



2025/26 Training & Development Offer

Our offer

A programme of FREE training and development opportunities for all H&F education providers, Children's Services staff and for those who support any of our children outside of the borough

Hammersmith and Fulham Virtual School have developed a programme of webinars and face to face training across the 2025/26 academic year to support social care and education providers to fully understand the needs of our most vulnerable children.



For booking details, please see the last page of this booklet.

All sessions are delivered by external experts and fully funded by the Virtual School. Places can be booked using the Microsoft Forms link. Webinars are delivered over Zoom or Teams.

Please look at the last page of this booklet for details of our outreach offer which could provide more bespoke support for your setting.



2025/26 Training & Development Offer Overview

Autumn Term	Spring Term	Summer Term
Raising Attendance and Reducing Exclusions through Relational Practice - Social Care and Education (Full Day, in-person event) 2.10.25, 9-3pm Amelia Brunt	The Fundamentals of Working with Challenging Behaviour 13.1.26, 10-12pm Keith Bates	How (and When) Should We Have Restorative Conversations? 7.5.26, 3-4pm or 4.6.26, 9-10am H&F Educational Psychology Service
Attachment Matters: Strategies for Nurturing Learning 14.10.25, 3-4pm or 12.11.25, 9-10am H&F Educational Psychology Service	Introduction to Reflective Practices 5.2.26, 10-12pm Jess Parker	Understanding and Supporting Self-Harming Behaviours 11.5.26, 10-12pm Jess Parker
Supporting Young People to Understand the Reality of Social Media and the Internet 13.11.25, 10-12pm Vanessa Rogers	How Trauma can Affect Learners' Window of Tolerance 11.2.26, 3-4pm or 11.3.26, 9-10am H&F Educational Psychology Service	The PACE model: What if We Are Curious About Behaviour? 19.5.26, 3-4pm or 18.6.26, 9-10am H&F Educational Psychology Service
Experience-Sensitive Practice – Trauma and Neurodiversity 25.11.25, 3-4pm or 11.12.25, 9-10am H&F Educational Psychology Service	Selfies, Sexting & Social Media 3.3.26, 10-12pm Vanessa Rogers	I Didn't See That Coming - Planning For and Responding To Impulsive Behaviours 9.6.26, 10-12pm Keith Bates
	Using the Incredible 5-Point Scale 19.3.26, 3-4pm or 25.3.26, 9-10am H&F Educational Psychology Service	



2025/26 Training & Development Offer

Autumn Term

Raising Attendance and Reducing Exclusions through Relational Practice - Social Care and Education
(Full Day, in-person event)
Irish Cultural Centre, Hammersmith

2nd October 2025
9-3pm

This programme of training has been created by Educators for Educators. It is real, practical and actionable and based on extensive action research.

Throughout the day you will learn the rationale behind the benefits of relational practice for raising attendance and reducing exclusions. You will be able to take practical examples of successful practice and apply them in your own unique setting.

On completing this training, you will have all the knowledge and resources necessary to begin working towards and improving relationships, inclusion and leadership of relational policies and practices in your setting.

Relational Practice is not an add on to your current systems, but rather a different lens through which to view child development, school attendance and learning progress.

In undertaking this training, you are committed to understanding the importance of systemic change at both an operational and a strategic level, because we teach children first, and curriculum second.

Spaces are limited so sign up early to avoid disappointment!
This session is fully funded by H&F Virtual School. Non-attendance will be charged at £50 per person.





2025/26 Training & Development Offer

Autumn Term

Attachment Matters: Strategies for Nurturing Learning

14.10.25, 3-4pm

or

H&F Educational Psychology Service

12.11.25, 9-10am

This one-hour workshop will highlight the importance of attachment in the learning process and encourage staff to think about how they can support these needs in their classrooms. Participants will learn practical strategies to support students' attachment needs.

Workshop Outcomes:

- **Understand the Importance of Attachment:** Gain a deeper understanding of how relationships influence learning and development.
- **Identify Attachment Needs:** Learn to recognise signs of attachment issues and understand their impact on engagement with learning.
- **Implement Supportive Strategies:** Discover effective strategies to nurture attachment and create a supportive learning environment.
- **Foster Positive Relationships:** Build skills to strengthen relationships with students, promoting trust and engagement in the classroom.





2025/26 Training & Development Offer

Autumn Term

Supporting Young People to Understand the Reality of Social Media and the Internet

13th November 2025
10-12pm

Vanessa Rogers

This practical workshop looks at the role of the internet and social media in shaping and influencing youth culture today. We will consider the boundaries between the digital world and IRL (in real life) to explore the potential impact and influence, both positive and negative, that time spent consuming and creating content can have on young people's values, skills and behaviour. With adult concerns still rising, we will discuss positive ways to bridge the 'digital generation gap' to help young people enjoy the benefits of virtual life, whilst understanding the risks and making safe choices.

