



# Care Staff supporting pupils in the home

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## Background

Meadows school is an Ofsted Registered Good school that offers a bespoke education to young people who have experienced high levels of trauma throughout their lives. Our pupils have been identified as requiring specialised therapeutic care and education due to their difficult lives and high risk behaviours. All of our young people have experience difficulty in education demonstrated through very poor attendance or non attendance, high risk behaviours that are often volatile and physically aggressive to self or others and mental health difficulties, including severe abuse to self and others, including displaying harmful sexual behaviours.

Most of our young people have episodes that prevent them from attending school safely and during these times our young people require support in the care home to complete relevant educational learning. This is never a long term solution for Meadows school but sometimes this is a short term necessity to ensure safety prevails until the young person can regulate their emotions and behaviours.

As a Trauma Informed school, we recognise that emotional regulation is dependent on our young people feeling safe in their environment and having that close relationship with a significant adult. Often this means that teachers cannot offer this in the home and that it is their relationship with their care staff that enables them to regulate their emotions enough to learn.

Although Meadows school has an excellent Virtual learning platform that is supported by thorough teaching material for use in school and the home, our research and experience shows that our young people require that face-to-face support to enable them to reach their potential, even when learning through remote means.

## Care Staff Perspective on educational support

In many companies, including our organisation, supporting young people with education and learning has always been a contentious issue. From a company perspective, care staff take on the roles that are traditionally supported by the young persons parents/guardians and therefore it is clearly their responsibility to support young people who are in the home.

From care staff perspective, they are not qualified teachers and are not adequately trained in effectively supporting a young person in educational matters.

From an educational perspective, the role of Care staff in supporting young people in education is pivotal for the successful progress a young person can make. Meadows school highly values our care staff and recognise their ability to effectively fulfil the role of Teaching assistant as outlined in the Education Code of practice (1994). Most of our care staff have sufficient qualification and experience to fulfil this role and to have experience of working with children, the ability to build good relationships with children, teachers and other professionals and a basic understanding of how to support children. For this reason, Meadow school now provides “on the job” training that falls within our M-ARC therapeutic approach to care and development and enables care staff to fully support young people in the home to a level that meets the teaching assistants professional standards.

## Purpose

This document defines the policy and procedure to ensure the high standards that are applicable in supporting our pupils who are educated in the care home due to a high risk to themselves or others. The main purpose of this document is to ensure the status and professionalism of our Teachers and Senior Leaders in supporting and training our Care staff when they are acting as Teaching assistants within the home.

This document highlights the role of the Senior Leadership team, Registered Managers, teachers and care staff. This then looks at the four themes that are indicated as professional standards for teaching assistants and how we meet these including the training and support that care staff receive.

## Procedure for pupil to work from home

Pupils will only work from home when it is necessary to ensure the safety of themselves or others. Meadows school will only authorise this once they have consulted with the Registered Manager of the home. Often this will be supported by consultation through other professionals linked with the young person, including Social Workers, Virtual Schools, Psychologists and therapists

A Risk Assessment will be put in place by the school leaders and/or Registered Manager for safe working in the home. The therapy department will be informed to provide additional therapeutic support for the young person and staff as necessary.

## Outline of roles and responsibilities within the Organisation

### The role of school leaders

School leaders should value and hold the care staff in the same esteem as fellow professionals and as teaching assistants in a standard school. This document provide school leaders with standards that act as a tool too ensure consistency for all care staff, so their skills and expertise in raising pupil achievement is recognised and developed.

School leaders should ensure that care staff have the right training to provide effective teacher and pupil support. Care staff should be given a key teacher who will manage, mentor and support them while working with pupils in the home. Care staff can be given the opportunity to develop their career pathway through having access to appropriate diploma qualifications. School leaders will provide a training programme that meets the standards for teaching assistants and is in line with other policies and procedures as required.

### Registered Managers

School leaders will work with Registered Managers to ensure that they provide a climate that supports forms of collaborative working that does not over burden the care staff and recognising their needs. This will include giving the care staff the time and resources to attend in-house training, time to reflect and complete necessary documentation. Registered Managers will also include this on team meeting agenda's and supervisions.

### Key Teachers

Key teachers will provide day to day support to care staff as required. Care staff will receive good quality programmes of study, through on-line and paper resources, that meet National Curriculum requirements. Key teachers will monitor attendance, marking and assessment. Key teachers will have agreed regular updates with the Registered Manager, visit the home where the pupil is learning on a regular basis and attend team meetings as requested by the Registered Manager. Key teachers will deliver training to care staff as required.

## Care Staff

Care staff will take part in company training and development as part of their current job commitments. This training will be delivered through the company staff development team and Meadows school team. Care staff will work with pupils as guided by the education team to provide appropriate educational support and guidance to pupils who reside in their care homes. Care staff will follow the guidance and instructions given by the school to ensure pupils work on the programme of study agreed and delivered to the home. Care staff will inform the school of any work completed and pass to the school for marking and assessment. give accurate attendance marks.

## Training and Professional Development

### Training by Therapy Dept

All care staff are trained in How children learn through our therapy training. This includes training on developmental milestones, managing behaviour through M-ARC care systems and the use of PACE approach to therapeutic support.

### Training by Meadows School

As well as this, Meadows school provide training on:

Preparing the learning environment in the home.

The school curriculum

Tracking progress

Supporting the development of literacy and numeracy skills

Supporting children with Special Educational Needs.

### Other training Opportunities

Care staff who want to gain qualifications in teaching assistants, can register online for the Teaching Assistant Diploma for a small fee.

## Further Information

Teaching Assistants – Careers, training and development <http://www.skillsforschools.org.uk/>

Teachers standards <http://gov.uk/teachingassistantstandards/>

Meadows School website <http://meadows-school.co.uk>

Meadows School Virtual Learning Platform <https://meadows-school.neolms.eu>