PPA at home)

Staffroom comments & ideas box

For professionals to share ideas & thoughts (read by SLT at each SLT meeting as part of standing agenda item)

Feedback to Inclusion Hub meetings / GHIST & EP consultations

