

FOR SCHOOLS

Training & Certification

Staff certification, lead practitioner development, and trainer accreditation. Build internal capacity with structured programmes.

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WHO THIS IS FOR

Safeguarding Leads

You'll own the system day-to-day. You need to know every protocol, every pathway, every decision point.

Deputy Heads (Pastoral)

You'll lead implementation and manage the team. The Lead Practitioner pathway is designed for you.

Curriculum Leads

The student curriculum integrates with PSHE/wellbeing slots. You need to see how it fits your timetable.

Heads of School

You're approving the investment. This overview shows what your staff will receive and what capacity

18 hours

Core certification

8 modules

Structured programme

25 staff

Per cohort maximum

3 pathways

Practitioner to Trainer

STAFF CERTIFICATION PROGRAMME

18 Hours Across 8 Modules

Up to 25 staff per cohort. Participants receive the Certified R4 Practitioner designation.

01	Bullying — Classic Foundations & Digital Evolution Olweus, KiVa, restorative justice — then how digital environments extend and complicate each.	2 hrs
02	RECOGNISE — Early Detection & Pattern Literacy Behaviour map, platform awareness, severity ladder, reporting architecture.	3 hrs
03	RESPOND — Rapid Intervention & Safeguarding 24-hour protocol, evidence handling, role-based response, consequences.	3 hrs
04	RESTORE — Trauma-Informed Resolution Target support, behaviour change, bystander reintegration, restorative practice.	3 hrs
05	REDUCE RISK — Designing Safer Environments Hotspot management, digital citizenship, bystander norms, parent partnership.	3 hrs
06	Digital Reality & AI Safeguarding Deepfakes, voice cloning, platform-specific risks, annual update protocols.	2 hrs
07	Parent Partnership & Community Alignment Communication protocols, escalation prevention, scripted responses.	1.5 hrs
08	Governance, Data & Inspection Readiness Dashboard usage, evidence generation, inspection alignment, audit preparation.	1.5 hrs

CERTIFICATION ASSESSMENT

Part A: Written assessment — 10 questions spanning all 8 modules (open-book, 30 minutes)

Part B: Case study — comprehensive R4 response to a multi-layered scenario (15 minutes)

Grading: Pass / Competent / Distinction. Successful completion awards Certified R4 Practitioner.

EVERY MODULE INCLUDES

- Learning objectives aligned to R4 competency framework
- Facilitator delivery script with timing and discussion prompts
- Scenario-based exercises with real-world application
- Handouts, templates, and quick-reference materials
- Assessment criteria contributing to final certification

ADDITIONAL CERTIFICATIONS

Three Pathways Beyond Core Certification

Each pathway builds on the 18-hour core programme to develop specialist capacity.

ADVANCED CERTIFICATION

Lead Practitioner

For: Safeguarding leads · Senior pastoral staff · Deputy heads

Duration: 30 hours (18 hours core + 12 hours advanced leadership)

Covers: Strategic implementation planning, change management, quality assurance, staff coaching, data-driven decision making, and inspection leadership.

Outcome: Ability to lead school-wide R4 implementation and train colleagues.

Includes: **3 advanced modules · Assessed practice delivery · Mentored implementation project**

INSTITUTIONAL CAPACITY

Trainer Accreditation

For: Schools wanting independent internal delivery capacity

Enables your Lead Practitioner to deliver R4 training independently within your institution. Includes quality assurance framework, material licensing, annual updates, and recertification. Particularly suited to multi-campus operators and school groups.

Requires: **Lead Practitioner certification · Annual recertification · QA audits**

FLEXIBLE ENTRY

Standalone CPD

For: Schools not yet ready for full certification · Individual module access

Individual modules available as CPD sessions. Also available: Awareness Week packages (5-day programme) for schools exploring R4 before committing to full implementation.

Discuss training for your school

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