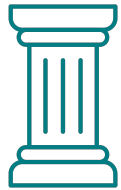


# THE CHANGING LEARNER FOUR PILLAR OFFER

The Changing Learner Programme has been created by CDN as an innovative approach to supporting our colleges in Scotland to deliver a positive and supportive learning environment for all learners.

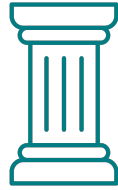
Our aim is to work with our colleges and a range of partners to help equip college teams with the knowledge, skills, and resources they need to create a positive, supportive, and inclusive learning environment for all.

Our programme offers a range of workshops and resources that address four key pillars:



## **Promoting Positive Behaviours and Resolving Conflict**

This pillar offers workshops that provide staff with practical tools and techniques to manage behaviour and resolve conflicts constructively. These workshops cover topics such as preventative positive behaviour management, the role of emotions in learning, and crisis management.



## **The Trauma Informed College**

This pillar focuses on creating a trauma-informed culture in colleges. The programme provides training, resources, and interventions to help colleges support learners who have experienced trauma. The programme also includes a diagnostic workshop to help colleges evaluate their existing practices and develop an action plan for embedding a trauma-informed approach.



## **Culture and Community**

This pillar offers a series of Equality, Diversity and Inclusivity (EDI) based resources and workshops to support colleges in identifying and responding to the needs of their diverse communities of learners and staff. The workshops explore the importance of embedding inclusive and empathetic policies and practices across all areas of the college.



## **Staff Wellbeing and Safeguarding**

This pillar focuses on the health, wellbeing, and safeguarding of all staff within colleges. It provides resources and workshops to help staff understand factors affecting mental health and develop effective strategies for self-management and self-care.

# ADDITIONAL INFORMATION

Prices shown are per person, per session (unless otherwise stated) based on a minimum number of participants (numbers vary depending on the session) made up of colleagues from one or more colleges, allowing colleges to engage with the programme individually or collaboratively as appropriate.

To find out more and to discuss your needs with the CDN team, please complete the contact form [at this link](#).

## Key

This key provides explanations for the symbols, colors, and abbreviations used throughout the document to ensure clarity and consistency.



Delivery method, including optimum group size in brackets



Session length



Target audience




Cost **per person, per session**, based on a minimum number of participants

# PROMOTING POSITIVE BEHAVIOURS AND RESOLVING CONFLICT

This pillar offers colleges a range of workshops that build constructive strength-based approaches to managing behaviour and resolving conflicts, focussing on support, collaboration, and positive outcomes. This series is designed to support staff in pre-empting potential flashpoints by providing insights into factors affecting 'readiness to learn' and provides professional tools and techniques to nurture a positive learning environment.

## ➤ WORKSHOP: Ahead of the Curve: Preventative Positive Behaviour Management Techniques

 **Face-to-face/online/part of a clustered regional delivery (20)**

 **2-2.5 hours**





**For learning and teaching staff**



**£650 + VAT**

This workshop, delivered by **CDN**, will:

- Introduce the key principles of preventative positive behaviour management
- Understand how preventative planning and positive behaviour management approaches can help reduce behaviour problems and promote a supportive learning environment
- Explore practical ways to pre-empt potential behaviour issues effectively

## » WORKSHOP: Feelings First: The Role of Emotions in Learning and Positive Behaviour Management

 **Face-to-face/online/part of a clustered regional delivery (20)**  
 **2-2.5 hours**



 **For all staff**  
 **£650 + VAT**

This workshop, delivered by **CDN**, will:

- Understand the interplay between the brain, emotions and students' readiness to learn
- Identify potential stressors within the learning environment and ways to mitigate their impact on student learning and behaviour
- Explore practical strategies and approaches to support improved self-regulation



## » WORKSHOP: Positive Behaviour Management: Act Don't React

 **Face-to-face/online/part of a clustered regional delivery (20)**  
 **2 hours**



 **For all staff**  
 **£650 + VAT**




This workshop, delivered by **CDN**, will:

- Explore the underlying factors influencing and affecting current student behaviour
- Discuss practical theories, principles and positive approaches to help stop low level disruptive behaviours from escalating behaviour management
- Identify practical ways to support and maintain your own well-being when dealing with challenging behaviours



## ➤ WORKSHOP: Crisis Management and Effective and Empathetic Crisis Response

 **Online (20)**  
 **1 hour per session**



  
  
