

Educational Psychology Overview Guide

The Establish, Maintain, Restore Method (EMR)

This is a framework is a way of breaking relationships down into manageable steps. It focuses on staff building effective relationships with pupils and divides relationships into three stages: The Establish Stage, The Maintain Stage and The Restore Stage. It focuses on intentionally building relationships with children who can find this challenging and would benefit from consistent, positive relationships with a trusted adult.

The Establish Stage

This focuses on things that can be done to intentionally build trust, connection and understanding. At this stage it will be important to find out what the pupil's interests, set aside a window of time to spend with them, communicate positively, validate them and deliver constructive feedback strategically.

The Maintain Stage

Proactive efforts and continuing to have positive interactions to prevent the relationships diminishing. This may look like: having check ins, positive notes, calls home, 5-to-1 ratio of positive to negative interactions, random/special activities and greeting the student at the door.

The Restore Stage

This is about being aware of relationships where there has been a negative interaction and repairing that relationship. This could include: communicating your care for the student, letting go and starting afresh each day, engaging in problem solving together, using the 3 Rs (Reconnect, Repair and Restore – Dr Bruce Perry), take responsibility for negative interactions and communicating the care for the student.

The following blog discusses how this could be implemented on different levels within a school:

<https://www.edpsyched.co.uk/blog/EMR-model-building-relationships>