This workshop will explore:

- The role of the internet and social media in youth culture.
- How and why young people choose the platforms they use
- Potential online risks and the influence of harmful content, including online pornography and bullying.
- The rise and impact of online influencers, including those promoting misogyny and other forms of extremism
- How the new Online Safety Act aims to increase protection.
- Tips for reducing online risks and supporting the development of critical thinking skills.
- Where to go for more information and support.





2025/26 Training & Development Offer

Autumn Term

Experience-Sensitive Practice –
Trauma and Neurodiversity

25.11.25, 3-4pm

or

H&F Educational Psychology
Service

11.12.25, 9-10am

This one-hour workshop will be an opportunity to discuss and explore the interaction between neurodiversity and trauma. Participants will learn practical strategies to support learners based on an “experience-sensitive” approach.

Workshop Outcomes:

- **Trauma and Neurodiversity:** Why it can be difficult to differentiate between needs related to neurodiversity and the impact of trauma.
- **How Can Trauma and Neurodiversity Interact:** What additional or different support might be needed for children with neurodiversity and experiences of trauma?
- **Implement Supportive Strategies:** Discover effective strategies to support learners based on their presenting needs, considering an “experience-sensitive” approach.





2025/26 Training & Development Offer

Spring Term

The Fundamentals of Working with Challenging Behaviour

13th January 2026
10-12pm

Keith Bates

The fundamentals of what works with even the most challenging of behaviour. In this session Keith will identify and explore the six key principles that will increase your success rate with behaviour that challenges in schools and other settings.

These include:

- Redefining what we see as success
- Getting in there early
- High expectations
- Consistency
- Building Relationships
- Owning the behaviour

In each area Keith will give practical advice and examples to get you looking at and working with behaviour differently.





2025/26 Training & Development Offer

Spring Term

Introduction to Reflective Practices

Jess Parker

5th February 2026
10-12pm

This interactive webinar offers a practical introduction to reflective practices, empowering practitioners to enhance their professional growth and well-being. Through engaging discussions and reflective exercises, participants will explore the importance of self-reflection in educational settings and discover strategies to integrate reflective practices into their daily routines. This session will provide tools to foster a supportive and thoughtful learning environment.

Outcomes of the Webinar:

1. Develop an understanding of the principles and benefits of reflective practices in educational settings.
2. Gain practical tools to incorporate reflective practices into daily routines for personal and professional growth.
3. Learn strategies for fostering a reflective culture within school teams to enhance collaboration and support.
4. Explore ways to use reflection to improve student outcomes, wellbeing, and teaching effectiveness.





2025/26 Training & Development Offer

Spring Term

How Trauma can Affect Learners'
Window of Tolerance

11.2.26, 3-4pm

or

H&F Educational Psychology
Service

11.3.26, 9-10am

The "Window of Tolerance" is a concept developed by Dan Siegel to describe the optimal range of arousal, or stimulation, needed for individuals to function effectively in daily life. When a person is within their Window of Tolerance, they can regulate their emotions, think clearly, and engage in adaptive behaviours. This zone allows for optimal learning, play, and healthy relationships.

Workshop Outcomes:

- **Window of Tolerance Concept:** Provide theory of Window of Tolerance and how it relates to CYP's ability to manage stress and emotions
- **Impact of Trauma on Learning:** explore how trauma can affect cognitive functions, such as attention, memory, and executive functioning, and how this impacts learning.
- **Strategies for support:** Provide strategies for helping CYP 'back into' their Window and support attendees to apply Window as a tool to a CYP in mind





2025/26 Training & Development Offer

Spring Term

Selfies, Sexting & Social Media

3rd March 2026
10-12pm

Vanessa Rogers

This workshop considers the potential benefits and risks for young people curating their way through the hyper-sexualized world of social media and video sharing platforms. With 91% consuming content daily and over a third uploading videos from as young as 8, often with parental consent, many UK teenagers are growing up in the belief that their true value is measured in clicks, likes and shares based on how good they look, and how sexually attractive others find them.

From the impact of celebrity influencers and the rise of 'brand me', to cancel culture and the making and sharing of intimate images, the digital revolution has swiftly influenced cultural norms as well as personal attitudes and values. So is it time to step back and consider if social media really is a place of empowerment and freedom of speech, or has it simply created new pressures that previous generations could never have imagined?

This workshop explores:

- How and why young people use social media and its importance in youth culture.
- Ways that social media is shaping values, expectations and behaviour both online and IRL.
- Wider understanding of risks and potential consequences, including the making and sharing of intimate images.
- Safeguarding, the legal context and when to report.
- Where to go for more information and support.





2025/26 Training & Development Offer

Spring Term

Using the Incredible 5-Point Scale

19.3.26, 3-4pm or
25.3.26, 9-10am

H&F Educational Psychology Service

The "Incredible 5-Point Scale" is a tool used to help individuals understand and manage their emotions. It breaks down emotions into manageable levels, from "cool" (1) to "over the edge" (5), allowing individuals to identify and communicate their emotional state. Join us to consider how to use this tool directly with CYP.

