


Kilbarchan  
Primary

25.10.23

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# Get Curious not Furious

An introduction to NVR

Overview of  
session

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Setting the scene

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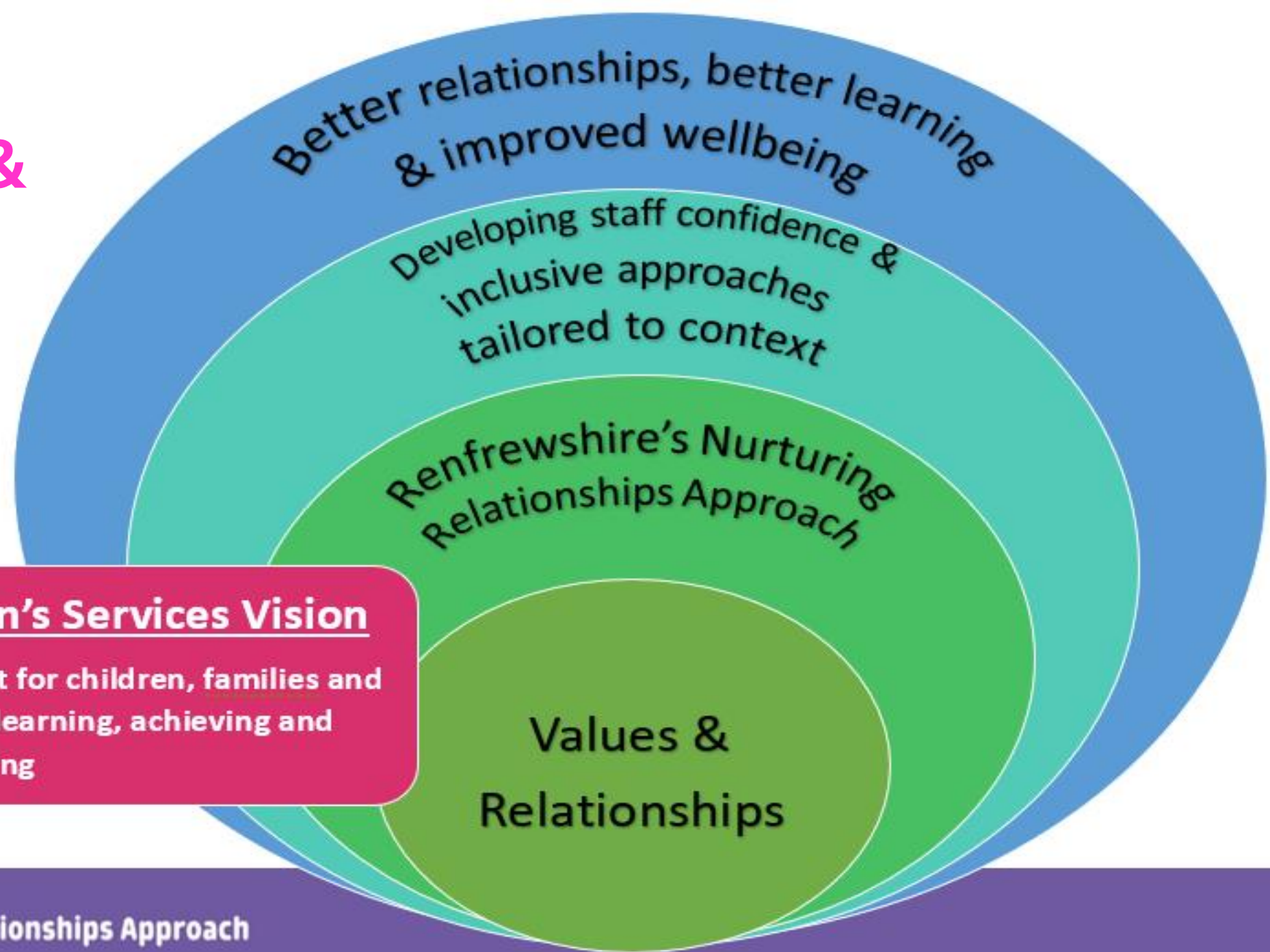
Introduction to NVR

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Next Steps

Setting the scene

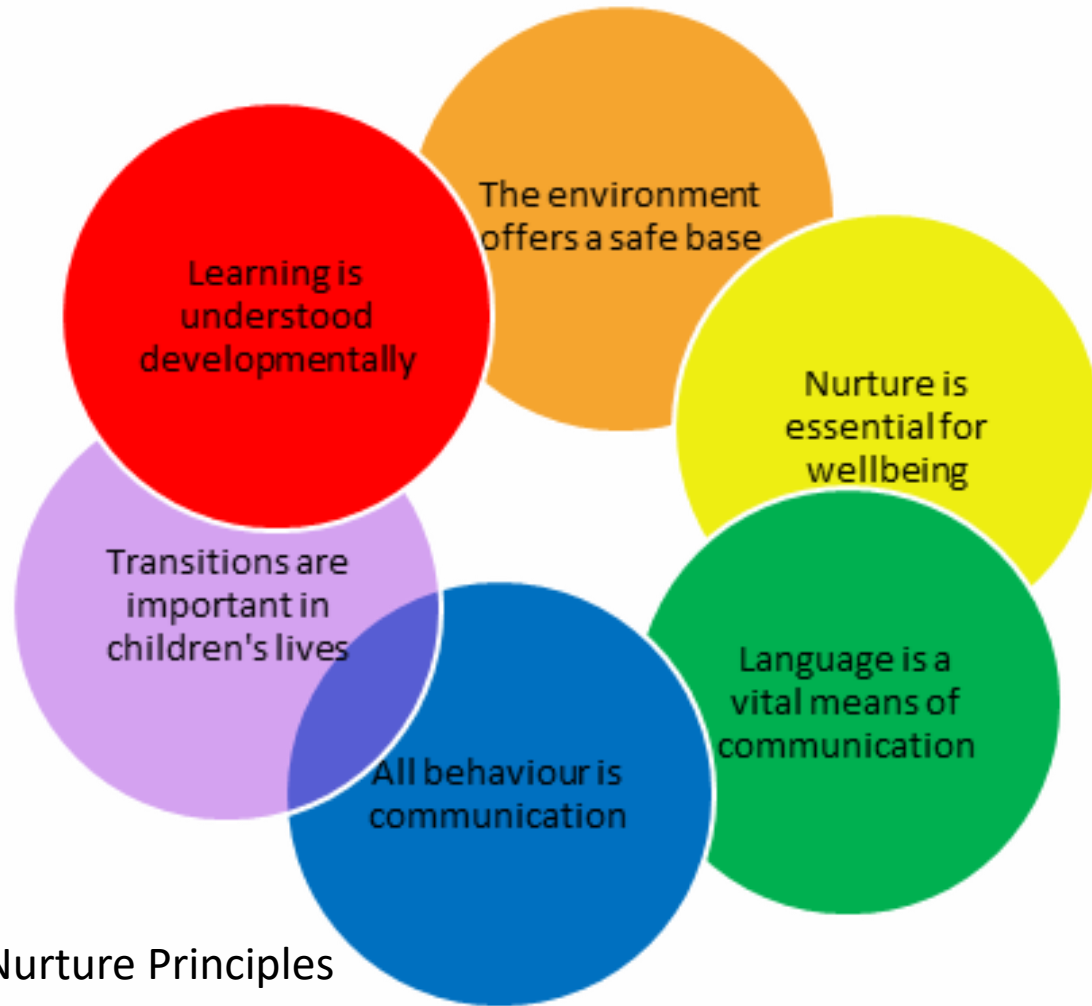
# Nurturing relationships & inclusive practice in Renfrewshire



