

Why Restorative Practice Works In Any Context The Importance of Explicit Practice

Terry O'Connell

My hope is
that our time
together has:



Restorative
Engagement



Evidence



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What do you see in
this image ?

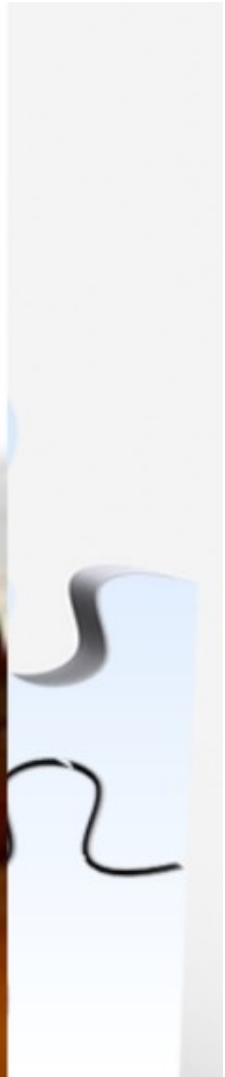
Evidence



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***Why Restorative Practice Works In
Any Context - The Importance of
Explicit Practice***

Terry O'Connell





Some questions



Some questions

Why have you come to this workshop?



Some questions

Why have you come to this workshop?

What are you hoping to take away?



Key Question



Key Question



What do I need to do to prove the proposition that Restorative Practice works in any context?



Brief Overview Of What I Think I Need To Provide.



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- Clear rationale for why I believe that restorative practice works in any context.



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- Hypothesis



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- Way to test the Hypothesis



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- Evidence

Rationale [Practice Narrative]

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- Relationships help shape identify from which we derive life's meaning.

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- Shame is the 'elephant in the room' - discovering and understanding its influence is critical to effective engagement.
- Experiencing a positive way to manage shame is the key to reconnection with one's self and then others.
- Our explicit restorative practice framework is able to satisfy those conditions needed for reconnection in any relational context.

HYPOTHESIS

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'Where conflict occurs, shame is generally the impediment to relationships. An explicit restorative practice framework has the potential to allow shame to be experienced as an opportunity for insight, learning, growth and positive relationships.'

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Restorative Definition



Restorative Definition

“Restorative Practice is a way of thinking and being, focused on creating safe spaces for real conversations that deepen relationships and build stronger more connected communities.”

[Mark Vander Vennen, Shalem Mental Health Services, Canada 2016]

Aim of Our Explicit Restorative Practice Framework

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To create the conditions prescribed in Tomkins' [Kelly & Nathanson] Blueprint for emotional wellbeing.



Nathanson's community blueprint

Relationships are best built when we:

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1. Share and reduce negative emotions (best achieved by listening and acknowledging)



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3. Encouraging the expression of emotions as a way of experiencing 1 & 2.



Nathanson's community blueprint

Relationships are best built when we:

1. Share and reduce negative emotions (best achieved by listening and acknowledging)
2. Share and promote positive emotions (achieved by affirming)
3. Encouraging the expression of emotions as a way of experiencing 1 & 2.
4. Doing more of 1, 2 and 3 (essential for building and maintaining good relationships).



Explicit Restorative Practice Framework



Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

- Restorative Philosophy

Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

- Restorative Philosophy
- Fair Process

Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

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- Relational Styles

Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

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- Socratic Dialogue

Explicit Restorative Practice Framework



Practice is shaped by the synergy of the following key elements:

- Restorative Philosophy
- Fair Process
- Relational Styles
- Socratic Dialogue
- Working Assumptions

Explicit Restorative Framework



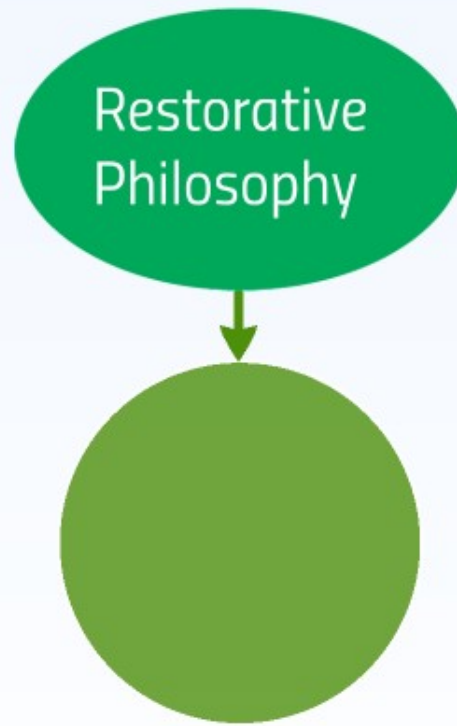
**Explicit Restorative
Framework**



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Explicit Restorative Framework



Restorative Philosophy



Restorative Philosophy



“Restorative dialogue focuses on Harm and Relationships:

Restorative Philosophy



"Restorative dialogue focuses on Harm and Relationships:

- "What happened?" - Past
- "What harm has resulted?" - Present
- "What needs to happen to make things right?" - Future

**Explicit Restorative
Framework**



Explicit Restorative Framework





Fair Process

Fair Process



Fair Process

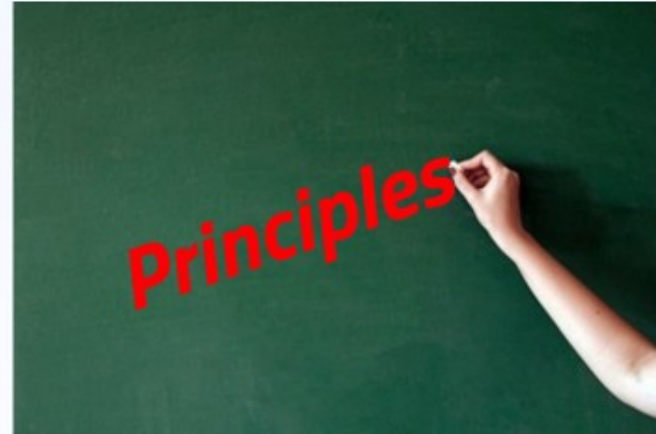


The Central Idea...

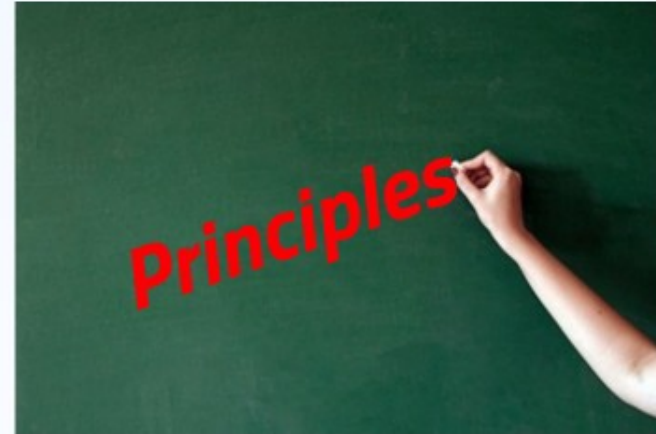
"...individuals are most likely to trust and co-operate freely with systems - whether they themselves win or lose by those systems - when fair process is observed."

