



# An introduction to Restorative Practice

(based on Level 1 Awareness Training L. Cooke and S. Collins)

# The Session Will Focus On...



- Understanding the key Restorative Principles
- The Working “With” Ethos
- Talking restoratively – engaging with our children, their families and between ourselves
- Exploring effective listening
- Benefits for Children, Families, Practice and Beyond!

# Let's remind ourselves of our city's vision for children....

“Is that children and young people get a good start in life, are able to fulfill their potential and become successful adults who are engaged in their communities”



What RP is all about.....

What do you think it might be about?

# What RP is all about.....

- Being proactive – how we do what we do, anything that builds connections, develops relationships and brings people together

## Is there a definition?

Restorative practice can be used anywhere to prevent conflict, build relationships and repair harm by enabling people to communicate effectively and positively – RP can

- involve both a proactive approach to preventing harm and conflict and activities that
- repair harm where conflicts have already arisen. (RJC)

Restorative practice involves helping the child think through their behaviour, its consequences and what they can do to make it better.

**‘It’s all about developing, maintaining and repairing relationships, building a community based around empathy and self-learning, where children take responsibility for their behaviour,’**

# What do our children say?

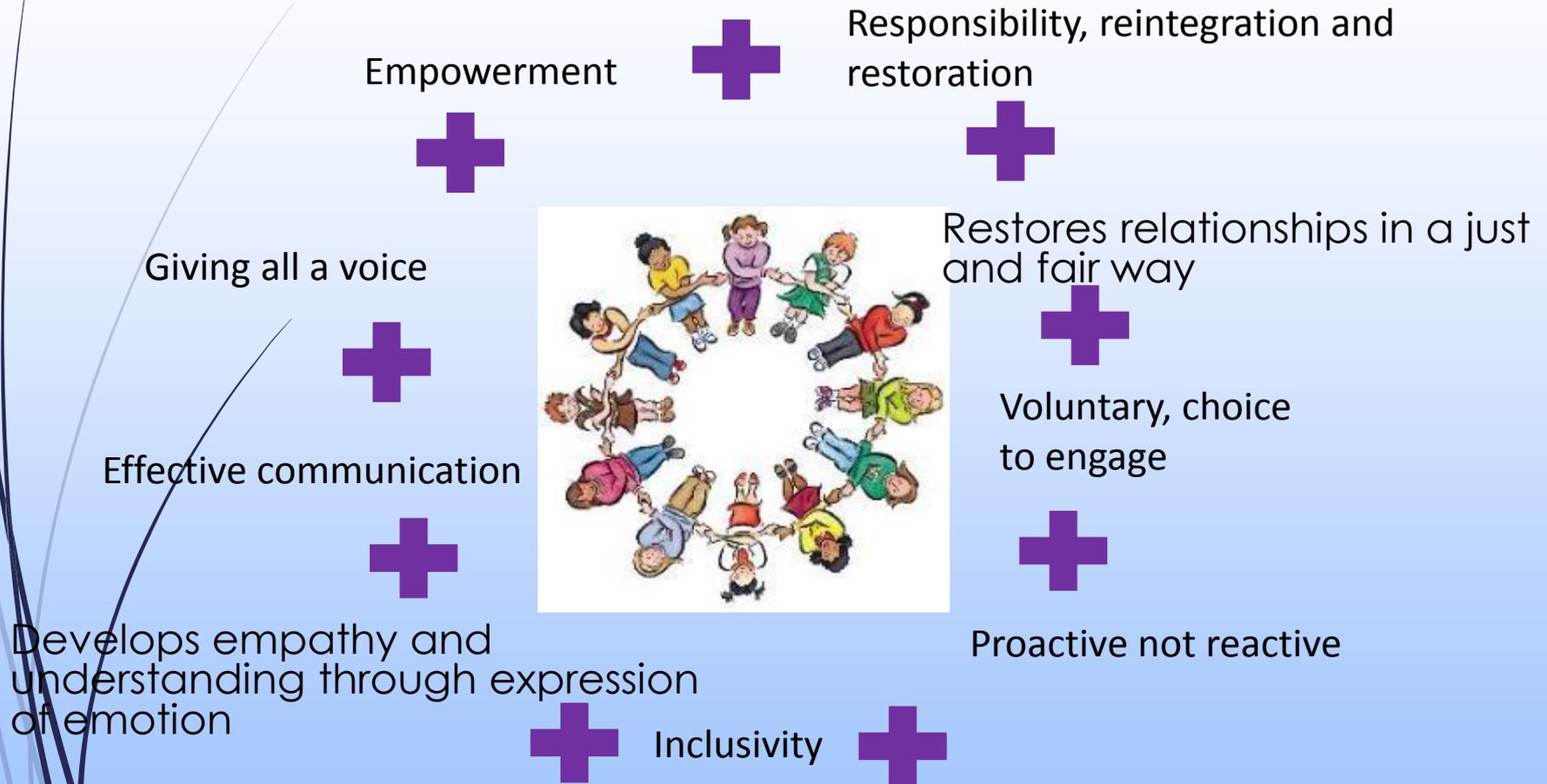
Making things  
right after a  
problem

Building  
relationships,  
creating  
communication  
through empathy  
and  
understanding

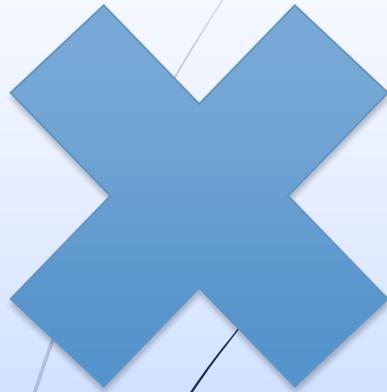
Talking  
together  
about broken  
rules and  
making  
people feel  
better

