

What does Restorative Practice look like at Thanet Primary?



Key Values

Linked to assemblies and being embedded into lessons.

Mural, short films and books-through Creative Partnership

Posters designed by pupils, displayed as pupils suggested.



Chosen by pupils, parents and staff.



Keeping It High Profile

- Assembly themes
- Displays
- SEAL
- Pupil books/films
- Peer mediators

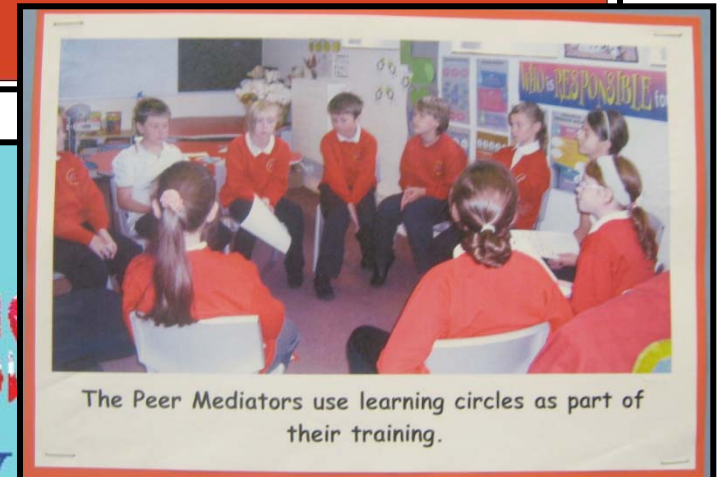
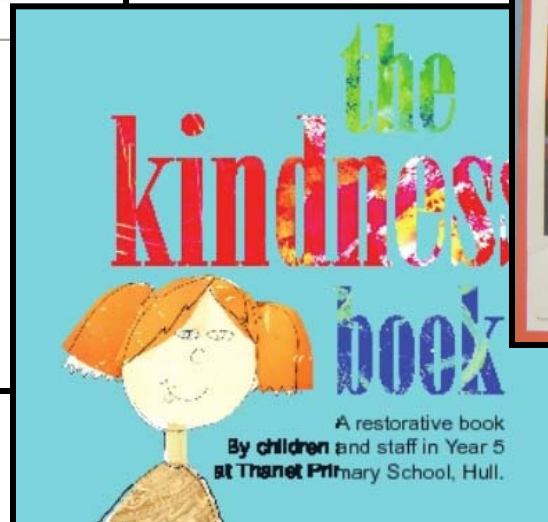


Thanet Primary School
A Restorative School

- excellent school
- team work
- restore things that don't work properly/are broken- make them better...
- Make people happy -

If I asked you to describe the behaviours you would see in our school, if it was to be described as restorative, what would you say?

- Circle time...
- Sharing
- Honest children
- co-operation
- looking after each other
- being good (no fighting - looking after each other)
- manners (please - thank you)
- helping each other
- respect feelings



Lunchtimes

Pupil led lunchtime clubs



'There is always something to do at lunchtimes.'



'Dance club is best, it's fun and we never get bored.'

Pupil Jobs

Vacancy

4 Library Monitors required

Duties to include:

- Keeping the library books tidy.
- Checking out library books.
- Maintaining accurate records.

Essential qualities:

- Good organisational skills.
- Ability to write quickly and neatly.
- Excellent communication skills.
- You should enjoy reading.

Please obtain an application form from Mrs Gillett.

Closing date: Friday 17th September 2010

Pay: 500 points per week.

Hours: 2 lunchtimes per week.

Thanet Jobs

Pupil Job Vacancy
URGENT!
Are you in Year 5 or 6?
Do you like helping others?
We need four helpers to support the new lunchtime tooth brushing scheme starting in the Reception Year group on Monday 1st March 2009.
Hand in your application form to Mrs Gillett by Friday 13th March and good luck!

If we do our job well we get a wage slip and can exchange them for prizes.

Leonie and Lewis are the Recycling Monitors

Which job could you do?

The Fund Raising Committee

Charlotte and Abigail are responsible for the registers

Neve is a Reading Mentor, she listens to children in Year 2

We are the 'Gardening Team!' We care for the environment



Thanet Primary School

Job Application Form

Personal Information

Position applied for & closing date:

Reading mentor 19 September

Full name: Neve Keia Jameson

Registration Group: Mrs Maclean

Date of Birth: 5/1/97

Nationality: British

Home Address & telephone number:

15 Sandy point
Bilton
ARK royal
4u2140p
01482 815278

In your own words, please tell us why you think you would be suitable for the above position? What qualities do you have?