Kim & Mauborgne, Harvard Business Review, July – August 1997

Fair Process

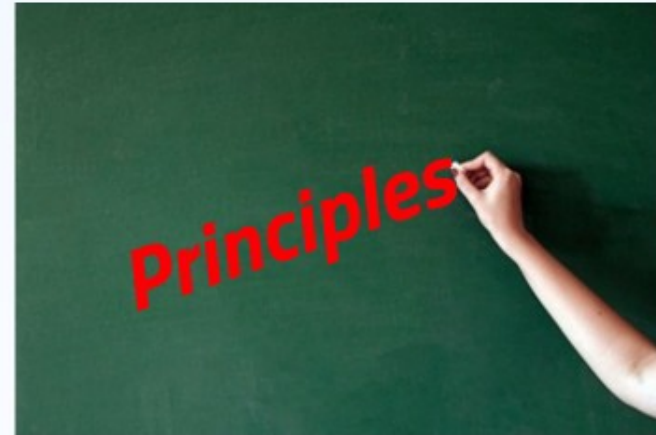


Fair Process



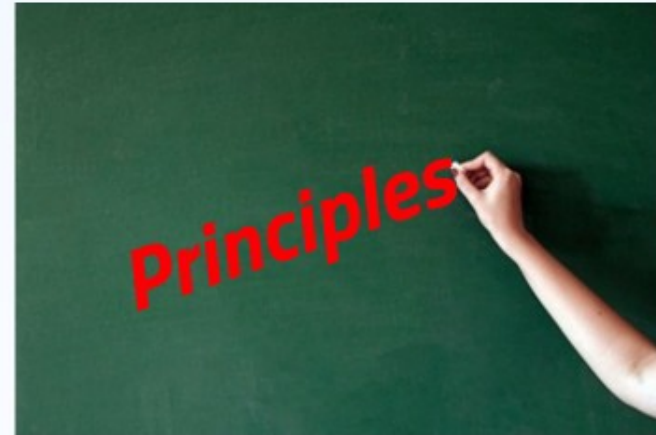
- ***Engagement*** - *Opportunity to have a say.*

Fair Process



- ***Engagement*** - *Opportunity to have a say.*
- ***Explanation*** - *Understand the reasons for the decision.*

Fair Process



- ***Engagement*** - *Opportunity to have a say.*
- ***Explanation*** - *Understand the reasons for the decision.*
- ***Expectation Clarity*** - *Shared understanding on what is expected in terms of behaviour and rules.*

