



# **Renfrewshire's Nurturing Relationships Approach**

**Glencoats Primary - Supporting  
inclusion; Our RNRA journey**

Carol McCormick

# Effective Inclusion through Nurturing Approaches in Glencoats Primary



**Carol McCormick, Head Teacher**



**Invest  
Nurture  
Culture  
Leadership  
Understanding  
Systems  
In it together  
Ongoing  
Nuggets  
(golden not  
chicken!)**

Inclusion is a mindset. It is a way of thinking. It is not a program that we run or a classroom in our school or a favor we do for someone. Inclusion is who we are. It is who we must strive to be.

Lisa Friedman; Removing the Stumbling Block

# Invest

SIP, Collegiate Calendar, CLPL, PEF

## RNRA

### Nurture Principles -

- The classroom offers a safe base
- Language is a vital means of communication

## Glencoats Primary School Values

### Working Together to Reach the STARS

**Supporting children, families and each other**

**Teamwork**

**Attainment & Achievement**

**Respect, Responsibility, Relationships**

**Success for all learners**

# Nurture

## Relationships, Relationships, Relationships!

"If a positive relationship is not present, students will not come along for the ride to improve achievement or engage in the teaching and learning process."

Dr. Cynthia "Mama J" Johnson In Education  
Week Teacher

**Nurturing our children**

**Nurturing our families**

**Nurturing our staff**

**Nurturing ourselves**

**Nurturing each other**

# Whole School Culture

## Challenge, Change, Consistency



**Inclusion is challenging!**

**Challenge our own mindsets**

**Take risks, learn from mistakes**


**Support each other**

**Time to talk, reflect, plan next steps**

**Visible consistency**

# Leadership

**Leadership is an action – not a position (Donald McCannon)**

A photograph of a paved road stretching towards a horizon under a blue sky with white clouds. The road is flanked by green grass. The text is overlaid on the image.

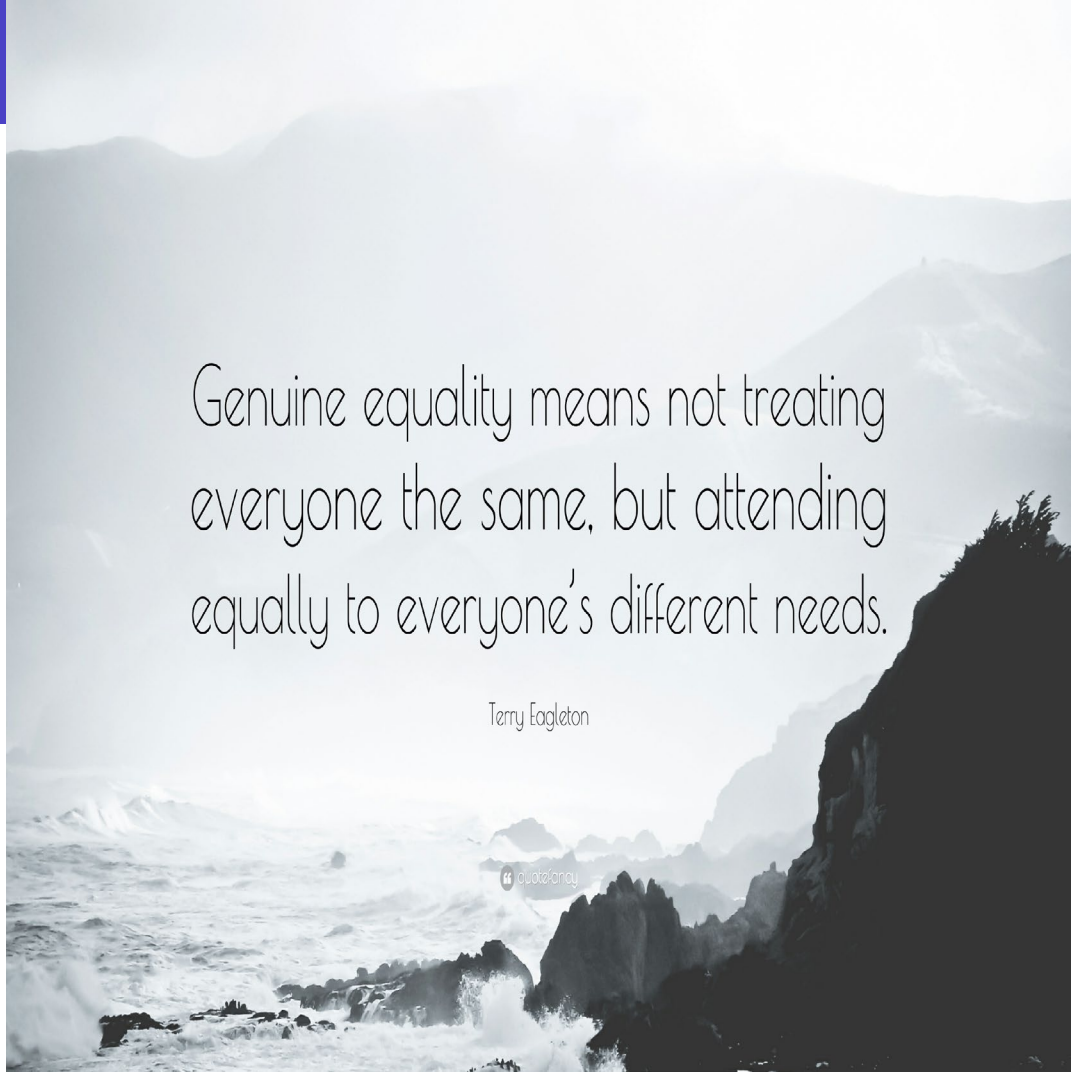
**A leader  
is one who,  
knows the  
way, goes  
the way  
and shows  
the way.**

