

Schools Forum Restorative Practice up-date

Following the success of Tewkesbury School implementing Restorative Practice as part of the GCC pilot last year, we are taking the Approach into a number of other schools this year.

The Dean Academy has requested to be part of the initiative, with the aim of improving relationships between staff and students, to increase the opportunities for good teaching and learning to take place and to improve standards and outcomes for pupils.

We are also working with Beaufort Co-operative Academy and 4 of its partner Primary schools. Beaufort is a high excluding school and working with the trust will enable us to show impact on the whole continuum, from reception to sixth form. We will focus on robust transitions of vulnerable students from year 6 into year 7 as well as implementing strategies to reduce exclusion and improve behaviour.

In order to expand the offer to schools we have had to consider how we increase our capacity. We have split the role into 3 elements: project management, training and facilitation. We have been able to build added value by looking at a contribution of resource from a number of areas and linking staff into existing teams. This enables the cost to be shared and relationships to be built between school and community.

Molly Macleod will continue to offer participating schools project management oversight to implement Restorative Practice. This will include devising a Memorandum of Understanding, a robust action plan, the development of a Practice Champions group and facilitation of learning circles, as well as reporting on agreed impact and outcomes.

A number of key individuals in each school will be trained to Level 3 in Restorative Practice by Mark Finnis. Wider training and awareness sessions will be delivered by the Restorative Practice champions and Level 3 trained staff. A number of in-house trainers will be trained by Mark Finnis in the Spring of 2018 and all ongoing training will be delivered to schools using these trainers alongside trained staff.

We will employ a volunteer co-ordinator to be managed and trained by Restorative Gloucestershire. The post holder will co-ordinate up to 20 volunteers attached to participating schools. The volunteers will be located with Families First Plus teams so they have access to the expertise and resources within the community. If Family support or advice on the graduated pathway, safeguarding etc. is needed they will act as a broker between the school and early help to enable the right level of support to be offered.

Where cases are complex we would also like to employ a schools facing Family group conference worker. Currently, in Gloucestershire Family Group Conferences (FGC) are used predominantly in Social Care. We used this approach to successfully prevent a permanent exclusion at Tewkesbury school last year and there is much evidence from Leeds, an outstanding local authority, that this approach works to reduce exclusion. This worker would be managed by the Early Help FGC team in order to offer the post holder professional support and supervision, as well as strengthening links between the school and community.

Costing's

High Needs Budget

Contributing £9,600 to train schools in Restorative Practice using Mark Finnis Consultancy Ltd.

Restorative Gloucestershire

Contributing management, training and supervision costs for the Volunteer Co-ordinator.

Early Help (Families First Plus and FGC teams)

Offering management and supervision of the FGC worker and open access to all volunteer RP facilitators.

Schools Forum

£41,700 for FGC worker including on costs and a contribution towards management time

£31,900 for Volunteer Co-ordinator including on costs

Total request: £73,600

Please see attached for the reporting structure and accountability of all roles as well as our Family Group Conferencing case study