NVR = Non Violent Resistance =
Resistance to violence, aggression & non-cooperation

This course follows the one day introductory course
What we would like to do:
- 3-4 day training (twice yearly) followed by 12 week course (close together).
- 1 day booster training day
- Various NVR awareness workshops (ranging from 1 hour to half a day).
- Parent facilitator mentoring programme.

What we actually do:
- 1 day intro to NVR (via GCSB)
- 2 day intermediate course (annually).
- Shadowing 12 week course (but close to training days is haphazard).
- A low level of NVR awareness workshops.
Group NVR
(pioneered in Oxleas: Marcus Averbeck, Liz Day and Elisabeth Heismann, 2006)

Individual NVR
(pioneered by Partnership Projects, Peter Jakob, 2005)

Group exercise

<table>
<thead>
<tr>
<th>Individual NVR</th>
<th>Group NVR</th>
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</thead>
<tbody>
<tr>
<td><strong>PROS</strong></td>
<td><strong>CONS</strong></td>
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<tr>
<td>Can rush in with too many tools at once!</td>
<td>Tools introduced week-by-week</td>
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## Planning an NVR course

<table>
<thead>
<tr>
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<th>Before the course starts</th>
<th>Accepting referrals</th>
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<td>During the 12 week course</td>
<td>1. Before the group</td>
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<td>2. During the group</td>
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<td>3. After the group</td>
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<tr>
<td>3</td>
<td>After the course ends</td>
<td>Feedback to referrers</td>
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</tbody>
</table>
Parents Views About NVR

When you first hear the tools, you won't believe they can work. It may take time but they do work. Be prepared for slip backs but it will improve life at home.

Parental Stress
MANAGING AIR TIME

• How do you manage an over-sharer?
• How do you manage an under-sharer?
• How do you manage parents who are more engaged?
• How do you manage parents who are less engaged?
• How do you show neutrality?
• How do you share tasks with colleagues?

PARENT ‘TYPES’

HIGH ENERGY

High energy parents tend to do very well on NVR courses. Energy can be channelled into the NVR tools & techniques.

Medium energy

Medium energy parents often need additional encouragement and support, especially at the start of the course when the tools are new.

LOW ENERGY

Low energy parents usually need a supporter (professional, family or friend) who may also accompany the parent to sessions and who helps support the ideas between sessions.
PAST EXPERIENCE OF GROUPS

Do you know the parents experience of school? Were they bullied, were they excluded etc?

QUALITY OF REFERRALS TO NVR

**GOOD** (Gold)
Referrer has a good knowledge of NVR. The NVR referral reflects this and the parent feels informed about what the course offers. There may also be a meeting set up with an NVR professional and /or parent facilitator. Referrer has active involvement during the NVR course.

**MEDIUM** (silver)
Referrer has some knowledge of NVR. Referrer able to explain the possible benefits and will arrange a 3 way meeting with an NVR facilitator if this would be helpful. Referrer maintains regular contact with the parent during the course.

**POOR** (bronze)
Referrer has little knowledge of NVR. Parent unsure or unmotivated about NVR. Referrer has little contact with the parent during the course.
Who is the referrer?
What is the quality of the relationship between parent and referrer?
The Uneven Road of NVR

- Magic wand vs trickle approach
- Two steps forward, one step back
- Installing hope
- Staying with the process
- Working with distress; working with crises

What parents want

What NVR helps with
Self care

Facilitators

Parents

THE NVR ‘SECRET’ INGREDIENT

Parent Facilitators

Professionals

Parents / Carers
GROUP DYNAMICS

THE NVR GROUP PROCESS 1

Content
NVR group work programme

Process
Managing group dynamics and crises

Supervision
Facilitator discussion, pre and post planning - debriefing
GROUP PROCESS 2

- Forming
- Storming
- Norming
- Performing
- Mourning

Bruce Tuckman model

GROUP PROCESS 3

- Innovators
- Early Adopters
- Early Majority
- Late Majority
- Laggards

Tech Enthusiasts
Visionaries
Pragmatists
Conservatives
Skeptics
‘Don’t ever mistake my silence for ignorance, my calmness for acceptance and my kindness for weakness’.

Attributed to the Dalai Lama, by Peter Jakob at the NVR NATIONAL CONFERENCE, SOUTHAMPTON, 28 June 2019
Raise your words, not your voice. It is rain that grows flowers, not thunder.

Rumi, 13th Century Persian Poet

‘I have learned over the years that when one’s mind is made up, this diminishes fear; knowing what must be done does away with fear’.

Rosa Parks
Overview of NVR

see presentation ‘overview of NVR’ on this website

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