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Restorative Practices Knowledge Exchange

02 – 04 April 2019
The following slides

• The following slides reflect the material covered during the three day Knowledge Exchange event, organised by Ulster University and the University of Gloucestershire.

• Slides used during the event are on a plain background. Reflection slides that have been added after the event have a blue background (as with this slide). The reflection slides are drawn from group discussions and notes taken during the event.

• A final event report that provides more detail on the discussions and workshops will be completed and a link to that document provided in a revised version of these slides.
Dr Payne and Dr Hobson would like to thank the following for their help and support across the three day event

The organisations and individuals that participated, including:

• Community Restorative Justice Ireland; NI Alternatives; Restorative Gloucestershire and the Office of the Police and Crime Commissioner for Gloucestershire; Police Service of Northern Ireland; Gloucestershire Police; NI Prison Service; Probation Board NI; Probation Service Ireland; DOJ NI; Victim Support NI; Quaker Service NI; Restorative Practices Forum NI; Family Group Conference (NI); Home Group; Ulster University; University of Gloucestershire; Maynooth University; University of Sierra Leone.

For assisting with funding the event:

• INCORE and the School of Applied Social and Policy Sciences, Ulster University
• Environmental Dynamics and Governance and the School of Natural and Social Sciences, University of Gloucestershire

For support across the event:

• Richard Hester, Lecturer in Policing, and Dr Kenny Lynch, Reader in Geography, University of Gloucestershire
• Franki Grant, Restorative Gloucestershire
• Dawn Butler, Christina Butler, Orla Pickering, Criminology students, Ulster University
Restorative Practices
Knowledge Exchange

Day 1: Tuesday 02 April, 2019
<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>11.00-11.30</td>
<td>Registration / tea &amp; coffee</td>
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<tr>
<td>11.30-12.15</td>
<td>Introduction, Meet and Greet</td>
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<tr>
<td>12.15-14.00</td>
<td>Presentations and discussion with participating organisations</td>
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<tr>
<td>14.00-1500</td>
<td>Learning lunch</td>
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<td>15.00</td>
<td>Close</td>
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</table>
Introduction, Meet and Greet
Day 1, 02 April

Opportunity to learn from other RJ practitioners and services

Chance to discuss key issues

Space to make contacts – exchange details with people!
Post-event material

- **slides** will be updated with material across the three days and made available for everyone

- **Event report** brief write-up of the three days that focuses on the key issues

- **Academic reflections** on the issues to consider
Who we are...

Brian Payne

Jon Hobson

Restorative Practices
Knowledge Exchange
02-04 April, 2019
Presentations and discussion with participating organisations

Day 1, 02 April

Restorative Practices Knowledge Exchange
02-04 April, 2019

Restorative Gloucestershire

Kabba Santigie Bangura & Kenny Lynch
(University of Sierra Leone and University of Gloucestershire)

Practitioners and advocates from Belfast and Beyond Including:

• Tom Winston - NI Alternatives
• David Eagleson - NI Prison Service
• Roisin Leckey – Probation Board NI
• Geraldine Hanna - Victim Support NI
• Janette McKnight - Quaker Service NI
Day 1 brief reflections

Introduction from the groups on restorative approaches

• The restorative agencies and practitioners present spoke about their origins and the different models and practices they used. General consensus was that England & Wales have a top down (police led) approach to RJ, while Northern Ireland has both a bottom up (community led) approach and a top down (Youth Justice) approach. This reflected the different contexts of each jurisdiction: in NI community-based restorative justice grew as a response to paramilitary punishment violence and was at least partly a product of poor relationships between communities and statutory agencies, particularly the police, and enhanced community capacity as a direct result of the conflict. In Gloucestershire, restorative justice developed with support from the Police and Crime Commissioner.

Domestic violence and Sexual violence

• Domestic violence emerged as area for discussion. The NI practitioners stated that RJ processes are not currently in place for domestic violence offences. Restorative Gloucestershire reported that they do deal with elements of DV cases, but there is a limited amount of work. Such responses generally take the form of post sentence work in Gloucestershire, as they don’t tend to engage in pre-sentence DV work due to the complexity of such cases.

