

Building a Restorative Culture in Primary Schools

All you need to know about creating a Restorative School Community



1

Introduction

About Portsmouth Mediation Service

Portsmouth Mediation Service (PMS) in partnership with Portsmouth City Council is at the forefront of a vision to see Portsmouth become known as a restorative city. Whilst the service currently receives over 300 neighbourhood conflict referrals from local police and housing officers and helps directly facilitate many restorative meetings – we do see that the future is about equipping people with the restorative tool kit to help prevent conflict from breaking out and escalating. We are becoming increasingly dedicated to helping schools like yours build a positive restorative culture.

Building a Restorative Culture in your School

You will see over the next few pages how the PMS Teach Peace programme can help you and your colleagues establish a restorative school; this will provide huge benefits for your school community and the positive ripple will flow into the homes of staff and children alike helping to strengthen families and their relationships.

The first step is training for teachers and staff. This is covered over three one and half hour modules that can be flexibly slotted into a timetable that best suits your school. This training will not only give your school team new skills that can be immediately employed, it will uncover restorative champions and ambassadors who themselves will become grassroots drivers for positive relationships and restorative practice; they will be the ideal people to deliver the Teach Peace training programme for the children which will enable your school to identify and train children to become restorative facilitators in the playground.

Amazing work. We are launching our Peace Mediators this term and I will do a 'refresher' with staff on our INSET day. I have rewritten our behaviour policy to include Restorative Processes, so we have less emphasis on behaviour management and more emphasis on restoration.

Mrs Catherine Ward – Headteacher, Eastergate School



2

Three modules of teacher & staff training

Restorative Culture Modules

A flexible, whole school approach is needed to successfully develop a restorative culture. Ideally, all teachers and staff should have a broad understanding of the philosophy, values and skills which underpin successful restorative practices. We have found these training modules to be beneficial in developing a restorative culture. The teaching and implementation of these elements can be flexible enough to fit in with the schools existing programme and timetable.

1 Hearts and Minds (1.5hr)

This module is designed to inspire confidence in restorative practices and provide the basic / foundational skills. The session will look at some success stories and the supporting evidence for restorative practices and will briefly, cover the history, philosophy, values and basic skills. Staff will be expected to apply these skills with immediate effect to build confidence prior to the next module.

2 Preventative (1.5hr)

This session will begin with feedback from Module One on the success and failure of putting these new practices into action and then go on to explore the restorative skills that help prevent conflict from breaking out and escalating. It will include the importance of identity, boundaries, i-messaging and non-entrenched communication. Teachers and staff will again be expected to apply these skills on completion of the module.

3 Reactive (1.5hr)

The final module will begin with feedback from staff on the effectiveness of putting what they have learnt so far into practice. The focus of this session is on dealing with difficult situations when they arise and helping to repair broken relationships when situations get out of hand.



Student restorative workshops & playground mediators

3

Portsmouth Mediation Service is delighted to make the Teach Peace Student Training Manual available to your school off the shelf and free of charge.

Teach Peace uses the key 'restorative questions' to equip primary school children with the skills to help reconcile playground conflict and disputes and repair broken relationships. It has been designed by our team for local schools.

We have no doubt you will see amazing results in your school as you roll out this training alongside the restorative modules for teachers and staff. You will find inside the manual all you need to know about delivering Teach Peace to your children and if you find yourself with questions or queries then you can get the support you require through our help hub.

The Teach Peace training programme is taught in two parts.

The first element is for the whole school (Reception to Year 6). This part of the training introduces the children to a Restorative Culture and is delivered over two separate workshops. The 'Positive Relationships' workshop helps children and staff to have a greater understanding of themselves and each other so they can develop stronger and more positive relationships.

The second workshop 'Conflict Resolution' teaches the school a restorative way of dealing with disputes. This session introduces the Restorative Questions and enables the launch of the Mediation After-school Club.

After-school Mediation Club

The After-school Mediation Club is for children in Years 3-6. The club runs for approximately one hour over 8 weeks. Parents and teachers are encouraged to join the sessions and learn alongside the children. This training equips participants with mediation and restorative skills.

When the training club concludes, the children are ready to take on the role of a Mediator in the playground. The idea is that they are the ones dealing with conflict at its earliest stage in a restorative, empowering way. You will find the manual provides simple steps in running the two workshops and delivering 8 training sessions at the After-school Mediation Club.