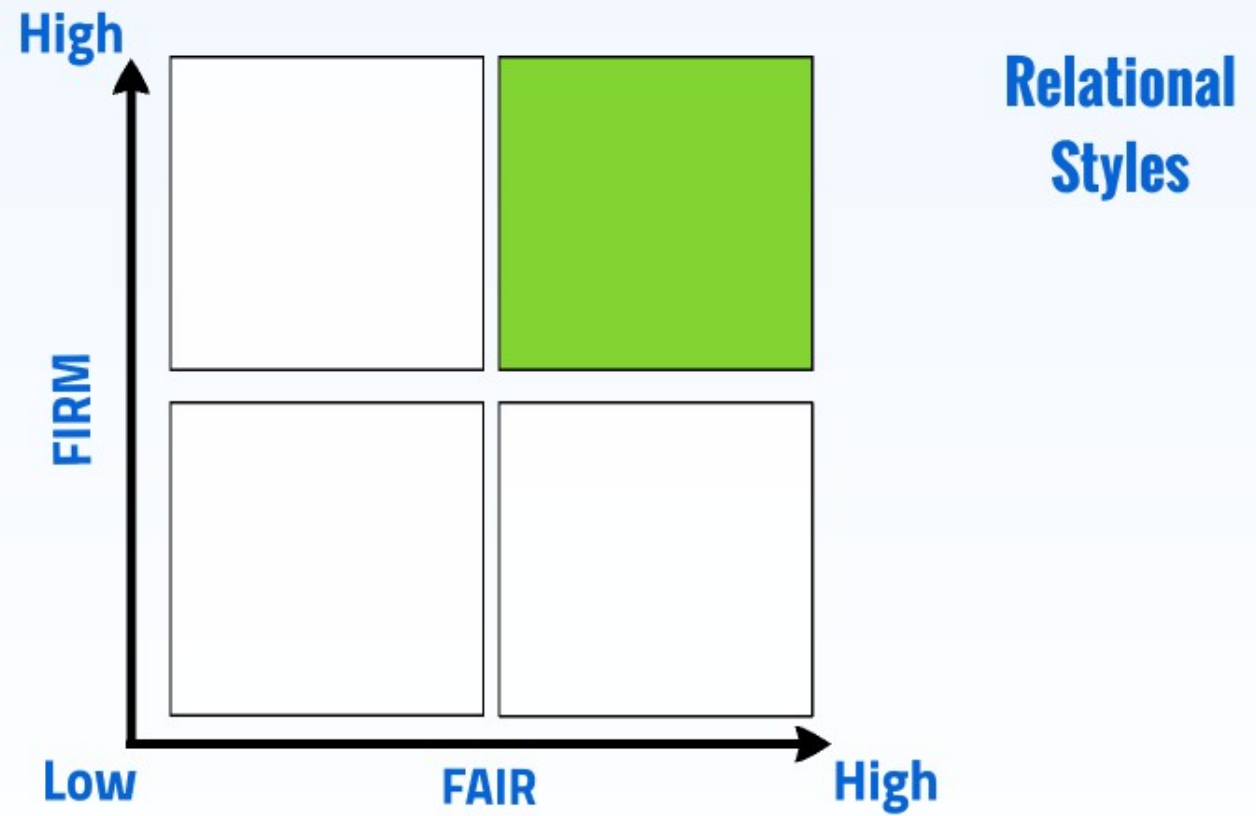
Explicit Restorative
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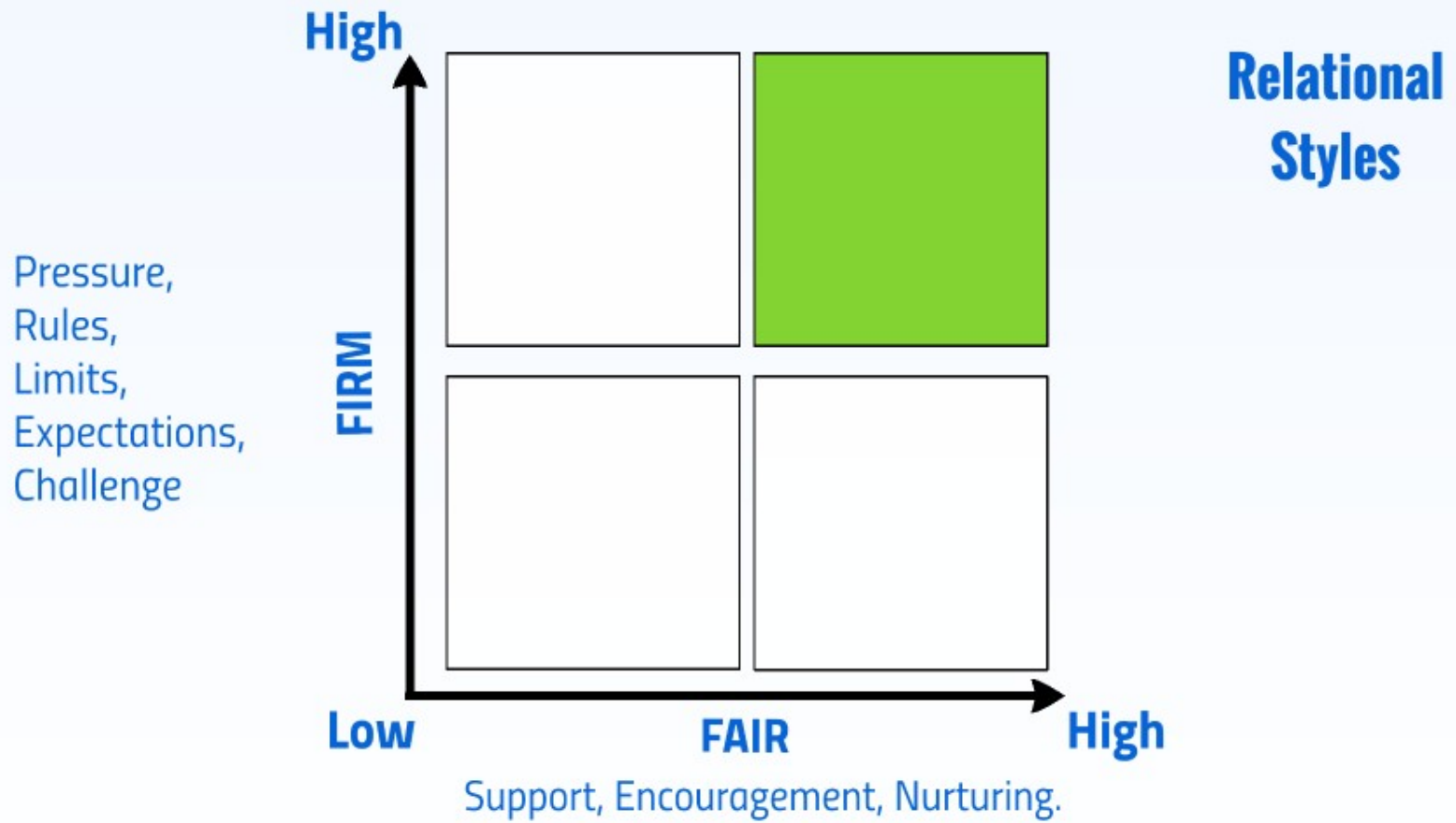
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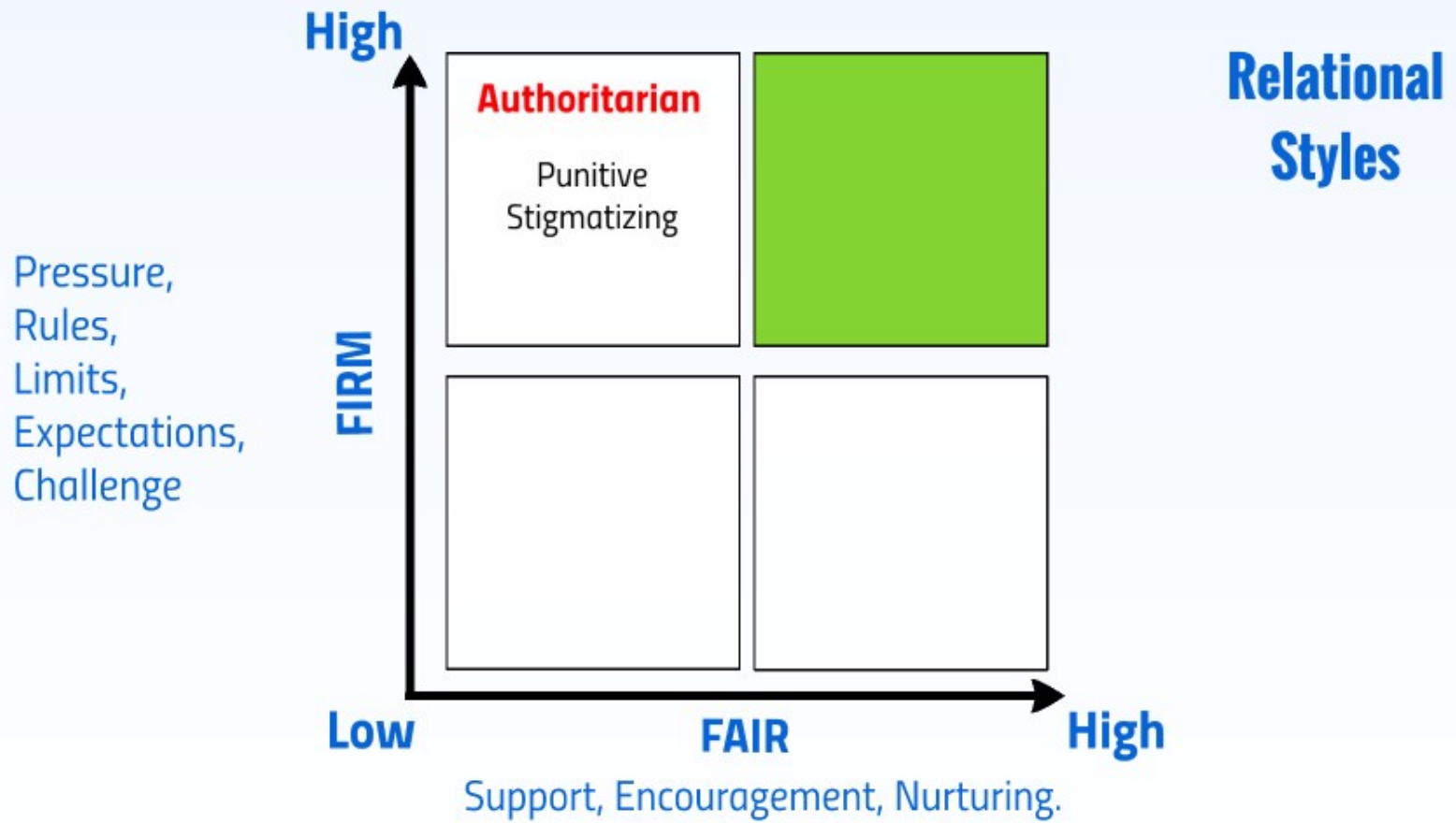
Relational Styles



