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Paul Bray BA (Hons) PGCE NPQH MEd

Paul Bray is an education, SEND, behaviour and safeguarding specialist with almost three decades of experience across mainstream and specialist education, senior leadership, professional training and consultancy. His expert-witness practice includes SEND and inclusive education; behaviour and pastoral practice; safeguarding and duty of care; school and residential care supervision and risk management; physical intervention, restraint and reasonable force; and the implementation of education policy, residential care policy, statutory guidance and professional standards in practice. Paul has experience preparing independent expert opinion in civil proceedings on behalf of both claimant and defendant parties. His instructions have included cases concerning school supervision and foreseeable risk, SEND provision and placement, behaviour management, physical intervention and restraint, de-escalation, individual risk assessment and the reasonableness of professional educational decision-making.

Summary of skills, knowledge and experience

- Providing Physical Intervention, Personal Safety and Restraint training for high-risk settings.
 - Providing Physical Intervention for Education, Care and Health professionals
 - Excellent line management and team building skills.
 - 27 years' experience in Education – both Mainstream and Special needs Schools.
 - Proven dedication to ongoing professional and personal development
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| • SEND and inclusive educational practice | • Behaviour, dysregulation and pastoral systems |
| • Safeguarding, duty of care and professional decision-making | • Physical intervention, restraint and reasonable force in education and residential care |
| • De-escalation, positive behaviour support and restraint reduction | • School supervision and educational risk management |
| • Developmental appropriateness of policies, expectations and controls | • EHCP-related provision, individual planning and support |
| • Implementation of school policies, procedures and statutory guidance | • Staff training, competence and professional practice |

Member of the Institute of Expert Witnesses with experience preparing CPR Part 35-compliant reports and independent professional opinion. Recent instructions have included:

- School supervision and injury: consideration of risk-benefit play, developmental capacity, dynamic risk assessment, supervision and implementation of school risk controls.
- SEND provision and foreseeable risk: consideration of placement suitability, individual risk assessment, staffing, behaviour support, day-to-day management and the reasonableness of professional educational decisions.
- Physical intervention and restraint: consideration of necessity, proportionality, de-escalation, positive handling plans, recording practice, seclusion and the application of recognised training principles.

Education

- Masters in Education (MEd) - Distinction (80%)
- National Professional Qualification for Headship (NPQH)
- Post Graduate Certificate in Education (PGCE)
- BA (Hons) - Creative Studies (Art, English) - 2:1
- AQA/Access to HE - Access to Higher Education - A level (eqv)
- RSA Computer Literacy & Information Technology - Distinction
- GCSE - English, Mathematics
- 3 CSE levels - Mathematics, Geography, D&T – Level 4-5
- 4 'O' Levels - English, Art, History, Human Biology - C-E

Publication, Research and Professional Contribution

- Author, Providing Relationships and Sex Education for Special Learners, Routledge.
- Content writer and contributor to the National Institute of Teaching and Education PGCE with QTS: SEND programme.
- Two research papers published through the International Conference of Education, Research and Innovation (2023); invited Chair for the 'Inclusion of Learners with Disabilities' session in Seville.
- International keynote speaker and presenter on SEND, safeguarding, behaviour, inclusion, relationships education and physical intervention.

01/04/2022 – Present

Principal Tutor (Learning and Development) • Relationships & Sexuality Education Lead

Team-Teach Ltd

- Team-Teach Principal Tutor and Member of the Global Learning & Development Team
- Positive Holistic Behaviour Support - Training Design and Development
- Physical Intervention & Restraint - Principal Tutor and Consultant
- Training Provider and Mentor for new Team-Teach Tutors
- Relationship & Sexuality Education - Training Design and Development
- Author of RSE and Behaviour Support, Physical Intervention and Restraint Training and Resource Materials

Institute of Expert Witnesses

PROVIDING PROFESSIONAL ADVICE IN PHYSICAL EDUCATION, SPORT & EXERCISE