 **For all staff**  
**£250 + VAT per session**

This series of **3 x 1 hour** long workshops, delivered by **People Support in Crises**, will:

- Explore crisis management and de-escalation
- Build capacity in listening and appropriate response
- Targeted sessions tailored to support individuals and teams following crises in the workplace. Sessions include:
  - Awareness and impact of conflict and crisis (Presentation and 10 min Q&A)
  - Practical Mediation tools for seeing the other perspective (Presentation and 10 min Q&A)
  - Boundaries (Presentation and 10 min Q&A)



## ➤ WORKSHOP: Responding to Crises in the Workplace

 **Face-to-face/online/part of a clustered regional delivery (12)**  
 **3.5 hours**

  
  
 **For all staff**  
**£800 + VAT**

This series of workshops, delivered by **People Support in Crises**, explore potential crisis management scenarios arising within the workplace and provides strategies to de-escalate through capacity building in self-awareness and response, communication and listening skills. Staff can also develop strategies for supporting themselves and their teams following crisis. Sessions include:

- In Anticipation of Crises in the Workplace
- Preparing to Support Teams After Loss of a Colleague or Learner
- Avoiding Escalation – Bringing the Calm
- Improving Listening
- De-escalation: Awareness & Tools



# THE TRAUMA INFORMED COLLEGE

This pillar centres around the National Trauma-Informed College Programme which facilitates the creation of a trauma-informed culture in every college in Scotland. The programme utilises learning from [CDN's Pathways from Poverty Research](#) and the expertise of colleagues and partners across the sector to provide training, resources and interventions that will help colleges tackle the challenges faced by learners and their communities in accessing and sustaining their participation in education.

At the heart of the programme is an understanding that colleges are already leading the way in tackling educational disadvantage in our communities and in supporting all learners, including those who have lived experience of poverty and trauma, to succeed. The programme aims to build on existing good practice and to provide a range of support to colleges and college leaders to consider what further steps they need to take to develop and embed a truly trauma informed culture throughout their organisation.

## National Trauma Informed College Programme: Stage 1: Ignition Phase



This phase builds on already existing good practice and helps colleges to develop and start delivering a whole institutional approach towards embedding a trauma informed culture. Staff will be introduced to the concept of trauma informed practice and consider ways in which trauma presents and impacts within an education setting. Sessions will encourage reflection on existing practices and processes and will surface ideas and actions for change.

### This phase includes:

- Introductory Session for Senior Teams and Boards
- Introductory Workshops for all staff which provide context and develop understanding of the Changing Learner
- Diagnostic Workshops to evaluate existing practice and lay the foundation for a bespoke institutional action plan
- Action Planning support to help embed a trauma informed approach college wide
- Online Short Course for all staff to complete
- Dedicated Community of Practice and regular events to share best practice.

## ➤ WORKSHOP: Senior Leadership/Executive Session

 **Face-to-face/online**  
 **20-30 min presentation inclusive of Q&A**



 **For senior leaders and managers, board and executive members**  
 **Free for colleges signed up to programme**

This initial session, delivered by **CDN**, will:

- Provide context for the programme rationale through an overview of recent research outputs from CDN
- Consider 'The Changing Learner' and related research
- Highlight the ways in which a whole college approach can positively impact on strategic aims and ambitions and in key areas such as recruitment, retention, attainment, progression and wellbeing
- Showcase CDN's Trauma Informed College programme and provide an outline of CDN's offer to help embed and support a whole college approach to Trauma Informed Practice



## ➤ WORKSHOP: Introductory Workshop

 **Face-to-face/online. Full staff cohorts available on request. (100)**  
 **1 hour**

 **For all staff**  
 **Free\***

This initial session, delivered by **CDN**, will:



- Inform and engage staff on Trauma Informed Practice Programme
- Provide context for the programme rationale through an overview of recent research outputs from CDN
- Consider 'The Changing Learner'
- Explore what is meant by 'trauma' and reflect on how trauma presents within an education setting
- Use prompted scenarios to explore trauma informed approaches
- Showcase how this approach helps to build and support positive outcomes in key areas such as recruitment, retention, attainment, progression and wellbeing

\*1 day delivery (max 3 sessions) is provided free of charge for colleges signed up to the programme. Additional delivery is charged at the day rate of £650 + VAT



