

Restorative Practice in Warwickshire

START WITH STRENGTHS



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Introduction to Restorative Practice

In Warwickshire we believe that people are our most important resource.

By taking the time to develop strong, respectful and healthy relationships we will achieve not only our vision of Child-friendly Warwickshire but we will ensure that our council is a supportive and innovative place to work.

Children live in families; families create communities and communities make a county.

We are passionate about making Warwickshire the best it can be. WCC is investing in exciting new ways to support children and families. Placing them at the heart of everything we do, we want to ensure young people and families receive the right help at the right time.

This help isn't about quick fixes. Instead our pledge is to work with young people and families to empower them to build on their strengths and help them to find their own, sustainable solutions whilst also helping to extend their connectedness to their wider community.



We want restorative to be ‘who we are and how we do things here in Warwickshire’.

Restorative values focus on relationships and are driving our practice and culture change across Children & Families. Restorative practices encourage those who work with children and families to focus their time on building quality relationships that inspire positive change. This extends to how we support one another in our teams and how we connect with colleagues across our organisation and beyond. Ultimately, working WITH and alongside people improves the outcomes we can achieve together.

Training offer

The Restorative Practice Development Team is working with individuals and teams to develop their understanding and application of restorative approaches in all aspects of their work.

See our training offer for more details of the practice development workshops which will be available for you to book on to from January 2021.



[Team and Training Outline 2021](#)

Focusing on relationships; encouraging fair process and offering high support and high challenge in equal measure; we want to share relational working practices with our council colleagues and external partners.

Introductory restorative practice courses will be available to all partners from 2021 so please spread the word and encourage colleagues to contact us at restorativepractice@warwickshire.gov.uk

Restorative Practice Development Team

The Restorative Practice Team is relatively new and sits in the Practice Improvement Team with Principal Social Worker Jo Davies as the Service Manager.

Jo and Jude are the core members of the team. They are the go-to for all things restorative. They deliver training, are available for 121 or team consultations, develop and deliver external RP training and liaise with all areas of the council to help bring restorative values to as many of our workforce as possible.

Dan, Rita, Rob and Michelle are part of the Practice Improvement Team and their role is to support the development and implementation of RP training and culture across WCC and beyond with external partners and organisations. Rita also supports with the delivery of several different learning and development opportunities

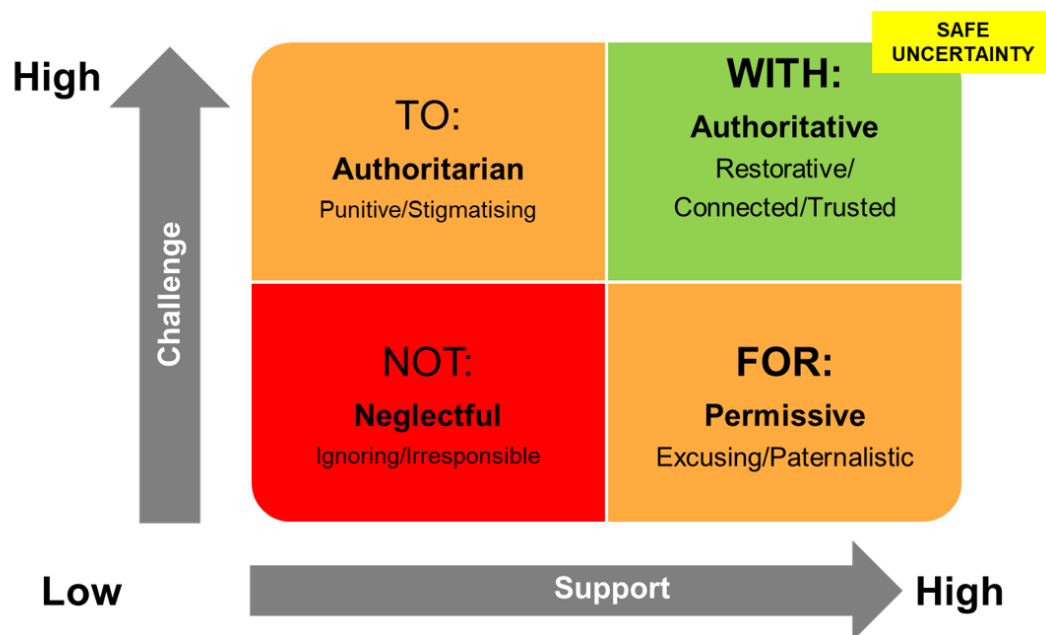
1. What is restorative practice?

1.1 Restorative practice is a way of working that we have adopted in our work with children and their families. Restorative practice is a term used to describe a method of working with people which emphasises three key things:

- The importance of respectful, healthy relationships;
- A belief in resolving difficulties;
- A commitment to repairing harm where there has been conflict.

1.2 Central to restorative practice is a commitment to work with people. We believe that better outcomes will happen if we work alongside people, rather than doing things to them, doing things for them or just not doing them at all. This idea is summed up in this diagram.