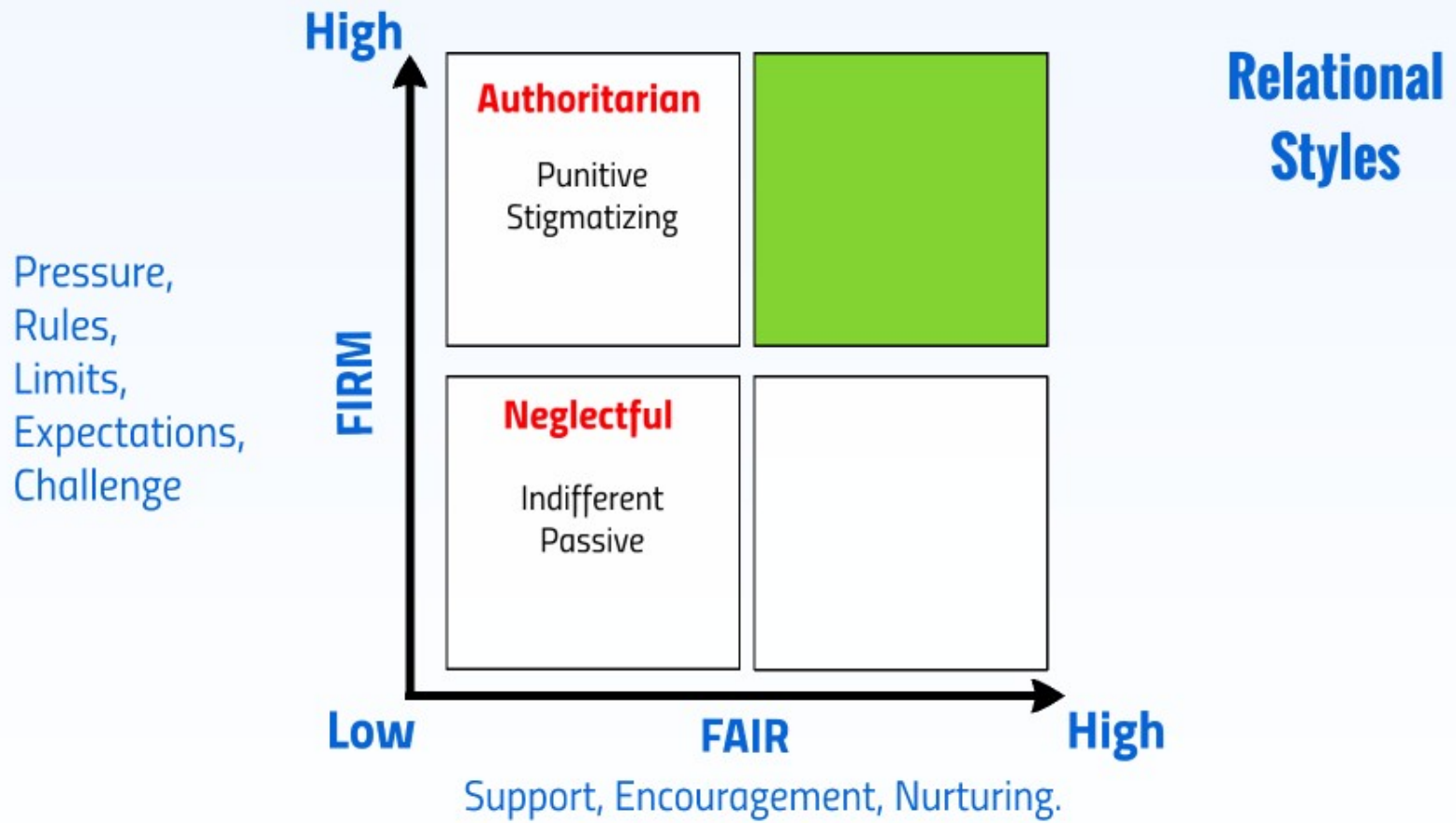
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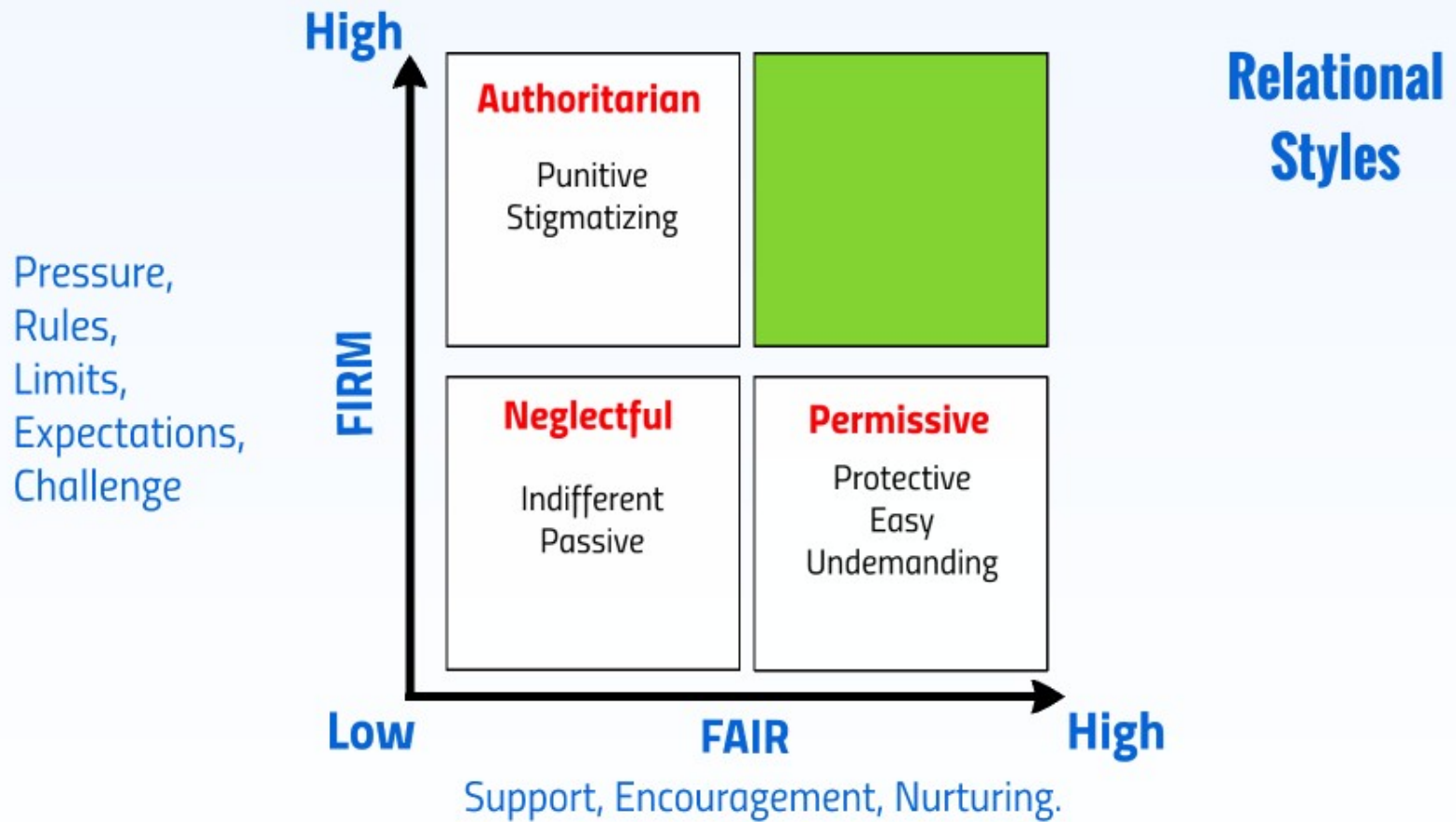
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