



TWO PAGE GUIDE

March 2020

Restorative Approaches/Practice

What is it?

Restorative Approaches/Practice describes a way of being. It promotes active thinking about how we build our relationships, how we work to keep them healthy and how we can repair them when there has been conflict.

Restorative Practice is relevant to us all. It supports us to connect with each other as fellow human beings, guiding us with our interactions. It can help us to consider how our actions and responses affect our relationships, whether these are relationships at work or at home.

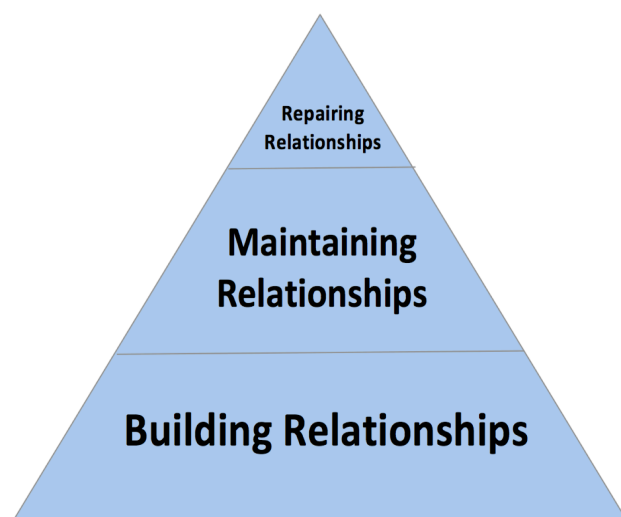
This way of being underpins the Stockport Family Model.

Our restorative definition

Restorative Practices is a term used to describe a way of being, an underpinning ethos, which enables us to build and maintain healthy relationships, resolve difficulties and repair harm when relationships breakdown.

The Relational Triangle

The relational triangle shows how working restoratively can help create an environment that allows us to feel safe, allows us to share, accepts that we all make mistakes and helps us to make things better.



Even when we spend time building and maintaining our relationships, there will still be times that we fall out. However, when working restoratively, we have a repair **process**, which has a set of questions to help mend our relationships when this happens.

When working restoratively we spend time recognising that we need to use a range of **skills** to help us maintain our relationship and to keep them healthy. We actively check that we are listening with care, using our understanding of emotions and empathy and developing skills that help us to manage conflict when it happens.

When working restoratively we spend time getting to know each other. We explore what things are important to us and how we like to be treated. Part of the building of relationships involves the shared understanding around what **values** are important to us, such as mutual respect, kindness, honesty or trust.

Stockport Family Values.

Every day we all make decisions that are underpinned by our values, our ideas of what is right and wrong.

Our personal values are central part of who we are and who we want to be. They help us decide what is good or bad, desirable or undesirable in ourselves and others. By becoming more aware of these important factors in our life, we can use them as a guide to make the best choice in any situation.

The Stockport Family workforce developed the “Stockport Family Values’ which supports us to connect with each other as fellow human beings, guiding our interactions with our families, partner agencies and fellow colleagues. They help us to practice restoratively.

Reflective Practice & Working WITH

When we seek to be restorative, we are seeking to work **WITH** people. This is based on the knowledge that people are more likely to make positive change when people do things WITH them rather than TO them or FOR them.

This theory is explained through the [social discipline window](#).

When we are working **WITH** people we are seeking to be open minded and curious about situations. We are non-judgmental and respectful in seeking to understand the full picture of the situations we face. While expectations to positively change remain high, we also seek to be patient and empathetic, offering high levels of support alongside challenge, working to be solution focused and achieving long term positive changes.

What does working restoratively look like?

- **We use circles:**
For example; in meetings we sit in circles rather than around tables and ‘check in’ with each other so that everyone is included.
- **We use restorative language:**
For example; rather than asking ‘why?’, we ask ‘what’s happened?’ and have a conversation to seek a better understanding of others thoughts and feelings.
- **We seek to repair harm:**
For example; rather than focusing on and punishing when rules have been broken, we are interested in finding out what harm has been done and how that harm can be repaired.

Working restoratively in Stockport

To find out more about working restoratively ...

- Explore our restorative page on Learning Pool
- Explore our website www.restorativestockport.co.uk
- Consider completing some restorative training
 - Introductory eLearning course
 - One day or Three Day Restorative Training course

Contact Details and Further Information

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