

Cambridgeshire Steps

What is Cambridgeshire Steps?

Steps is the preferred approach to behaviour management within Cambridgeshire and is based on the ethos, "You can't teach children to behave better by making them feel worse. When children feel better, they behave better." Pam Leo.



It is a therapeutic-thinking and trauma-responsive approach to learning about behaviour. This means that adults in school understand what causes positive and helpful as well as disruptive, difficult or dangerous behaviour. They recognise that all behaviour is communication and work to unpick what each behaviour is telling us about unmet need.

Adults focus on developing constructive experiences and feelings for everyone in the school environment, recognising that these usually lead to positive and helpful behaviour, as well as looking at how to help change behaviours that we want to reduce.



We offer a 'train the trainer' model via a three-day course for school leaders, with those trainers subsequently supported to implement and embed Steps throughout their school by SEND Service Steps tutors. Day one is in person at Over Community Centre and days two and three take place online. Each place costs £330.

The course focusses on building knowledge of therapeutic and relational thinking when approaching teaching, learning and behaviour. It provides tools to support senior leadership teams in the development of quality policy and planning, improving staff confidence and safety. It allows trainers to train all other adults in their school enabling consistency of experience for all pupils every day and to ensure that expertise remains with the school for ongoing continuous professional development. It includes exploration of:



- pro-social, anti-social and unsocial feelings and behaviour
- outcomes for suspended or excluded children
- mental health and behaviour in schools
- the impact of attachment disorder, adverse childhood experiences and trauma on behaviour
- de-escalating scripts and body language
- thinking models to support inclusion
- conscious and subconscious behaviour
- consequences versus punishment
- how to use the suite of Steps tools to develop bespoke plans.

For additional information, please contact Jacquie Woodcock jacquie.woodcock@cambridgeshire.gov.uk Cambridgeshire Steps and Trauma Informed Lead or visit our www.cambslearntogether.co.uk/cambridgeshire-send-services/cambridgeshire-steps

Current offers

All Cambridgeshire schools with no current Steps tutor are now eligible for a fully funded Headteacher place on Steps training. If a second place is booked at the same time (but not necessarily for the same training date), this will be available at half price (£165). All training must be booked by end March 2023.

Check dates and availability and book places through [Booking Bug](#).



Cambridgeshire County Council



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