



Alford Academy

A Restorative Approach to disruption to Learning & Teaching

Information for Parents and Carers

This document provides you with information about some of the ways in which we address conflict and situations where relationships have broken down and Learning & teaching is being disrupted.

What is a Restorative Approach?

- An approach which involves all those affected by an incident, repairing the harm that it has caused to relationships and finding ways forward that reduce resentment and prevent it from escalating further
- An approach which builds support for young people who cause harm while allowing them to be accountable for their behaviour
- An approach which encourages and recognises the contributions that parents/carers, school staff and young people make in building and maintaining positive relationships, which in turn help people to take responsibility for their actions

How does a Restorative Approach work?

If your child is involved in a situation where agreed expectations in the classroom or during social times are not being met, a restorative approach will be used to resolve it. Your child may be asked to think about or tell the other people involved:

- What happened?
- What they were thinking at the time?
- What they are thinking about it now?
- How they are feeling now?
- Who's been affected?
- What do they think needs to be done to put things right?
- How can we together make sure that this doesn't happen again?

Ways to help

- Support your child to talk about their feelings and what they need to help them move forward in a productive way
- If your child has caused harm, support them to talk through their thoughts and feelings about what happened (this is usually better than asking 'why' something has happened).
- Try to get your child to see the other person's point of view
- Try not to be judgemental about what things they may have done, but encourage them to think about what ways they can put the situation right and repair any damage done to their relationship with the other person/s

In normal circumstances, those involved have a spoken agreement on what everyone is going to do to put things right and help make things better in the future. Everyone needs to agree to these actions. If the agreement doesn't work, another meeting can be held to look for alternative ways forward.

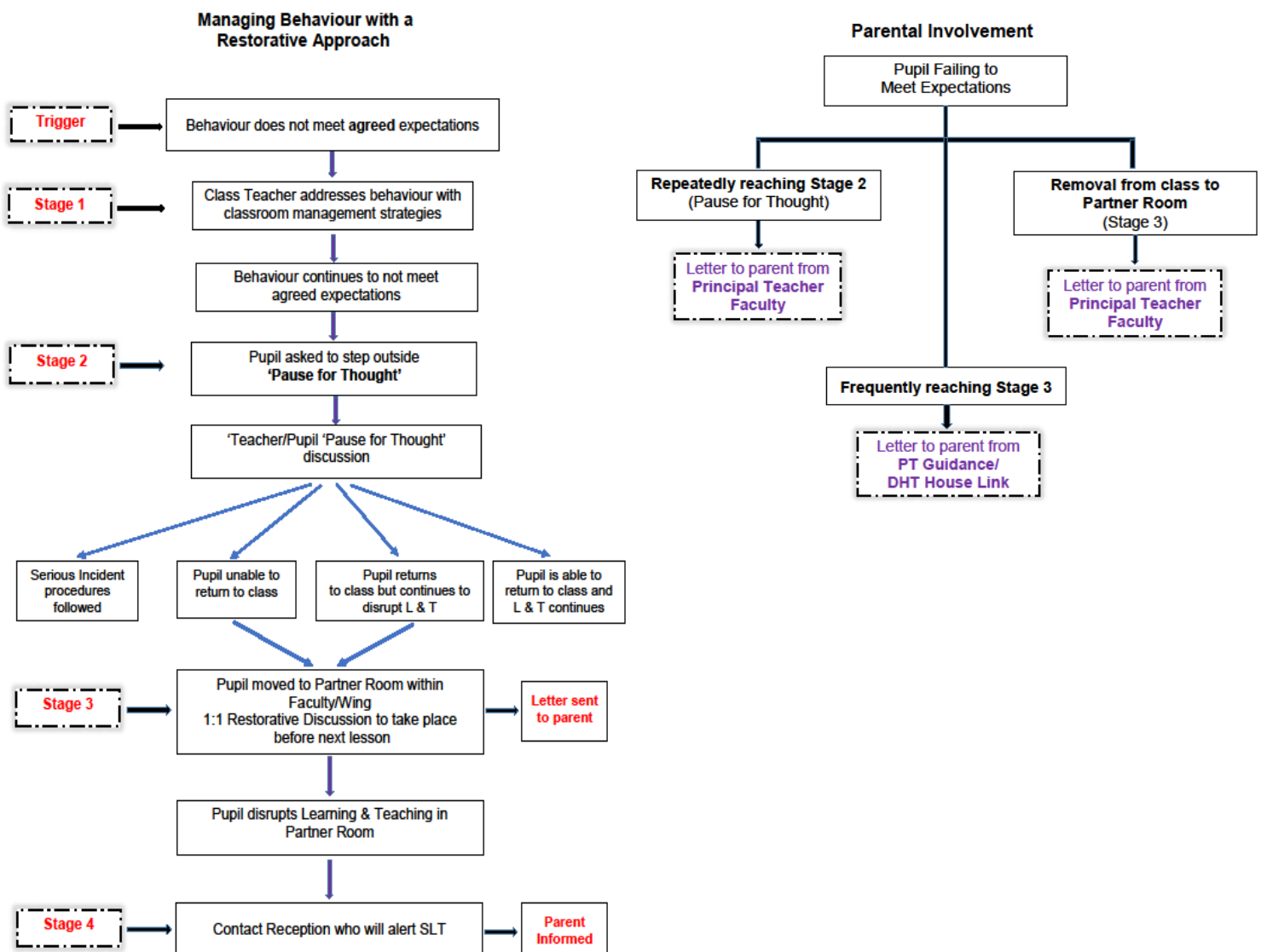
Benefits of a Restorative Approach to young people and the School Community

- When harmful behaviour happens, it is recognised that the most important outcome is to repair the damage to the relationship caused and work together to ensure that it doesn't happen again
- It is recognised that young people often have the best solutions to their own conflicts and, with the right support and help, can develop the appropriate skills to solve the problem
- Ongoing behaviour and attendance issues can be reduced as conflict situations are worked through effectively and resolved
- By encouraging all members of the school community to focus on and take care of their relationships with others and avoid behaviours which harm these
- Helps to maintain a positive school ethos and a progressive learning environment

In the Classroom

Overleaf is a copy of our classroom staged interventions and also details of when parents will be informed should their child reach any of the stages.

A **'Pause for Thought'** discussion is one which takes place during the lesson after a pupil has been asked to reflect on their behaviour which has not met expectations.



Working together to nurture, inspire and achieve

Honesty, Hard Work, Ambition, Respect, Kindness