




Restorative Education

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Skelmersdale Headteachers' Association, Raising Educational Standards



Vision – our children deserve the best teachers and leaders in education.
Our shared culture and ethos – ‘sanity not vanity’; closing the gap for all groups.
The benefits of strategic partnership – sharing expertise, mutuality in learning, combining resources, peer support and challenge.

Commitment to improving life chances for children in the town.

Knowledge that all schools have the capacity to improve outcomes.

A belief that an alliance is capable of effecting change.

The alliance has a credibility within and without and seeks to sustain this.

NAHT

Economic disadvantage is key....Childrens
Minister – S. Teather
‘schools are not part of the problem
– they are part of the solution.’



Judgements in 2006

- 3 Primary schools: Good
- 5 Primary schools: Satisfactory with Good features
- 7 Primary schools: Satisfactory with inadequate features
- 1 Primary SpLD: Satisfactory
- 1 Primary EBD Special: Inadequate



Judgements in 2009

4 Primary schools: Outstanding
7 Primary schools: Good with
Outstanding features
6 Primary schools: Satisfactory, 3 with
Good features
Primary EBD: Inadequate
Primary SpLD: Satisfactory





Judgements in 2013

6 Primary schools: Outstanding
11 Primary schools: Good, 8 with
Outstanding features
2 Primary schools: Satisfactory with
Good features
Primary SpLD Community School:
Good
Primary EBD: Satisfactory with Good
features





How have we done it?

A shared vision – quality of environment does not dictate quality of educational experience

Shared investment – staffing, growing leaders, CPD for all, supportive challenge

Working with and learning from colleagues



How have we done it?

Above all –

A restorative education system where mutual respect, seeking solutions and building open, honest relationships is at our heart



- That every teacher will be good at managing and improving children's behaviour



- supported by systematic, consistently applied approaches to behaviour management.



A restorative school promises...

- to keep everyone safe
- to listen
- to not shout
- to provide emotional support
- to ensure high quality and inspirational education
- to develop a sense of fun
- to identify and aim to meet the needs of all



Restorative Education

- it's easy to be effective, kind, engaged in the business of education when everyone does the right thing
- The main indication that we are restorative is how we behave when there is conflict



- A 'way of being'
- Reflective practice: what do I need to give to make our school the best and I what do I need to help me do that?
- shared approach to behaviour & attendance
- culture change: what does this member of our school community need to give of his / her best?
- Consistent approach between home and school

A Restorative Culture



- how leadership speak to staff
- how staff speak about the management in their absence
- how leadership and staff speak about students and parents
- what are the patterns of communication are like in staff meetings and what is said immediately after a meeting
- how criticism and disagreement are handled
- how the school invites, promotes and supports initiatives and individual vision
- how the school responds to identified need amongst students or staff
- What are the cues in your school which signal its culture?



Core Offer

- Whole staff training
- Training for identified groups of staff
- Peer Mediation
- Parenting without Conflict
- Learning Mentors
- Governors



Bespoke offer

- Restorative Conferencing
- Classroom conferences
- Community conferences
- Individual child, family support sessions
- Learning Mentors: shadowing



Ethos benefits

- emotionally intelligent conditions for learning
- happy pupils learn
- happy schools linked to attainment
- shared approach to address issues, based on needs
- culture change: safety in consistency; use of language, attitude, modelling
- Consistent approach between home and school



Peer support benefits

- Pupil Parliament
- Peer Mediation
- Parenting without Conflict
- Learning Mentors
- NQTs
- Governors
- Senior Leaders



Community Aspirations

- Multi-agency support
- 'Team around the family' meetings
- What are the unmet needs and how do we meet them?

Final thoughts



“one factor is more essential to closing the achievement gap ... than any other strategy or technique: establishing a good relationship with every student. As the saying goes, “kids don’t care how much we know until they know how much we care.”

Once you demonstrate caring you can then take your teaching to the highest level: Inspirational Teaching. You can be the reason some student gets up and comes to school when life is tough. You can be the reason some student ‘keeps on, keeping on’ even though her family is telling her she can’t succeed. You can inspire your at risk students. Remember that as long as you are a teacher, that even on your worst day in the job, you are still some student’s best hope”

A community you want to be part of



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