Talking about  
wrongs and  
making things  
better

# Looking more closely – Principles of Restorative Practice



# But it's not...



Enforced

Opportunity to blame

Punishment

What people 'should' do

A soft option

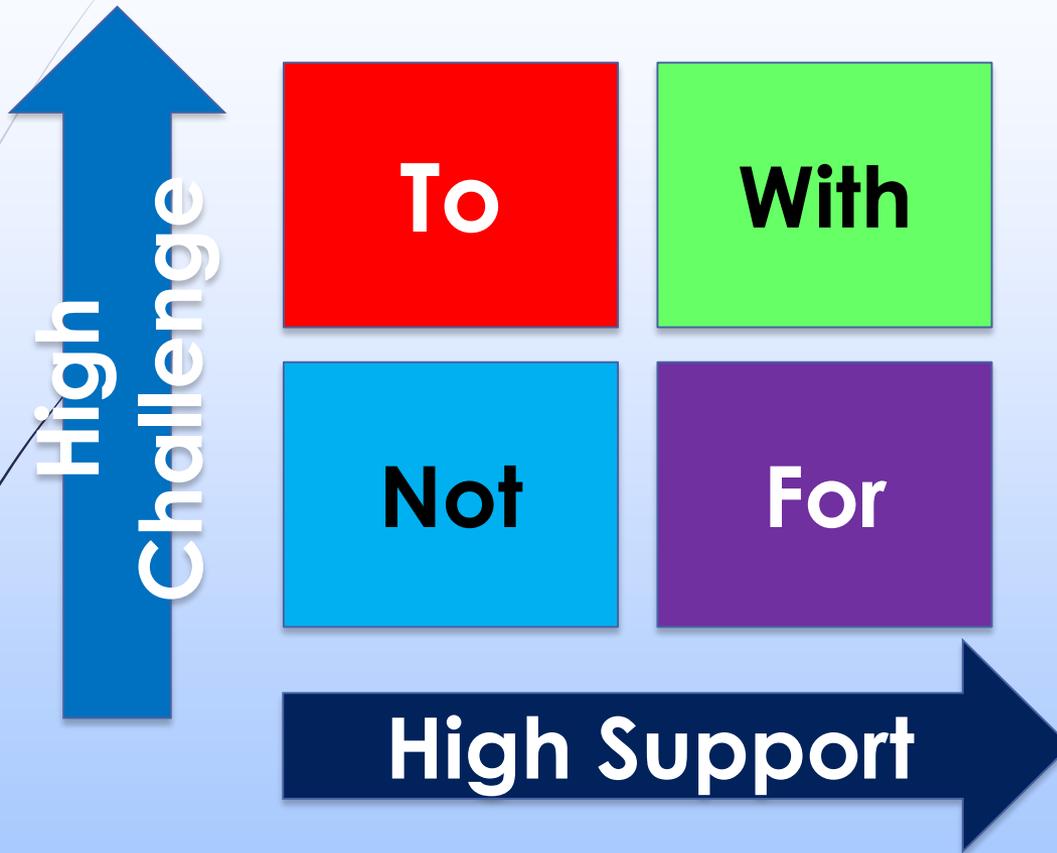
Making assumptions

About suggesting  
a solution

A magic wand

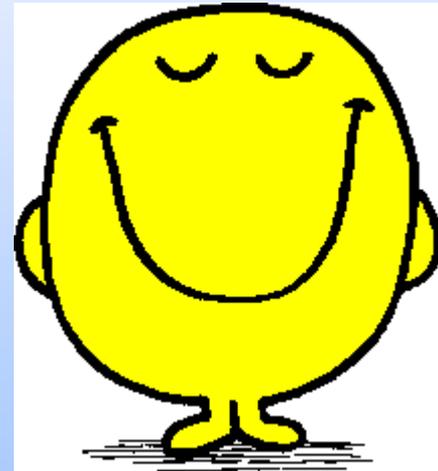


# The Social Discipline Window



*“Human beings are happier, more productive and more likely to make positive changes in their behaviour when those in positions of authority do things with them, rather than to them or for them.”*

*Taken from Wachtel (2004)*



# Skills for effective communication



# Skills for effective communication

- Be an active listener
- Letting go of 'power' and empowering others
- Eliciting information and ideas without making suggestions
- Open questions
- Use of restorative questioning
- Tone of voice
- Use of silence
- Body language
- Summarising and reflecting back
- Being self aware





# Talking restoratively – Conversations and Language

What happened?

What were you thinking at the time?

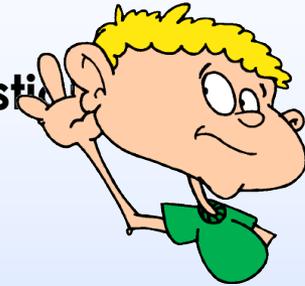
How do you feel about it now?

Who do you think has been affected  
and how?

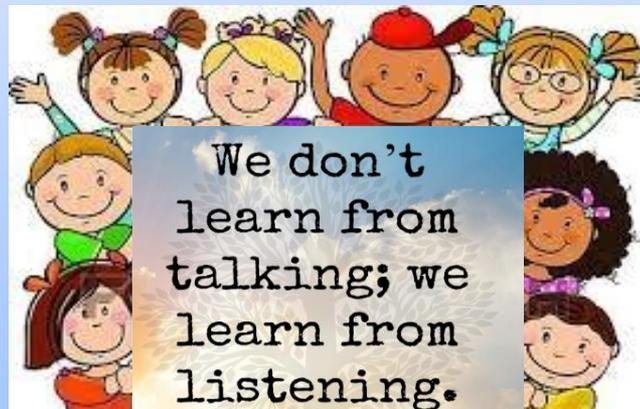
What needs to happen to put things  
right?

# Giving it a go – Effective listening exercise

- **Sharers** – share a problem with your listener
- **Listeners** – give it a go using the restorative questions
- **Observers** – Consider.....
  - Is restorative language being used?
  - Was there observable active listening?
  - Did the sharers come to their own solutions?



- **Remember.....**



# The Benefits.....





- Builds and maintains positive relationships
- Develops empathy
- Being able to constructively express emotions
- Repairing of relationships
- Encourages the building of trust
- Encourages development of own personal skills to positively manage conflict
- Increases sense of belonging for all
- Develops self regulation skills
- Fosters an increase in staff's work satisfaction
- Creates culture of engagement and increased attendance
- Improved positivity, resilience and responsibility-taking
- Reduced challenging behaviours
- Greater respect and courtesy towards each other
- An understanding of how to make wrongs right.

“Relationships built through restorative practice are the oxygen people and communities need to survive and thrive...”

(Dr Jim Longo, Washington and Jefferson College)





# Next steps...

- ▶ If you would like further information or training on Restorative Practice please contact Rachel Booth or Liz Smith
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