## Renfrewshire Children's Services Vision

Working together to get it right for children, families and communities – protecting, learning, achieving and nurturing

# Renfrewshire's Nurturing Relationships Approach



The 6 Nurture Principles

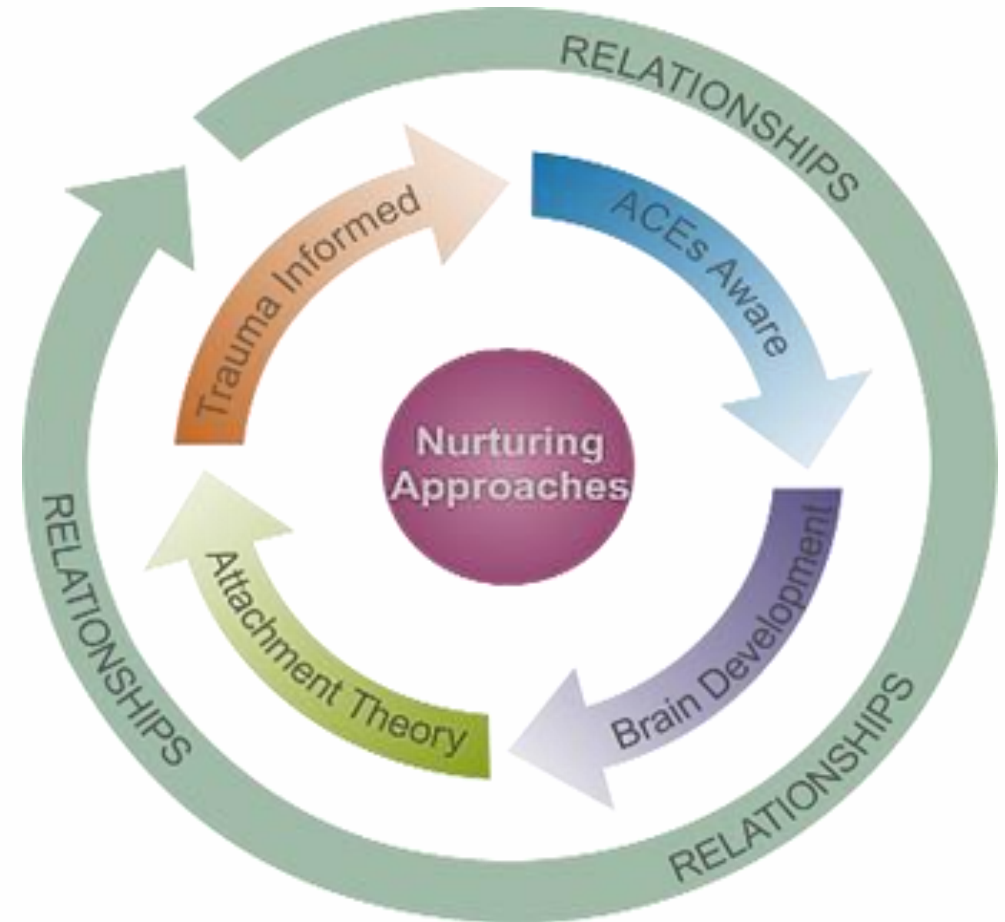
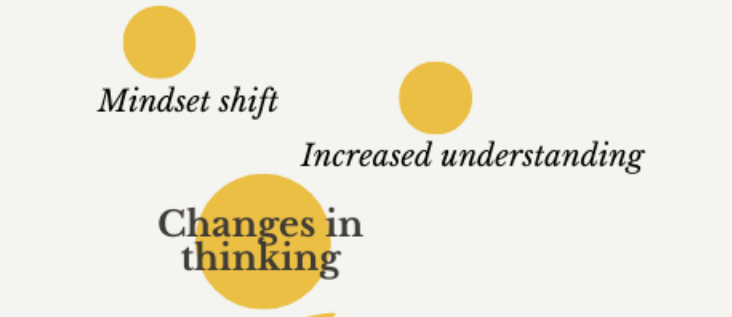
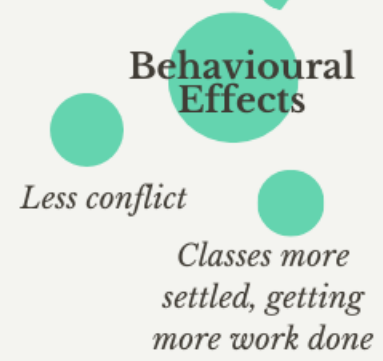
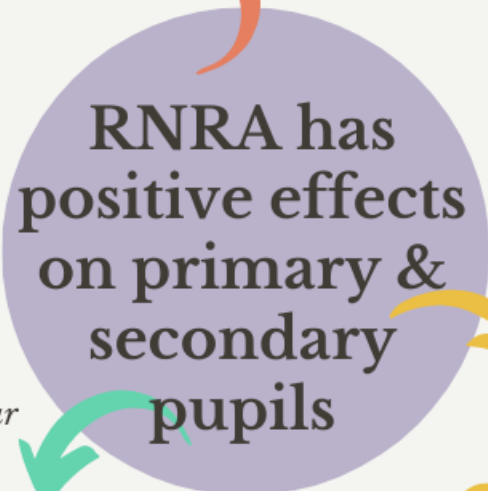


