

Restorative Leadership – what can a restorative approach offer me, my staff and those we serve?

A restorative approach to relationships, conflict and challenge can offer a staff team many skills and strategies for managing their day-to-day roles. However it also offers a way to think about the staff community and how everyone relates to each other. The approach provides a framework and a set of skills for making, maintaining and when necessary, repairing the relationships not only amongst the staff team, but also between staff and stakeholders, partners, clients and visitors.

Aims and objectives of the seminar:

- Clarify what restorative practice is all about, and how it aligns with the existing values and vision staff share
- Reflect on what members of staff need from each other to give of their best
- Identify what needs are being met and how
- Explore what needs are not being met, and develop strategies to address these together
- Build on the existing strategies staff use to communicate effectively with each other and support each other
- Consider how conflict, disagreement and challenge is currently dealt with, what people need when these occur, and what a restorative approach can offer people to resolve issues in a positive and mutually acceptable way
- Explore how decision-making is currently done and what a restorative approach to this can offer the whole team, as well as smaller departments and groups.

The day will be lively and interactive, with opportunities to 'learn by doing'. We will build a learning community for the day through activities that will allow for lots of

'Be the change
you want to see'

Gandhi

conversations with many different colleagues. (A shorter, 'taster' session, can be offered in a half-day or twilight format, but would not allow as much time for discussion).

Core restorative concepts will be exemplified through pair and group activities including various forms of circle process,. This will provide an experience which can be reproduced within your own staff teams for exploring their own relationships and needs.

Seminar leader **Dr Belinda Hopkins** has been pioneering the concept of restorative approaches in day-to-day professional and personal life for over 18 years. Her books include: *Just Schools* (JKP 2004), *Just Care* (JKP 2009) and *The Restorative Classroom* (Optimus 2011) and she is now developing a range of pamphlets to help individual agencies ensure that they are not only using restorative practice with clients and service users but amongst themselves as well.

She has been involved in developing National Standards of Restorative Practice with both the Home Office and the Restorative Justice Council, and remains on the RJC committee for Standards and Accreditation and also the RJC Organisational Quality Mark Group.

Restorative practice is not just for victims and offenders and their community – it's for us too!



Transforming Conflict

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