Sierra Leone project:

• The delegates present noted that this was a very interesting project, but asked if this work could be described as Restorative justice or is it a youth diversionary approach? A debate ensued around the restorative elements within this body of work including aspects such as empowerment and transformation. Discussions then evolved to consider how we could build links with these projects, in particular with respect to their post-conflict nature.
Restorative Practices
Knowledge Exchange

Day 2: Wednesday 03 April, 2019
Day 2: Schedule

- 9.00-9.30  Registration / tea & coffee
- 9.30-10.00  Introduction to day 2
- 10.00-10.45  Restorative Approaches survey results and responses
- 10.45-12.30  Workshop: Police-led and Community-led models of Restorative Services
- 12.30-13.15  Lunch
- 13.15-14.30  Challenges & opportunities 1: Council of Europe recommendations (Ian Marder); Adult RJ Strategy (Louise Cooper)
- 14.30-14.45  Tea & coffee
- 14.45-16.30  Challenges & opportunities 2: education, youth justice and young people; Prisons & housing; Communities & Multi Agency Working; Sexual violence and domestic abuse
- 16.30-17.00  Summary of the day
Introduction to day 2

Opportunity to learn from other RJ practitioners and services

Chance to discuss key issues

Space to make contacts – exchange details with people!
Post-event material

• **slides** will be updated with material across the three days and made available for everyone

• **Event report** brief write-up of the three days that focuses on the key issues

• **Academic reflections** on the issues to consider
Restorative approaches: Survey results and responses
Day 2, 03 April

28 responses (so far!)

Gloucestershire; Belfast; across NI; Sierra Leone

Survey still open: https://goo.gl/forms/i5EgNOT3QDLMPrmb2
How would you describe your restorative organisation/project and the work that you do?

- Restorative Justice Agency: 53%
- Training: 11%
- Housing: 4%
- Youth Justice: 4%
- Volunteering: 7%
- Multi Agency: 7%
- Probation: 7%
- Other: 7%

[Logo: Ulster University, Incore, International Conflict Research Institute, University of Gloucestershire]
What type(s) of restorative process(es) do you most commonly use?

- Family group conferencing: 16%
- Restorative conferencing: 34%
- Circles: 14%
- Mediation: 16%
- Community Service: 5%
- Youth diversion: 7%
- Arbitration: 6%
- Restitution: 2%
Do you feel that your organisation/project is taken seriously as a valid response to crime or conflict?

Very few or no agencies or organisations we work with view our service as a valid response to crime or conflict.

Every agency or organisation we work with views our service as a valid response to crime or conflict.
What do you feel are the benefits / impacts of the restorative practices / services you provide?

- Empowering individuals and families to find their strengths
- More connected and healthier communities
- Improving victim engagement and experiences to provide closure / reduce fear
- Mending relationships
- Providing community responses to community problems
- Space for communication / Allowing people to express their feelings
- Promoting emotional responses such as empathy
- Showing a different way
- Repairing harm and reintegrating offenders
What are the biggest challenges you face when attempting to improve the services you provide?

- Perceptions that RJ is a soft option / not a valid process for justice
- Popularity of punitive / violent responses to harm / wrongdoing
- Reluctance by some organisations to take risks / challenge existing practices
- Difficulty getting all colleagues to accept RP / share responsibility
- Insufficient or insecure funding / resourcing
- Difficulty selling RP when separate victim and offender not always there
- Fear that taking on controversial cases may jeopardise funding
- Finding the time to do RP / suitable venues
- Recruiting volunteers / building experience and confidence / accessing training
What are the biggest opportunities for developing your practices or services going forward?

- Community self-referral / raising awareness for addressing issues through RP
- Training young people and organisations to utilise RP Skills
- Building RP in schools as a ‘whole child’ pastoral approach rather than a limited focus on academic achievement or behaviour
- Widening the stakeholder group / Gov Depatments involved
- Gaining experience / Growing capacity / sharing positive restorative outcomes
- Re-imagining criminal justice and harm / Giving voice to victims
- Using RP in prisons to address offending behaviour / give people the opportunity to change
- Embedding RJ as standard element of probation practice across the entire service
Brief reflections on the Survey

• All of the practitioners and agencies present agreed that the survey findings reflected many of the most common issues that they faced in their work. In particular, they agreed that whilst more organisations are taking restorative approaches seriously, there is still a long way to go before it finds full acceptance as an approach to justice.