Image: Education Scotland, 2018



BASED ON FINDINGS  
FROM RESEARCH  
CARRIED OUT  
BETWEEN 2016-2018  
(NOLAN, 2020)



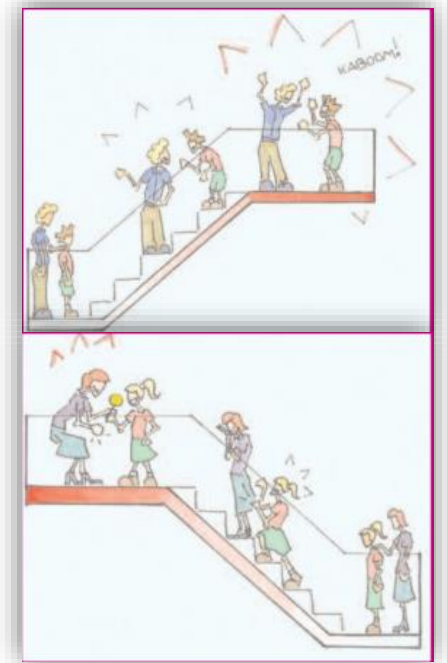
# Introduction to NVR

# Background of Non Violent Resistance (NVR)

- Approach started in Israel 2004 by Haim Omer
- Haim Omer noticed:
  - Lack of parental/ professional presence
  - The young people referred refused to engage
  - Patterns of escalation:
    - Symmetrical (meet fire with fire)
    - Asymmetrical (giving in)
  - Feelings of helplessness as a parent/ professional
  - Blame/ Shame
  - The usual approaches don't work and tend to make matters worse



Haim  
Omer



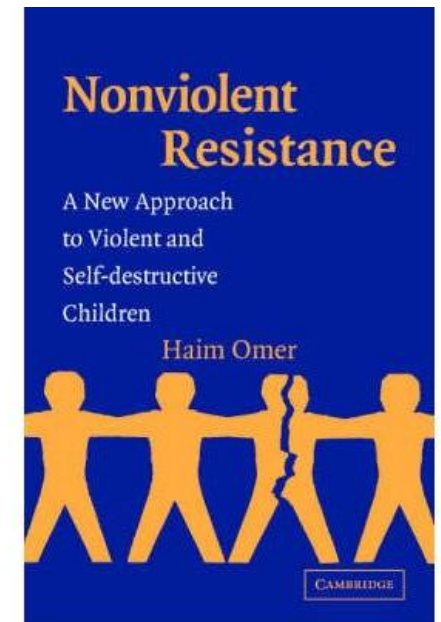


# NVR (Nonviolent Resistance): what is it and how can it help?

- **Not** about giving in
- **Not** about trying to control

Instead:

- Vigilant care
  - De-escalation
  - Resisting the problematic behaviour
  - Authority/ influence through building the relationship – NVR has strategies to reconnect relationships
- Links with RNRA
  - Offers different possibilities for 'stuck' patterns of behaviour and responding



# What is 'New Authority?'

<b>Old authority</b>	<b>New authority</b>	<b>Lack of authority</b>
Distance	Presence	Too close/chummy
Control	Self-control	Giving in
Individual effectiveness	Shared responsibility, networks, mutual support	Individual ineffectiveness
Obedience (child)	Relationship	Obedience (adult)
What I want	What is right/needed (vigilant care)	What you want
Act now (reactive)	Chose your time to act (responsive)	Don't act (ignore)

## NVR Key Ideas

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Non-violence (physical and emotional)

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Strong and active resistance to anti-social behaviours

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Strategic action

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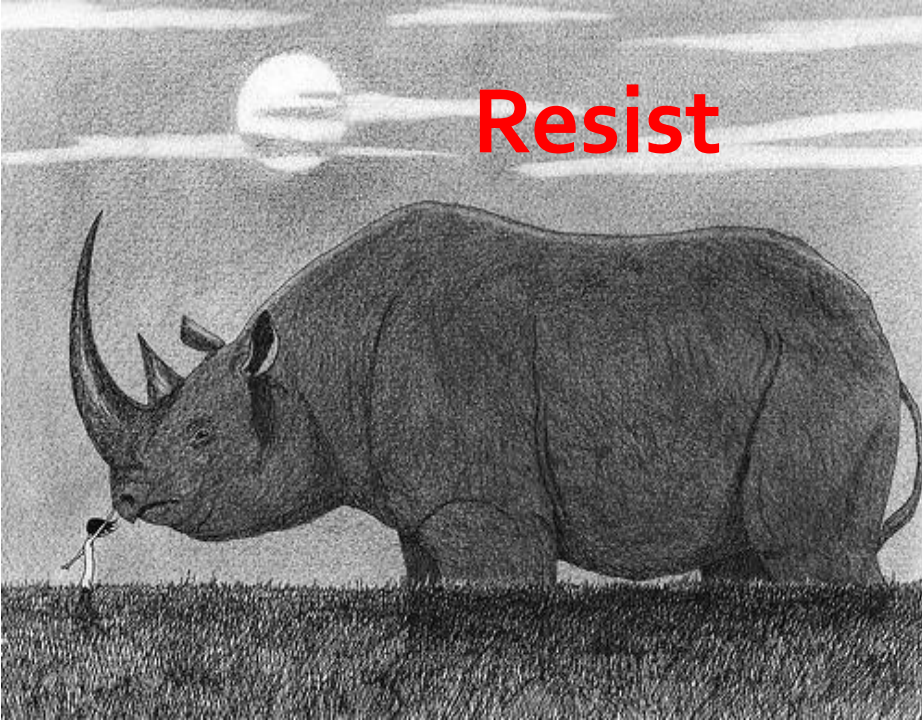
Solidarity – we're all in this together

