



# R.A. Check-in *Spring 1 2019*



Dear Colleagues,

Welcome to our first Check-in of 2019. There are many changes happening in Stockport at the moment and you may have missed hearing from us for a few months. Jenny has now retired from Moorfield's Headship and is working for the RA Education team on a part time basis (mainly Tuesdays and Wednesdays). Sarah Baggaley is dividing her week between Stockport Family and our Education team. Janette is back at the helm of BSS. Jen Eccles is on maternity leave from her role at St Christopher's and she will be returning there when her maternity leave is finished. She has had a little boy, Arthur and all of us send her and her family our congratulations and love.

From 2019 our team is reduced but still active and working hard to support all our schools and education colleagues. We are concentrating on supporting the changes and initiatives you have identified to move to a more restorative workplace. The scope of our work is focused towards training and consultancy; seeking to continue to offer the support for those at the start of their journey alongside growing with those of you who have already invested much time in implanting restorative working. We are happy to listen to your requests and seek to make our training bespoke to your needs. We are also looking at building up a menu of support for the more formal conferencing meetings or where there is a need for RA to repair broken relationships within our schools. We are also working with the local authority to ensure those supporting our schools are considering how to approach their support in a more restorative way.

### Something to think about.....



### High Challenge, Low Threat

In this edition we will be exploring the links between the Primary Head's conference at Cranage Hall in January 2019 and its theme of High Challenge, Low Threat and the clear links between this and Restorative Approaches.

Janette, Max and Jenny attended the Primary Head's conference and were captivated between the links between Mary's work and our work on Restorative Approaches.

We also were inspired by the authentic stories of local practice from our Stockport Head teacher colleagues. Mary commented on the unique strength of networking and professional relationships amongst the Stockport Head teacher colleagues. Mary's book was given to all Heads attending; 'High Challenge Low Threat – Finding the Balance.'

Although Mary is unaware of the philosophies behind restorative approaches she does describe the importance of working 'with', defines it, but then labels it as 'for.' Overall we found it a great read and we thought it would be helpful to link her key ideas with RA.

<b>Mary Myatt</b>	<b>RA</b>
P7 Pre-forward 'This book makes the case that any leadership role is concerned primarily with the relationships between individuals.'	'Education is all about relationships'- Sir Ken Robinson  RA triangle



P9 Forward 'To make people feel valued you have to invest in them.'	<i>RA triangle- build, maintain and then repair relationships</i>
P15 Humans beings first, professionals second/ p137 Reasons versus excuses	<i>First seek to understand then to be understood Stephen R Covey</i>
P18 Bank balance of goodwill P79 Supplier relationships	<i>Building social capital</i>
P22 Management by wandering around	<i>Making connections and building relationships</i>
P29 Gratitude	<i>The influential person and the social discipline window (SDW)</i>
P32 Trust P35 Everyone has a voice	<i>Most people do not listen with the intent to understand, they listen with the intent to reply Stephen R Covey</i>
P51 Death of the Hero Leader/p60Power versus authority/p94 The ego paradox/ p97 Micro-management/ p113 The leadership of inclusion/ p140 Creators not consumers	<i>SDW</i>  <i>Working with</i>
P100 The paradox of safety	<i>Maslow's hierarchy of need</i>
P140 Creators not consumers	<i>Circles and SDW</i>

There were many other examples of a symbiosis to the 2 approaches. We were particularly interested in developing the work we do around 'Human beings first, professionals second' and 'Management by wandering around.'

### Inclusion Stories



**We would like to start 2019 celebrating some inclusion work with thanks to Sarah Chatterton (Deputy Head BSS) for these snapshots of inclusive practice in our schools.**

*We would like to acknowledge the inclusive practice at **Banks Lane Juniors** where the team have gone the extra mile to include a child who is really struggling in a mainstream setting. They freed up the team for a Team Teach update, allocated their intervention room so that a safe, secure place was available at all times. They have been open to working with BSS to develop a flexible curriculum. Although special provision has been identified, this is not until September. They remain fully committed; this is an example of outstanding inclusive practice.*

*We would like to celebrate the good practice at **Priestnall** where the team have worked alongside BSS to include a number of children with EHC Plans, where SMEH is the primary need. The staff there have worked together to form supportive teams around children and are always willing to reflect on practice, take advice on board and make reasonable adjustments when needed. We particularly acknowledge the team going above and beyond for a Year 11, providing him with the support and nurture he needs.*

### Training



The [Summer 2019 3 day RA Course](http://www.restorativestockport.co.uk) is full – We will be offering the 3 day course in the autumn term; please look out for those dates. [Find out more »](http://www.restorativestockport.co.uk) <http://www.restorativestockport.co.uk>

We have also developed our material to work directly with you on training your staff and your children. Please contact Sarah or Jenny if you are interested in either of these opportunities.

