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

Terry O’Connell

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What do you see in this image?
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.
Brief Overview Of What I Think I Need To Provide.

- Clear rationale for why I believe that restorative practice works in any context.
Brief Overview Of What I Think I Need To Provide.

- Clear rationale for why I believe that restorative practice works in any context.
- Hypothesis
Brief Overview Of What I Think I Need To Provide.

- Clear rationale for why I believe that restorative practice works in any context.
- Hypothesis
- Way to test the Hypothesis
Brief Overview Of What I Think I Need To Provide.

- Clear rationale for why I believe that restorative practice works in any context.
- Hypothesis
- Way to test the Hypothesis
- Evidence
Rationale [Practice Narrative]
Rationale [Practice Narrative]

• Relationships help shape identity from which we derive life's meaning.
Rationale [Practice Narrative]

- Relationships help shape identify from which we derive life's meaning.
- Shame is the dominant negative affect of everyday life.
Rationale [Practice Narrative]

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• Most of the problems of interpersonal life can be traced to shame-based issues.
Rationale [Practice Narrative]

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- Shame is the dominant negative affect of everyday life.
- Most of the problems of interpersonal life can be traced to shame-based issues.
- Shame is the ‘elephant in the room’ - discovering and understanding its influence is critical to effective engagement.
**Rationale [Practice Narrative]**

- Relationships help shape identify from which we derive life's meaning.
- Shame is the dominant negative affect of everyday life.
- Most of the problems of interpersonal life can be traced to shame-based issues.
- 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.
Rationale [Practice Narrative]

- Relationships help shape identify from which we derive life's meaning.
- Shame is the dominant negative affect of everyday life.
- Most of the problems of interpersonal life can be traced to shame-based issues.
- 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
'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 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
Aim of Our Explicit Restorative Practice Framework

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

Relationships are best built when we:
Nathanson’s community blueprint

Relationships are best built when we:

1. Share and reduce negative emotions (best achieved by listening and acknowledging)
Nathanson’s community blueprint

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2. Share and promote positive emotions (achieved by affirming)
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Relationships are best built when we:

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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
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Practice is shaped by the synergy of the following key elements:
Explicit Restorative Practice Framework

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- 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:

- Restorative Philosophy
- Fair Process
- Relational Styles
Explicit Restorative Practice Framework

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

- Restorative Philosophy
- Fair Process
- Relational Styles
- 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

Restorative Philosophy
Explicit Restorative Framework

Restorative Philosophy

Emotional Wellbeing
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

Restorative Philosophy

Emotional Wellbeing
Explicit Restorative Framework

Restorative Philosophy

Emotional Wellbeing

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."

Fair Process

Principles
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 Framework

Restorative Philosophy

Fair Process

Emotional Wellbeing

Relational Styles
Relational Styles
Relational Styles

Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000
Pressure,
Rules,
Limits,
Expectations,
Challenge

Support, Encouragement, Nurturing.

Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000
Pressure, Rules, Limits, Expectations, Challenge

Relational Styles

- **Authoritarian**: High Pressure, Punitive, Stigmatizing

- **FIRM**: Low Pressure, Rules, Limits, Expectations, Challenge
- **FAIR**: High Support, Encouragement, Nurturing

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Relational Styles

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Pressure, Rules, Limits, Expectations, Challenge

FAIR

Support, Encouragement, Nurturing.

Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000
Relational Styles

High

Pressure, Rules, Limits, Expectations, Challenge

FIRM

Low

Support, Encouragement, Nurturing.

High

Authoritarian
Punitive Stigmatizing

Restorative
Authoritative Respectful

TO

Neglectful
Indifferent Passive

Permissive
Protective Easy Undemanding

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Pressure, Rules, Limits, Expectations, Challenge

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Relational Styles

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FIRM
Low
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Support, Encouragement, Nurturing.

