

Restorative Culture; Values Light the Way



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Co-Creating Relational School
Communities

Relational Connect In

Energy Levels?

Wave If...

**On this sheep-scale,
how do you feel today?**





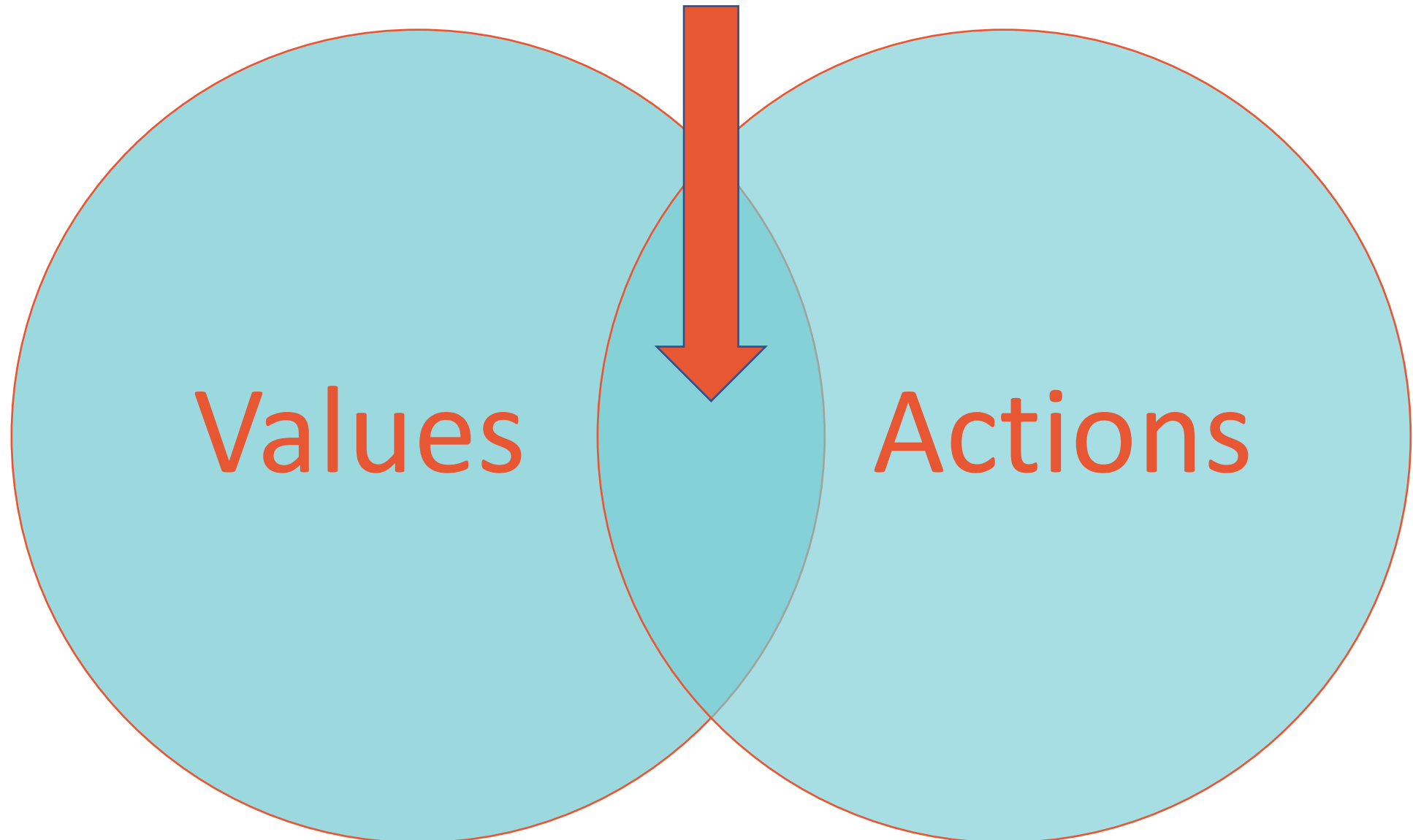
Connect & Reflect Moment

How do you currently define culture?
One-word-whizz invitation!