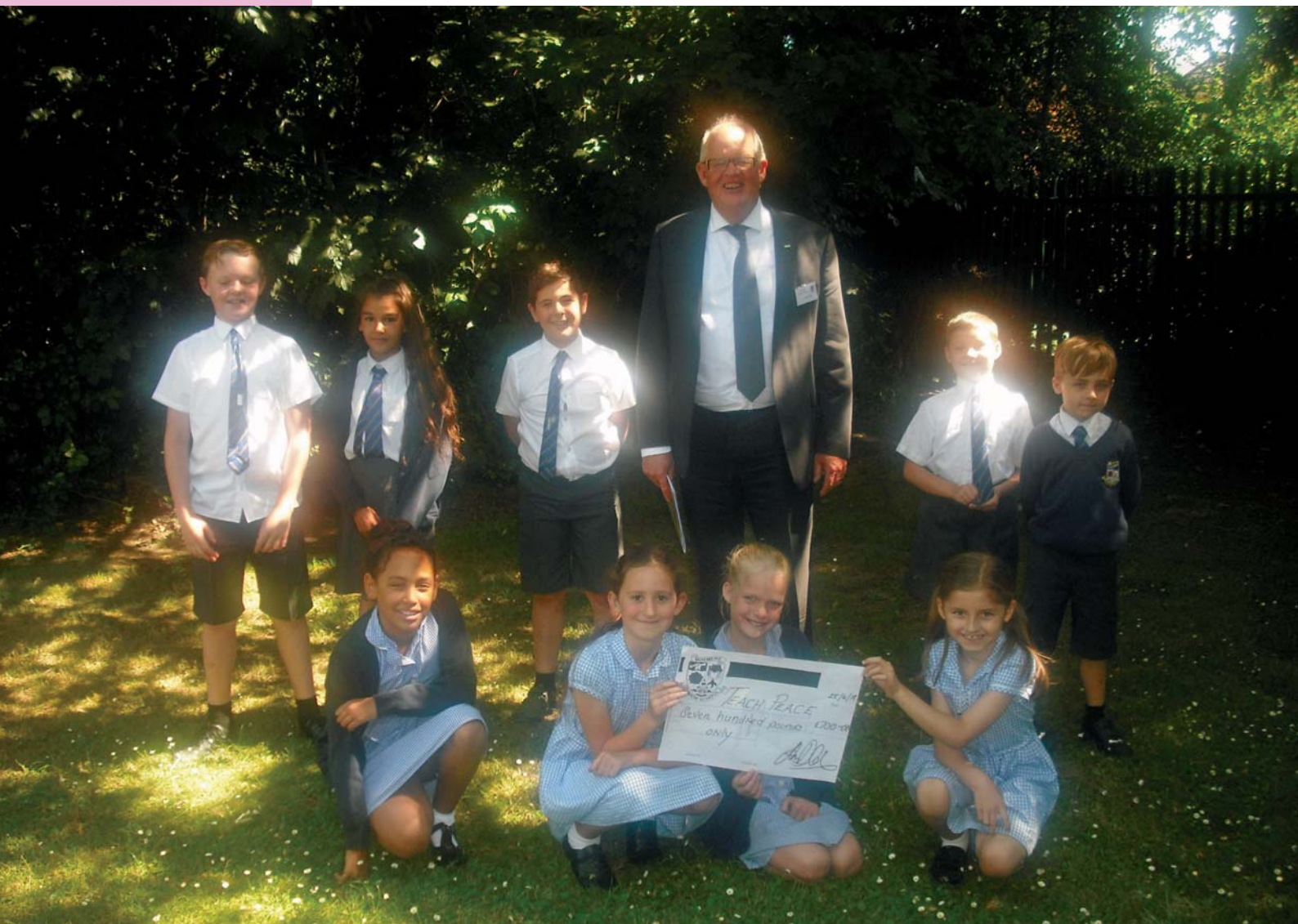


4

School partnership & fundraising days

Portsmouth Mediation Service is a local charity (number 1061569) that is committed to building restorative communities. We believe that there is a huge future dividend from investing in our primary school children with this ground-breaking restorative programme. PMS is passionate about ensuring every local primary school can benefit from the creation of a restorative culture and we are determined to provide ongoing support and encouragement. We never want cost to be a barrier so the Teach Peace programme is made available to schools completely FREE of charge.

We are extremely privileged to be able to forge strong relationships with some partner schools who have offered to support our charity and the Teach Peace programme with occasional fund-raising days. These donations have been crucial in helping us to develop and extend this opportunity – please do let us know if your school would like to develop a similar partnership and support Teach Peace through something like a non-school uniform day.



Restorative training for parents, guardians and families

There are some wonderful stories of young children becoming restorative champions within their homes and families. We are extremely encouraged at how eager many parents are to learn about restorative practice and approaches. Increasing numbers of ordinary people from the local community are catching hold of this restorative vision as a new way of life and it is so exciting to see this grass roots movement join up across the various spheres of city life.

Teach Peace is spilling outside of the school gates and we are working with our partner schools to promote and host flexible training sessions for mums and dads and other relatives and friends of the school community.



5

Piloting at Woodcroft School in Waterloo. The Headteacher John Webster said:

Our Ofsted grading was GOOD – Yay!! You and your team played a crucial part – Sincere thanks. Please add this to your portfolio as you have really helped our school progress in dealing with some tricky issues.



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