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Focussing on the relationship

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Strength through perseverance



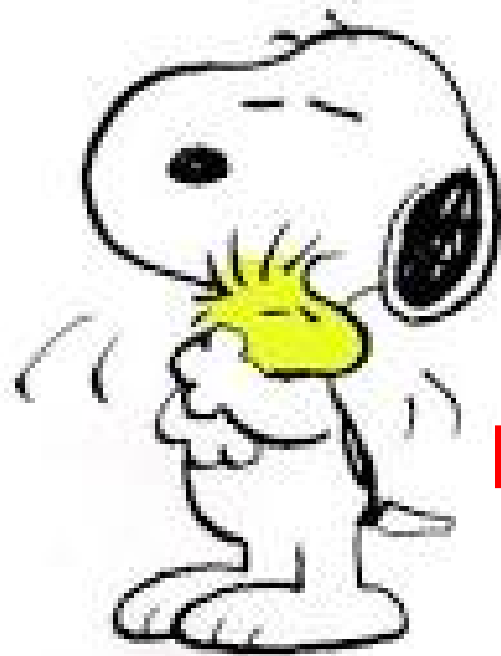
**Resist**



**Persist**



**Unite**



**Repair**

# Persist



# De-escalation

- Escalation
  - Symmetrical (meeting fire with fire)
  - Asymmetrical (giving in)
  - Puts adult into fight/flight
- First steps in **de-escalation**
  - Looking after yourselves
  - Understanding fight/flight
  - Looking behind the behaviour
  - De-escalation techniques
  - Making relational gestures
- Techniques
  - Strike while the iron is cold
  - Rule of One
  - Autopilot statements

# Self-care

## 10 Golden Rules for Myself



I should give myself the same care and attention as I give others

I am not an endless resource for others, I must stock up on reserves, not get too drained and have a Golden Moment every day.

I have needs which may be different from my family's, my friends or colleagues.

I do not have to say 'yes' to all requests – or feel guilty if I say 'no'.

The 'perfect' parent, partner, child or career person does not exist – the 'good-enough' one does!

I have the right to be treated with respect as a worthwhile, intelligent and competent person.

I don't have to have everyone's approval all the time to know that I am trying my hardest.

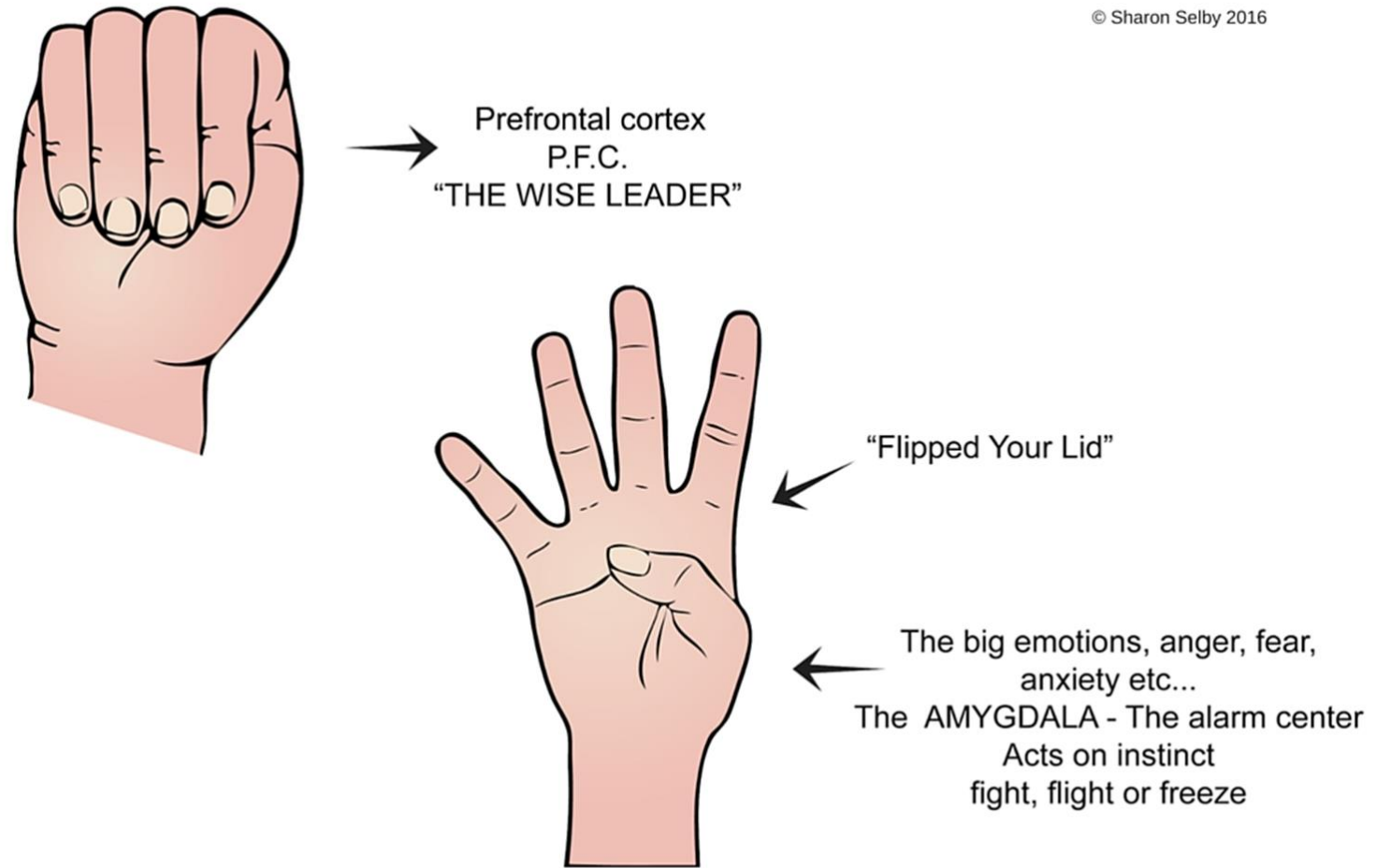
Time for unwinding is time well spent.