I think I would make a good reading mentor because I work well with children. I am a confident reader and always have my head in a book. I believe I will set a good example and inspire the children. I'm patient and helpful. I'm never late and always be there to help. I've read to a learning difficulties man so I use to different paces of learning.

Continue overleaf

If you work hard you can earn a bonus.



Dear Mrs Butler,

Re: Sports Ambassador Post

I am writing as a referee for Alex Railton-Jeffery, with respect to the above post.

Alex is a pleasant boy who tries hard at school. He is well mannered and polite. His current attendance and punctuality is good.

Despite being asthmatic Alex participates and enjoys a wide variety of sporting activities. He attends swimming lessons on a Monday evening, plays golf and goes horse riding on a weekend. He enjoys football, rugby, basketball and dancing.

He is reliable and responsible. I know if he is a successful candidate he will take his role seriously and try his best. He has good communication skills and can articulate himself well. He is mature for his age and is conscientious, making him reliable and responsible.

Alex really enjoys school and would be very proud and honoured to represent the school as a sports ambassador.

I feel he would be a very good role model.

Yours sincerely,

E.R. Railton

E.R. Railton (Miss)
Mother

My Mum said I should get to my interview early to make a good impression.

The best thing about the jobs is the wages, you actually get paid for doing things, like when you are older.



Recycling Monitors-
we are responsible
for emptying the
paper recycling bags
each week.



Hall Monitors- we set the
Hall up everyday for assembly



Lunchtime Monitors- we run the lunchtime clubs,
set them up, look after the equipment and make sure they run smoothly

Fundraising Committee

- Join class circles to discuss ideas
- Help decide on events and charities
- Produce letters, posters etc..
- Organise open days and events
- Show groups of parents around the school



Garden Party



Easter Fun Day



Fund Raisers

Feelings Ladders

Mrs Machon,
When you have time could
you make a proud for the feelings
ladder. I'm feeling proud because my
brother has asked me to be a
bridesmaid at his wedding.
From Samia

Pupils choose their own
feelings words for their
class ladder.

Mrs Gibbins helps you to
sort out your problems,
helping us to feel better.

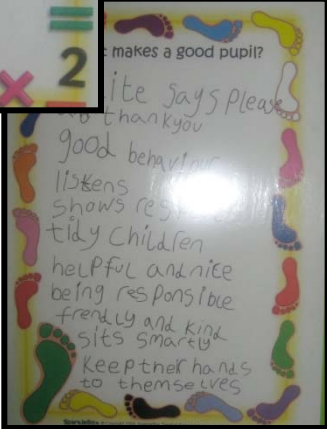
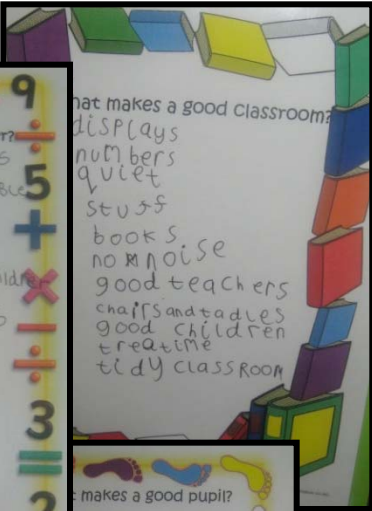
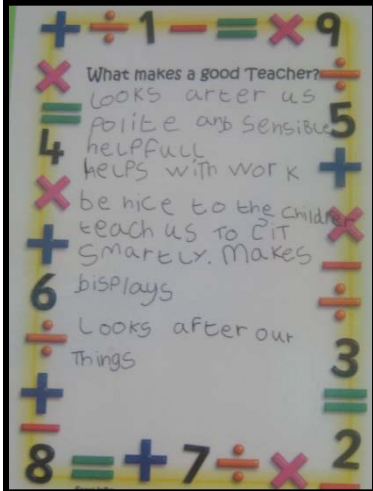


