

Restorative Organisation Framework

Indicator	Criteria
<p style="text-align: center;">1.1</p> <p>Building a restorative community</p>	<p>The organisation is aware of the types of barriers which may be present within the organisation</p> <p>The organisation is aware of the benefits of adopting restorative ways of working</p> <p>The organisation has identified the contexts in which restorative practice processes are likely to be effective</p> <p>Leaders and managers at all levels are committed to restorative practice and understand its importance to achieving organisational objectives</p> <p>Staff at all levels understand how to develop a restorative ethos within the whole organisation</p>
<p style="text-align: center;">1.2</p> <p>Embedding restorative practice within strategic and operational planning</p>	<p>Restorative practice priorities are included within your strategic and operational plans</p> <p>Your strategic and operational plans are specific, measurable, achievable, realistic and timely</p> <p>You have sufficient resources allocated to allow strategic and operational objectives, related to restorative practice, to be delivered</p> <p>Processes are in place to review the progress being made towards achieving restorative practice priorities</p>
<p style="text-align: center;">1.3</p> <p>Processes are in place to evaluate the impact of restorative practice</p>	<p>Procedures are in place to evaluate the impact of restorative practice processes which are reviewed annually</p> <p>Evaluation data is used to inform the future development of restorative practice across the organisation</p> <p>Leaders and managers have analysed evaluation data and identified areas of strength and areas for future development</p> <p>Leaders and managers have recorded any identified actions</p> <p>Processes are in place to record the progress made towards addressing identified actions</p>
<p style="text-align: center;">2.1</p> <p>Organisational policies and procedures promote safe and effective practice</p>	<p>Leaders take responsibility for ensuring that policies and procedures promote a restorative ethos which provides safe and effective restorative practice across the whole organisation</p> <p>Leaders have ensured that organisational policies and procedures take into account practice guidance requirements for the safe and effective delivery of restorative practice</p>
<p style="text-align: center;">2.2</p> <p>Arrangements are in place to ensure</p>	<p>Processes are in place to monitor that staff implement organisational policies and procedures</p>

<p>compliance with organisational policies and procedures</p>	<p>Procedures are in place to quality assure the delivery of restorative practice processes which are reviewed annually The organisation has undertaken quality assurance checks in line with organisational procedures</p>
<p>2.3</p> <p>Arrangements are in place for reviewing organisational policies and procedures</p>	<p>The organisation has a written policy review procedure in place</p> <p>The organisation has a written procedure for disseminating revised policies and procedures to staff across the organisation</p>
<p>3.1</p> <p>Staff are trained to a level commensurate with their role</p>	<p>The organisation has provided employees with training commensurate with their role</p> <p>The organisation has provided employees who facilitate formal/direct restorative process with a minimum of 3-day facilitation training</p>
<p>3.2</p> <p>Restorative practice is included within the organisation's induction procedures</p>	<p>The organisation has provided all staff with an induction to the organisation's which includes your restorative practice policies and procedures</p>
<p>3.3</p> <p>Organisational commitment to continued professional development</p>	<p>The organisation has provided employees with opportunities for continued professional development which enhances their restorative practice skills</p> <p>The organisation has maintained a record of the continued professional development undertaken by employees</p>
<p>4.1</p> <p>Provide opportunities for practice supervision</p>	<p>The organisation has a written practice supervision procedure in place</p> <p>The organisation has provided employees with either individual or group practice supervision every 12-weeks led by an appropriately trained practice supervisor as outlined within the RJC's Practice Guidance</p>
<p>4.2</p> <p>Provide practitioners with line and performance management opportunities</p>	<p>The organisation has provided regular line management opportunities for staff</p> <p>The organisation has procedures in place for practice supervisors to feed into line and performance management processes</p>
<p>5.1</p> <p>Identifying appropriate restorative processes</p>	<p>The organisation and their employees can explain the range of restorative processes available and their relative advantages and disadvantages</p> <p>The organisation and their employees can explain the circumstances when restorative practices would be considered to be not appropriate</p>

	The organisation and their employees ensure that participation in restorative processes is voluntary
5.2 Risk and safety assessment	Employees can explain the methods of managing safety and risk and how they approach risk assessment within a restorative process Employees can explain where to find appropriate sources of information to inform their assessment of risk
5.3 Preparing participants	Employees can explain how they prepare for facilitating a restorative process
5.4 Facilitating indirect and informal restorative practice	Employees can explain how to deliver indirect and informal restorative processes safely
5.5 Facilitating and monitoring agreed outcomes	Employees are aware of the types of actions which might be agreed as part of the outcome of restorative process Agreed outcomes and actions are recorded in line with organisational requirements
6.1 Adhering to the RJC's Organisation Code of Practice	The organisation agrees to Adhere to the RJC's Code of Practice for Restorative Organisations The organisation agrees to comply with RJC requests for information The organisation agrees to Maintain an annual RJC membership