

**NVR UK Good Practice Parent Participation Guide
SECTION 2 – Information for Organisations**



NVR UK

Parent Participation sub group

11/10/2023

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NVR UK Parent Participation Mission Statement

NVRⁱ UK is committed to Parent Graduateⁱⁱ participation, as a way to support parents and professionals on their NVR journey, and to ensure parents with lived experience have a central role in NVR UK.

Purpose

This section provides background on the use of Parent Graduates and sets out the expected standards in the treatment and support of Parent Graduates. Organisations are encouraged to develop a 'parent pathway' to provide a clear approach to recruitment, valuing and supporting their parent graduates.

Value of Parent Graduates

Parent Graduates are an important and integral part of delivering NVR courses. NVR UK therefore recommends Parent Graduate input wherever possible because they add significant value to the outcomes of NVR courses.

Parent Graduates bring with them real, practical experience in implementing NVR in their own families. They add:

- **Lived experience** – They have seen how to convert a training course into something that works in the real world, with all of the pressures that brings.
- **Real life examples** – Parent Graduates bring real examples of how they have used NVR, and what they have learnt from the NVR course. They will often be able to provide examples that resonate with participants and enhance understanding.
- **A bridge between professionals and parents/carers** – A fellow parent, someone who has been in the same seat as participants can help to break down barriers and enhance group dynamics.
- **Passion** – Parent Graduates will have experienced the transformative value of NVR. In many cases this brings a passion to help other parents to achieve the benefits NVR offers.
- **Empathy** – Parent Graduates bring understanding and empathy to participants who are struggling, as they have walked in their shoes.

What are Parent Graduates?

Parent Graduates are parents or carers who have completed a full NVR programme/group. They have lived experience of using NVR, with an understanding of the challenges of using NVR in real life, but also have seen the potential of the programme to transform family life.

Parent Graduates do not need to have any professional or other qualifications. Their value is in their lived experiences.

What Roles can Parent Graduates Fulfil?

Parent Graduates play an important role in the delivery of the NVR programme. They add value in delivering many wider roles that are part of an organisation's service offer.

These roles include:

- Parents supporting each other, individually or in a group, on WhatsApp, on Facebook, zoom groups, coffee mornings (maybe known as parent buddies, supporters)
- Parents giving testimonies of their lived experience and journey to other parents and professionals, in writing or physically in a number of settings
- Parents assisting practically at workshops and conferences
- Parents promoting the approach at events
- Parents co-facilitating workshops, groups and training
- Parents befriending other parents by phone under guidance and supervision
- Parents mentoring new parent graduate-facilitator.

Valuing Parent Graduates

Parent Graduates are an integral part of the NVR programme. They should be an equal member of the facilitation team. Just as different professions bring their own expertise, experience and perspectives, so parent graduates bring a depth of knowledge of both NVR and the perspectives of a parent/carer of children and young people displaying risk-taking or distressed behaviour.

As an equal member of the team, organisations need to ensure that they support and value their parent graduates. Considerations include:

- **Use of volunteers** – Many parent graduates may be willing to offer their time in a voluntary capacity. Organisations should follow their internal guidance on the treatment of volunteers, but as a minimum all costs should be reimbursed. This should include cost of travel, subsistence and procuring resources
- **Paying Parent Graduates** – Whilst voluntary roles may be preferred by the organisation, payments to Parent Graduates might be considered as a way of recognising the contribution these individuals make to the NVR programme. Payments might be considered where:
 - o An organisation is finding it difficult to recruit or retain high quality Parent Graduates.
 - o In recognition of particular individuals who have donated significant amounts of time or who have volunteered for long periods of time.
 - o Or a suitable Lived Experienced position becomes available within the organisation.
 - o NVR UK are able to signpost you to a Lived Experience Parent Graduate for a fee if you require support with your own Parent Pathway.
- **Providing access to training** – An alternative to paying parent graduates might be to provide access to training in NVR or other related courses (e.g. group facilitation). This has benefits for both the individual and the organisation in terms of the quality of provision.
- **Providing supervision** – A Parent Graduate, as an equal member of the team, should have the same access to supervision that any other team member might have. As a minimum, a Parent Graduate should be invited to attend all supervisions (usually 4 for a 12-week group/programme) to ensure they can be supported and feed into the group development.

