

Restorative approaches have been used in different forms in Norfolk for a number of years. There are a number of different practices that are used, but each supports people to build and maintain relationships, and enables everyone affected by a particular incident to have a voice and to a role in repairing harm and finding a positive way forward. The successful use of restorative approaches has led to a commitment that Norfolk will be a restorative County by 2015.

A number of agencies are working together to achieve this ambition. These include:

Norfolk County Council
Norfolk Constabulary
All 7 District Councils
Norfolk Probation
Norfolk Magistrates
Schools
Norfolk Police Authority
Norfolk Association of Local Councils
Voluntary Sector organisations

The successes we have seen so far are:

- Reduced exclusion rates
- Reduced persistent absentee rates
- Improved attendance (staff and pupils)
- Reduction in the number of incidents happening at school
- Reduction in the number of looked after children in the youth justice system
- Reduction in the number of young people entering the youth justice system
- Improved victim satisfaction rates
- Reduction in re-offending and anti-social behaviour
- Improved relationships

We are holding a series of training sessions around Norfolk.
Each are full days (9am – 5pm) and are free of charge!
[Click here](#) to book your place...

Norfolk Consortium of Trainers in Restorative Practices

The trainers within the consortium have committed to providing training in order to further develop the knowledge, understanding and use of restorative practices in Norfolk.

Each trainer within the consortium has evidenced their knowledge and experience of their specialist practice area(s) which have been assessed to meet the standards for trainers required by the Restorative Justice Council.



Group on an RA Training Course

Restorative Practices

The Norfolk Consortium of Trainers in Restorative Practices offer training in:

1. Peer Mediation
2. Restorative Circles (Facilitator Training)
3. Introductory Workshop: An overview of the restorative continuum (Introductory Workshop/Training)
4. Restorative Conferencing (Facilitator Training)
5. Awareness Seminar
6. Workshop for Managers and Supervisors of Restorative Practice

The following training will be held between January and March 2012 and is available **free of charge** to all professionals working with children and young people.

Introductory Workshop: An overview of the Restorative Continuum

What is the Restorative Continuum?

Restorative practices is not limited to formal processes, such as restorative and family group conferences or family group decision making, but range from informal to formal. On a restorative practices continuum (Figure 2), the informal practices include affective statements that communicate people's feelings, as well as affective questions that cause people to reflect on how their behaviour has affected others. Impromptu restorative conferences, groups and circles are somewhat more structured but do not require the elaborate preparation needed for formal conferences. Moving from left to right on the continuum, as restorative processes become more formal they involve more people, require more planning and time, and are more structured and complete. Although a formal restorative process might have dramatic impact, informal practices have a cumulative impact because they are part of everyday life.

Fig 2: Restorative Practices Continuum



International Institute for Restorative practices

What are the benefits of an overview of the Restorative Continuum?

- It helps people to understand that there is a range of effective approaches that can be used to support building and maintaining relationships as well as a variety of ways to support them to address harm when it has been experienced. When someone has been harmed the continuum helps people to understand that they can choose to use the approach that is appropriate for the level of harm done. So that they can do this it is important that each step on the continuum is understood and that adequate training is provided for each step.

What are the key learning points of the Introductory Workshop?

- An introduction to the concepts and philosophy of restorative practice
- An introduction to restorative skills
- An overview of the restorative continuum and the meanings and skills involved at each stage
- To learn skills which will enable the user to apply restorative practices in an informal manner.

Who is the overview of the Restorative Continuum suitable for?

- People who will use restorative skills informally as part of their day job to resolve conflicts and build and maintain relationships
- People who wish to be trained in restorative conferencing must attend this training to provide the basis and background required.

How long is the training?

- One day.
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Restorative Circles

What are Restorative Circles?

A process which encourages the use of many restorative skills such as, mutual respect, empathy, active listening, impartiality, non-judgemental acceptance of difference and win-win problem solving. Circle meetings can be used with young people to begin a lesson, as a morning meeting, to close the day or at any time. They can be used for team building, developing emotional literacy, celebration, problem solving, planning new projects, as well as dealing with behavioural issues and conflicts.

They can be used by staff teams (whole staff as well as smaller groupings like departments and faculties) to build trust and communication and a sense of shared purpose.

