Inclusive Communication Professional Learning Framework for Education Staff

Aberdeenshire Council is committed to ensuring that all children and young people are able to access education. Children and young people have a fundamental right to an education that meets their needs and allows them to achieve the best possible outcome, as set out in The United Nations Convention on the Rights of the Child. Communication is part of that fundamental right and Inclusive Communication allows children to actively participate in, and contribute to, their learning.

The purpose of this Professional Learning Framework is to ensure that there is an Aberdeenshire-wide core level of knowledge and understanding across the education workforce, as well as recognised pathways for developing more advanced knowledge and skills.

It is for the individual school, or cluster, to determine the level of training required by their staff. However, senior leaders are encouraged to view the training levels as incremental, ensuring that staff have completed informed level training before undertaking skilled level training, skilled level before undertaking enhanced level and so on.

Senior leaders are also encouraged to use the Aberdeenshire Inclusive Communication Self-Evaluation Tool to help inform school improvement planning.

Level 1: Informed
Encouraged for all staff who regularly work in settings including the broader workforce involved in the running of the school.

All school staff should be directed to the Inclusive Communication Factsheet for how a child or young person may present if they have a communication support need and some examples of best practice.

Level 2: Skilled
Assumes Level 1 knowledge and understanding.

Encouraged for all staff who have direct and/or substantial contact with children and young people who have speech, language and communication needs.

There is an expectation that all staff at this level are trained in the use of the following;

- The CIRCLE Framework and how it can be used to support the inclusion of learners CIRCLE (Primary) and CIRCLE (Secondary)

- The purpose and use of visual supports. Staff should be directed to the Aberdeenshire What are Visual Supports? Factsheet for more information.

For more information on universal approaches to using visual supports see Understanding and Supporting Autistic Learners: Universal Autism Training – Module 3

Communication which is available to staff on ALDO. Although written for autistic learners, this practice is helpful for all learners who have speech, language and communication needs.

Level 3: Enhanced
Assumes Level 1 and 2 knowledge and understanding.

Encouraged for staff who have a role in providing direct targeted support to children and young people with speech, language and communication needs.

Level 3 training focuses on specific evidence-based approaches or interventions. It will vary for individual schools and clusters according to need. Training may be arranged for individual staff to build knowledge and skills relevant to their role and/or to meet the needs of specific pupils.

The following **resources** are also likely to be helpful at Level 3:

- The Speech, Language and Communication Framework (SLCF) is a free online professional development tool which sets out the key skills and knowledge needed to support the speech, language and communication development of all children and young people.

- CALLScotland provides a range of useful information to support learners who have speech, language and communication needs.

- Clicker training resources have a strong focus on accessibility and helping all learners to experience success.

- Cleft Lip & Palate Association (clapa.com) is a national charity for people affected by cleft lip and palate in the UK. It offers a wide range of information and supports for those affected by cleft lip.

- Selective Mutism Information & Research Association (SMIRA) offers a wide range of information, resources and training opportunities to support children and young people affected by selective mutism.

- Afasic supports and provides information for families with children and young people with Speech, Language and Communication Needs (SLCN) with a focus on Developmental Language Disorder (DLD).

- Clinical information on speech sound disorders | RCSLT Guidance for everyone who is concerned about a child or young person's speech sound development or who has responsibility for looking after, or providing services for, children and young people in the UK.

- STAMMA Guidance on stammering, what it is, its causes and how to support children and young people affected.

Level 3 Additional Professional Learning Training

Training	Description	Training Provider	Contact
DLD	What is Developmental Language Disorder (DLD)? Developmental Language Disorder (DLD) is a neuro-developmental condition where a child experiences long term difficulties in being able to use and understand language. Further information and teaching and learning strategies can be accessed from Raising Awareness of Developmental Language Disorder (RADLD).	Speech and Language Therapy (SaLT). Please contact the training provider for further information.	emma-louise.macpherson@nhs.scot
ELKLAN	Elkan offers a comprehensive range of speech, language and communication training for practitioners.	Speech and Language Therapy (SaLT). Please contact the training provider for further information. .	emma-louise.macpherson@nhs.scot

Training	Description	Training Provider	Contact
ELKLAN cont.		Elkan provides the flexible option of an e-learning pack in addition to face-to-face training. (Manchester/London) Please contact the training provider for further information.	Elkan Training for Practitioners
Makaton	Makaton uses speech with signs (gestures) and symbols (pictures) to help people communicate. They also use facial expression, eye contact and body language to give as much information as possible.	Makaton training can be arranged through the Inclusion, Equity and Wellbeing Team.	ASNInclusionEquityWellbeing@aberdeenshire.gov.uk
Talking Mats	A Talking Mat is a visual communication framework which supports people with communication difficulties to express their feelings and views.	Speech and Language Therapy (SaLT). Please contact the training provider for further information.	emma-louise.macpherson@nhs.scot

Training	Description	Training Provider	Contact
Talking Mats cont.	Talking Mats can be carried out physically or in a digital space, e.g. a tablet, laptop or computer.	Talking Mats offers a series of training options: • **Talking Mats Foundation Training**: a 6-week online course involving 12 hours of self-directed study, supported by tutor feedback. • **Talking Mats Foundation Training with Symbol Resources:** (as above, with resources supplied) **Enhanced Talking Mats Training:** embedding into practice; designed to help staff reflect, refresh and extend. Please contact the training provider for further information.	nfo@talkingmats.com
PECS	PECS teaches expressive communication skills	SaLT offers *informal* PECS training (relating to a specific child).	emma-louise.macpherson@nhs.scot

