

Restorative Practice in Schools

A proactive tool to build, repair and maintain good relationships in your school – brought to you by the Anne Frank Trust, Signpost and Bedfordshire PCC





About the Anne Frank Trust

The mission of the Anne Frank Trust is to use Anne Frank's life and inspirational legacy as a starting point to empower young people with the knowledge, skills and confidence to challenge all forms of prejudice.

Our educational approach is based on Anne's real-life story – which engages people from a wide range of backgrounds. The Trust has been working with Bedfordshire Police in a direct delivery role in schools for the last three years. Having built up a network of partner schools across the County we have a unique opportunity to build on the Anne Frank Programme and are working with Signpost (Bedfordshire Police victim support service) to facilitate the implementation and support of Restorative Practice in schools.

About Signpost

Signpost supports those affected by crime in Bedfordshire, putting victims at the heart of what it does.

The promotion of Restorative Practice is core to our work in achieving positive outcomes for the harmed and the harmer. Restorative Practice is a proactive tool which repairs, builds and maintains relationships and is becoming widely used in schools as a means of resolving conflict.

Restorative Practice – what it does:

- enables authentic dialogue
- recognises and acknowledges the harm an individual may experience in a situation or incident
- saves time in addressing conflict and preventing escalation

Using a restorative approach to resolving conflict involves:

- bringing together all those affected by conflict
- providing a safe environment for the expression of feelings
- allowing participants to come to a shared understanding
- identifying creative ways to deal with conflict
- providing opportunities to rebuild damaged relationships and find a positive way forward



How we will implement the programme

Following the Anne Frank Trust's programme we will offer your school the opportunity to embed this learning further through participation in the Restorative Practices project.

- 1) An initial meeting will be held with a lead member from your SMT and/or other designated Lead, ideally a member of staff who carries responsibility for either Anti Bullying/Safeguarding, PSHE, Student Attainment or Pastoral Services.
- 2) Our offer includes:
 - a. A half day's staff training for designated lead and other core staff whom you will nominate to attend. These staff will have the responsibility for supporting Ambassadors and modelling restorative practices in conversations, communications and conflict resolution. This session covers the implementation of restorative approaches (RA) in your school including the importance of embedding a whole school approach using values-based approaches – delivered by Signpost and supported by the Anne Frank Trust
 - b. Where necessary, a short refresher on prejudice and discrimination today using the voice of Anne Frank to explore its impact – delivered by the Anne Frank Trust
 - c. A half day's training for Ambassadors who will act as RA peer educators, buddies and champions of empathy covering emotional literacy and conflict resolution – delivered by Signpost and supported by the Anne Frank Trust. Training for students will be tailored to Primary and Secondary contexts
 - d. A briefing, where practical, for the whole staff team
 - e. An implementation manual to assist with embedding RA
 - f. Ongoing email/telephone support for a period of up to 12 months and follow up visit to Ambassadors
 - g. Evaluation of the impact of the programme on behaviour, conflict management, reported bullying incidents and exclusion rates



"As we know, education is key in eliminating hate from our society, and education is what restorative justice is all about – educating the harmer to understand the impact of what they did by listening to the person they targeted. Often in hate incidents, that person has no idea of the devastating impact targeting someone, simply because of their identity, can have.

"I'm a huge advocate of restorative justice as it's such a powerful process to help victims get closure after a traumatic time. People who have participated have reported it has been an empowering experience, one which allowed them to feel more in control of what happened to them. If we can help this to take place in our schools, by also promoting tolerance and respect, this will be another massive leap forward in taking a stand against hate in Bedfordshire."

Kathryn Holloway, Bedfordshire Police and Crime Commissioner
– funding provider for the Anne Frank Trust's work in local schools.



Timescale

This project is being piloted in October 2019 with its rollout from the beginning of November. Please note that signing up for this project is contingent upon participation in one of the Anne Frank Schools' programmes which are being run across the County.

In exceptional circumstances, the training can be offered as a standalone option, but this would be at the discretion of Signpost.

Next Steps

Please contact Val Ross valr@annefrank.org.uk and victimservices@bedfordshire.pnn.police.uk