

Restorative Practice and Behaviour Principles



Review schedule	Every year
Last review	Oct 2024
Approved by Board of Trustees	24 th Oct 2024
Next review due	Oct 2025
Owner	Emma Pears

Aim: To resolve conflict that occurs at SELFA through a peaceful and fair process in which all parties are heard and respected.

We believe that it is the responsibility of everyone at SELFA to uphold and maintain our vision of a community where all children and young people are celebrated and know they belong.

- On occasions when our values are not being upheld, we use restorative approaches to help children and young people understand the impact of their actions and how to resolve conflict.
- We believe that by using this restorative approach we are giving children and young people the skills to independently take responsibility for their behaviour and make more informed choices in the future.
- Restorative approaches encourage children and young people to think about how their behaviour affects others. It helps them to develop the values we have at SELFA.
- If a child or young person at SELFA has been negatively affected by someone we will ensure that each child has the right to be heard, is respected and the situation is resolved fairly.
- If a child or young person has displayed negative behaviour, they will be asked to recognise the impact their behaviour has had on others and suggest a solution to resolve the situation and prevent reoccurrence in the future.
- Children and young people at SELFA say that they prefer the restorative approach as it allows ALL parties to be heard and respected.

About restorative language

When children and young people at SELFA find themselves in conflict or upset, we will ask them:

- What happened?
- What were you thinking or feeling when it happened?
- Who has been affected by what happened?
- What needs to happen next to put this right?
- What would you do differently next time?

We might also say:

- What would you think or feel if this happened to you?
- How can we put this right?

- What could you do differently next time?
- What other choice could you have made?
- How could we make sure it doesn't happen again?

Most situations can be dealt with by working through these questions, with the aim that the outcome is fair for everyone. It is especially important not to ask 'why' questions as this can retraumatise the child/young person.

If a child is distressed; their negative behaviour within a session is sustained; and to remain at SELFA would pose a risk to themselves and other children; we will call the parents to immediately collect their child from SELFA. We will then follow-up the incident with the parent/carer the following day and agree a plan which may include an individual risk assessment/safety plan or staff training to keep everyone safe. We will liaise with parents at every step of the way, ensuring they are informed and involved in any decisions that are made.

If a child needs further support with their behaviour at SELFA we will:

- firstly involve the parents and ask them what we can do to better support their child, including what behaviour strategies work well at home or at school.
- will also seek the parent's permission to ask the above questions from any other professionals working with the family (teacher, social worker etc.)
- where appropriate, we will refer the family to another service for additional behaviour support.

The link below has more details on restorative practice and is used as part of our induction training at SELFA for all staff and volunteers:

Empathy: The Heart of Difficult Conversations | Michelle Stowe
<https://www.youtube.com/watch?v=2UvDMQyBVLs>

Trauma informed approach

At SELFA we adopt a trauma-informed approach, which considers how trauma impacts a child's behaviour.

We are aware that those experiencing trauma are more likely to behaviour issues. This supports our restorative approach at SELFA.

We use the following video in our training:

Adverse Childhood Experiences (ACEs) <https://www.youtube.com/watch?v=YiMjTzCnbNQ>

Change Record

Date of change:	Changed by:	Comments:
30/11/2021	Emma Pears	Created policy – to replace Expected Behaviour Policy (Oct 2019); Consequences and Responses to Behaviour (2019); Child friendly behaviour policy (2019). Ratified by Trustees 06/12/2021
01/11/2022	Emma Pears	Added information about a Trauma Informed Approach at SELFA and links. Ratified by Trustees 30/11/2022

Date of change:	Changed by:	Comments:
27/09/2023	Emma Pears	Reviewed – no changes.
09/10/2024	Emma Pears	Reviewed – spelling only, no other changes. Ratified by Trustees 24/10/2024