**Head Teacher - A Head and a Teacher!  
Visible, Available, Resilient**

**RNRA Core Group & Star Committee**

# Understanding Pupils' Needs

## Making Personalised Support a priority



Genuine equality means not treating everyone the same, but attending equally to everyone's different needs.

Terry Eagleton

**Embedded in school improvement plan (HGIOS 2.4)**

**Prioritisation of CLPL for all staff leading to increased understanding of complex social/emotional needs and inclusion**

**Personalised Support Meetings & Tracking**

**RNRA actions informing personalised support, e.g., Neurodiverse children**



# Systems

Authority systems, school systems



**Renfrewshire GIRFEC Refresh - a new opportunity**

**All systems - transparent, understood & consistent, fair**

# In it together

Sharing good practice, partnership working,  
collaboration

**“I’m not the smartest  
fellow in the world,  
but I sure can pick  
smart colleagues.”**

—FRANKLIN D. ROOSEVELT



**School**

**Community**

**Cluster**

**LISN**

**Multi-agency CLPL**

**Time to talk - protected!**

# Ongoing

## Responsive, contextual, data-informed



**Learning & teaching approaches**

**Learning environments - classroom and school**

**Resources**

**Deployment of support staff**

**Timetables**

**Targeted Support**

# Nuggets

## Transition support



### **Check-Ins / Toast Time**

**Relaxed entry (minimising hotspots)**

**Soft starts (class or personalised)**

**Time to regulate**

**Readiness to learn (+ readiness to teach)**

# Nuggets

Consistent 'Expectations', high expectations

**Be safe**

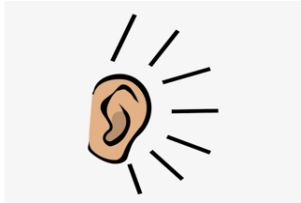


Everybody has the right to feel safe at all times!

**Be Kind**



**Listen and  
follow instructions**



**Work hard and try  
your best**



**Displayed in all classes and  
key spaces around the school**

**Shared with parents/carers**

**Child-friendly language**

**Shared use of language**

# Nuggets

## Support Steps - 'making good choices'

Reminder

Help Cards or  
Calm Area

Talk Time

Thinking Break

**Displayed in all classes and  
key spaces around the school**

**Shared with parents/carers**

**Child-friendly language**

**Shared use of language**

# Nuggets

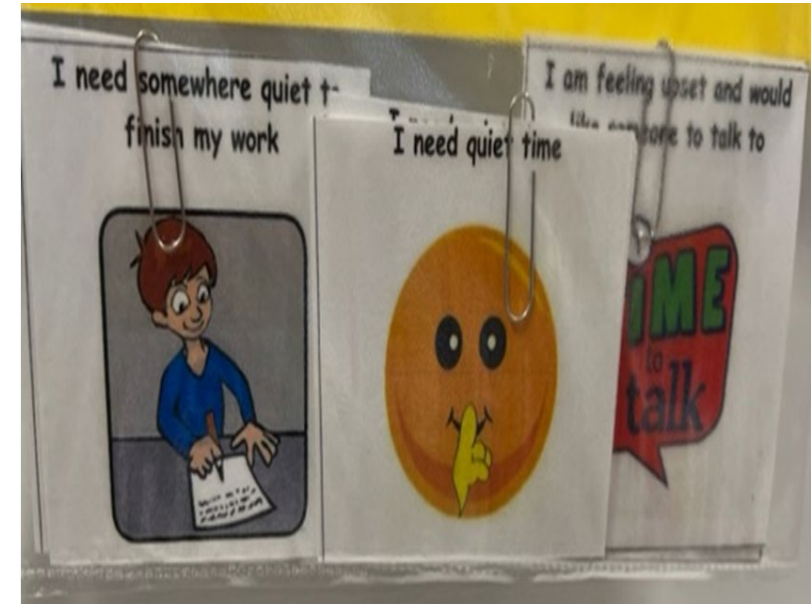
## Supporting wellbeing in our classrooms



