

RESTORATIVE JUSTICE

Its journey and impact at Queensbridge
Primary School

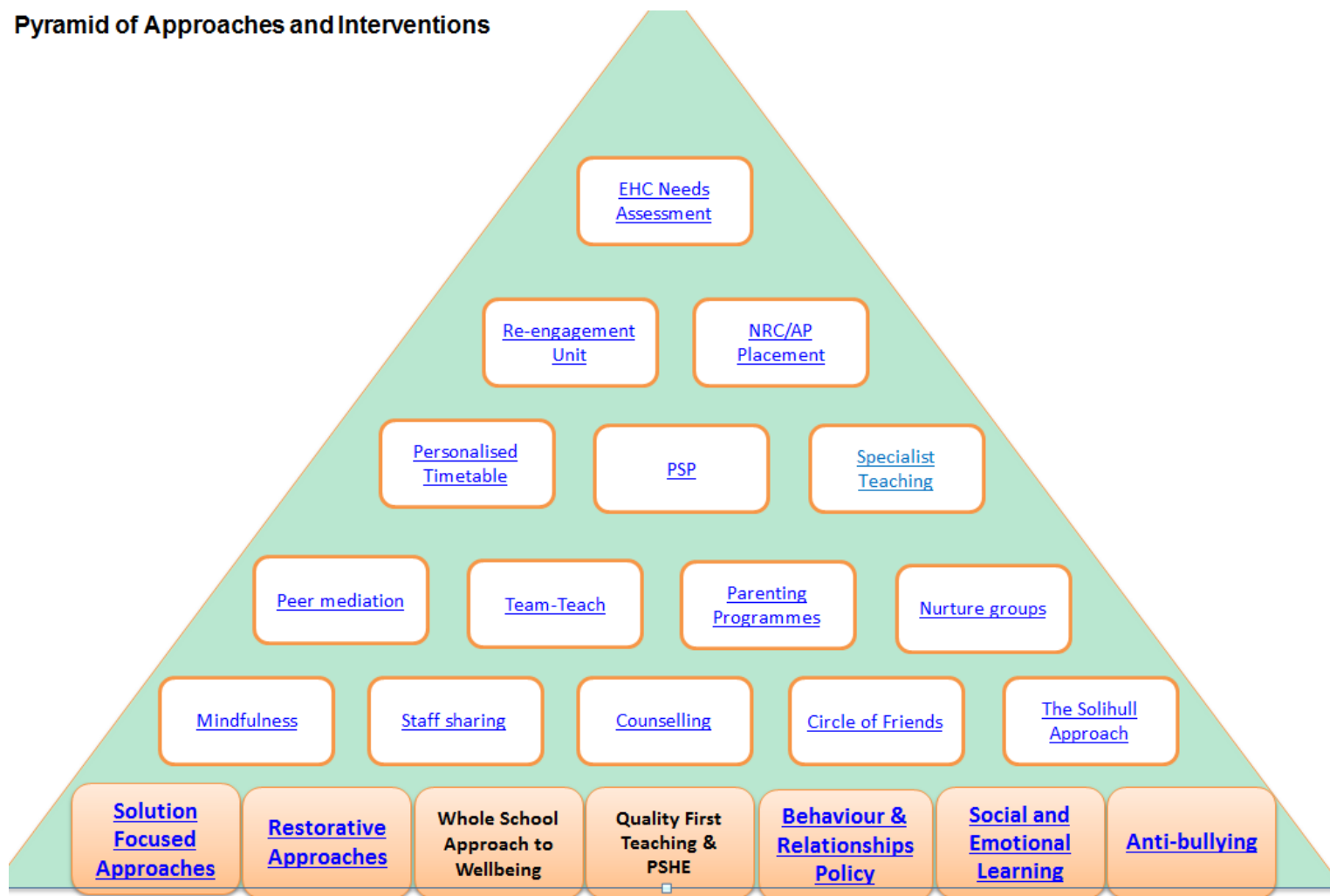
Julian Erwin and Nick Mallender

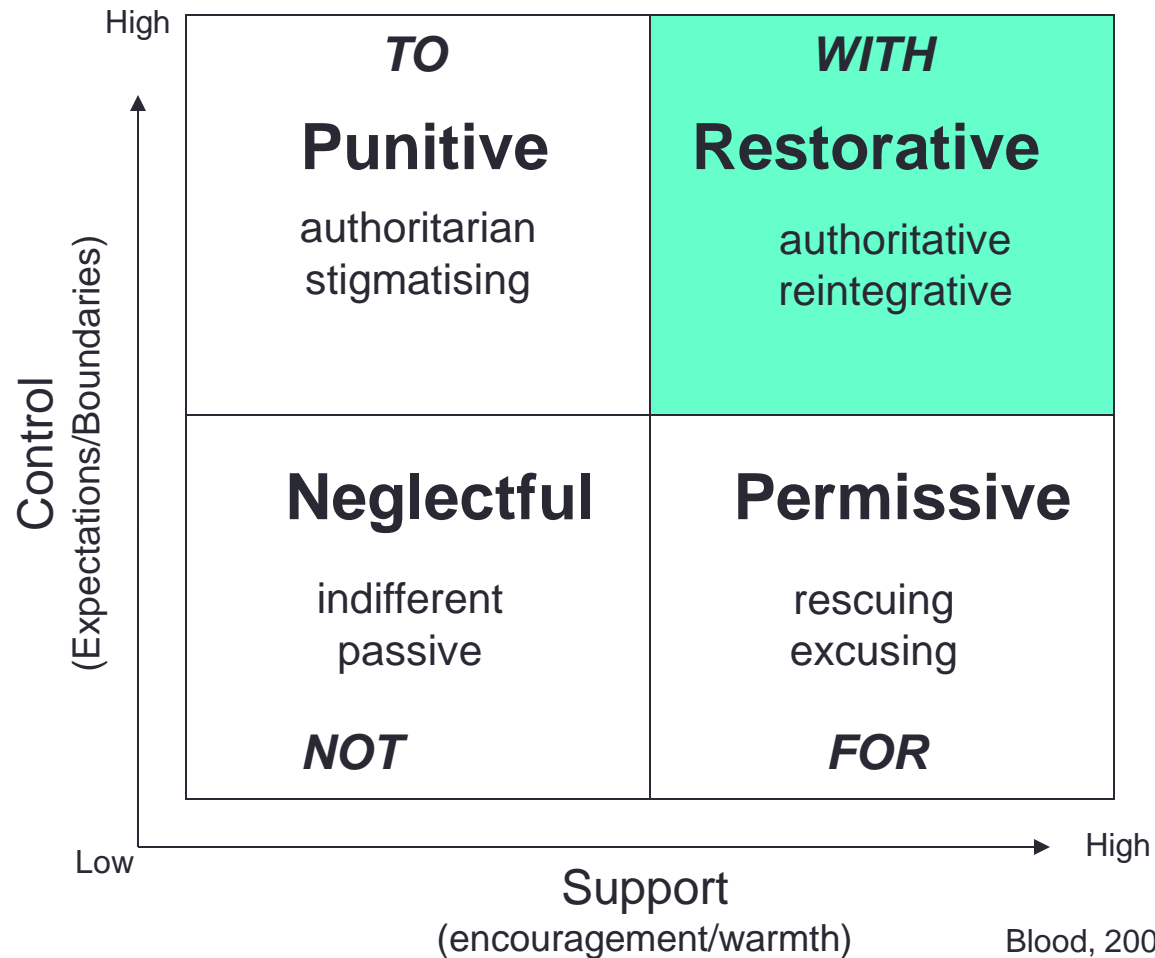
Aims of workshop

- To understand what RJ is as a behaviour approach
- To look at how RJ can be successfully embedded within a school
- To look at how RJ can impact children's wellbeing through Peer Mediation

Where does RJ fit in?