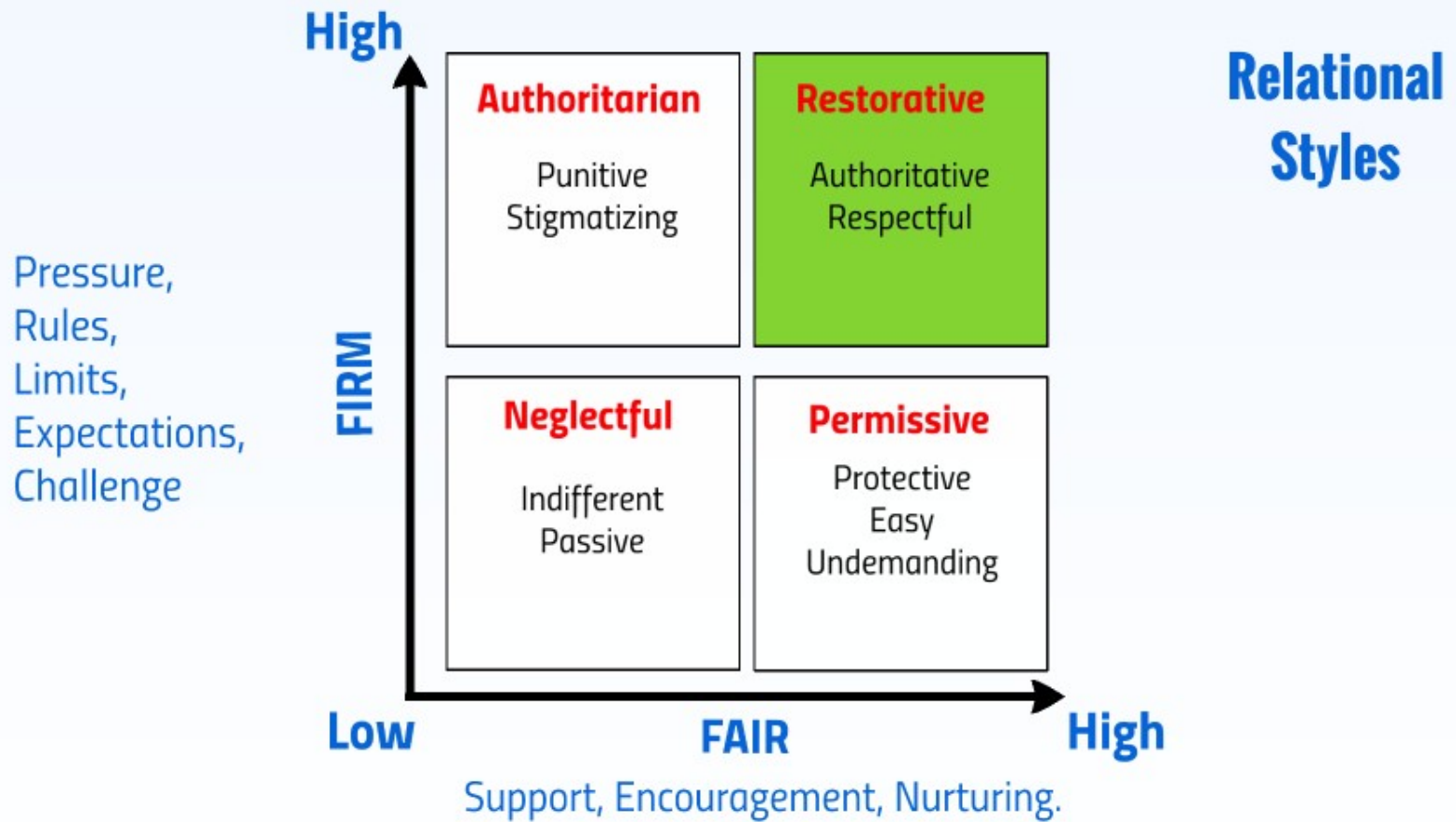
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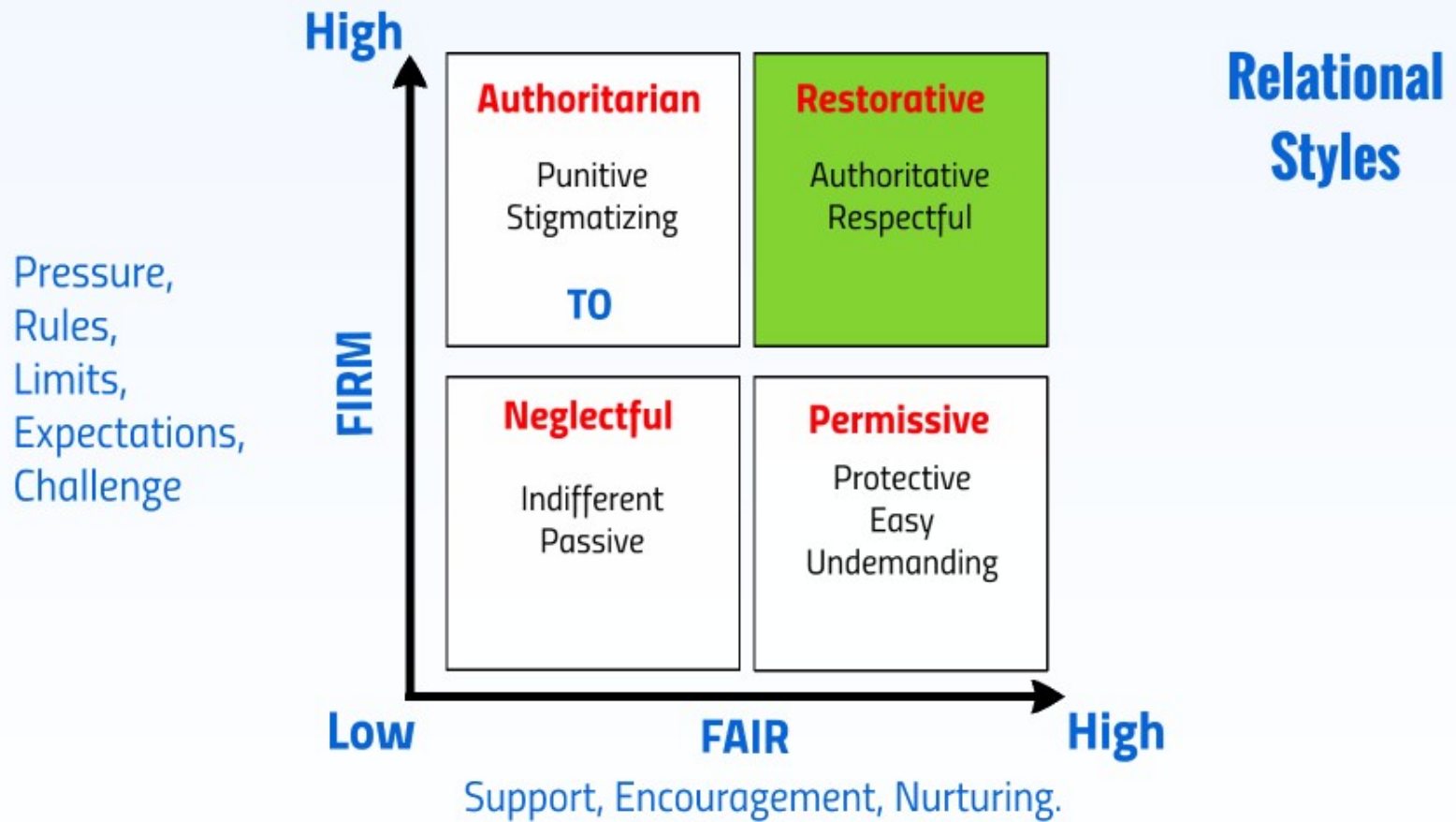
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