

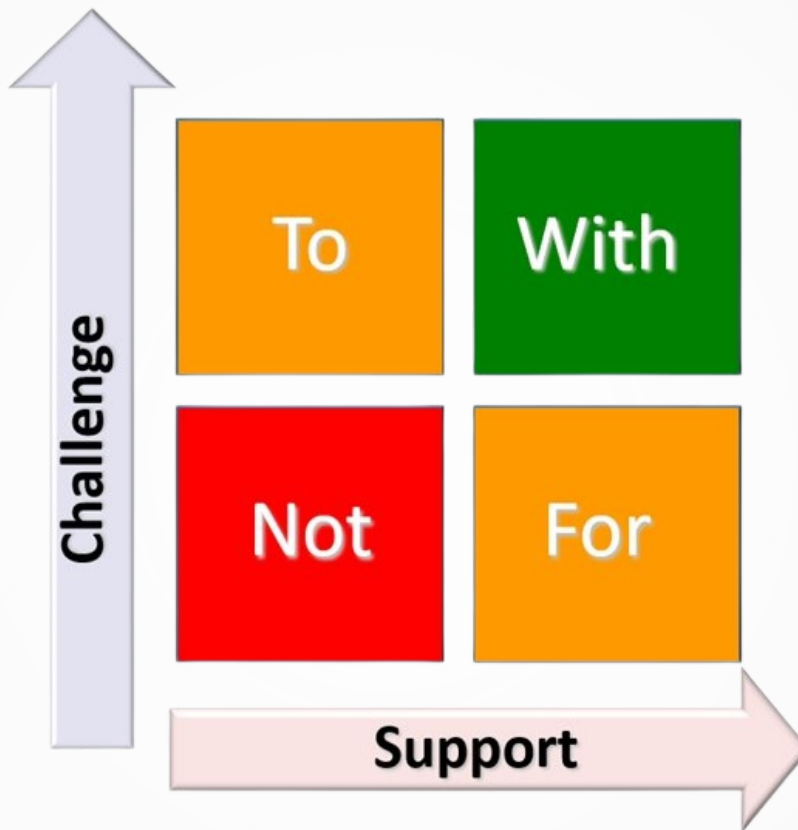
# Restorative Practice – 4 Things You Can Do Now That Will Make a Difference!!



1

## Healthy relationships are high challenge and high support

We know that people are more likely to make sustained change when we work with them on a high challenge, high support basis. Think about your practice - if you are doing 'to' or 'for' people, what do you need to do to move to 'with'?



2

## Connect before content

Start every meeting with a non-work-related check in, choose your question carefully so it helps people connect, invest in relationships, understand each other and does not exclude anyone.

“ The greatest problem with communication is we don't listen to understand. We listen to reply. When we listen with curiosity, we don't listen with the intent to reply. We listen for what's behind the words. ”

ROY T. BENNETT

# 3

## Everything looks better in a circle

Circles are about how we share power, create spaces for people to speak and be heard. Physical meetings should be held without tables and sat in a circle, the principles for virtual meetings are the same. Children and Families should be allowed to express themselves as early as possible.

Use solution circles to think through issues, difficulties, and problems. These can be done in Teams when needed or as a planned part of Team Meetings. Solution circles can be used with families and our partners as part of solution focused conversations. Remember to follow the steps in the solution circles guide and keep to the timings!

# 4

## The language we use creates the reality we and others experience

Use the restorative conversation to allow people to express their story, consider impact and focus on solutions. Always ask –

**What Happened?**

**Who has been affected by this?**

**What needs to happen next?**

Use questions from the language card to develop the conversation remember to ask questions that allow people to express their thoughts, feelings and reflect on who has been affected.

We can use this language in many ways for example with families in conversation to explore events, in our assessments with families, during our meetings to help families think about impact and solutions. We can also use this language in our interactions with partners and in supervision to help us reflect.

BIG JOURNEYS BEGIN WITH SMALL STEPS