Developing Pupil Voice



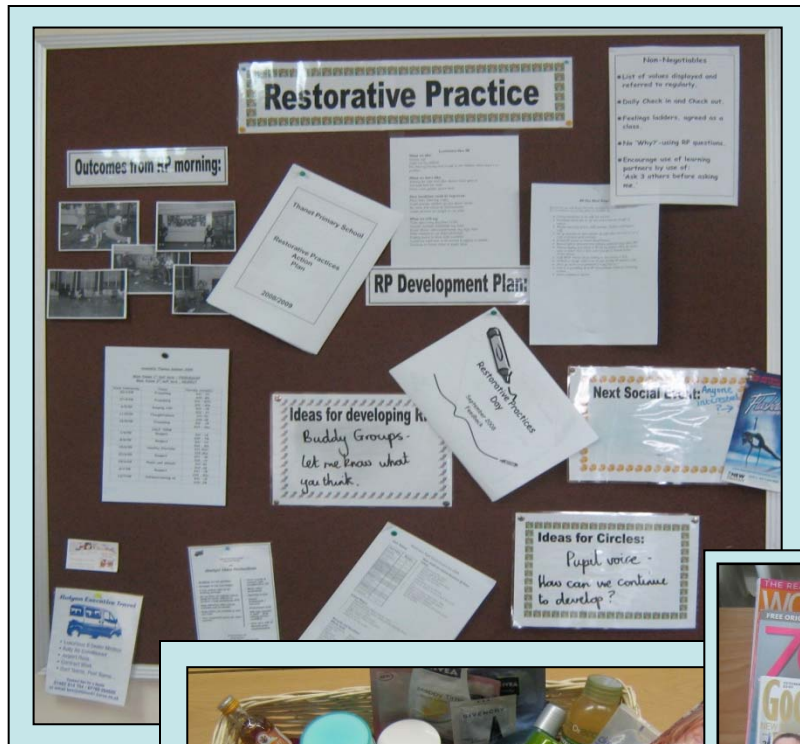
Involving pupils in pre-planning

Encourage pupils to work together



Involving pupils in decision making

RP and the Staff



- Staff keep fit sessions
- Guardian Angels
- Staff Library
- Magazines
- Choose go a rounds
- Variety of social activities
- Pamper basket
- Regular staff training

Staff CPD

- A restorative staff:

What Makes Us a Restorative Staff:

- empathy, care, not just work related
- equality, visitors, parents etc.... treated the same
- approachable-advice
- following 5 key values
- supportive
- praise-supportive, positive praise
- friendship-greetings, praise, encouragement, gossip
- building relationships
- communication



What Makes a Good Leader?

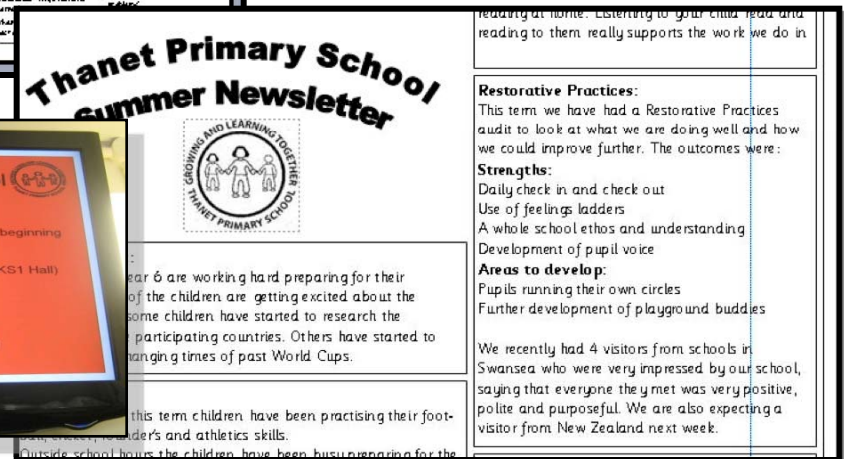
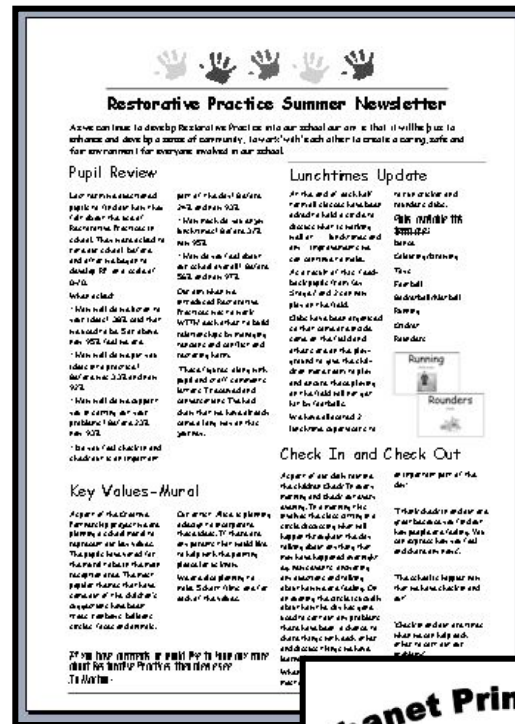
- Clear communication
- Visible
- Fair and consistent
- Delegates
- Good role model-lead by example
- Listens
- Approachability
- Up to date
- Honesty/trustworthy
- Fair
- Fun-enthusiasm for the role
- Good sense of humour
- Organised
- Calm and collected
- Understanding
- Use own initiative
- Regular praise/constructive
- Supportive
- Can make decisions
- Works well under pressure
- Takes and acts upon feedback
- Develops others
- Values others
- Challenge others
- Responsive
- Consistent
- Positive attitude
- Shows and receives respect