Making mistakes is not a disaster – I can learn from these and it allows others to as well.

I must be fair to myself and remember that, at all times especially in the face of criticism, anxiety and difficulties, I AM DOING THE BEST THAT I CAN!

# The brain & behaviour

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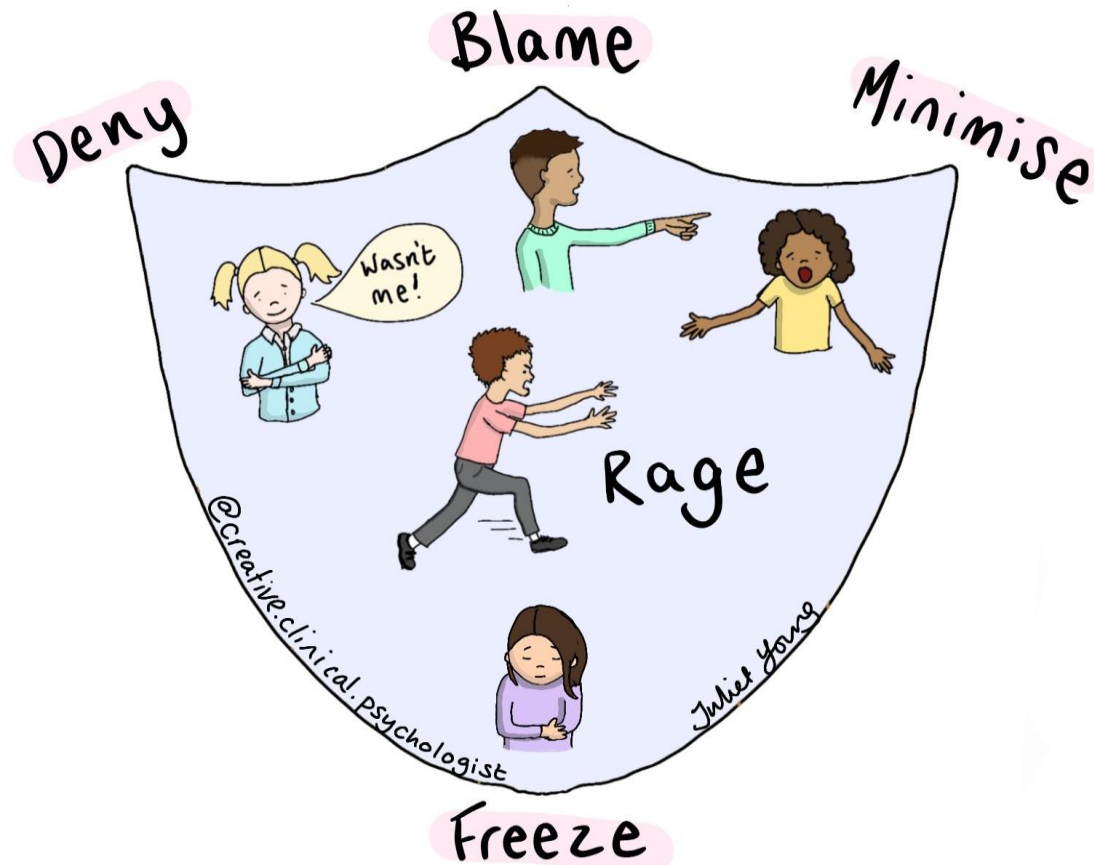
Adapted from Dr. Daniel J. Siegel's Hand Model of the Brain found in *Mindsight: The New Science of Personal Transformation* (Bantam Books, 2010)



# The Shield of Shame

(adapted from Golding and Hughes, 2012)

Shame can be such a painful emotion to feel that we often respond in ways that end pushing people away (at a time when connection is really needed)



The more you focus on the behaviours, the more the shield will go up



**I did not slap you**

**I high fived your face**

# Looking behind the behaviour



# De-escalation strategies

Strike while the iron's cold

Rule of one

'autopilot' statements

Humour/offer a way out

Quiet tone/non-threatening body language

'Start' rather than 'stop' requests

Curious – 'I wonder if.....' rather than 'why are you?'

Strike  
while the  
iron is  
cold



Rule of one



# Mini Scripts

## Autopilot statements

Have mini-scripts/ one- liners prepared – don't rely on the ability to improvise.

- You look upset but we don't shout in class
- I know writing is not your favourite, but I have noticed that once you get started you can do great work

Also buys time

- I will think about what happens next but for now we need to get on with the planned activity
- That does sound unfair, and I will listen, but I need you to wait quietly for 5 minutes

Do not enter into debate/explanation etc. : 30 second interventions (Paul Dix)

It is good for pupils to know you are using scripts and shared scripts increase network presence

Self talk mini-scripts (can also be taught to children):

- I am not going to get pulled into this
- This can be sorted
- Breathing!

Repair







Two Hands of Parenting  
Nurture and discipline



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Understanding hidden needs behind  
behaviour

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Blocked Care

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Connection before Correction