Workshop Outcomes:

- **When is the Scale Useful:** How to use the scale with a range of learners, and in different contexts
- **How to Introduce the Tool to Children and Young People**
- **Strategies For Use:** Providing strategies for each stage of using the resource and ideas for co-constructing with the child or young person.





2025/26 Training & Development Offer

Summer Term

How (and When) Should We Have Restorative Conversations?

17.5.26, 3-4pm or
4.6.26, 9-10am

H&F Educational Psychology Service

In this session we will explore how and when to have restorative conversations within your school system. We will consider key steps, structure, purpose and ideal outcomes.

Workshop Outcomes:

- **Developing a Whole-Setting Approach:** reducing the likelihood of conflict and/or recurrence of conflict by taking a whole-setting approach to meeting human needs
- **Scripts and Ideas for Restorative Conversations:** strengthening relationships by making time for open and honest conversations that need to be had





2025/26 Training & Development Offer

Summer Term

Understanding and Supporting
Self-Harming Behaviours

11th May 2026
10-12pm

Jess Parker

This insightful webinar is designed to help school staff understand the complexities of self-harming behaviours and equip them with the tools to provide effective support to students. Participants will explore the underlying causes of self-harm, identify warning signs, and learn practical strategies for offering support in a sensitive and compassionate manner. The session will also cover how to create a safe and supportive school environment for students struggling with self-harm, including how to manage difficult conversations and refer to appropriate support services.

Outcomes of the Webinar:

1. Gain a deeper understanding of the psychological and emotional factors that contribute to self-harming behaviours in students.
2. Learn how to identify the signs of self-harm and respond appropriately to students in distress.
3. Develop effective strategies for supporting students who engage in self-harming behaviours, both in the classroom and beyond.
4. Understand how to create a school environment that promotes mental health awareness and provides appropriate pathways for support and intervention.





2025/26 Training & Development Offer

Summer Term

The PACE model: What if We Are Curious About Behaviour?

19.5.26, 3-4pm or
18.6.26, 9-10am

H&F Educational Psychology Service

PACE was developed by Dr Dan Hughes (a clinical psychologist specialising in childhood trauma) more than 20 years ago as a central part of attachment-focused family therapy. PACE stands for Playfulness, Acceptance, Curiosity, and Empathy. PACE is a way of thinking, feeling, communicating and behaving that aims to make the child feel safe. It is done by communicating the four elements of PACE together flexibly, not as a step-by-step process.

Join us to consider a way of interacting and communicating that focuses on building trust and safety in relationships. We will focus on use of model at various ages and stages of development.

Workshop Outcomes:

- **Understand the PACE Model:** Gain an understanding of Dan Hughes' PACE model - Playfulness, Acceptance, Curiosity, and Empathy.
- **Recognise the Importance of PACE:** Learn how the PACE approach can foster positive relationships and support emotional and psychological well-being.
- **Identify Practical Applications:** Discover practical ways to integrate the PACE model into daily interactions with children, both in and out of the classroom.
- **Reflect:** review and recognise where the PACE model can enhance existing practices.





2025/26 Training & Development Offer

Summer Term

**I Didn't See That Coming -
Planning For and Responding To
Impulsive Behaviours**

**9th June 2026
10-12pm**

Keith Bates

Impulsive behaviours can be some of the most challenging for schools and other settings to work with. By definition they are unpredictable and can often be highly volatile and sometimes dangerous.

In this session Keith will explore these types of behaviour from a few different angles:

- How we can be more successful at spotting the earliest signs of impulsive behaviours.
- How we can plan for these events
- How we work day to day with children that act impulsively
- How we can respond to events when they happen (which they will!)

Keith will share numerous ideas and examples that practitioners can try straight away to make the unexpected more expected.





Virtual School Outreach Offer



What is it?



1 Tier 1

Initial support and guidance - which could include:

- Meeting and consultation with key members of staff
- Observation of a student (consent needed) / class and suggested strategies
- Email and telephone support and consultation

2 Tier 2

Intermediate support - which could include:

- Whole school or phase specific audit (based on relational practice, attachment aware knowledge and understanding)
- Follow up meeting with analysed audit results and suggested next steps / outcomes
- Staff training around attachment, relational practice, emotion coaching, restorative practice, EBSA

Led by H&F Educational Psychology Service:

- Practical workshops to explore resources and apply attachment informed approaches in your setting (some previous knowledge assumed)
- Group consultation: an opportunity for key adults to come together to discuss an individual child, group, or whole class in a safe and confidential space

3 Tier 3

Advance support - which could include:

- Policy writing support – based on relational practice, attachment aware knowledge and understanding
- Attachment Aware Schools Award Project (subject to criteria)
- Funded training for school staff, e.g. Lego Therapy, Drawing & Talking



To apply for outreach support, please visit:
<https://forms.office.com/e/yE4NN55SsM>



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Please book here:

<https://forms.office.com/e/CinxcE6eTQ>

For any queries please contact Della Freedman
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