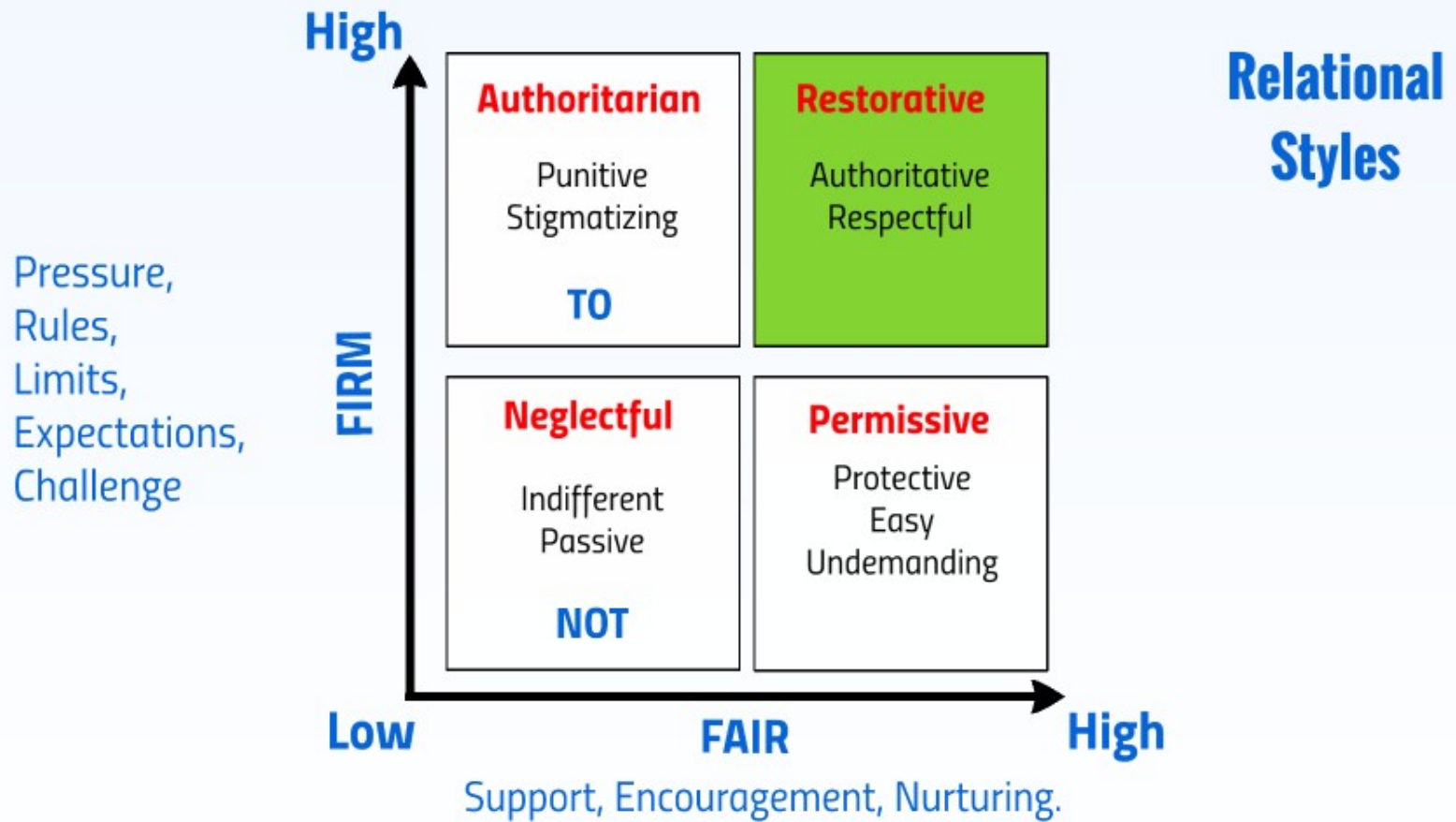
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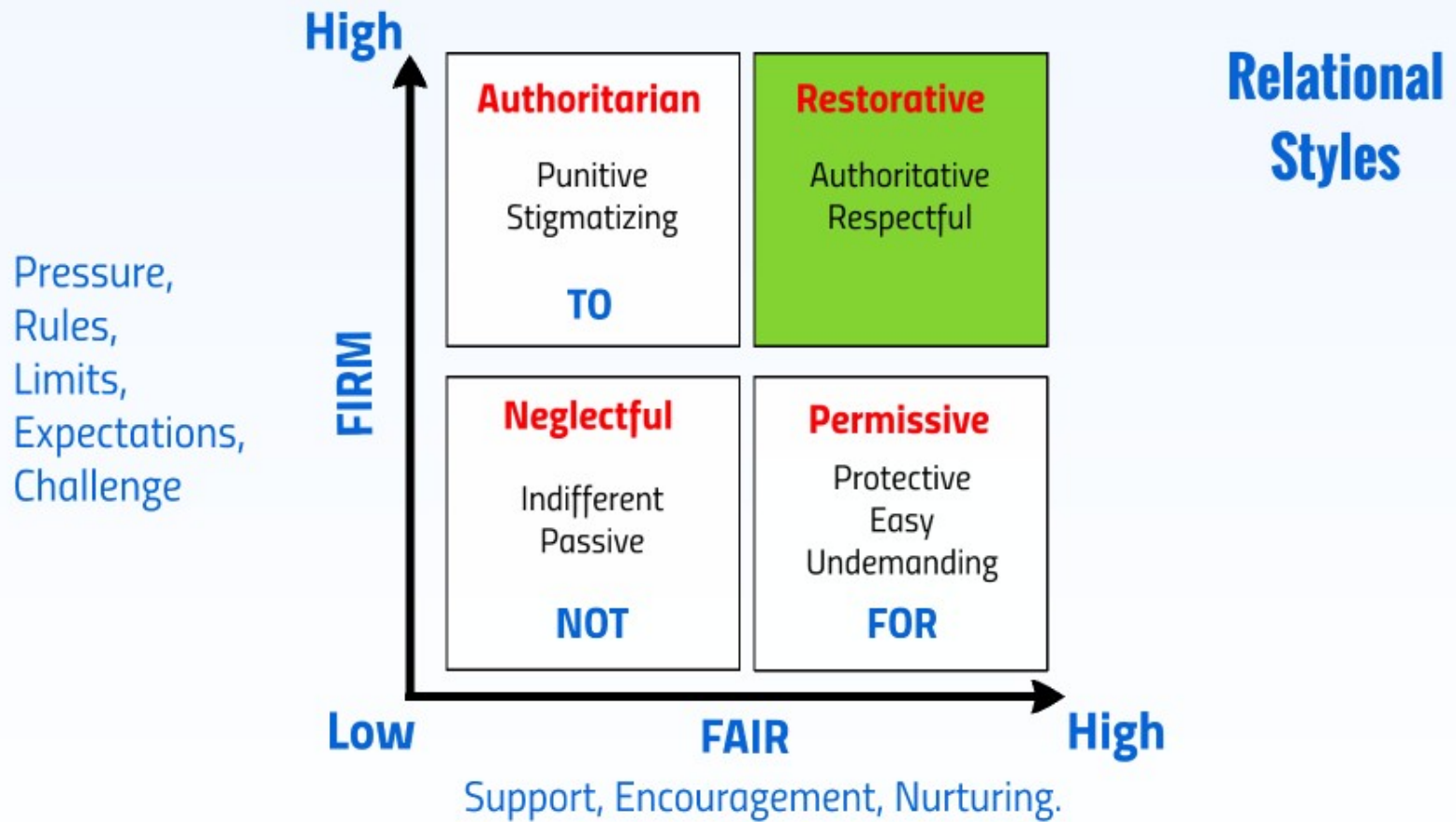
