

The impact of staff training on the speaking and listening skills of children in a primary pupil referral unit (PRU)

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FACT: 75% of children with social, emotional and behavioural difficulties have a communication difficulty

Our aim

To become an accredited, communication friendly setting where each child's speech, language and communication needs are identified and accommodated for by all staff.

Background

- In January 2013, the speech and language service was commissioned to provide input for the staff and pupils in Bridgelea PRU – 2 days per week for 2 years.
- There had been no other long term input into such a setting before in Manchester.
- The pupils in the school range from ages 5-11 and attend the school as a preventative measure or following permanent exclusion from their mainstream setting.
- The classes are small with a high ratio of adults to children. The majority of pupils are boys.

Our standards

■ We have a detailed description of how best to communicate with our children.

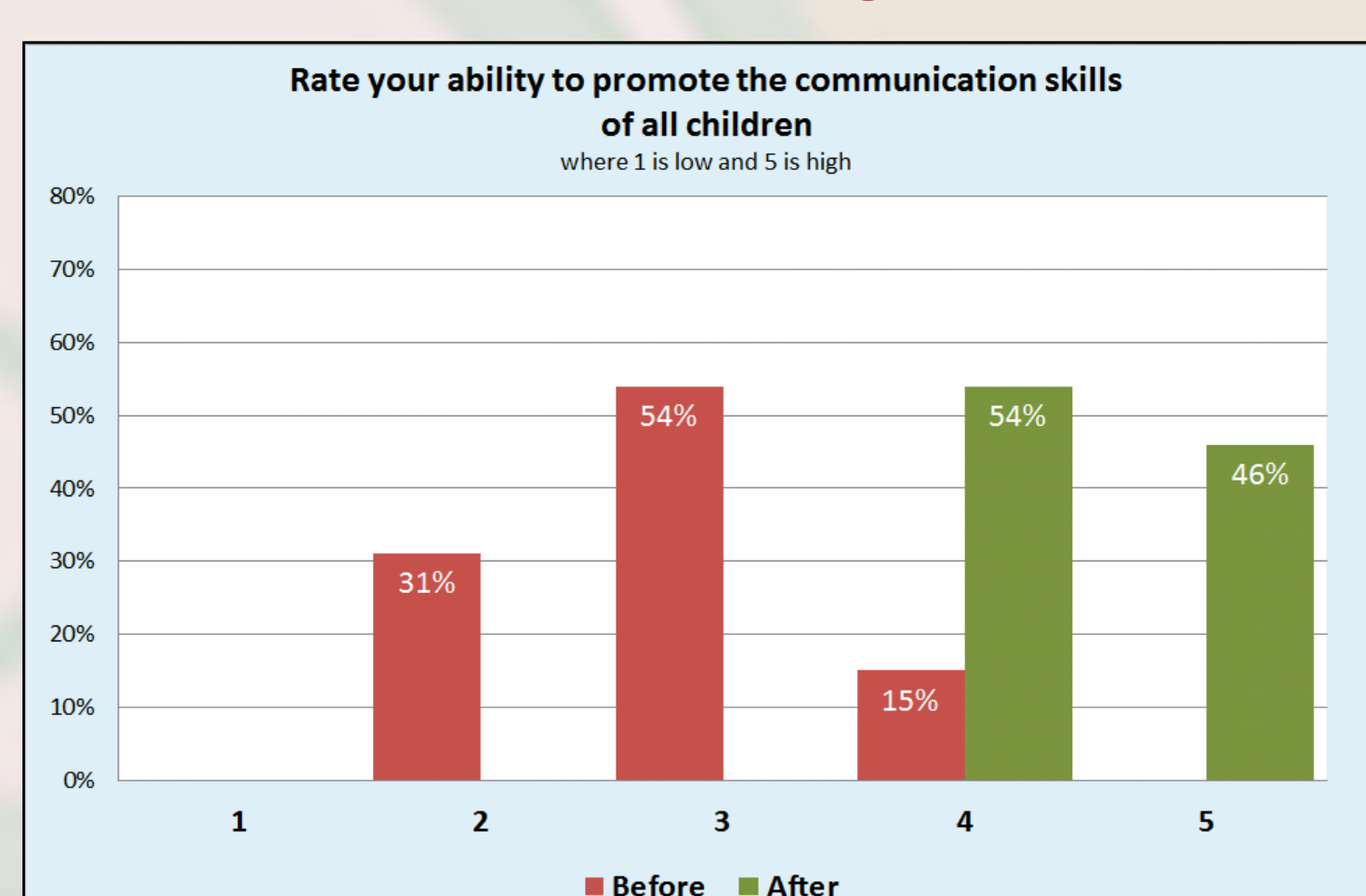
■ We will create opportunities, relationships and environments that make our children want to communicate.

■ Our staff value and competently use the best approaches to communication with each child.

To introduce 'the best approaches' to the school we planned a 10 week training programme for the whole school using the accredited portfolio scheme from **Elklan**.

