



## **ANDERIDA ADOLESCENT CARE**

### **RESTORATIVE JUSTICE POLICY**

Restorative justice is a term used to describe processes that aim to address the harm caused by a criminal offence or a non-criminal incident. At the heart of restorative justice is the principle that, via a method of structured communication, victims and perpetrators can discuss how they were affected by an incident and can explore what needs to happen to repair the harm caused. Anderida Adolescent Care has an ethos of restorative practice imbedded into our practice. Restorative approaches should be used in all situations where an individual has been harmed by another's actions. Evidence has shown that when restorative approaches are used, all parties involved have felt it to be a positive way to find a resolution and move forward.

Restorative justice approaches can be used in a variety of ways to encourage and facilitate communication between parties. Important features of restorative justice practices include:

- The use of a trained facilitator - a neutral person who can bring together all parties that have been affected by an offence or incident.
- The organisation has a designated restorative officer (Andrew Chalk) who should facilitate meetings where possible.
- A process whereby everyone affected has an opportunity to have their say.
- A focus on reparation and helping all parties involved to move on from the incident.
- A focus on finding ways of agreeing mutually acceptable outcomes to deal with the harm caused.

When conflict has occurred, restorative approaches should be employed to reflect on the situation. Restorative approaches should be used for an individual deemed as the perpetrator of an incident in order for them to reflect on their part in the incident and the impact their behaviour has had on others. Individuals deemed as victims of an incident are empowered, given a voice and supported to help find a resolution.

#### **Restorative approaches can be used when conflict has occurred between:**

- Young people
- Carers/young people
- Staff/staff
- Management/staff
- Members or the public/individuals connected to Anderida
- Professionals/individuals connected to Anderida.

The restorative work must take place following negative incidents and should be done as quickly as possible in order to be effective. Anderida staff may enable restorative work by:

- Informal discussion
- Restorative letters, using the 5 key questions as headings (staff should encourage young people to reply, giving them the young person's restorative format alongside the letter)
- Facilitating a formal restorative conference/enquiry (all individuals involved in a restorative conference should be fully aware that this is on a voluntary basis)

Where a number of people have been affected by incidents a number of restorative meetings should be held with each of the victims individually over an extended period.

Respondents will take turns in answering the restorative questions below and must be allowed to respond freely without interruption. They must also allow the other participants to state their responses without interruption.

1. Can you tell me what happened?
2. What were you thinking at the time?
3. How were you feeling at the time?
4. Who do you think has been affected by what you've done?
5. What do you think needs to happen to put things right?

If a full formal restorative conference takes place, it should be chaired by an independent individual (where possible Andrew Chalk) who has not been involved in the conflict or incident. Individuals chairing the conference should be competent in this area and have completed training in facilitating restorative conferences. Preparation should be completed with both the victim and the perpetrator, before a formal restorative conference takes place.

- Prior to the conference the chair should meet individually with each person, explaining the procedure, ensuring they understand it is voluntary and the boundaries involved. The chair should then go through each of the five key questions. The chair should not influence the responses in any way. A date should be agreed for the conference to take place.
- Before the conference begins, the chair should arrange the seating in an appropriate way, ensuring the environment is confidential and free from distractions.
- The procedures and boundaries should be explained again to all individuals once they are seated ensuring that appropriate language and behaviour is adhered to. If it is not, then the conference will come to an end.
- The outcomes should be recorded by the chair and an agreement drawn up. All parties should sign the agreement.

Restorative approaches must be recorded on the restorative justice format. This should also be referenced on the relevant incident report/significant event report. All restorative work should be

recorded in the young person's file, also referencing the incident to which it relates. All recordings should be filed and stored in the young person's digital or paper file.

All recordings will be inspected during Regulation 44 visits and the manager will monitor through Regulation 45. All mentors should receive training in restorative justice and facilitating restorative conferences/enquiries. During induction, new staff members should be made aware of the five key questions used within the restorative approach. Using restorative approaches is in line with the organisation's anti-bullying policy.