• Despite these challenges, the practitioners and agencies in the room expressed a continued belief in restorative justice and restorative approaches as a method of proving better support to victims of crime, offenders and strengthening local communities and felt that its use would continue to grow.
Workshop: Police-led and Community-led models of Restorative Services
Day 2, 03 April

<table>
<thead>
<tr>
<th>Table 1: Police-led (or top-down)</th>
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<tbody>
<tr>
<td>What is it?</td>
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Ideas Café rules

Focus on what matters
Contribute your thinking
Speak your mind and heart
Listen to understand
Link and connect ideas
Listen together for insights & deeper questions
Play, doodle, draw
Have fun!
Table 1: Police-led (or top-down)

What is it?

What are the challenges?

What do we need to make this work?
Table 2: community-led (or bottom-up)

What is it?
What are the challenges?
What do we need to make this work?
Lunch
Exploring the Future: the opportunity to introduce a Centre of Restorative Excellence in Northern Ireland

Council of Europe Recommendations
(Dr Ian Marder, Maynooth University)

Adult RJ Strategy
(Louise Cooper, Department of Justice)
Questions...

• What would success look like if this function was operating well?
• What would be the first step in making this happen (success factors needed)?
• What strengths are in place to build on?
• What barriers need to be overcome (and suggested approaches to overcome same)?
• Is there anything missing (function/what needs to be done)?
Challenges & Opportunities 1

Exploring the Future: the opportunity to introduce a Centre of Restorative Excellence in Northern Ireland

Council of Europe Recommendations (Dr Ian Marder, Maynooth University)

Adult RJ Strategy (Louise Cooper, Department of Justice)
Link to the Council of Europe recommendations and commentary

Promoting more humane and socially effective penal sanctions; Adoption by the Committee of Ministers of the Recommendation CM/Rec(2018) 8 concerning restorative justice in criminal matters

More detailed reflection on the discussion will be provided in the post-event report.
Tea and coffee
Education, youth justice and young people
(Geraldine McCorry, Youth Justice Agency)

Prisons & housing
(David Eagleson, NI Prison Service; Chris Pattinson, Stonham housing)

Communities and multi agency working
(almost everyone!)

Domestic violence and sexual abuse
(a key theme from yesterdays discussion!)
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<td>How can we (should we?) be using Restorative approaches for DV and SV?</td>
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<td>Prisons &amp; housing</td>
<td>What strategies can be deployed in prisons, probation and housing that work?</td>
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<td>Communities &amp; Multi Agency Working</td>
<td>How do we get agencies working together?</td>
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<td>Education, youth justice and young people</td>
<td>How can we realise the potential of restorative practices in youth justice and for young people more broadly?</td>
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Challenges & opportunities 2

Education, youth justice and young people
(Geraldine McCorry, Youth Justice Agency)

Prisons & housing
(David Eagleston, NI Prison Service; Chris Pattinson, Stonham housing)

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Education, youth justice and young people: How can we realise the potential of restorative practices in youth justice and for young people more broadly?

- Activities as part of diversionary tactics
  - Parental support for adopting parents
    - Should be available to all + link to schools/community
  - Coaching + mentoring process - parents + young people
- Getting it right in schools has benefits for communities
  - Better support for foster care system - not just relocating
  - Reconsidering school expulsions - dealing with the issues not relocating it
- Target driven culture in public sector causing issues for this
- Better public information to parents + young people
Prisons & housing: What strategies can be deployed in prisons, probation and housing that work?
Communities & Multi Agency Working:

How do we get agencies working together?
Domestic violence and sexual abuse: How can we (should we?) be using Restorative approaches for DV and SV?
Summary

• Opportunity for different organizations to come together and share practice

• Chance to learn from what is happening in each jurisdiction

• Space to discuss different approaches and areas for restorative practice
Restorative Practices
Knowledge Exchange

Day 3: Thursday 04 April, 2019
Day 3: Schedule

Morning: Restorative Gloucestershire staff tour of Belfast

Afternoon: Restorative Gloucestershire staff visit to Northern Ireland Alternatives office

18.00-20.00: Summary of the Knowledge exchange and Panel Discussion on key issues across the three days

20.00: Drinks reception and networking space
Summary of the Knowledge Exchange

Day 3, 04 April

Restorative Practices Knowledge Exchange
02-04 April, 2019
Restorative approaches:
Survey results and responses

What type(s) of restorative process(es) do you most commonly use?