Protecting Parent Graduates

A Parent Graduate will be representing and working for the organisation. However, they may not be experienced in working in healthcare, social care, Youth Justice, education and community settings. As such they may have little or no knowledge of the expectations of the role, or of the organisation.

It is essential that everyone is clear about these expectations. Good practice would be to develop induction material for parent graduates, building on in-house resources that may already have been developed. Issues that need to be addressed include:

- **Defining roles** – the role of a parent graduate will vary, and so needs to be clearly set out.
 - o For roles involved in the NVR group programme, will the Parent Graduate be expected to deliver some of the course? How can they help guide or advise participants?

- For other roles (such as mentoring or running parent support groups), will the Parent Graduate be operating on their own, or in parallel to professionals? Are they expected to represent your organisation? And if so, will they be able to express their own views even if they differ from the views of your organisation?
- **Understanding confidentiality** – Whilst most Parent Graduates will understand the need for confidentiality, they are unlikely to be experienced in handling confidential information or know the expectations and policies of your organisation. There should be clarity on what information a Parent Graduate might be expected to see, and how they should keep such information safe. There should also be clear guidelines on whether and how confidential information that might be disclosed to the Parent Graduate should be reported to the wider team and vice versa.
- **Understanding safeguarding** – Parent Graduates may not be familiar with the rules around safeguarding; and almost certainly will not be familiar with the organisation’s policies on safeguarding and reporting of concerns. Induction material and training should set out what safeguarding is, and how reporting of concerns are addressed. It should also make clear that there is a personal responsibility for anyone to report safeguarding concerns. **All Parent Graduates should attend safeguarding training and require a current DBS check.**

In general, it is expected that Parent Graduates will be operating as a part of the organisation delivering the NVR programme. As such it is essential for your organisation to ensure that the Parent Graduate is properly inducted, supported and valued, and that the organisation provides all legal protection, such as insurance or well-being support that would be expected for a volunteer or employee.

Further information and advice is available at:

NVR UK <https://nonviolentresistance.org.uk>

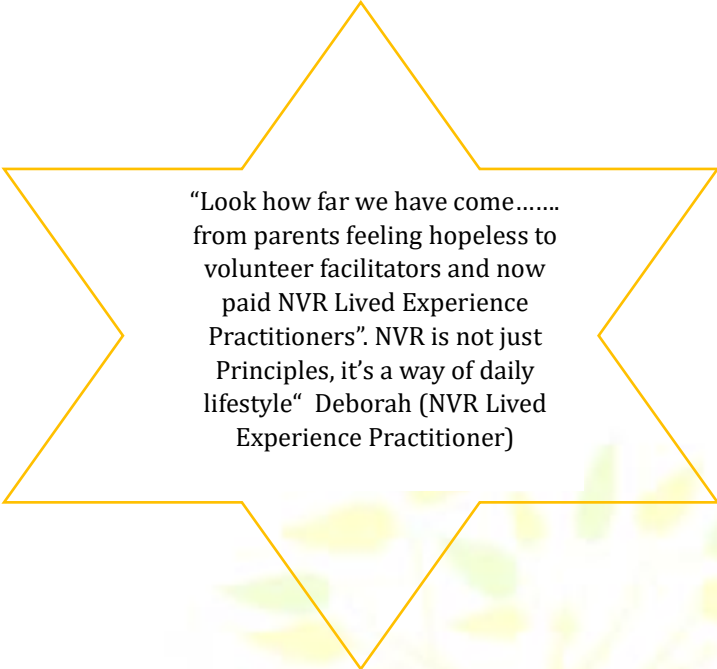
Contact details uknonviolentresistance@gmail.com

These guidelines will be revised and updated regularly.


