

Restorative Organisation Code of Practice

Introduction

Quality in restorative practice delivery is essential to provide the best possible chances of a successful outcome, to safeguard the wellbeing of participants and to build public and community confidence.

The RJC Restorative Organisation's Code of Practice describes the minimum standards of professional conduct and practice required by registered organisations in the delivery of high-quality restorative practice. The Code will refer to the RJC's Restorative Organisation Registration Framework and relevant aspects of the National Occupational Standards (where applicable) to which organisations may refer in full where necessary. An organisation may not be entered onto the RJC practice register unless they confirm they adhere to this Code of Practice. The requirements of this code are mandatory for RJC registered organisations.

Code requirements

A registered Restorative Organisation must:

- Ensure its leaders, managers and employees are committed to embedding restorative practices across all aspects of the organisation
- Ensure that restorative practice is reflected within the organisation's strategic and operational priorities
- Ensure that internal policy and procedures promote safe and effective practice
- Ensure that leaders, managers and employees receive training commensurate with their level of responsibility as outlined in the RJC Practice Guidance (2020)
- Make sure all restorative approaches are delivered in line with the Registered Restorative Organisation framework and Practice Guidance (2020)
- Have a process in place to monitor and evaluate the quality of the restorative practice being delivered
- Not act in a way which brings the reputation of the RJC or wider restorative sector into disrepute

Where the organisation is subject to external quality evaluations for example, Ofsted or Quality Care Commission the organisation agrees to:

- Provide the RJC with external evaluation reports categorised as requiring improvement or below

Where formal and/or indirect restorative processes are undertaken, A registered Restorative Organisation must:

- Provide full and impartial information to all stakeholders who are involved in the restorative processes. This must include information about the process, the potential outcomes and the procedures for monitoring any outcome agreement that is reached between the parties as a result of their participation
- Confirm that all parties have acknowledged the harm caused, taken responsibility and are willing to participate in the process
- Ensure that appropriate consent has been gained from all parties. Such consent must be free and informed and may be withdrawn at any time. It is important that no one is pressured into taking part in any process
- Be satisfied that any restorative process is in the interest of all parties involved
- Ensure participants' safety by completing appropriate risk assessments and putting in place suitable safeguards
- Keep participants personal data securely in line with Data protection legislation and GDPR guidelines
- Ensure that any outcome agreement reached between participants as a result of a restorative process is reached voluntarily and all parties are kept informed of the progress of the outcome agreement
- Provide 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