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Relational Gestures

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Raising Presence

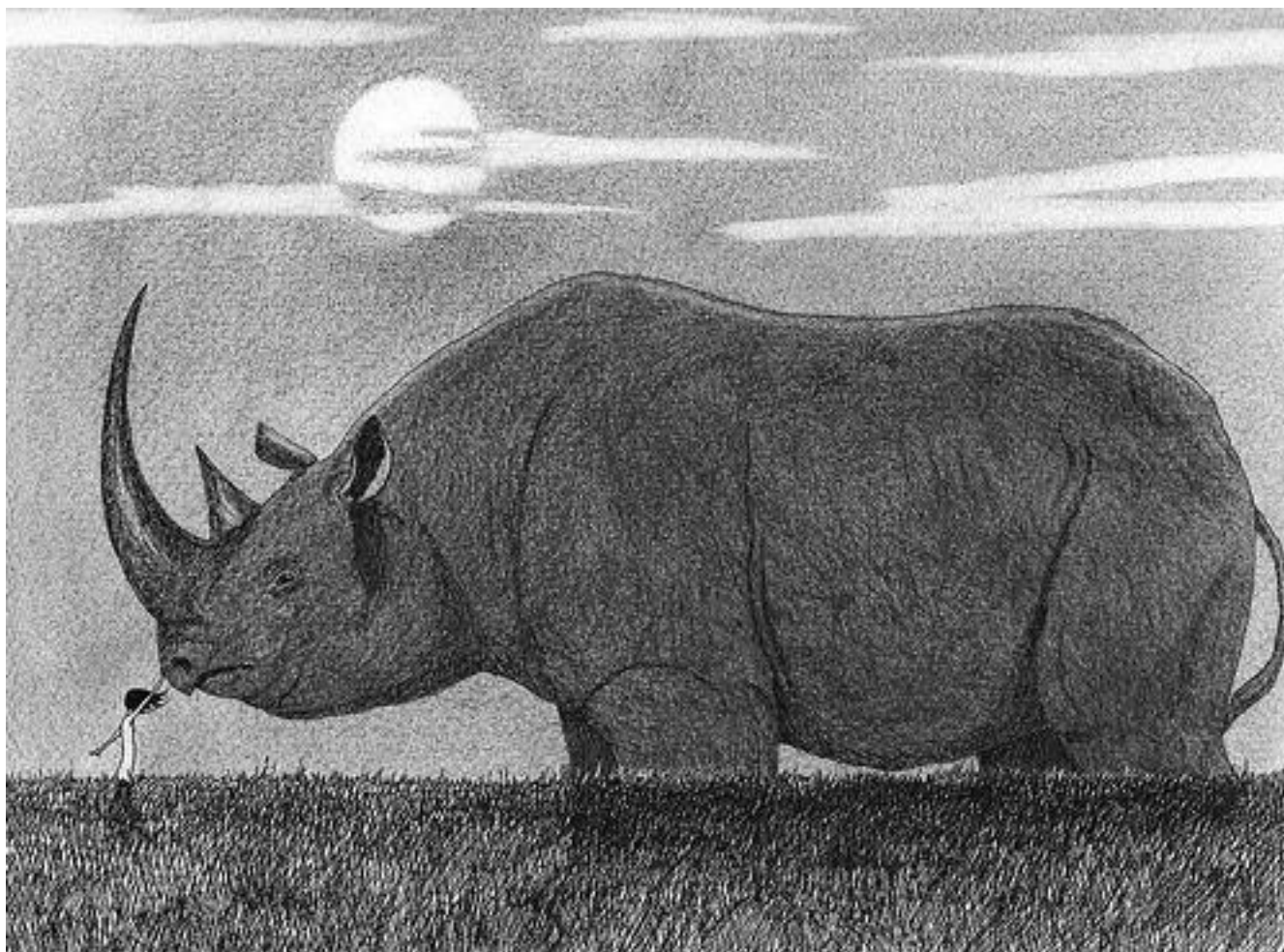
Connection  
before  
correction:  
Discipline with  
empathy

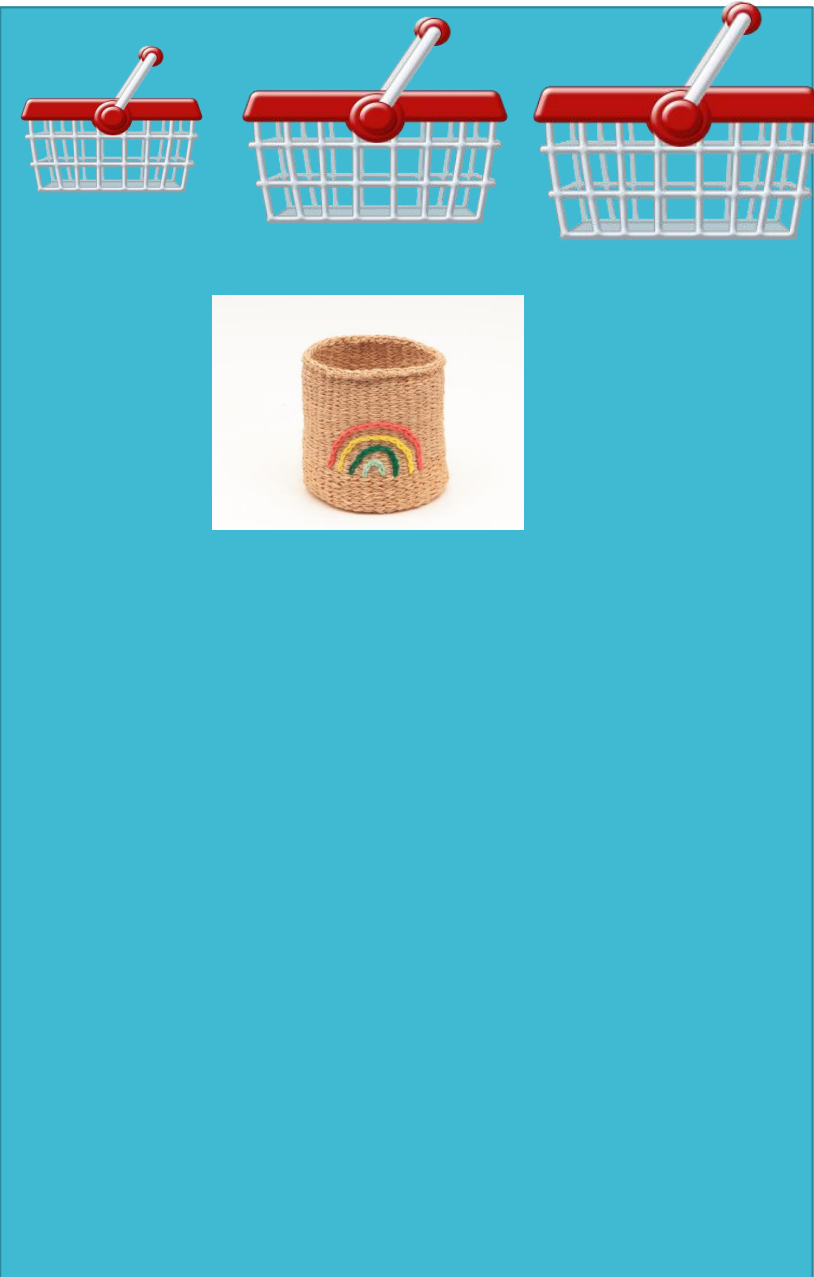
- 'Fairness' reformulated: Not 'everyone treated the same'  
But 'everyone treated according to what they need'
- Not 'zero tolerance' in the sense of extreme sanctions/exclusion
- Consequences (especially natural consequences), rather than punishment
- Correction in private – 'strike when the iron's cold'
- Convey message – we can help you with this:
  - 'You were shouting out when I was talking to the class earlier. What would help you to be able to listen quietly next time?'