Pyramid of Approaches and Interventions





Blood, 2004
Adapted from Wachtel, 1999

Restorative versus punitive

A more traditionally punitive approach to managing behaviour asks the questions:

- Who started it?
- Who is to blame?
- What is the appropriate punishment?

Restorative conversations

Restorative conversations pose the following questions:

- What happened?
- What were you thinking/feeling?
- Who has been affected and how?
- How can we mend the harm done?
- What have we **learned** so as to make different choices next time?

RJ at Queensbridge...

- Could only work as a Whole School Approach. HT on board from beginning
- Clearly defined leads of Julian and Nick from inception.
- Constant support from Terence.
- Key staff have identified other staff to receive 3 day training.
- This working party then ensured all other staff were aware and trained in RJ.
- Support from HT and SMT to ensure it remains high profile

RJ at Queensbridge...

- Been a part of school for 7 years Eg Impact: Y6 has been using the language and exposed to RA since Y1
- Integral part of school ethos and vision
- Key has been consistency in approach across a growing school

Step 1: Embedding the language and ethos at Queensbridge...

Restorative Chat Prompt Card

- > Tell me what happened.
- > What were you thinking at the time?
- > What do you think about it now?
- > Who was affected? How were you affected?
- > What's needed to make things right?
- > How can we make sure this doesn't happen again?

Step 2: A fundamental part of our behaviour policy...

Underpins 'Stay on Green'

Pupil Reflection Sheet		
Name	Class	Date
What happened ?	What I was thinking and feeling at the time.	
Who has been affected by my behaviour?	What I am going to do to fix things.	

Teacher comments and signature:

Pupil signature:



Step 3: Become more visible in all areas of school and to all stakeholders...

- Class/ Playground/ Lunch/ Clubs/ Office
- Communicated to teaching staff through INSET
- Communicated to support staff and playground supervisors through regular meetings
- Regular refresher INSET to all staff
- Governors presentations
- Parents coffee mornings

Step 4: Applying RJ in other areas...

- Class conferences have been implemented successfully which are fully restorative: planned for, pre meeting, ground rules, equal opps for all to talk, structured
- Parent carer disputes
- As language and approach is embedded it impacts on other interventions such as Circle of Friends, SEAL groups.
- Buddy systems in playground

Impact on Learning

- “Happy children make good learners” QBS Vision
- Staff and children report being happy and there is a consistently settled learning environment across the school.
- Number of high level incidents have dropped as incidents are dealt with through RJ as an early intervention, before things escalate.
- Restorative Justice, which encourages pupils to discuss issues where there have been disagreements or conflict, is a formidable tool for ensuring that there is no discrimination and that pupils make carefully considered moral choices and develop the range of social skills needed to move on to the next phase of their education. (Ofsted)
-

Impact cont...

- We have become a lead school in RJ
- Long standing relationship with Terence Bevington
- In depth research carried out about impact
- Key staff are highly trained practitioners
- We share best practice and advise and train other schools through the teaching school alliance
- Visits from around the world

Peer Mediation



Listen to the experts

What is peer mediation?

- “To settle a dispute, you do not talk to your friends, you talk to your enemies” Mother Teresa
- Children taking ownership of RJ language and facilitating solutions to a conflict themselves.
- Settling *low level* conflict :
 - Arguments
 - teasing
 - harassment
 - name calling
 - verbal exchanges

Our journey towards Peer Mediation. The Process...