Date: 10/11/2023



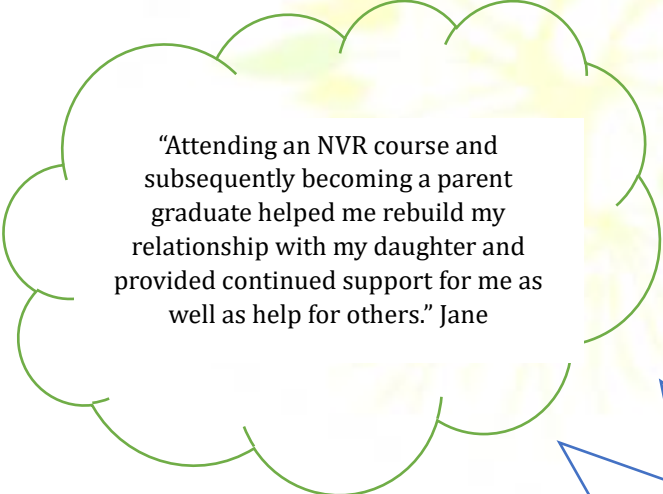
What do Parent Graduates say?



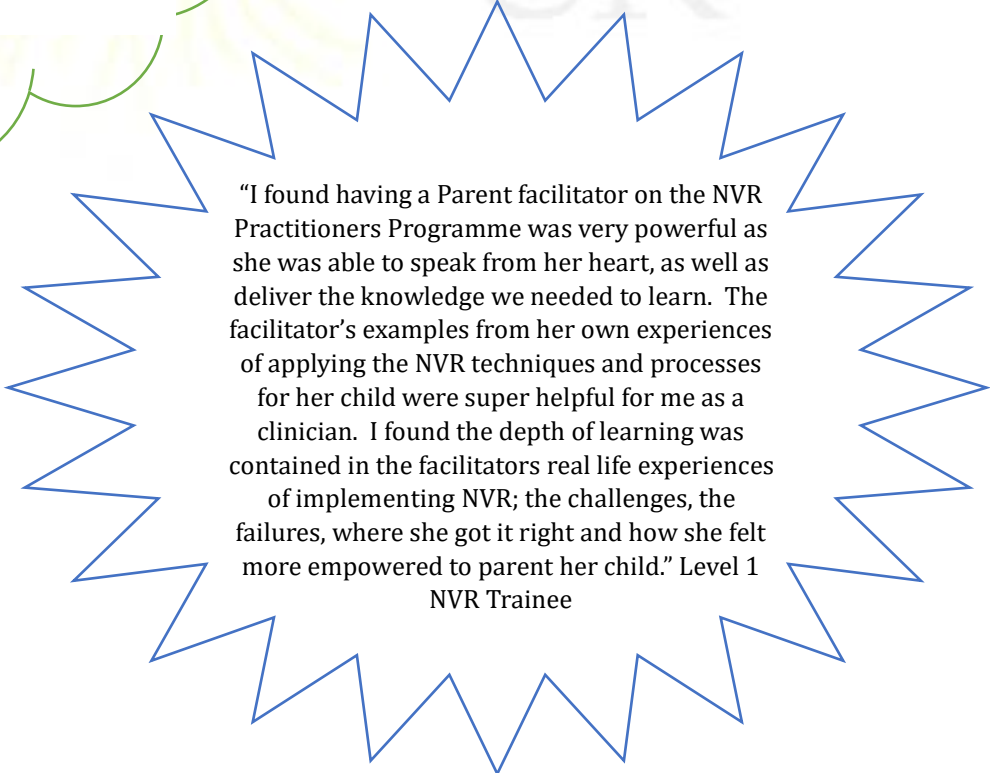
“Look how far we have come..... from parents feeling hopeless to volunteer facilitators and now paid NVR Lived Experience Practitioners”. NVR is not just Principles, it’s a way of daily lifestyle“ Deborah (NVR Lived Experience Practitioner)



“NVR changed my life and helped bring our family back together. The opportunity to share that with other families to bring hope to them and share their journey is a real privilege.” Tracy NVR Lived Experienced



“Attending an NVR course and subsequently becoming a parent graduate helped me rebuild my relationship with my daughter and provided continued support for me as well as help for others.” Jane



“I found having a Parent facilitator on the NVR Practitioners Programme was very powerful as she was able to speak from her heart, as well as deliver the knowledge we needed to learn. The facilitator’s examples from her own experiences of applying the NVR techniques and processes for her child were super helpful for me as a clinician. I found the depth of learning was contained in the facilitators real life experiences of implementing NVR; the challenges, the failures, where she got it right and how she felt more empowered to parent her child.” Level 1 NVR Trainee

ii Non-Violent Resistance (NVR)

ii Parent Graduates have completed a full NVR programme/group as a parent/carer with lived experience of using NVR.