# Raising Presence

- Presence:
  - Being present in the child's mind, even when you are not around.
  - Helps children know how they should behave.
  - Increases feelings of safety.

# Resist





Basket behaviours – Small, Medium, Large baskets



Announcement

Creative  
Delivery



Message Campaign



Sit in

# Example Announcement

To our beautiful, bright Minecraft king. You are our precious son, you mean the world to us.

But life is not always fun for you or for us and we want to make it better.

We want to help you stop hurting us. We want all the kicking, hitting, biting , pulling hair and punching to stop.

We know that life would be so much happier without all this violence in our life.

So let's work together as a family and make the violence a thing of the past.

We love you with all our hearts.

To/ Our handsome creative lego monster x

You mean the world to us. We know that I'm your mum & Mark is not your dad but he loves and cares about you.

We are all feeling a bit unhappy at home just now. Home is supposed to be a safe and happy place to be. We want to help make it better.

We all want to enjoy our family time together.

Mum and Mark want to help you to be kind and stop being rude.

We want all the name calling, shouting and huffing to stop. Not just from you but from everyone.

We know that we would all be happier without all the arguments in our lives.

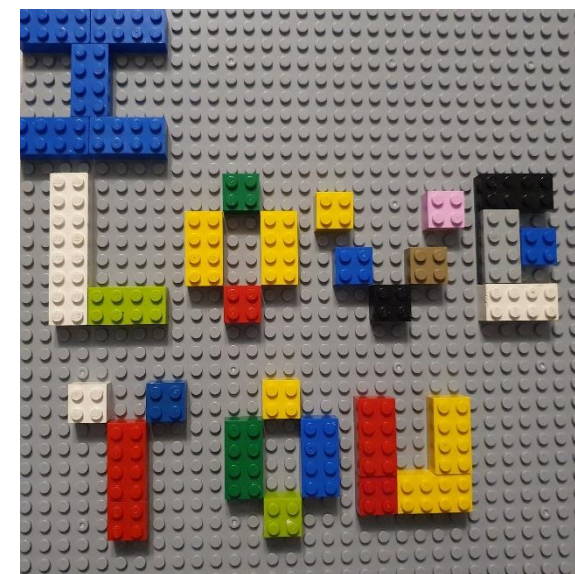
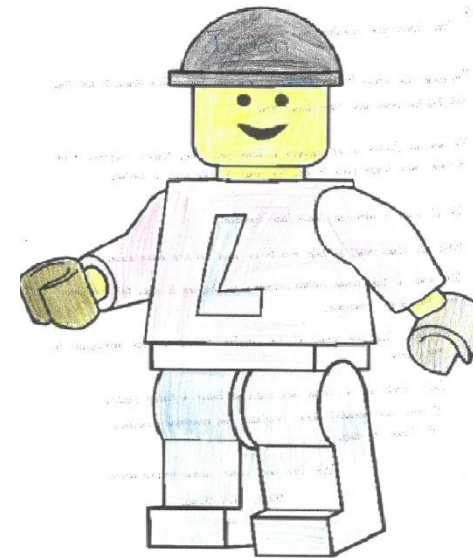
Lets work as a team and build on being a happy family.

If you are worried about anything then remember Garfield is there to help.

We love and care about you so much.

Mum and Mark

x x x  
x x x  
x



## What is Active Resistance?

- Not about controlling the other's behaviour just your own (strength rather than power)
- Doing nothing can be doing something (However, the behaviour is not condoned or ignored)
- Respond rather than react – chose how and when



Unite



# Support Network



## Supporters

- Support with message campaigns.
- Support the child in focus
- Support siblings
- Support you
- Support with announcement.