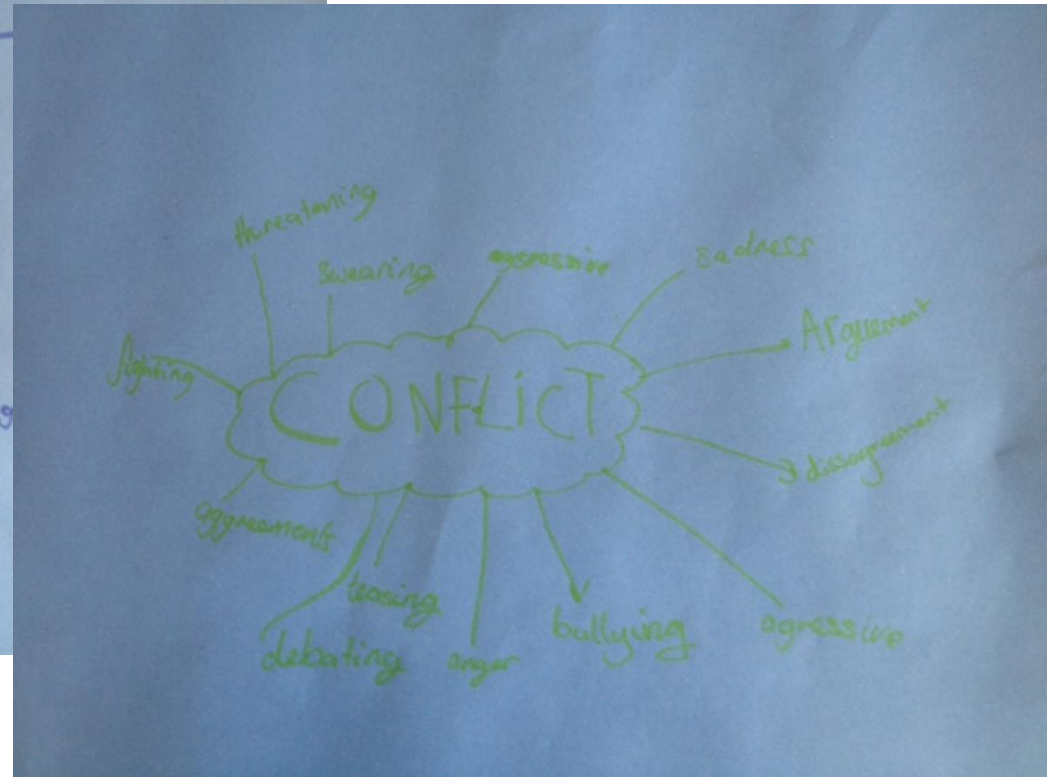
- Summer term, all Year 5 taught key mediation skills through bespoke Scheme of Work
- Children apply for their role after 6 sessions of whole class teaching, focusing on key skills required and introducing RA chat
- Successful candidates then get 2 days training at PDC in September

Example of Scheme of Work activity...

Ryan
Breanna
Estelle
Eli
har

CONFLICT

- When two or more people are fighting,
- When we are arguing,
- Physical fighting, abuse,
- When people are having a disagreement and fighting,
- threatening,
- bullying
-



Key skills promoted for children within curriculum as whole class teaching...

- Learning what good listening is
 - Body language
 - Eye contact
 - Non verbal gestures
- Not Judgmental
- Listen to both sides

- Impacts all children but especially visible on children with additional Social/ Emotional need



2 day training

- More in depth to build on previously learnt skills
- Practicing the language to build confidence
- Do's, don'ts and what ifs...

- Led to them generating a PM handbook

Meet the mediators!

- Please ask our experts about:
 - Why did you want to be a mediator?
 - What did you do to become a mediator?
 - How does it work?
 - Tell us about a conflict you have resolved?
 - How has it helped at playtimes?
 - What disputes do you resolve? Are there any you don't resolve?
 - How has it helped you both at school and beyond?

What were the challenges to implement within a school?

- How many to choose? Rota needs to be effective...
- Finding space: timetable a room for it
- Lanyards to given to children to gain access and tabbards
- Adults need to be on hand in room
- Regular follow up meetings
- Recording of incidents
- Communicating it to midday meals supervisors
- Assembly to children to communicate

Impact...

- Obvious next step as a school: successfully pilot and become a beacon to others.
- Has been running successfully for 3 years
- Adults freed up to engage in structured play while minor disputes are handled by PM's.

What we can offer:

- School to school support
- Staff training
- Resources
- Follow up sessions
- Peer Mediation Flyer January 19th.

- Email:

jerwin@queensbridge.hackney.sch.uk

nmallender@queensbridge.hackney.sch.uk