## WORKSHOP: Diagnostic Workshop

 **Face-to-face/online (100)**  
 **2-2.5 hours**

 **For all staff. The session can also be tailored to an all-staff cohort**  
 **Free\***



This follow-up session, delivered by **CDN**, will:


- Build on themes and approaches explored within the Introductory Workshop.
- Introduce CDN's Diagnostic Tool and work through key themes within a safe and trusted space as a means of reflecting on your own practice and that of your institution.
- Work with a Red, Amber, Green (RAG) rating tool to evaluate practice and surface priorities to be taken forward as part of a bespoke Institutional Action Plan.
- Provide a safe and trusted space for feedback and discussion on emerging ideas and areas for further enhancement of process and practice

\*1 day delivery (max 2 sessions) is provided free of charge for colleges signed up to the programme. Additional delivery is charged at the day rate of £650 + VAT



## WORKSHOP: Trauma Informed Short Course

 **Online**  
 **30 minutes**

 **For all staff**  
 **Free for colleges signed up to the programme**



Delivered by **CDN**, this short online course based on lived experience will explore 4 key questions:


- 'What is Trauma?'
- 'Why does understanding and acknowledging trauma matter?'
- 'How does trauma present within a college setting?'
- 'Can I make a difference?'

Staff will drill into a specific question by listening to conversations and provocations as well as signposting to the national framework resources developed by NHS Education Scotland (NES).



## » WORKSHOP: Relationships as the building blocks of trauma informed practice delivered

 **Face-to-face (30)**  
 **1 day**



 **For all staff**  
 **£700 + VAT**



This follow-up session, delivered by **Hub for Success**, will:

- The Promise, how it relates to tertiary education, the meaning of care experience, where care happens and consider your role as part of the scaffolding of the care system in Scotland
- Your views of relationships and why they matter for students with care experience. We will explore what students tell us matters
- Consider perceptions of care experienced individuals and where these perceptions come from. Through exploring what we all need to thrive we will consider our own support systems and recognise how our own needs are met
- Impact of childhood trauma, specifically looking at how disrupted relationships may affect children and young people and how this may affect learning
- Professional curiosity and radical candour - how caring personally while challenging directly can be invaluable in building relationships



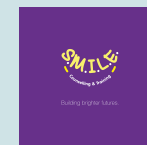
## » WORKSHOP: Trauma Stage 2 Training

 **Face-to-face/online (24)**  
 **1 day**



 **For Trauma Informed College Leads, MWAH trained College Leads, staff with existing knowledge of trauma informed practice and approaches**  
 **£3000 + VAT**



Delivered by **S.M.I.L.E Counselling**, this course will:

- Review the psychological and biological impact of trauma
- Discuss the signs and symptoms in people impacted by trauma and be clear about safeguards to re-traumatisation.
- Introduce the impact of Vicarious Trauma on helping professionals
- Explore the neurological impact of Vicarious Trauma and review the biopsychosocial impact of Vicarious Trauma on helping professionals



## ➤ National Trauma Informed College Programme: Stage 2: Acceleration Phase

 **Face-to-face/online**  
 **N/A**

 **For identified curriculum/professional services areas or teams**  
 **Dependent on bespoke package developed\***

The Acceleration Phase builds on the work achieved to date and focuses on fully embedding trauma informed practice, including offering bespoke interventions to specific curriculum or professional services areas or teams which require a more targeted approach. This includes:

- Bespoke diagnostic sessions
- Facilitated workshops to help develop priorities and practice (e.g. Project support, navigation sessions, evaluation support, ideation sessions)
- Delivered by CDN plus any identified partners as required







\*Contact CDN at this link for more details.

# CULTURE AND COMMUNITY

This pillar offers a series of Equality, Diversity and Inclusivity based resources and workshops which support colleges to identify and respond to the needs of the individuals who form our rich and diverse communities of learners and staff. This series explores the importance of embedding inclusive and empathetic policies and practices across all areas of the college and introduces the concept of enhancement through the adoption of transformational cultural change.