The process begins by sitting in a circle (preferably on chairs of the same height, in an airy room where there will be no interruptions) and passing a 'talking piece'. Only when holding the 'talking piece' can a person speak should they wish to. Team-building circles can also involve games, pair and small group activities and creative work.

www.restorativejustice.org.uk

Note: Talking pieces are not essential but can be a helpful tool when needed

What are the benefits of Restorative Circles?

- Restorative circles provide the opportunity for every person in the circle to have a voice in an inclusive and supportive environment. A variable number of individuals can participate in a circle, which helps everyone to be of equal status and encourages all to participate. Restorative circles help to build relationships by practicing skills such as speaking, listening, turn-taking, problem-solving, and enjoying and appreciating each other's company. Some of these skills are key elements of socio-emotional effectiveness. Restorative circles can help to develop self-esteem, self-confidence, emotional literacy, social skills and problem solving skills.

What are the key learning points of Restorative Circles training?

- The Restorative context for circles
- Safety in the circle
- Circle processes and practice.

Who is Restorative Circles training suitable for?

- Anyone who intends to engage in using circles to enhance communication within groups as part of their restorative culture and practice
- Anyone who is committed to the circle process as a way developing a listening culture that is inclusive
- Anyone who seeks to ensure that everyone in their particular organisation/group has a voice.

How long is the training?

- One day.
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Restorative Conferencing

What is Restorative Conferencing?

A restorative conference is a formal restorative practice that is used to deal with more serious incidents in settings such as schools, children's residential homes, the Criminal Justice System and in communities. The meetings consist of a facilitator, the person harmed and the person causing harm and their supporters (usually family members). Professionals (such as social workers) and representatives of the wider community are sometimes also involved. Conferences follow a clear structure, with some facilitators choosing to follow a 'script' of set questions. Conferences conclude by forming an outcome agreement or contract for the offender (person causing harm) and then refreshments.

www.restorativejustice.org.uk

What are the benefits of Restorative Conferencing?

- Conferencing allows people to take responsibility for their own areas of conflict. It has the capacity to deal with the root of the problem, thereby preventing reoccurrence. It has the potential to build understanding, empathy and positive relationships amongst individuals and communities.

What are the key learning points of Restorative Conferencing training?

- Practice and observe facilitation skills (role-play)
- Giving and receiving constructive facilitation skills feedback.

Who is Restorative Conferencing training suitable for?

- People who are able to prepare for, and facilitate conferences in an independent capacity as a means of responding to conflict. People who attend this training must have attended the one day Introductory Workshop: an overview of the Restorative Continuum and the one day Restorative Circles training.

How long is the training?

- One day (but the one day Introductory Workshop: an overview of the Restorative Continuum and the one day Restorative Circles training must be attended before this training).

You can choose to do one, two or all three of the above modules. They must be completed in this order:

Introductory workshop

Restorative Circles

Restorative Conferencing

All the modules you select will need to be completed within a six month period

Peer Mediation

What is Peer Mediation?

Peer mediation is a process where children and young people, trained in the principles and skills of mediation, help disputants of their own age group, and younger, to find solutions to a range of conflicts. The theoretical basis for peer mediation is that a restorative approach to dealing with conflict can positively transform the school environment.

www.teachingexpertise.com

What are the benefits of Peer Mediation?

At schools where PM has been introduced, staff report many positive changes, including:

- a more relaxed and positive learning environment
- reduced staff time in dealing with pupil conflicts
- a reduction in the incidence of behavioural problems and bullying (though some schools also see an initial increase in reported bullying)
- a reduction in truancy (Baginsky, 2004).

www.teachingexpertise.com

What are the key learning points of Peer Mediation training?

- The Restorative context for Peer Mediation
- The importance of a whole school approach and preparation
- The key elements of Peer Mediation and their practice
- Setting up a Peer mediation scheme
- Ongoing support, training and evaluation.

Who is Peer Mediation training suitable for?

- Staff in schools who have responsibility for training mediators and continuing to give them ongoing support.

How long is the training?

- Three days (these will be split over two calendar months to make it easier for people to attend)

How can I access training?

These will be on the Norfolk County Council Children's Services Intranet, the Norfolk Schools website and the Restorative Approaches in Norfolk Schools website:

www.rain-norfolkschools.org.uk

We will endeavour to distribute information by e-mail as widely as possible.

Should you want further information, please contact Kirsten Cooper, Restorative Approaches Development Manager

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