NYS  
PILLARS OF STRENGTH

*Connection before Correction*

*child / young person*

**Parental Presence**

*siblings*

*Rebuilding relationships*

De-escalation

Baskets

Reconciliation Gestures

Active Resistance

Supporters & Self Care

Announcements

Sit-ins

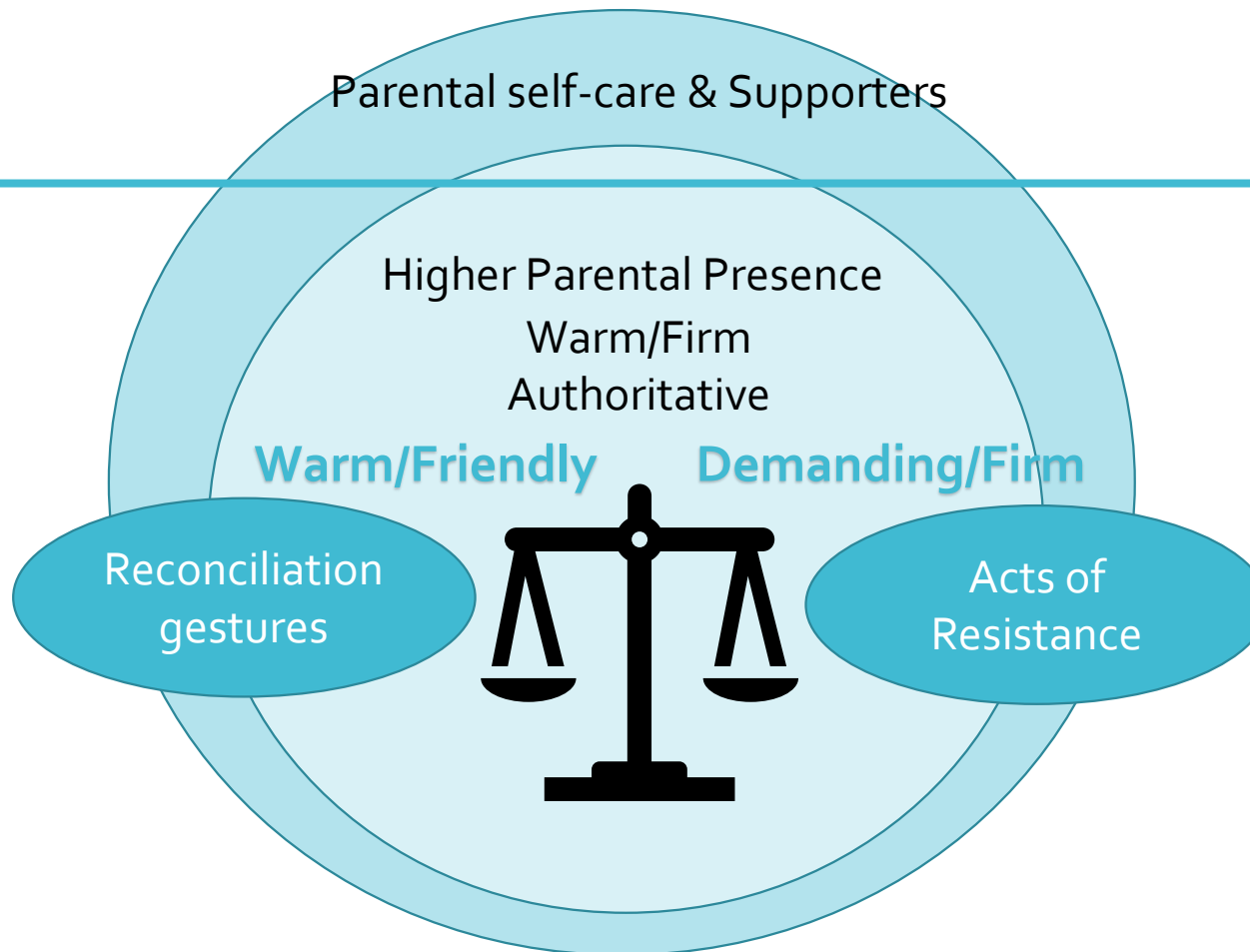
# 'Parenting/Professional Line' - Parenting/Teaching Styles

Giving in to escalation  
Low Parental Presence

Joint escalation  
Low Parental Presence

Anything goes: Permissive

Super Strict: Traditional  
Authoritarian



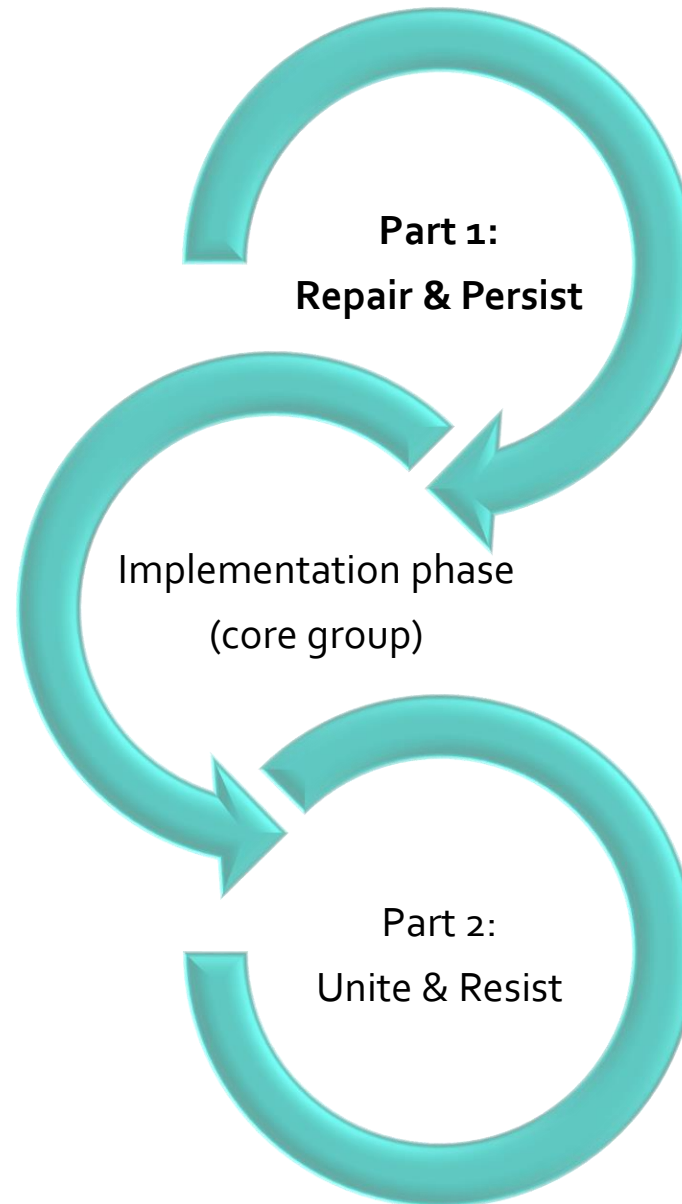
Rainbow Basket



Small Basket

**Connection before Correction**

# Whole School Implementation



# Qualitative Comments

*"It changed my mindset how I approach my family life as well as professional practice"*

*"I managed to stay calm (this week) -things didn't escalate as much. Tried to sound more neutral rather than show disappointment. I tried striking while the irons cold"*

*"I think it exceeded my expectations to be honest. I really can see why NVR could be effective in deescalating situations and developing relationships "*

*'Personally I feel it should be compulsory for every professional working with children so we can truly make a difference no ah's no buts, just lets do it.'*

For more  
information on  
NVR



[www.ren10.co.uk](http://www.ren10.co.uk)