## » WORKSHOP: EDI Essentials

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **4 x 2 hour sessions**



 **For all staff**  
 **£1000 + VAT for all 4 sessions**

Delivered by **CDN**, this series of workshops will:

- Explore the What, Why, Who, Where, and How of inclusive policy and practice
- Explore what is meant by EDI, examine why it is important to embed EDI as a 'golden thread' in policy and practice
- Consider who should weave this thread and where it can be woven



## ➤ WORKSHOP: “I come from...”: Addressing Unconscious Bias through Creative Expression

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **2-3 hours**



 **For all staff**  
 **£650 + VAT**



This workshop, delivered by **CDN**, will:

- Explore and address unconscious bias using a blend of poetry, storytelling, shared experiences, and theoretical concepts
- Engage participants in creative exercises and discussions designed to uncover and challenge their own biases, encourage new ways of thinking whilst fostering a more inclusive and empathetic mindset



## ➤ WORKSHOP: Safe Minds, Strong Teams: Enhancing College Culture

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **2-3 hours**



 **For all staff**  
 **£650 + VAT**


Delivered by **CDN**, this workshop will:

- Equip college staff with the knowledge and skills necessary to foster a long-term psychologically safe environment
- Explore the importance of psychological safety and how it can enhance collaboration, innovation, and overall well-being within the educational setting



## ➤ WORKSHOP: The F word: The Power of Failing

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **2-3 hours**



 **For all staff**  
 **£650 + VAT**


This workshop, delivered by **CDN**, will:

- Help teams understand how to leverage failure as a stepping stone to success
- Support teams to learn to embrace failure, foster resilience, and enhance team collaboration
- Engage individuals to recognise the value of failure and demonstrates the creative potential that can emerge from mistakes
- Explore ideas for creating actionable strategies for turning failures into opportunities for growth and innovation



## ➤ WORKSHOP: Building Blocks: Fostering a Fearless Culture of Community and Collaboration in Times of Complex Change

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **2-3 hours**

 **For all staff**  
 **£650 + VAT**

Delivered by **CDN**, this workshop will:



- Help teams to navigate and thrive during periods of significant change
- Examine how teams can develop a positive community and culture
- Take a whole team approach to build a psychologically safe environment that promotes trust, transparency, and effective communication





# STAFF WELLBEING AND SAFEGUARDING

This Pillar focuses on the health, wellbeing and safeguarding of all staff within colleges. It provides resources and workshops which are designed to provide a better understanding of factors affecting mental health and provide practical and effective strategies for self-management and self-care.

## » WORKSHOP: Wellbeing as a Fuel for Performance

 **Face-to-face/online/part of a clustered regional delivery (20)**  
 **1 day**



 **For all staff**  
 **£1300 + VAT**



Delivered by **The Wellbeing Outfit**, this workshop will:

- Develop understanding of wellbeing across three key domains
  - Be Healthy: the importance of sleep, nutrition and physical activity
  - Be Focused: the science of attention and mindfulness
  - Be Social: the role of connection and relationships
- Look at the evidence base in each domain and go on to explore the proven strategies and best practice
- Increase understanding of what drives individual wellbeing, areas of improvement and develop a personalised plan to increase their sense of wellbeing

wellbeing outfit

## » WORKSHOP: Wellbeing: The Competitive Advantage in an Ever-Changing World

 **Face-to-face/part of a conference or all staff day. Small or larger groups**  
 **1.5 hours**



 **For all staff**  
 **£450 + VAT and travel**


This keynote session, delivered by **The Wellbeing Outfit**, will:

- Demonstrates that wellbeing is key for organisations looking to increase performance, creativity and innovation
- Explores the connection between wellbeing and the skills needed to succeed in the future
- Gives participants tips and ideas on increasing personal wellbeing

**wellbeing outfit**

## » Getting Comfortable with the Uncomfortable: A Series

 **Face-to-face/part of a clustered regional delivery (24)**  
 **1 day**

 **For all staff. Bespoke provision is available on demand**  
 **£5000 + VAT for both sessions**

Delivered by **S.M.I.L.E Counselling**, these sessions are designed to:

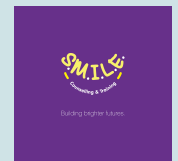
- Help staff to identify responses which can negatively impact on their own mental health and the mental health of others
- Offer strategies to support staff to better respond when presented with challenging circumstances

### Session 1: The Core of the Wellbeing



- Introducing wellbeing through the lens of thoughts, emotions and physiological patterns
- Examining unhelpful thinking styles and their role in maintaining problems, difficulties and the associated impact on wellbeing
- Identifying and evaluating personal unhelpful thinking styles and support a move away from 'dis-ease' and a shift towards wellbeing


### Session 2: Sitting in the Mud

- Introducing and discussing stabilisation for those affected by traumatic experiences
- Building skills and techniques that can be used when people disclose traumatic experiences



## » The College Wellbeing Lunchtime Modules

 **Face-to-face/online/part of a clustered regional delivery (30)**  
 **45-60 minutes**

 **For all staff**  
 **£25 + VAT**



These short lunchtime style sessions, delivered by **Dundee and Angus College**, have been designed to help staff better understand a common range of mental health issues including anxiety, depression, stress, and burnout, and build confidence in having safe and healthy conversations on mental health.