**Calm Areas**



**Calm Boxes**



**Help Cards**

# Nuggets

## Restorative Talks with Children



**Displayed in all classes and key spaces around the school**

**Child-friendly language**

**Shared use of language**



# Nuggets

## Supporting wellbeing in our school - Safe Spaces



# Nuggets

## Planned Flexible Learning

Inclusion is not simply about physical proximity. It is about intentionally planning for the success of all students.


[thinkinclusive.us](http://thinkinclusive.us)



# Nuggets

## Feelings Express



 Feelings Check-In

How are you feeling today?  
(circle)

Sad
  Cross/Angr
  Scared
  Worried

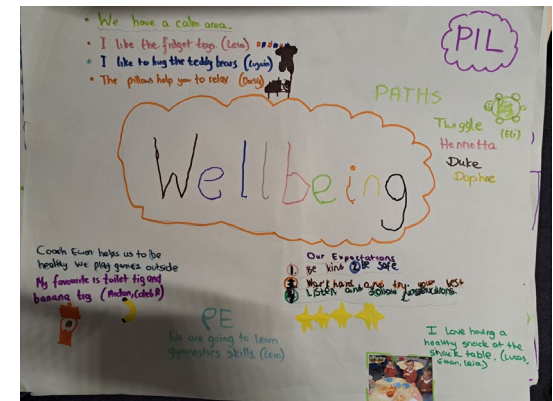
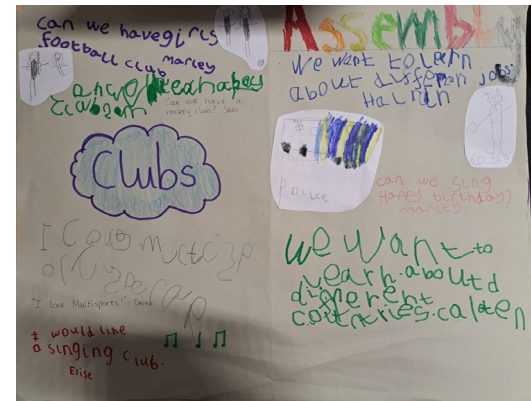
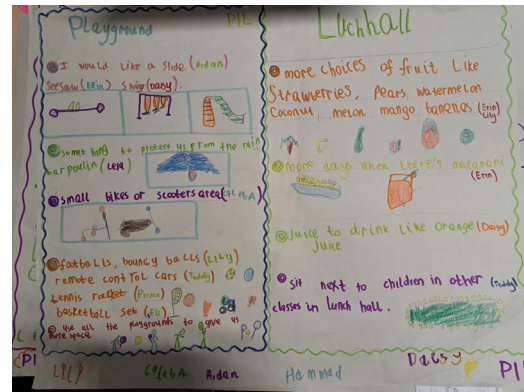
Your name: \_\_\_\_\_ Class \_\_\_\_\_

I would like to talk to someone to know how I am feeling (circle)

My teacher   Mrs McCormick   Mrs Studden   Mr Craig   Mr Smith   Elaine

Someone else - \_\_\_\_\_

## Glencoats Gab - gathering pupil views



# Nuggets

## Planned alternatives to the playground



**Targeted children**

**Responsive to changing needs**

**SMT led**

**Opportunity to 'check-in' and relate**

Either we spend time  
meeting children's emotional  
needs by filling their cup with love  
or we spend time dealing with  
the behaviors caused from  
their unmet needs.  
Either way we spend the time.

-Pam Leo

# Nuggets

## Key Workers & Wellbeing Officer - PEF resources



**Social Skills & Emotional Wellbeing**

**Maximised support in playground**

**Flexible Curriculum**



**Targeted children, e.g., Wellbeing Club for children with autism**

**Universal development of life skills, e.g., Swim to Success for P7**

# Nuggets

## Success Squad - PEF supported Flexible Learning



**Partnership with West Primary School**

**Shared PEF resources**

**Flexible learning environment**

**Increased attendance**

**Improved social skills & emotional wellbeing**

**Improved engagement in learning and attainment**

**Successful Inclusion**



**Diversity** is being invited to  
the party. **Inclusion** is being  
asked to dance.

~ Verna Myers