80% of the staff achieved accredited status (level 2 and level 3).

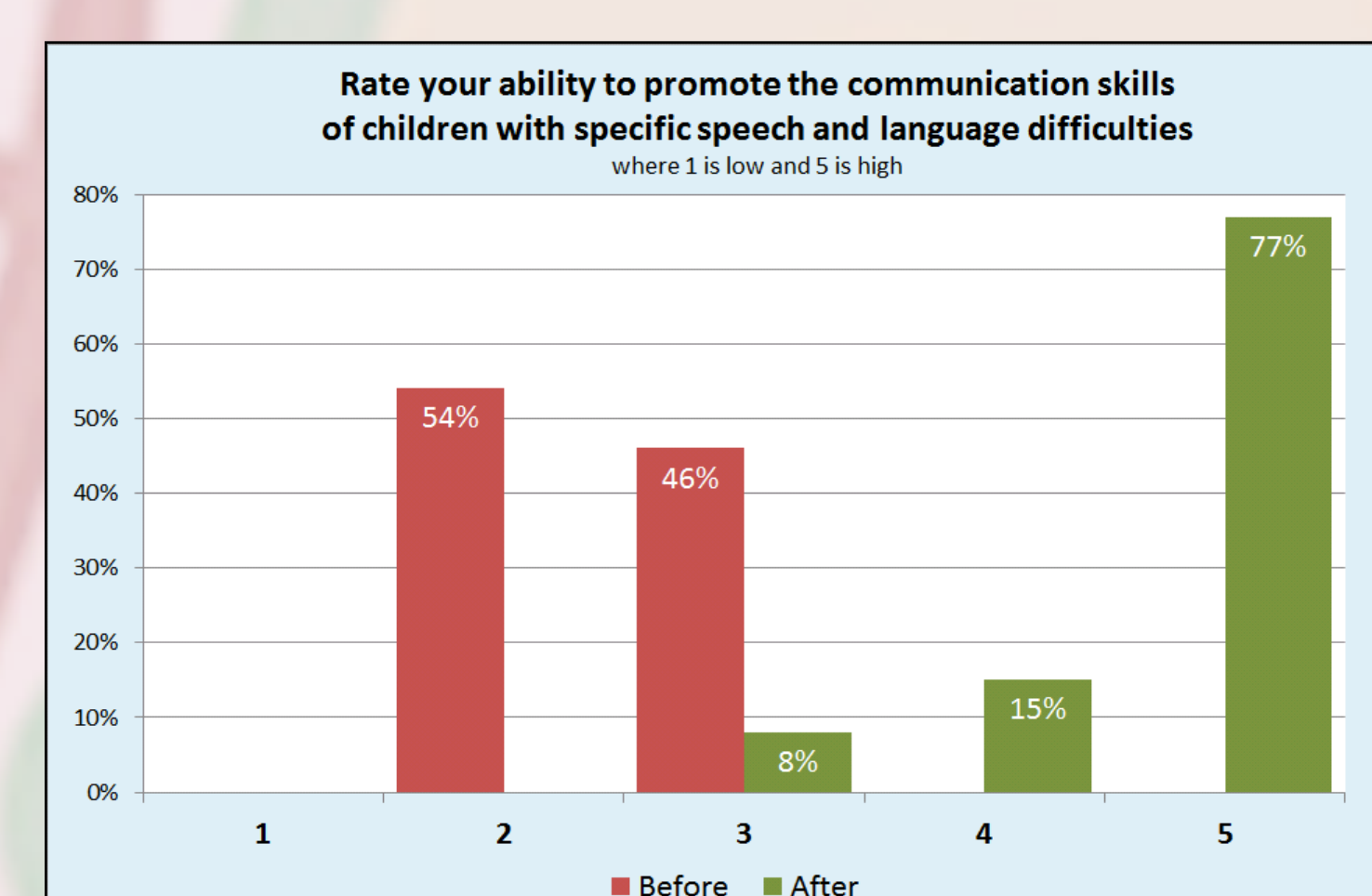
Impact on Staff Knowledge and Practice



100% of respondents rated their ability to promote the communication skills of all children as 4 or 5 after the course, compared to only 15% before.

"My main change is giving the child more thinking time, as it has been a crucial element in my everyday practice..."

"Before this course I didn't realise how much speech and language can help a child to learn."



Prior to the course 100% of participants rated their ability to promote the communication skills of children with specific speech and language difficulties as a 3 or under. Following the course 92% rated this as 4 or 5 and 100% as 3 or above.

"I limited the amount of questions asked."

"I can tell the difference between staff that have been trained and those that have not. Those that haven't had the training seem to talk too much."

Impact on Pupils



Future Steps

- A rolling programme of training for new staff
- Achieve the next step towards our Communication Friendly Status by training teachers at level 4
- Liaising closely with teachers to set specific speaking and listening targets

"Good communication is the gateway to learning, friendships, academic achievement and success at work"