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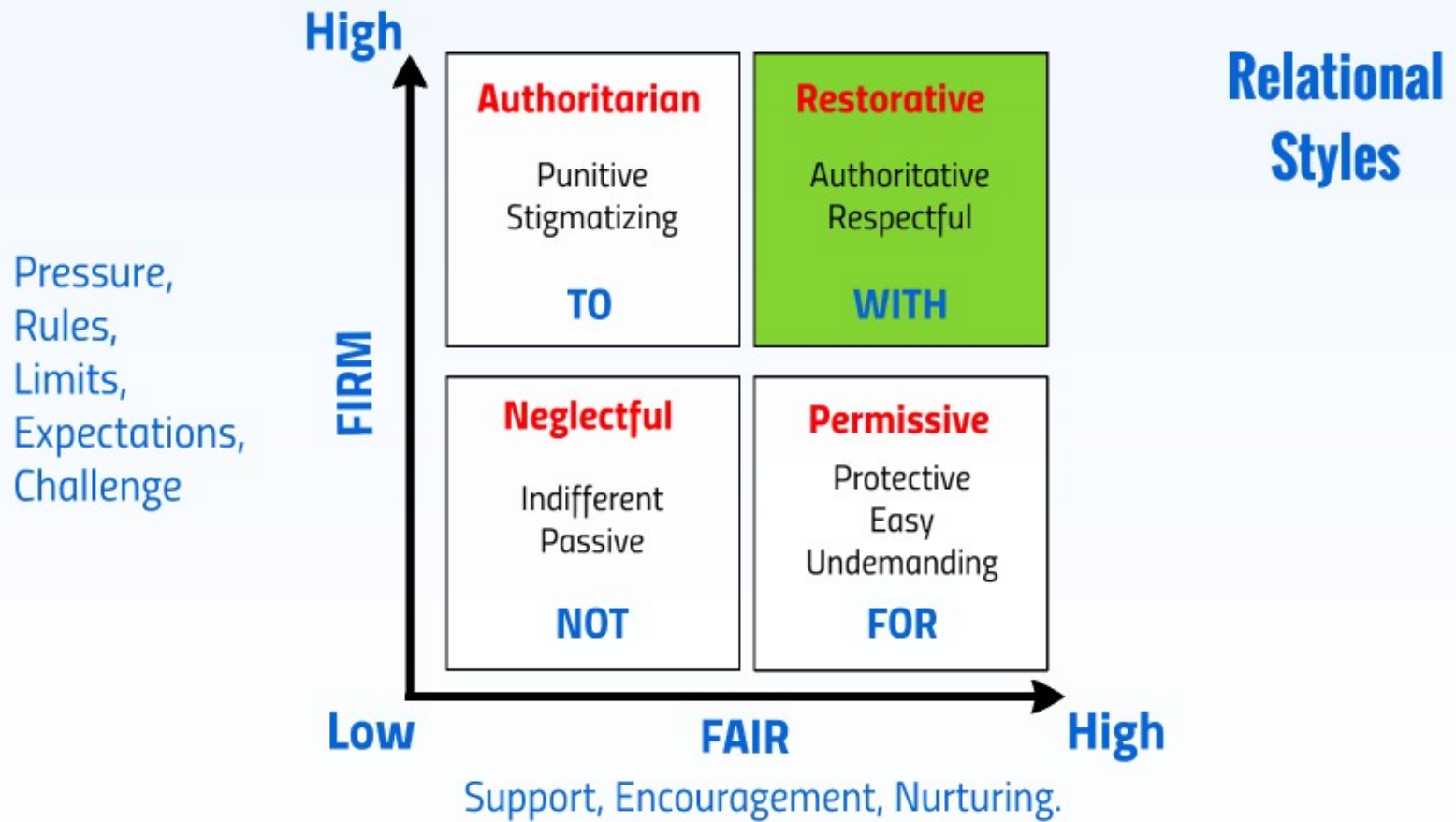
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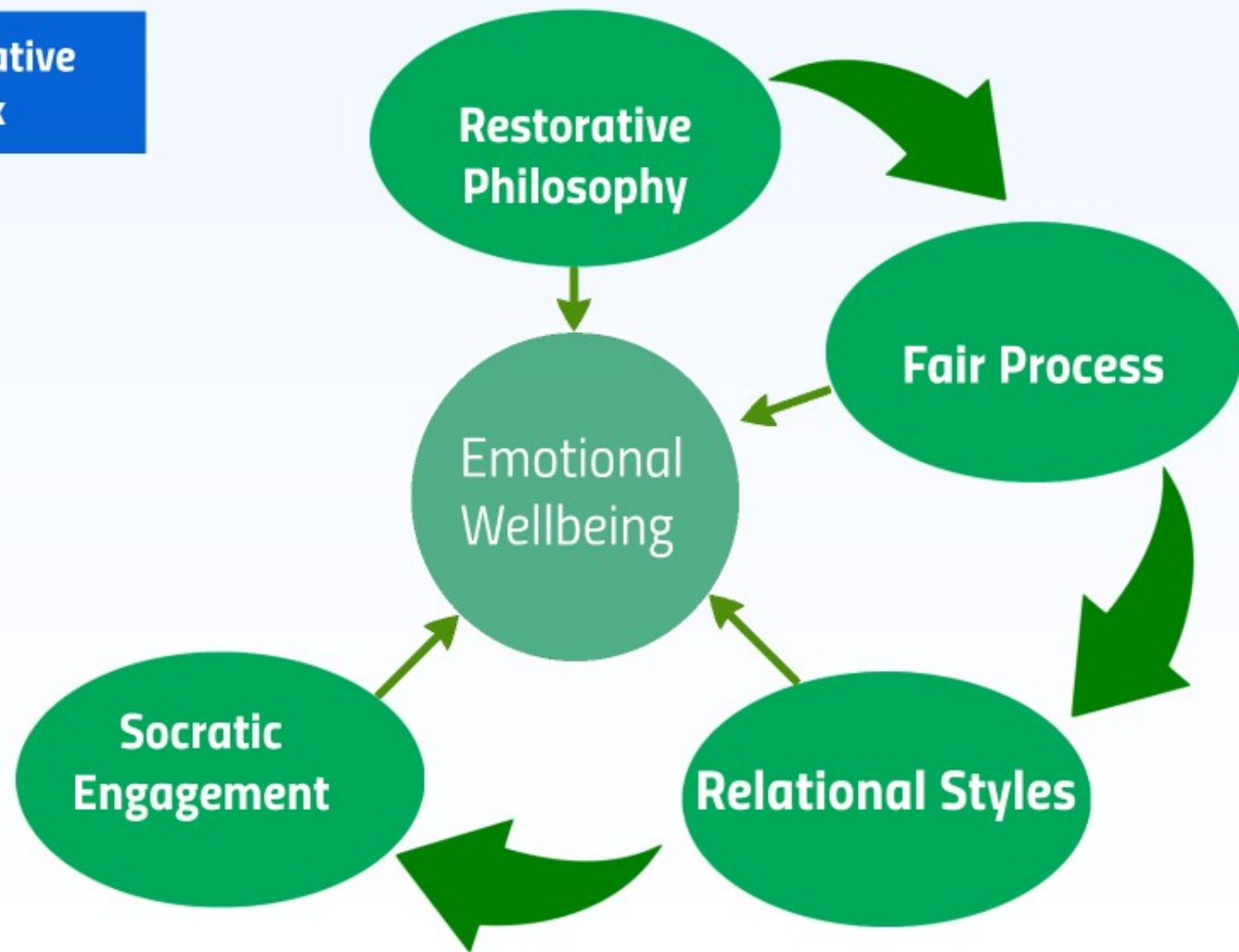


