

CPPA Exec Snippets (November meeting)

Dear Colleagues

The Executive met at Russley Golf Course on Thursday 16th November. Here are a few of the key points that were covered...

Physical Restraint

A letter was sent to Coralanne Child listing your key concerns, and the Ministry's response is added below in red:

1. The correct training requirement

The Act does not require school staff to be trained before using restraint. However best practice is discussed in the guidelines and the Rules state the need for staff to be suitably supported and trained. Practices such as functional assessment, safety planning and preventative techniques should be considered professional learning opportunities (support and training) for staff in the context of discussing minimising restraint.

2. The subsequent liability on schools when staff are awaiting training but dealing with restraint issues

The Act permits school staff to use restraint but limits this to situations where there is serious and imminent risk. The Act also states that restraint should not be used unless it is reasonable and proportionate in the circumstances.

3. The payment of course and reliever costs

The Ministry has made a considerable investment in developing the two training packages and in the time component for our specialist practitioners to deliver these in schools. We are not in a position to fund reliever costs. In an attempt to minimise the costs to schools we offer after-school delivery options in 2 or 3 blocks and we are happy to organise training, where possible, as part of Teacher-only Days.

Here is further Ministry comment about the training requirements:

Understanding Behaviour Responding Safely (UBRS)

This training is designed to be delivered to the whole school staff, including teacher assistants and aides. Ideally it is presented in a one day-long training session but it can be done in shortened module sessions. This can be on your school site or at our training space at the Ministry's new building, Te Uriti, in Hereford Street.

To date we have delivered 18 UBRS workshops to 15 schools during Terms 2, 3 & 4 2017.

We are currently planning and have planned with Principals, another 15 workshops for 16 schools to be run during term 4 2017 and term 1 2018.

Physical Intervention/Restraint Training

We know that even with some of the best de-escalation and management practices in place there may be times when in order to maintain the health and safety of students some form of restraint is required. If after completing the UBRS training you feel some of your staff need some restraint training for a specific student we can work with them and the team around the student, to provide this. We would ensure that the practices that this training promotes are closely linked to the child's individual plan. UBRS training for all staff is a prerequisite for restraint training.

Attacks in the Media

Following some tough reporting about various school issues that we have noted in recent media, the CPPA has sought on your behalf the advice of privacy law expert, Kathryn Dalziel. Kathryn confirmed that **schools must not reveal private information about a child or a family or a staff member to media**. However, she has offered a very useful strategy to use in response if the media comes seeking comment. It relies upon some fast and strategic work in the background if you sense that there is trouble brewing, or indeed, if it has already boiled over:

1. Write a full explanation of the school's position and any decisions and actions taken, and send it (urgently) to the parents. Include all the school's efforts to resolve the issue, and explain in detail the school's complaints procedures, and how to make a complaint.
2. Explain (to any media person) that you are disappointed and concerned that the family has chosen to take their issue to the media, and state that you have endeavoured to work supportively, positively, and openly with them.
3. State that you have written to the family in detail about their child's situation, (and that you have included a full explanation of the school's rigorous approach to receiving and managing complaints)
4. Explain to the reporter that while **you** can't share that correspondence, they should go back to the family and **ask them to share it**, as you are not able to. This may have the effect of shifting the tenor of the story towards a more positive angle, whilst not breaching important privacy requirements.

ERO Reviews

It feels as if there has already been a positive change in the way reviews are being completed after the concerns that were expressed at the start of the year. The ERO chief executive, Nick Pole, has met informally with a couple of executive members to hear local feedback, and was clearly intent on listening to any concerns. We urge any principals to let an exec member know if a review feels unfair.

CPPA Fellowship

Three applications have been received, and the Fellowship Committee will meet on 30 November, and the successful candidate will be announced at the Christmas function.

Water Rates

It appears that there are some inconsistencies in schools' water charges, caused by water rates that appear to be based on rating valuations rather than pupil numbers. This can lead to a more generous allocation of water for a small school in an expensive suburb than a much larger one in a cheaper neck of the woods. Remember to consider reviewing your Heat, Light, and Water funding in accordance with the new rules. This would mean an increase of more than 10% in your actuals from the level set in 2010, and/or that things have materially changed since then – perhaps an increase in the area of school buildings, or incorrect information.

The issue of the link to rating valuations is being explored on your behalf.

2017 Property Funding Review

In 2012 as schools signed up for their Learning Community Clusters, they were given an indicative figure for future rebuild funding, with the promise of a funding review in 2017. The year is rapidly coming to an end with no word on the review, and when the issue has been raised by a few principals with property staff, the answers have been inconsistent and vague. We will be following this up with the Ministry on your behalf.

CPPA Executive Nominations

There have been a number of indications by current executive members that they will not be standing the CPPA executive for next year. We would love you to start thinking about whether the time is right for you to put your hand up. Service on the executive is a great way to ensure that you are meeting the level three “Leading Principal” requirements of the collective agreement, as you can easily show professional leadership contributing to a professional network. Nomination forms will be issued in December, and the election will take place early next year.

Managing Violent Behaviour

A sub-committee has been tasked with providing advice to members on managing violent behaviour in schools. James Griggs is leading the work and is seeking two interested principals to assist by serving on the committee.

The Project Brief:

1. To clarify the current systems for managing violent behaviour in schools including the mandatory reporting system.
2. To clarify in simple and complete terms the resourcing support schools can access.



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3. To outline the current training options available to teachers and schools.
4. To identify any potential training options that have yet to be accessed.
5. To clarify in simple terms the legal position around the use of legal restraint in schools and the obligation for BOT to provide a safe workplace/school and the necessary training to use restraint safely.
6. To communicate these findings clearly to the membership in the form of an information pack and seek ways to provide shared support for schools.

If you would like to become involved, please email James directly at: principal@amuri.school.nz

Phil Harding
CPPA Executive Support



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