

# A Journey – Implementing Restorative Justice.



**Initial focus on Face to face  
conferences.**

# Leadership

- Include RJ as a strategic priority
- Set up an implementation team
- Have clear roles and boundaries
- Set objectives in Personal Professional development reviews.

# Demonstrate a personal commitment.

- Inspire a shared vision of what Restorative Justice will look like in your organisation
- Encourage facilitators to spread the word and share good news stories.

# Management of staff Resources.

- Give dedicated time to facilitators
- Be realistic with timescales
- Use a process to select staff
- Have a contingency for staff turnover.

# Build confidence and competence.

- Devise a framework that enables continuous professional development
- Promote and encourages reflective practise as part of CPD.

# Processes

- Have simple clear processes in place before you start
- Monitor and review processes
- Devise a tracker to monitor case progress.

# Be evidence based to achieve better outcomes.

- Use consistent criteria for eligibility and suitability
- Use risk assessment to determine suitability for RJ
- Embed defensible decision making. Ensure that there is a written record of risk assessments; and rationale for decision making is recorded.



# Partnership working

You may get there quicker on your own  
however you will travel a lot further with  
others.

# Characteristics of a our partnership.

- Good governance
- Have the same shared vision
- Resolve problems through joint working
- Good communication
- Equal and respectful
- Supportive one another.

# Summary

- Leadership
- Ensure that there are sufficient resources to deliver RJ
- Invest in the development of your facilitators.
- Be evidence based
- Partnership working – build effective and collaborative relationships.



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