



Centre for **RESTORATIVE**
JUSTICE

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South Australia

“Restorative Practices in Organisations”

Building Safer Communities by Resolving Conflict and developing positive behaviours

*Training & Professional Development
for organisations, individuals and
communities.
2020/21*

“It is not small people who ask for forgiveness. It is large hearted, magnanimous courageous people who are ready to say what are some of the most difficult words in any language: ‘I am sorry’. But once uttered, they open the way to a new opportunity, the possibility of a new beginning, the chance to start again having learnt a lesson from the past”
Archbishop Desmond Tutu

*Leigh Garrett
Centre for Restorative Justice*

INTRODUCTION

The Centre for Restorative Justice is a non-government, not for profit organisation, that works collaboratively with organisations and communities to develop their culture and practice into safer and more inclusive environments. It does this by helping to implement restorative processes as a system for interactions between business and clients, both internal and external. There is significant community feeling that current behaviour and justice systems, rather than solving the problems associated with poor behaviour and conflict or crime, actually generate more harm for both victims and perpetrators. Restorative Practices can be defined as:

“processes that advocate that the people most effective at finding a solution to a problem are those most directly impacted by that problem. Opportunities are created for those involved in conflict to work together to understand, clarify, resolve the incident and work together towards repairing harm done”

Within the organisations, restorative practices provide a cohesive system of conflict resolution, social inclusiveness, values development and community strengthening. Using these systematic techniques, organisations can become safer and more productive working environments, and at the same time better equip leaders, employees and clients for an opportunity to develop strong and lasting relationships. Restorative practices can be shown to reduce conflict, exclusions and allegations of bullying behaviour and reduce workplace stress.

Training Units

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These units can be delivered flexibly depending on your organisational requirements. Please contact us at crjcontact@restorativejustice.com.au to discuss your professional development needs.

Unit 1

Introduction to Restorative Justice/Practices

*This Unit provides a broad overview and introduction to the processes known as Restorative Practices for Organisations and Communities. The session incorporates information about useful tools for building relationships in workplaces and communities **and is not** sufficient to allow an organisation to claim to have a Restorative Culture nor is it intended to train staff to deliver the processes.*

It will generally be held in the format of a staff meeting or short training/discussion forum.

It is considered that this will be used to promote further discussion around the need for change, and the possible further exploration of Restorative Processes as a means of navigating that change.

Training Objectives:

- *Understanding of targets of organisational changes*
- *Basic knowledge of Restorative Practice Principles*
- *Understanding of possible applications*

Duration 1- hour

Max participants - No limit

“Fairness is what Justice Really is”
Potter Stewart

Unit 2

Restorative Justice- Circles and Relational Engagement and Fundamental Principles

This course is offered as a 1 day unit but can be delivered flexibly to suit your organisational needs. The unit provides practical experience in the use of Relational engagement in building and maintaining relationships, a foundation of Restorative Justice Theory and practice in Restorative Practices. The use of circles in meetings (Circle Time) as a theoretical concept, unites totally with the practices of Restorative Justice and as such its use in organisations is strongly encouraged for building relationships, problem solving and social and emotional professional development. Through this training we propose to develop the capacity of leaders and employees to operate within a relational framework on a daily basis, and thereby build the capacity to strengthen relationships within and outside the organisation. In addition professional development in core Social and Emotional skills in sites at appropriate levels.

Training Objectives:

- *Using the principles of Circle time to build, strengthen and repair relationships*
- *Basic Knowledge of the theoretical underpinnings of Restorative Practices.*
- *Basic Foundations of Restorative Processes in daily life*
- *Small amount of practical working.*

Duration: 1 day or flexibly
Max participants: 50 - *Min participants* 20

Resources Provided

1 x Book/Resource
1 x Box of Question Cards – 50

*“You can not shake hands with a clenched fist”
Indira Gandhi*

Unit 3

Leadership - Change Management & Restorative Practices

This Unit is designed to broadly describe the basic principles of restorative practices, some basic systems and processes and most importantly how Restorative Practices can be used to effectively facilitate whole of organisation cultural change.

The participants of this unit will be the leadership team of an organisation, including (if possible) members of the Executive Management team or Board.

Training Objectives:

- *Understanding Basic Restorative Practice Principles*
- *Understanding the scope and nature of cultural change required*
- *Evaluation of Potential for Restorative Practices within the organisation*
- *Identification of the change strategies and recognition of barriers to initiate Restorative Practices “Go Ahead” at your organisation.*

*It is **highly recommended** that leaders from an organisation attend this unit before rolling out any organisational change or staff training.*

Duration: ½ day (4 hours)

Maximum Number of Participants 20

“If you think you are too small to make an impact, try going to bed with a mosquito in the room”

Anita Roddick

Unit 4

Restorative Practices for Formal Conference Facilitation.

This unit is intended to be undertaken by personnel who will be responsible for the facilitation of formal conferences in the event of conflict or wrong doing. As a major objective of Restorative Processes is to reduce conflict and/or disciplinary processes, this is likely to include all staff involved in these processes.

The role of full conference facilitator is not suited to all personnel and if any organisation is unsure of the skills required, we will gladly advise them as to suitability, much of which will have been established at Unit 2 level.

Training Objectives:

- *Knowledge of Restorative Principles*
- *Assessment skills*
- *Engagement Skills.*
- *Mediation and Conflict Resolution*
- *Basic Evaluation*
- *Facilitation skills*
- *Conference Preparation skills*

This unit is a two day course, and will look more deeply at the theoretical underpinnings of Restorative Practices and its effectiveness but primarily prepare participants to undertake restorative conferencing processes. It will cover facilitator behaviours, preparation, and practice.

All individual participants must have successfully completed and implemented Unit 2 prior to this undertaking this unit.

Duration: 2 full days and up to 3 follow up coaching sessions per participant.

Maximum Number of participants 12

Resources Supplied to each participant;

These resources will be supplied to each individual participant.

1 x Facilitators Handbook

1 x Box of Question Cards

“If you want to make peace, you don’t talk to your friends. You talk to your enemies”

Moshe Dayan

Unit 5

Making Restorative Practice a Permanent part of your organisational culture- Policy Development & Implementation

This unit is intended to be undertaken by personnel within organisations who will be involved in designing policies, procedures and leading the change process and implementation of Restorative Practices within their organisation.

Training Objectives:

- *Policy Development & Restorative Practices/Values.*
- *Implementation Plans.*
- *Linking with system Policies.*
- *Change Processes.*

This unit is can be run for small organisation groups or run with representatives from several organisations. Participants will work independently and collaboratively towards a future direction for their organisation.

Each organisation will have the benefit of working towards the development of their own plan, but will also have the advantage of interacting with staff from other organisation throughout this unit. The sharing of experiences, differing views and challenges can be highly beneficial to all involved.

N.B: Larger organisations may wish to undertake this module without the inclusion of other organisations.

Duration: 1 Day classroom learning and up to 2 x half days' onsite support from our experienced facilitators

*Maximum Number of participants Groups of up to 5 are encouraged from at least 4 organisations with a maximum of **20** participants in total.*

“Live so than when your children think of fairness and integrity, they think of you”

Jackson Brown Jnr.