Training	Description	Training Provider	Contact
	using pictures. In addition to using pictures for visual support, PECS is a functional communication system that develops important communication and social skills.	Picture Exchange Communication System (PECS) offers a variety of training: • **Level 1** involves a 2-day **online** course. • **Level 2** Critical Communication Skills • **Workshops for PSAs** to support learner engagement Please contact the training provider for further information.	pyramiduk@pecs.com

Training	Description	Training Provider	Contact
Intensive Interaction	Intensive Interaction is an approach designed to help people at early stages of development; people who have autism; or those with severe, profound or complex learning difficulties.	Intensive Interaction provides a series of training: Module1 (Introduction) which is a one-day training and can be delivered either **online** or **in person** Module 2 (Reflective Practitioner) **online** 3 days training Module 3 (Mentoring Practitioner) **online** 4 days training Module 4 (Trainer) **online** 4 half days and one full day training Please contact the training provider for further information.	beverley.rolls@intensiveinteraction.org
PIXON	Simple, manual communication boards and single meaning pictures that can be used to build a solid language foundation prior to the introduction of robust, personal, speech generating devices.	Speech and Language Therapy (SaLT) provides *informal* Pixon training (relating to a specific child). Please contact the training provider for further information.	emma-louise.macpherson@nhs.scot

Training	Description	Training Provider	Contact
PIXON cont.	Click on links below for more information: [Modelling Language with a Communication Board](#) [How to use a Pixon Board](#)	There are numerous online resources to support self-directed study.	
Sensory Awareness (Part 1)	[ALDO Sensory Training](#) is a 2-3 hour course aimed at anyone who is likely to come into contact with people with either a hearing, or visual, problem, or both. The course covers different types of visual and hearing loss, the difficulties that arise as well as solutions to those problems. The course is designed to increase both awareness and knowledge.	ALDO	[ALDO Sensory Training](#)

Training	Description	Training Provider	Contact
EAL	This series of training provides a background to the English as an additional language (EAL) Service and outlines good practice for supporting bilingual learners. The introduction course provides an overview of essential information and good practice.	Additional Resources can be found on the EAL Resources for Schools. ALDO Online Course.	ALDO EAL Primary Training ALDO EAL Secondary Training
BSL	British Sign Language (BSL) is the signed language of the Deaf Community in the UK. A rich and complex visual spatial language, it involves a combination of hand shapes, facial expressions, lip patterns and body language.	Please contact the training provider for further information.	sensorysupportservice.education@aberdeenshire.gov.uk

Level 4 Expertise
Assumes Levels 1, 2 and 3 knowledge and understanding.

Encouraged for staff who have a role in providing direct, targeted support to children and young people with speech, language and communication needs and wish to participate in deeper study and learning that meets with GTCS' Standard for Career-Long Professional Learning, i.e., sustained, significant professional learning based on enquiry and research.

This professional learning is likely to be delivered external to the local authority, be accredited at the level of post-graduate certificate, or above, and involve participation in research.

On an annual basis the Inclusion, Equity & Wellbeing Team invites applications from teaching staff to apply for a funded place (one per cluster) on the [Post-Graduate Certificate in Inclusive Practice](#).

See table on next page for suggested Level 4 Additional Professional Learning Training

Level 4 Additional Professional Learning Training

Training	Description	Training Provider	Contact
SCERTS	The SCERTS Framework is a research-based educational approach that provides guidelines to help individuals become competent social communicators who are actively engaged in their learning environment The framework can be used by individuals, families, educators and clinicians.	The National Autism Implementation Team (NAIT) Please contact the Inclusion, Equity and Wellbeing Team to discuss training options.	ASNInclusionEquityWellbeing@aberdeenshire.gov.uk
Makaton	The Makaton Safeguarding workshop is designed to support professionals and carers of children and young people with severe communication and learning disabilities. The workshop builds on existing knowledge of signs and symbols and provides further instruction specific to this area of need as well as access to further resources.	Speech and Language Therapy (SaLT). Please contact the training provider for further information.	emma-louise.macpherson@nhs.scot
		Makaton. Please contact the training provider for further information.	help@makaton.org

Training	Description	Training Provider	Contact
Derbyshire Language Scheme	The Derbyshire Language Scheme (DLS) includes carefully structured teaching activities for pre-school older children with language problems. The scheme is for English speaking children with language development difficulties.	Speech and Language Therapy (SaLT). Please contact the training provider for further details.	emma-louise.macpherson@nhs.scot
		DLS provides 2-3 day **online** workshops throughout the year. Please contact the training provider for further details.	dls@medoc.co.uk
Sensory Awareness (Part 2)	Sensory Awareness Part 1 MUST be completed prior to attending Part 2. This **face-to-face** course is aimed at anyone who works, or is likely to come into contact, with people who have either a hearing or visual problem, or both.	ALDO	ALDO Sensory Training
Sensory Awareness (Part 2) cont.	The course covers different types of visual and hearing loss; the difficulties that arise and solutions to those problems, thereby increasing your awareness and knowledge.	A workshop is also available for those who have completed the ALDO training. Please contact the Inclusion, Equity and Wellbeing Team for further details.	ASNInclusionEquityWellbeing@aberdeenshire.gov.uk

Training	Description	Training Provider	Contact
TACPAC	TACPAC draws together touch and music to create a structured sensory communication between two people.

TACPAC can be used to create sensory stories, to measure progress over time on any of the normal assessment tools and how it can be integrated into many different parts of the curriculum. | Please contact the Inclusion Equity and Wellbeing Team to discuss training options. | ASNInclusionEquityWellbeing@aberdeenshire.gov.uk |