How would you currently define the
culture of your school / organisation ?

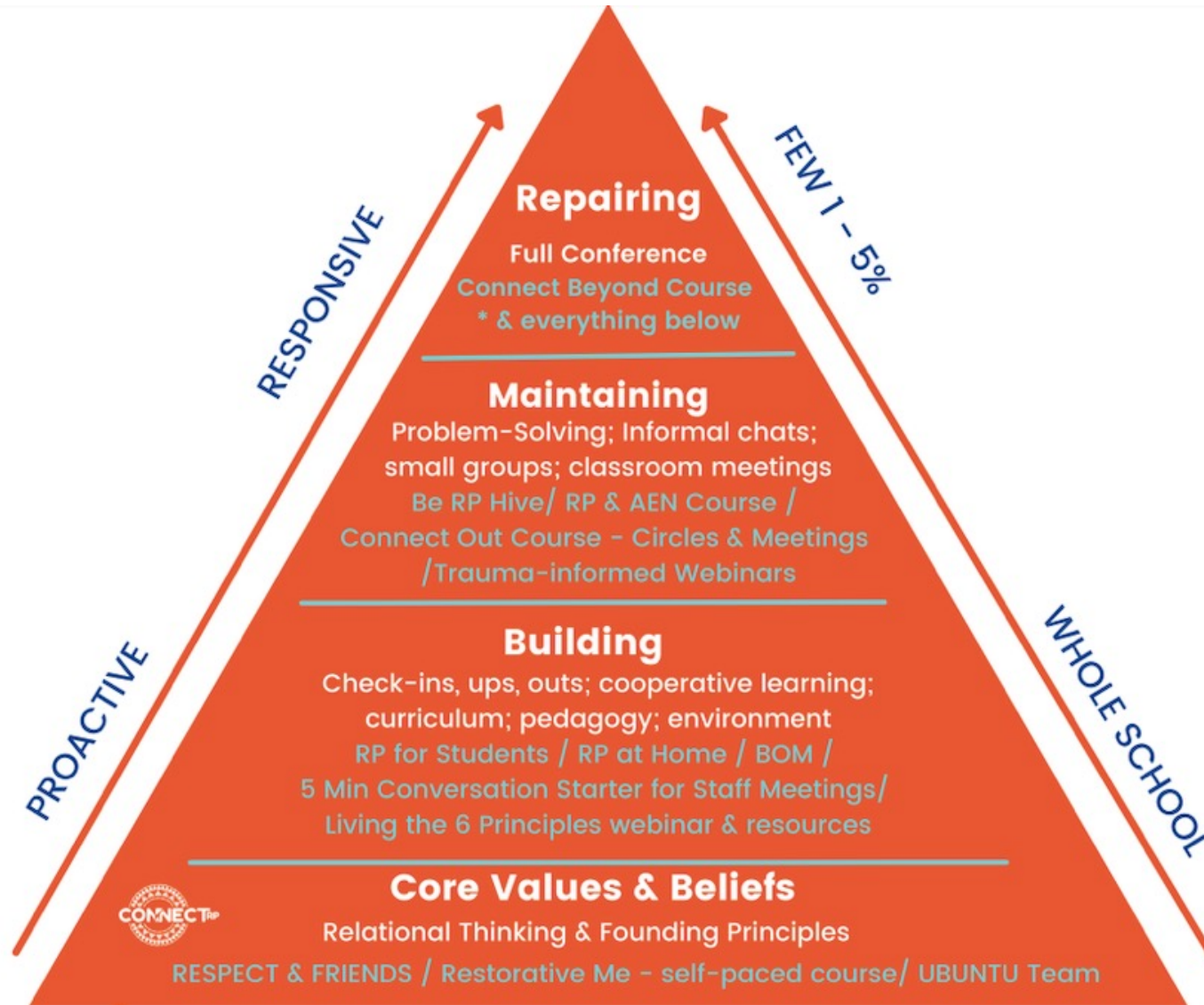
Is the culture created by de-fault or by
design?