- Family group conferencing: 34%
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<td>• Community responses to community problems</td>
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<tr>
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<td>What are the biggest challenges to improving the services you provide?</td>
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<td>• Perceptions that RP/RJ is a soft option</td>
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<td>• Popularity of punitive and violent responses to harm &amp; wrongdoing</td>
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<td>• Finding the time &amp; resources to do RP/RJ</td>
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<tr>
<td>• Training young people and Building RP in schools</td>
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Police-led and top-down restorative approaches

Community-led and bottom-up restorative approaches
Challenges & Opportunities 1

Exploring the Future: the opportunity to introduce a Centre of Restorative Excellence in Northern Ireland

Council of Europe Recommendations (Dr Ian Marder, Maynooth University)

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Challenges & opportunities 2

Education, youth justice and young people
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Prisons & housing
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Communities and multi agency working
(almost everyone!)

Domestic violence and sexual abuse
(a key theme from yesterday's discussion!)
Panel Discussion
Day 3, 04 April

Restorative Practices Knowledge Exchange
02-04 April, 2019

Becky Beard (Director, Restorative Gloucestershire)

Peter Brannigan (Chief Inspector, Police Service Northern Ireland)

Louise Cooper (Director of Rehabilitation Department of Justice, NI)

Martina Jordan (Restorative Advocate with schools)

Jim McCarthy (Deputy Director, Community Restorative Justice Ireland)

Nic Meeks (Sargent, Gloucestershire Police seconded to Restorative Gloucestershire)

Paul Mukasa (Coordinator, Restorative Gloucestershire)
Panel questions

Question 1: How can we realise the potential of restorative practice in our schools and prisons?

Question 2: What are the challenges for top-down and bottom-up restorative justice, and how can they work together?
Following are some short reflections on the questions and answers from the panels. A more detailed set of reflections will be available in the final event report.
Question 1: How can we realise the potential of restorative practice in our schools and prisons?

- The panel discussed the use of restorative approaches in schools, in particular the importance of embedding these approaches in infant schools with younger children. Some of those present expressed a concern than if there was not similar support in secondary schooling we could be ‘setting them up to fail’. Currently in Gloucestershire most work is taking place in primary schools, in NI there is more work post-primary.

- The panel described how, as well as working with children it is important to work also with teachers and with parents, so that the restorative ethos is embedded across all those involved in the community.

- There were also reflections on the importance for children in schools to see police in a positive light; this can help to build legitimacy between these two parties.

- In prisons many of these same approaches are true; there is a need to build sustainable and positive relationships between prisons and officers as well as proving supporting mechanisms for prisons pre and post-sentence to support them in managing transition.
Question 2: What are the challenges for top-down and bottom-up restorative justice, and how can they work together?

- The differences between the two services were discussed: Restorative Gloucestershire was established by the police and crime commissioner and as such has legitimacy within the statutory agencies in the county, but struggles with generating community buy-in. Many of the services across NI grew from strong community needs but there are still difficulties engaging with some statutory agencies although this is improving year on year.

- The two journeys from top-down and bottom-up that the different groups are following contain difficulties. In NI the accreditation process and demands faced in applying for state funding created some difficulties, with highly experienced practitioners having to justify/evidence their work. In Gloucestershire, generating and sustaining community capacity as a means for supporting and growing the restorative work has been difficult but the recruitment and retention of volunteers has strengthened.

- The development of a ‘Centre for Restorative Excellence’ in NI in currently being championed by the DOJ. The aim of this is to collect and support good practice with practitioners, it is not designed as a cocooned body developing academic or policy work. Ambitions for a ‘one stop shop’ which contained all relevant statutory and community agencies has long been an ambition of local community-based practitioners and they have cautiously welcomed the renewed vigour for such an initiative, especially as the DOJ have pursued an inclusive and cooperative approach to planning what a Centre for Restorative Excellence’ might look like.
Our thanks again to the organisations and individuals that gave their time to participate in this knowledge exchange.

A full event report will be available soon, and the slides will be updated with a link to this document.