Social Discipline Window



1.3 Change is important in all the work we do in Children and Families. We want to be important in helping change to happen. We believe that the two key ingredients for change are support and challenge.

1.4 So we will provide this high support, high challenge offer to all people that we work with and we will welcome both support and challenge in return.

1.5 We recognise that families are the experts in their own lives, and we need to work with families to help turn this expertise into the solutions needed at the time to solve problems.

- 1.6 We will use this restorative approach in all our work.
- 1.7 We aspire to be restorative in our direct work with children and families, our assessments, our planning and our meetings.
- 1.8 Restorative practice also describes how we will aspire to treat ourselves and each other. We will try to be restorative in how we treat each other in our workplaces, in our meetings, in our supervision and in our internal communications.
- 1.9 Restorative practice should improve our focus upon:
- Building relationships;
 - Creating understanding;
 - Removing barriers;
 - Creating a sense of community;
 - Creating shared responsibility and accountability.

Mark Finnis Clip re Social Discipline Window L30 Relational Systems

2. Why are we doing it?

- 2.1 We have adopted restorative practice in Warwickshire because it fits with our ethics and values. Restorative practice neatly describes our own reasons and intentions to work with children and their families. We also believe that restorative practice will assist us in achieving all our key strategic goals. We believe that if we work with families to resolve problems then we will not need to use more intrusive interventions, we will not need to bring so many children into care and we will support our own foster carers to care for our children.
- 2.2 We believe that all children have a right to feel safe all the time and we all have a duty to help to keep our children and their families safe. We want to make sure that every child growing up in Warwickshire has the best possible start in life and that we have helped them as much as we can on their way.

See [Video](#)

3. Our Restorative Values

Our commitment to children and families



Building strong relationships:

Creating and maintaining respectful and trusting relationships;
We will work WITH people, rather than just “doing to” or “doing for”;
Keeping the child(ren) central to our work with the family and everything we do;
Recognising that families are the experts in their lives and their strengths and goals will be central when providing support.

Helping communities and families to find their own solutions:

Creating one timely plan together, focusing on strengths within the family and network, as well as being open and honest about what needs to change.
Promoting health, wellbeing and education for child(ren) and their families.
We will work together to manage needs, concerns and risks and identify solutions together to keep the child(ren) safe.

Being the best we can be:

We will work together to provide high support and high challenge with children and families, ourselves and partner agencies.
We will support each other to develop the services we provide, learning from all feedback to improve our services for everyone.
We will work together to resolve difficulties quickly and restoratively, by finding the right way to support families.

4. What will we actually be doing?

4.1 As restorative practice becomes embedded across the county you should recognise it more and more in our behaviours. In restorative practice it is really important for us to build relationships and connect with each other. We will encourage everyone to engage in our meetings, using “check ins” and creating the right environment in which they can make their thoughts known.



4.2 You should hear restorative conversations between staff, colleagues, managers and the public. These conversations should have three key components:

- What happened?
- Who was affected and how?
- What do we want to be different?



By Frits Ahlefeldt

4.3 These conversations allow problems to be shared, owned and resolved. You might get invited to a meeting or conference and this should be organised so that everyone feels able to comment and contribute. In these meetings the needs and strengths will be talked about to understand the current situation. Then we all listen and talk together to understand how things can change. We will discuss what may be happening to stop the change from happening.

4.4 Then we can all support families to find the right solutions for them, this will then become the one shared plan created with the family. We will be recording some of these on our new Pathway to Change template. This is their family plan. We will take a photo and use this information to complete our assessments and our meetings (stored securely on ESCR).

Pathway to change _____ Name _____ Date _____

CHILDREN & FAMILY SUPPORT
Warwickshire County Council

Situation		Understanding	Actions
What happened in the past?	What is happening now?	What keeps the issue going?	What changes need to happen?
What triggers this now?			
Who is affected and how?	What positives and strengths are there?	What could happen if things don't change?	How will we do it?
		How likely is this? 0-10 How serious is this? 0-10 (0 not helpful/serious at all - 10 extremely helpful/serious)	What will it look like when it has changed?

4.5 You might become involved in a Family Group Conference, which is a restorative meeting where the family themselves create their own plan and have their own private family time to come up with solutions.

4.6 We will talk to families about where they feel most comfortable having a meeting, it may be in a more informal relaxed space in some offices or in local community spaces. Whatever the room looks like, we will make sure that families feel more comfortable and welcomed into their family space. A warm reception, a welcoming drink, a safe space to change together. The allocated worker needs to ensure that the details of the venue are shared with all attendants.

4.7 We will also need to keep checking that the help we are offering is the right help to make the difference.

4.8 You might see restorative practice in schools, where it is used to create a safe environment for staff and children. It can be used to reduce the incidence of bullying and allow children to resolve issues within the school.

5. What next?



- Keep your eyes out for restorative practice being used;
- Tell your colleagues if you notice them using restorative practice;
- Try it out yourself, use the restorative conversation or practice the principles.
- Give us feedback as to how we could be more restorative.
- Go on the restorative training and develop your skills