Non-Negotiables

- ❖ List of values displayed and referred to regularly.**
- ❖ Attend staff check in.**
- ❖ Daily Check in and Check out.**
- ❖ Feelings ladders, agreed as a class.**
- ❖ No 'Why?'-using RP questions.**
- ❖ Encourage use of learning partners by use of: 'Ask 3 others before asking me.'**

RP and the Parents

- Termly newsletters
- Questioned about key values
- Restorative Practices through Community Links Worker, Emotional Support Worker
- Termly Open days
- Parent Consultations
- Pre-planning
- Information screen
- Included in admissions discussions with parents



Evaluating Impact

Internal Seclusions

Whole School:

Term	Number of Red Cards
Autumn 08/09	64
Spring 08/09	53
Summer 08/09	38
Autumn 09/10	33

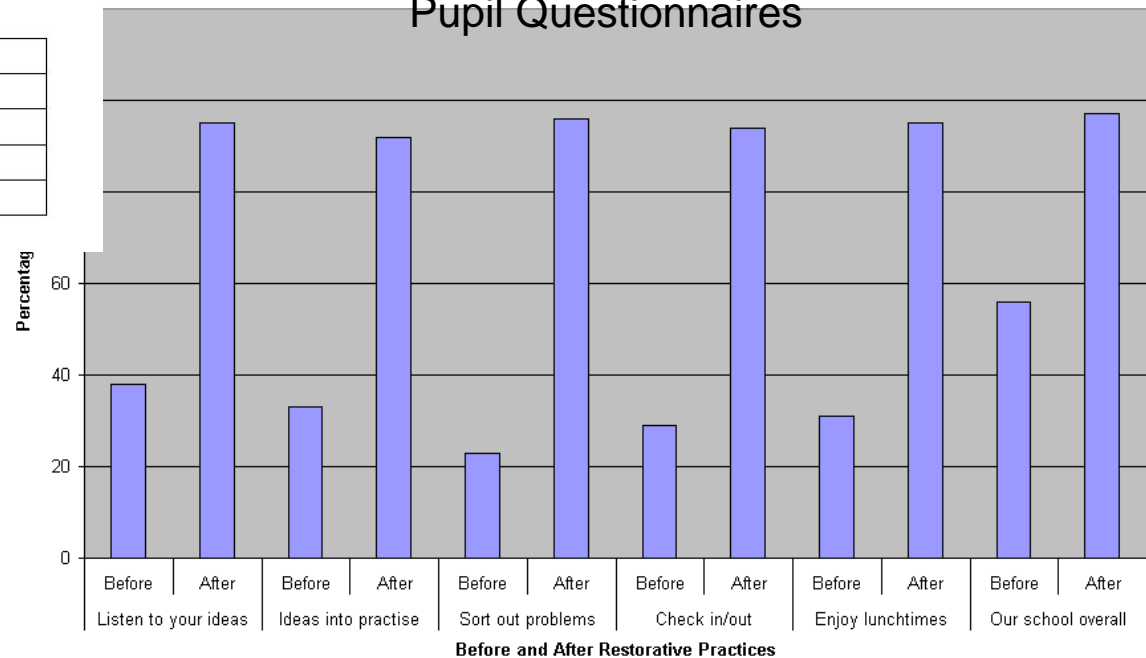
Pupil Quotes-March 2010

What makes our school special?

- People help each other
- People care about each other
- We're generous and kind, we help people who don't have as much as us-fund raising events
- Asked to be involved in the school-planning, new school logo, jobs, fund raising, lunch clubs
- Teachers are firm but fair
- Mrs Murray's room is to help you think about what you have done and to calm down
- Teachers listen when we have problems
- We use our circles to sort out problems
- Mrs Gibbins helps us with our problems

I think check in and out is a brilliant time to express your feelings and to find out how others are feeling so that you can help them.

Pupil Questionnaires



External evaluation-Phil McCormick

Steve Mumby-Director of NCSL:

'You should be very proud of your children, your focus on every child being involved is absolutely stunning, remarks from your children about the school were very moving and overall the visit was inspirational'.