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Explicit Restorative Framework



Explicit Restorative Framework





Socratic Engagement

Socratic Dialogue

Restorative Questions 1

When things go wrong



Socratic Dialogue

Restorative Questions 1

When things go wrong

What happened?



Socratic Dialogue

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When things go wrong

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What were you thinking at the time?



Socratic Dialogue

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Socratic Dialogue

Restorative Questions 1

When things go wrong

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What have you thought about since?

Who has been affected by what you did?

In what way?

What do you think you need to do to make things right?



Restorative Questions II

When someone has been hurt



Restorative Questions II



When someone has been hurt

What did you think when you realised what had happened?

Restorative Questions II



When someone has been hurt

What did you think when you realised what had happened?

What impact has this incident had on you and others?

Restorative Questions II

When someone has been hurt



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What has been the hardest thing for you?

Restorative Questions II

When someone has been hurt



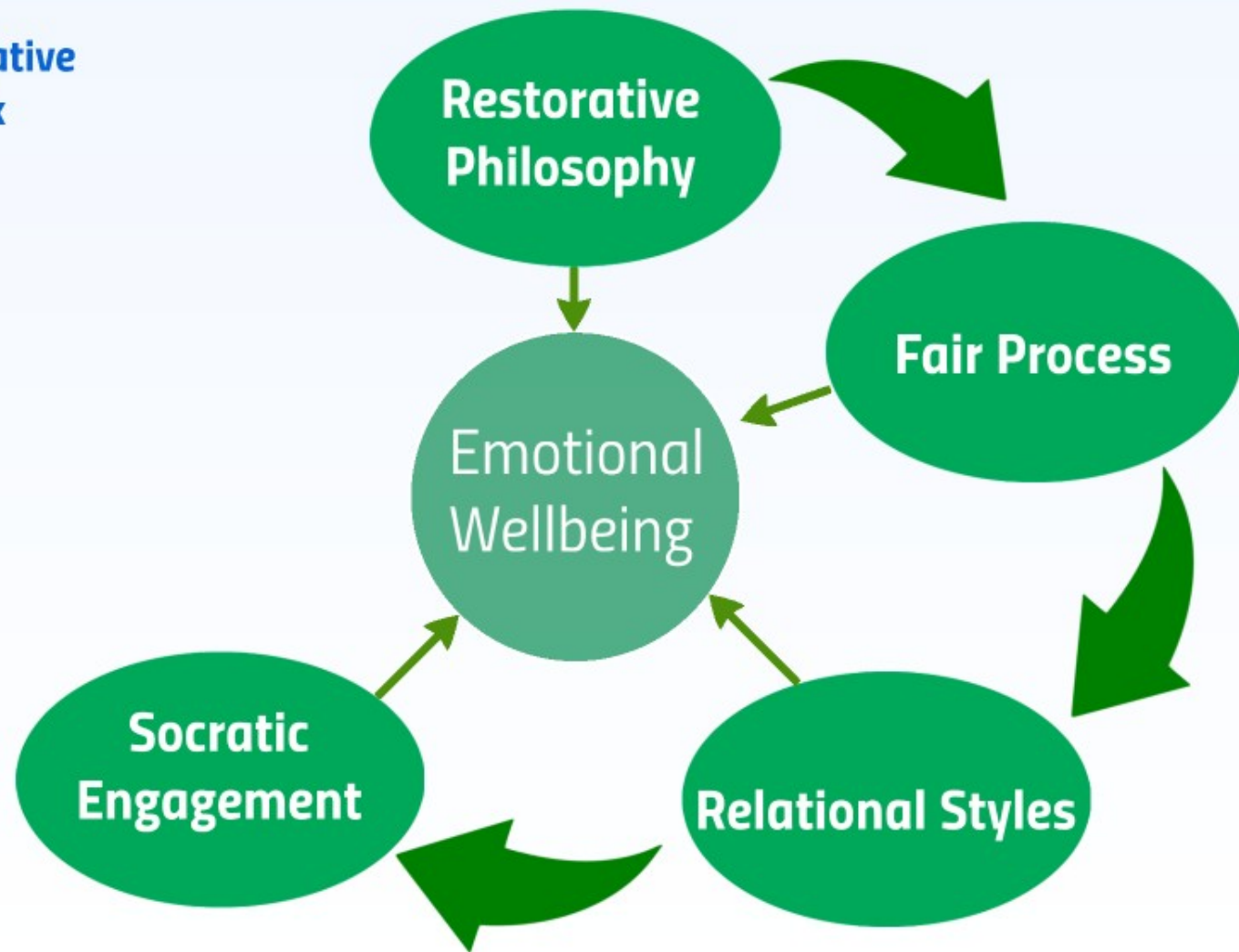
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Explicit Restorative Framework



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- Silvan Tomkins' blueprint for individual psychological and emotional wellness prescribes the conditions needed for this to happen.
- The Restorative Questions developed by O'Connell [1991] provide a 'template' that help achieve these conditions.

IDEAL OUTCOMES



With every restorative process I aim to create the conditions that support those involved to:

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**** Key to building relational capacity is sharing explicit restorative practice with those you are assisting e.g. Restorative Practice Kit

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Evidence

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Examples of
Success



EXAMPLE

- *Wagga Wagga Police Conferencing*

EXAMPLE

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- *Restorative Policing NSW Police Service*

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Discussion



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