

Nine Steps to Nurture: Glasgow's Nurture Award

Guidance for Establishments

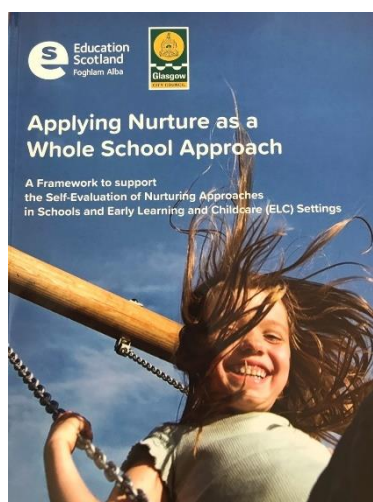


Introduction

The purpose of this booklet is to provide guidance for establishments who would like to be considered for Glasgow's Nurture Award – 'Nine Steps to Nurture'.

Nurture has been a priority for Glasgow for almost two decades and has evolved from targeted Nurture Group/Corner supports to whole establishment nurturing approaches. To support the implementation of nurture, Glasgow developed a policy 'Towards the Nurturing City' in 2012 which set out a plan for putting nurture and wellbeing at the core of education. The vision is that all children, young people and their families will have their needs understood and met through a nurturing approach.

There is a national framework which has been produced by Education Scotland, Glasgow City Council and colleagues from other authorities, entitled 'Applying Nurture as a Whole School Approach' (ANSWA). This provides a national definition of a 'nurturing approach' and gives a framework for establishments to evaluate, plan, and implement and nurturing approaches.



Who is the Glasgow's Nurture Award for?

'Nine Steps to Nurture' is open to all establishments who would like to put themselves forward to receive the award. Establishments will need to demonstrate evidence of embedding nurturing approaches across their whole setting in a sustainable and consistent way.

As part of ongoing self-evaluation activities and improvement planning, establishments may already have a range of evidence and supporting documentation that illustrates their nurture journey. The process towards the award should utilise existing information and allow establishments to promote and celebrate areas of excellent practice.

What is the process for the award?

Any establishment wishing to put themselves forward for the award can complete the application form and send this to the Nurture Award Team, Glasgow Educational Psychology Service (email address at the end of this guide). The application form includes the evidence required as well as any other information that the establishment feels has added to their nurturing approaches journey. The award team review this information to help confirm establishment readiness and prepare for the visit. It is also recommended that the establishment discusses their submission with their link Educational Psychologist before submitting. A team of two/three visitors will visit the establishment ensuring that the criteria for the award has been met. The visual below illustrates the process for establishments who are interested in the Nurture Award.



What information do we need to submit with our application form?

- Information on your establishment's vision, values and aims.
- A copy of your establishment's current improvement plan and two improvement plans (or EPRs) before this, alongside a nurture implementation/action plan, if available. This should include evidence of self-evaluation, including the views of children, young people and their families.
- A copy of any relevant policies within your establishment which are considered to be relationship based/nurturing.
- Any information related to a new staff induction policy which references nurture/nurturing approaches.

What will the award visit involve?

The award team will consist of a Head of Nursery/Headteacher (depending on which sector you are from) from an establishment who has received the award (peer colleague) and an Educational Psychologist from the Nurture Award Team within Glasgow Educational Psychology Service. Jenni Kerr, Nurture Development Officer, may also be at some award visits.

The award visit will take place within one day and will include the following:

- A discussion with the Senior Management/Leadership Team (SMT/SLT) around your establishment's nurture journey. This will provide an opportunity for you to celebrate your strengths and achievements around nurture and share your next steps.
- Observations in playroom/classrooms and outdoor spaces. This will also include opportunities to look at examples of relevant planning documentation.
- Opportunities for discussion with children/young people, staff members, parents/carers and other agencies, as appropriate.
- Feedback discussion with SMT/SLT.

What do I need to prepare for the visit?

- Making sure staff, children/young people and parents/carers are aware of this visit and who will be coming. The award team for your visit will send a photo for you to share prior to them coming to your establishment.
- Organise time and appropriate spaces for:
 - SMT/SLT discussion (30 – 45 minutes). It would be ideal if the SMT/SLT discussion could be arranged for the first part of the day.
 - Staff discussion group (30 minutes).
 - Parent/carer discussion group (30 minutes).

- Feedback meeting with SMT/SLT at the end of the visit (15 minutes).

The below provides an example timetable for the visit. This can be adapted to suit the needs and routine within your establishment.

| Time | Activity |
|-------------|--|
| 0830 | Arrival |
| 0830 – 0930 | Observations, seeing children/young people arrive, look at planning, discussions with children/young people. |
| 0930 – 1015 | SMT/SLT meeting |
| 1015 – 1030 | Break (review of any additional data/information) |
| 1030 – 1100 | Staff discussion group |
| 1100 – 1130 | Parent/carer discussion group |
| 1130 – 1230 | Observations (lunchtime) and award team discussion |
| 1230 – 1300 | Verbal feedback to SMT/SLT |

Next steps

For more information and/or to submit an application, please contact the Nurture Award Team, Glasgow Educational Psychology Service. Email address:

nurtureaward@glasgow.gov.uk