

Intermediate Level Framework

Indicator	Criteria
1.1 Completing core training	The practitioner has completed a minimum of 3-day Facilitation training The practitioner has completed, as a minimum, sensitive and complex case training and actively seeks training opportunities in specialist areas The practitioner has completed an RJC approved level 4 qualification in Restorative practice and / or can demonstrate through their portfolio that they meet all the requirements set out within this framework The practitioner facilitates cases which have been assessed as not being sensitive and complex. The practitioner also performs a variety of casework or restorative processes The practitioner co-facilitates sensitive and complex cases The practitioner supports foundation practitioners to develop their skills and experience
1.2 Understanding and applying restorative practice principles, legislation and standards	Practitioners should explain how they reflect the RJC's Principles of Restorative Practice within their practice Practitioners should explain which legislation and practice guidelines impact on their role. They should demonstrate that they implement confidentiality, data protection, equality, diversity and anti-discriminatory requirements within their practice Practitioners should explain their role, responsibilities and competence and demonstrate that they know who to seek assistance and advice from if necessary Practitioners must demonstrate that they undertake restorative processes in line with practice guidance Practitioners must demonstrate that they keep up to date with new legislation and guidance Practitioners must demonstrate that they participate in external practitioner forums and/or network groups Practitioners should demonstrate that they have supported in the delivery of internal practitioner meetings and have shared good practice with other practitioners
2.1 Initial engagement with potential participants	Practitioners should describe how they initially engage with potential participants and how they ensure that all contact is participant led Practitioners should describe the range of restorative processes available, their relative advantages and disadvantages and the circumstances when they are most appropriate Practitioners should explain their understanding of the principles of informed consent and informed choice Practitioners should explain how they obtain and review information from participants relating to incidents Practitioners should explain how they empower participants to identify the most appropriate restorative process and, where the participant decides not to proceed, explain what other options are available to them Practitioners should demonstrate that they have led initial face-to-face meetings with potential participants

2.2 Risk and safety assessment	Practitioners must explain how to approach risk assessment within a restorative process including where to find appropriate sources of information to inform an assessment of risk and how to mitigate any potential risks Practitioners must provide examples of when it may not be appropriate to progress with a restorative process Practitioners must demonstrate that they have completed an initial assessment of risk and planned how any identified risks will be managed Practitioners must explain the factors which could influence the vulnerability of participants and demonstrate that they understand what might constitute a sensitive and complex case Practitioners must demonstrate they have identified factors such as vulnerability and additional needs within their risk assessments Practitioners should explain what alternatives are available to participants should risks be too great Practitioners must demonstrate that, with support, they have undertaken assessments for cases which are sensitive and complex
2.3 Preparing participants	Practitioners must explain how they prepare participants for a restorative process including how they engage with participants throughout a restorative process Practitioners must explain the case recording procedures followed throughout a restorative process Practitioners must explain how they encourage effective and active involvement of participants within restorative processes Practitioners must provide examples of when they have led on preparing participants undertaking direct restorative processes in line with RJC Practice Guidance Practitioners must provide examples of when they have supported advanced practitioners to prepare participants involved in sensitive and complex cases in line with RJC Practice Guidance Practitioners must explain how group dynamics and power imbalances can affect the delivery of restorative processes
2.4 Delivering restorative practice	Practitioners must explain how to manage any barriers identified during the restorative process Practitioners must provide examples of when they have assessed that venues for face-to-face meetings meet the needs of participants Practitioners must provide two case studies which describe direct restorative processes they have facilitated Practitioners must provide one case study which describes a direct restorative process they have co-facilitated with a foundation practitioner Practitioners must provide one case study which describes a direct restorative process they have co-facilitated with an advanced practitioner Practitioners must explain the processes followed to negotiate ground rules with participants Practitioners must provide examples of when they have managed a difficult situation including the action taken

2.5 Co-working	Practitioners should describe how they manage co-working arrangements with either another internal or, where appropriate, external practitioner Practitioners must provide one case study which describes a direct restorative process identified as sensitive and complex they have co-facilitated with an advanced practitioner
2.6 Facilitating and monitoring agreed outcomes	Practitioners must explain the range of actions which might be progressed as part of an outcome agreement and how they support and empower participants to identify and agree these Practitioners must explain how they record any outcome agreements made Practitioners must provide examples of outcome agreements which demonstrate that they have gained consent from all parties Practitioners must explain what additional support might be available to participants to enable them to fulfil the actions identified within an outcome agreement Practitioners must explain how they risk assess identified actions before implementing them and provide examples of such assessments Practitioners must explain how they monitor the progress of participants in meeting the actions agreed within an outcome agreement and the actions they would take should a participant fail to fulfil agreed outcomes
2.7 Follow up support and evaluation	Practitioners must explain organisational arrangements for providing follow up support to all participants Practitioners must provide examples of the types of follow up support provided to participants within their case studies Practitioners must explain at what point they would agree with the participants involved that the process has concluded Practitioners must explain how feedback is obtained from participants regarding their perception of the process and the impact on them Practitioners must explain the processes followed to signpost participants, where appropriate, to external support agencies Practitioners must explain how they report the outcome of a restorative processes in line with their organisational requirements Practitioners must explain how they review and reflect on all feedback received including how this reflection contributes to organisational learning, understanding and future development of practice
3.1 Adhering to the RJC's Practitioner Code of Practice	Practitioners agree to adhere to the RJC's Code of Practice for practitioners Practitioners agree to submit a Professional Standards Record to the RJC annually to maintain their practitioner registration Practitioners commit to providing details of the continued professional development activities undertaken to the RJC annually
3.2 Commitment to and	Undertake a minimum of 20 hours continued professional development each year of which 50% must be RJC approved activities

evidence of continued professional development	
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