Restorative School Culture



Growing a Restorative School

...from intention to everyday practice



*Adapted from Vandeeering/Hopkins/Morrison



From 'Behaviour Management' to 'Relationship Keeping'

RESTORATIVE PRACTICE



Positive Relationships

We are profoundly relational, we are seen and heard, we know we matter!



Caring Culture


We flourish in environments where we seek the best in ourselves and others; and where our values and actions align!



Connected Communities


We are interconnected and co-creating relational working and learning spaces.

Values Light the Way!



Values Light the Way!

- Fair
- Respect
- Inclusive
- Empathy
- Nurture
- Did you Giraffe?
- Safe



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Values Light the Way!




- Respect
- Empathy
- Safe
- Personal accountability
- Equality
- Community
- Trust



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Thinking • Modelling • Asking

Growing Empathy & Accountability

Restorative Questions

- Q1. What happened?
- Q2. What were you thinking/feeling at the time?
- Q3. What are you thinking/feeling now?
- Q4. Who has been affected/harmed and in what way?
- Q5. What could have been done differently?
- Q6. What do you think needs to happen next to move forward?**

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does mean ing child
 something means ing every old what
 need. they need. ing every old what

Showing Consideration to each and everyone.

The Right to be included in everything.

The ability to understand Someone else's feelings as if they were One's own.

The things We need to Flourish to grow, to feel and to do better.

RESPECT
INCLUSION
EMPATHY
NURTURE
DIGNITY
SAFE

Be happy for others, even when we are a bit jealous!

Look for the good in people.

Compromise as much as possible.

Keep challenging ourselves in our learning.

Treat people as you would like to be treated.

Eat, Sleep and drink healthily.

Think of the needs of others.

Be Kind, be your very best self!

Be understanding of people's feelings and body language.

Love each other!

Try and Giraffel!

Be complimentary to others.

Listen carefully and be helpful.

Be complimentary to others.

Exercise!

CONNECT: For respect, inclusion, empathy, nurture, dignity, safe.



With
 Goals
 Creativity
 Be your best self
 Leadership
 Collaboration
 Resilience

OUR

VALUES



It was a great idea to...

The best part is...

Next time you could...

I was wondering when?

What did you mean when you said...?

I really like the way you...

Start with a positive

Partner Feedback

Share a suggestion

This could be even better if...

I noticed...

I found it interesting when...

LIKED

Ask questions

I think you still need to work on...

My favourite part is...

You should be proud of...

Flexible Seating

1. Choose a workplace that allows you to be successful.

2. Use seats appropriate to the task.

3. Use the space to your advantage.

THY CHILL

Restorative Practice Circle Time

• Respect the talking piece.

Autie Lovelace, Marie Curie, Amelie Earhart, David Attenborough

Over and Above

Are you living our F.R.I.E.N.D.S. values over and above?

Lorcan, Sarah, Lucia, Siobhan, David

RESPECT

relationships

community

community

community

Relationship Window FOR PIC-COLLAGE





Implementation – Whole School UBUNTU Learning (Unlearning)



Mis-implementation Model (Gregory & Evans 2020)

- Mandated top-down
- Narrow Focus
- Colour / Power Blind
- Train & hope
- Under-resourced

Connect RP Implementation Model

Pillar 1 – UBUNTU Learning Platform

Pillar 2 – Distributed UBUNTU
Leadership Team & Pathway

Pillar 3 – Ongoing Partnerships &
Supports





What can we do...?



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1. Growing a literacy around the values
2. Aligning skills development/whole school preferred practices very explicitly to living the values (not 'managing behaviour'!!)
3. Encouraging Reflective Practice in community – Be RP Hive (guided Professional Learning Community) or invite an RP Buddy/Journal 😊!



Growing a Restorative Culture...

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...If you want to go fast,
go alone,
If you want to go far, go
together!...

(African Proverb)