The sessions will help to inform staff and also offer practical tips and advice on prevention and self-care. Sessions include:

- **Understanding Anxiety** - looks into the causes of anxiety, its effects and what to do to reduce it to a manageable level.
- **Understanding Depression** - describes the symptoms of depression and the different kinds of treatment available. It suggests ways that you and others can help.
- **Understanding Stress** - learn more about stress. What is stress? Body's response to stress, signs symptoms and self-care.
- **Understanding Burnout** - what is burnout, statistics, causes, how does it differ from stress, signs and symptoms and how to prevent it.
- **Having Mentally Health Conversations** – builds confidence in have Mentally Healthy conversations with both students and colleagues. Opening, managing and closing conversations and what to do to keep yourself safe.
- **Wellness Recovery Action Plan<sup>®</sup>** - a self-designed prevention and wellness process that anyone can use to get well, stay well and make their life the way they want it to be.



## » A More Tailored Counselling Package

 **Online. Individuals only.**  
 **60 minutes per session**

 **For all staff**  
 **100 x 60 min session bundle (£7000)\***

Delivered by **BetterU Group LTD**, this tailored package of counselling services and therapeutic support hours for staff which include CBT, person-centred methods, and integrative modalities. Sessions have been designed to ensure attendees receive a personalised and effective therapeutic journey.

\*Colleges would purchase bundles of hours to be shared across the staff cohort.



# OUR PARTNERS

CDN has designed The Changing Learner with a special group of partners who all have significant expertise with the four pillars of this programme:



BetterU Group LTD, founded by Declan Harrigan, therapist, clinical supervisor, mental health trainer and social entrepreneur. BetterU aims to provide instant access to therapy for those who need it most. The vision of BetterU is to empower people to have a better state of mind, with focus on emotional wellbeing, physical health, financial wellbeing, nutritional awareness and spiritual comfort.



Dundee and Angus College foster trusted, supportive, inclusive and resilient communities that put partnerships, engagement and the health, wellbeing and success of learners, people, stakeholders and communities.



Hub for Success, regarded as the leading voice for students with care experience across Scotland, the HfS team have a variety of backgrounds covering Social Work, Widening Participation, Student Experiences and Children and Young People's rights. The HfS training, learning and development offers have all been co- designed, co-tested, and co-evaluated with students with lived expertise and its sector leading student ambassador programme won the Herald Higher Education Award for Widening Participation in 2024.



People Support in Crises, founded in 2014 (initially as PSA Ltd), have extensive experience in working within the aviation, healthcare, emergency services, military, education and private sectors. PSC are dedicated to mitigating the impact of crises on people, reducing distress and empowering people to connect with the most appropriate support for them. PSC are trained experts in various crisis management tools including Trauma Risk Management (TRiM), Critical Incident Stress Management (CISM), Crew Resource Management (CRM) and Mental Health First Aid (MHFA) and have developed an effective and broad range of packages to assist organisations in anticipation of, during and following a crisis.



S.M.I.L.E Counselling are a national training provider based in West Lothian providing and promoting mental health awareness via a range of bespoke training programmes, one to one counselling, and by delivering psychoeducation to community groups, schools and colleges. S.M.I.L.E Counselling have partnered with CDN to provide- Mental Wellbeing and Health training to college leads as part of CDN's Trauma Informed College programme.



The Wellbeing Outfit are a globally renowned team providing mental health, wellbeing and high-performance specialists and led by Judith Parke in the UK, The Wellbeing Outfit support organisation's commitment to workplace safety and wellbeing. Judith, a respected specialist presenter on CDN's Executive Leadership series, is highly experienced in empowering teams to thrive during times of transformation and change, and in developing leaders to navigate an evolving world.