

This one minute guide provides examples of activities designed to enable managers of services in Portsmouth to begin to embed restorative practice within their teams.

The fundamental premise in Restorative Practices is that people are happier, more cooperative and more likely to make positive changes when those in positions of authority do things with them rather than to them or for them. (Wachtel, 2005)

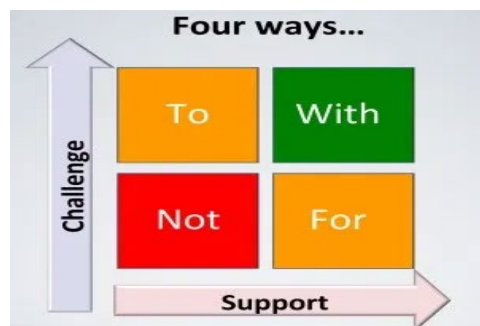
Why is it important?

In line with the Portsmouth Model for Practice, one of our ambitions is make 'restorative' practice 'the way we work in Portsmouth'. Organisations across the city are considering and carrying out work to make processes and practice restorative. We know that professionals are keen to learn more about how they can embed restorative practice in their teams and organisations.

How do we do it?

Portsmouth Safeguarding Children Partnership continue to offer a range of multi-agency and bespoke training for both managers and practitioners. Further work with Senior Leadership teams is underway to support organisations develop their restorative culture

Group activity - 4 ways (also known as the social discipline window)



Four ways is a helpful model to explain what restorative practice looks like. The upwards arrow represents 'challenge', other words which can also be used on this axes are boundaries, accountability and control. Along the bottom is 'support', other words which can be used are nurture, encouragement, compassion, listening. To enable practice to be in the 'with' box there needs to be equal measures of support and challenge. In scenarios where support and challenge are unequal you find different behaviours and the consequences of these are costly. "People are happier, more cooperative and more likely to make positive changes when those in positions of authority do things 'with' them rather than 'to' them or 'for' them." (Wachtel, 2005).

Aim of the activity:

- To consider whether current practice is 'restorative' - working *with* rather than doing *to* or *for*
- To help build a picture of what it is we need to do to work in a 'restorative' way

Instructions:

In pairs or small groups, think about a family you have worked with recently. (Give a brief description of the family and the involvement you have (be careful about confidentiality).

Look at the 4 ways (see One Minute Guide - Restorative Practice) and consider the following questions:

- When you think about the relationship between the family and yourself, can you identify where on the window (which domain) it might sit?
- Consider what it that has led you to identify that domain?
- Are you doing too much for a family? Too little? What were your attitudes towards the family? What was your behaviour in relation to the family?
- Think about what would you need to do to move the relationship to the 'with' domain.



One Minute Guide Embedding Restorative Practice in your Team



Key message:

- Everyone will be able to identify occasions when they are in the To, Not. Reflect upon your default mode and consider action which needs to be taken to ensure that you practice in the 'with' box

Using 4 ways in supervision:

- Use the 4 ways model to reflect in supervision where the practitioner is practicing with the family and use the knowledge from this reflection to find different solutions.
- Equally this model can be used to reflect upon a professional network and how it is functioning. Use the 4 ways to find new perspective into how the plan is being managed.

RESTORATIVE PRACTICE - TEAM ACTION PLAN

Name of team/ service:

What are we going to change/ improve/ strengthen (area of practice)? (To embed restorative practice)	What are we going to do make this happen? (Activities)	Who in our team needs to do this and what support will we need?	By when? (Specific timescales)	Outcome (How will we know when restorative practice has become our way of working?)