## Book recommendations:



**Better than Carrots or Sticks; Restorative Practices for positive Classroom Management** Dominique SMITH, Douglas

**FISHER Nancy FREY published by ASCD**



*Classroom management is traditionally a matter of encouraging good behaviour and discouraging bad by doling out rewards and punishments. But studies show that when educators empower students to address and correct misbehaviour among themselves, positive results are longer lasting and wider reaching. In **Better than Carrots or Sticks**, Dominique Smith, Douglas Fisher, and Nancy Frey provide a practical blueprint for creating a cooperative and respectful classroom climate in which students and teachers work through behavioural issues together.*



**Also: Sarah loves this one. The Grab and Go Circle time Kit: for teaching Restorative behaviour by Bill Hansberry published by Small World - Big Imaginations Ltd (1 Oct. 2015)**

### Stockport Family from Deborah Woodcock's Check-ins

*I am happy to have received compliments and examples of the inspiring work being carried out by staff across Stockport Family. Well done all. Some fabulous feedback highlighting sensitive restorative working with children and families.*

- *A colleague at Primary Jigsaw emailed recently "I was in a TAF meeting this week with a school age plus worker. I just wanted to say how useful her empathic approach with mum was that I observed and I think it really helped to turn a difficult meeting around to getting mum on board with gaining really necessary support."*



### **Sarah's spring term 1 RA work**

Throughout our restorative journey the BSS RA team have always sought to establish and maintain close links with the local authority services that support Stockport's schools. For example over the last three years the BSS Restorative team have been assisting with the development and co-delivering of core restorative training within Stockport Family. However Stockport Family, wishing to take their next steps and further grow their restorative plans and practices, excitingly offered me a secondment to support this development.

So since September I have been supporting the development of restorative practices in our schools and within Stockport Family. For half of my week I have joined Stockport Family's Workforce Development team and join David Christian in the role of Restorative lead; whilst continuing to support the development of restorative approaches within our schools within the BSS RA Team.

This new role is offering some exciting opportunities, with the ability to be able to create plans for both BSS RA and Stockport Family which share core objectives, helping to unify the development of restorative and relational practices around the children and families of Stockport.

### **So here is a flavour of the work I have been doing;**

- INSET/one day training and twilight sessions for St Simons Primary, Vale View Primary, Stockport Family Midwives team, Thorn Grove Primary, Bridge Hall Primary, Banks Lane Juniors & Cheadle Heath Primary.
- Restorative Champion training for pupils at Bridge Hall Primary & All Saints Primary (Marple).
- RA training sessions for school Governors.
- Staff meeting and team sessions for All Saints Primary (Marple), the LSS team, Marple Hall High, the Early Years workers from Start Well Centre's, the Health Visitor team, Lark Hill Primary, Vernon Park Primary & Prospect Vale Primary.
- Midday & TA team training for All Saints Primary (Marple) & Banks Lane Juniors.
- Meeting and chatting about restorative working with Pam Smith the CEO of Stockport Council, Neighbourhood Policing team & Stockport Family Homes.
- Attending and participating in restorative conferences and networks in Nottingham, Leeds & Oxford.
- Delivering 3 day Restorative training for school colleagues and Stockport Family colleagues.
- Keeping the RA spirit alive at our RA champion courses.
- Supporting our BSS RA training team in their fab delivery of one-day circles.



Please visit our website [www.restorativestockport.co.uk](http://www.restorativestockport.co.uk)

- Delivering scoping sessions to Leadership, team managers and front line practitioners of Stockport Family, seeking to work WITH and develop training to support their next steps.

**And a taste of things to come;**

- Relational Leadership courses for Stockport Family & Education
- Restorative refresher training courses for Stockport Family colleagues
- Further INSET, twilights & staff meetings at Banks Lane Juniors, Vernon Park Primary, Stockport Music Service, Lark Hill Primary, BSS team, Vale View Primary, Fresh Fields Nursery, Bridge Hall Primary, Hursthead Juniors, Bolshaw Primary, All Saints Primary (Marple), Prospect Vale Primary, St Marks Primary, Outwood Primary, Thorn Grove Primary, Highfields School & Cheadle Heath Primary.

Exciting times ahead :0)



**Jenny is in post** and ready to support with any training needs.

She is currently linked up with a number of our schools but has capacity to take on many more requests. If you are interested Jenny now works 2 days per week (don't get too jealous!) mainly Tuesdays and Wednesdays spring and summer term. She is available to lead staff meetings after school, support INSET days and work with staff and children during the school day. She can also advise on and support the more formal conferencing process. Her timing is flexible and will fit around your needs.

Mob: 07800618609 [jenny.curzon@stockport.gov.uk](mailto:jenny.curzon@stockport.gov.uk)

**Restorative Approaches team consists of:-**

- Janette Braithwaite- Chair who is head of BSS
  - Sarah Baggaley -RA lead practitioner for Education and Stockport Family (a foot in both camps)
  - Jenny Curzon- Restorative Consultant, formally Headteacher at Moorfield Primary
  - Max Turton- School Improvement Advisor
  - Elizabeth Cooper- Educational Psychologist
- With support from Corinne Winters and Cathy Lyall

*Have a great spring term and cheers from your RA Steering group*

**Sarah, Janette, Jenny, Max and Liz**