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- Socratic Engagement
Socratic Engagement
Socratic Dialogue

Restorative Questions 1
When things go wrong
Socratic Dialogue

Restorative Questions 1
When things go wrong

What happened?
Socratic Dialogue

Restorative Questions 1
When things go wrong

What happened?
What were you thinking at the time?
**Socratic Dialogue**

**Restorative Questions 1**
When things go wrong

- What happened?
- What were you thinking at the time?
- What have you thought about since?
Socratic Dialogue

Restorative Questions 1
When things go wrong

What happened?
What were you thinking at the time?
What have you thought about since?
Who has been affected by what you did?
Socratic Dialogue

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When things go wrong

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What were you thinking at the time?
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In what way?
Socratic Dialogue

Restorative Questions 1
When things go wrong

What happened?
What were you thinking at the time?
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

What did you think when you realised what had happened?
What impact has this incident had on you and others?
What has been the hardest thing for you?
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?
What has been the hardest thing for you?
What do you think needs to happen to make things right?
Explicit Restorative Framework

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Explicit Restorative Framework

Restorative Philosophy

Working Assumptions

Emotional Wellbeing

Fair Process

Socratic Engagement

Relational Styles
Working Assumptions
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My 'working' assumptions are that:
Working Assumptions

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Working Assumptions

My 'working' assumptions are that:

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- Those who are not able to deal with vulnerability tend to struggle with relationships.
- Creating the conditions that help others to deal honestly with their vulnerability is an important step towards building trust and a more positive experience.
Working Assumptions

My 'working' assumptions are that:

• Relationships help shape our identity from which we derive life’s meaning.
• Those who are not able to deal with vulnerability tend to struggle with relationships.
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• Silvan Tomkins’ blueprint for individual psychological and emotional wellness prescribes the conditions needed for this to happen.
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My 'working' assumptions are that:

• Relationships help shape our identity from which we derive life’s meaning.
• Those who are not able to deal with vulnerability tend to struggle with relationships.
• Creating the conditions that help others to deal honestly with their vulnerability is an important step towards building trust and a more positive experience.
• 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.
With every restorative process I aim to create the conditions that support those involved to:
IDEAL OUTCOMES

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• begin to make sense and meaning of their lives;
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- identify what is important in all that is happening [what matters];
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• begin to make sense and meaning of their lives;

• identify what is important in all that is happening [what matters];

• get to work out what needs to change and what their part will be in this change process, and importantly;
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- begin to make sense and meaning of their lives;
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- learn how to build and sustain healthy relationships.****
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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
- Wagga Wagga Police Conferencing
- Wagga Wagga Police Conferencing
- Restorative Policing NSW Police Service
• Wagga Wagga Police Conferencing
• Restorative Policing NSW Police Service
• Rozelle Public School and MacKillop Catholic Primary School
• Wagga Wagga Police Conferencing

• Restorative Policing NSW Police Service

• Rozelle Public School and MacKillop Catholic Primary School

• Re-Engage Youth Services [South Australia]
• Wagga Wagga Police Conferencing
• Restorative Policing NSW Police Service
• Rozelle Public School and MacKillop Catholic Primary School
• Re-Engage Youth Services [South Australia]
• Maranatha Aged Care Facility [Wellington, NSW]
• Wagga Wagga Police Conferencing

• Restorative Policing NSW Police Service

• Rozelle Public School and MacKillop Catholic Primary School

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• Maranatha Aged Care Facility [Wellington, NSW]

• Responding to Traumatic Incidents - Facing The Demons & Murder He Wrote [Australian Documentaries]
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• Responding to Traumatic Incidents - Facing The Demons & Murder He Wrote [Australian Documentaries]

• Restorative Probabtion Officer
• Wagga Wagga Police Conferencing

• Restorative Policing NSW Police Service

• Rozelle Public School and MacKillop Catholic Primary School

• Re-Engage Youth Services [South Australia]

• Maranatha Aged Care Facility [Wellington, NSW]

• Responding to Traumatic Incidents - Facing The Demons & Murder He Wrote [Australian Documentaries]

• Restorative Probabtion Officer

• Restorative Psychologist
Discussion
Discussion
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My hope is that our time together has:
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- Given you a deeper insight into yourself and what matters.
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- Allowed you to make better sense of what influences your practice.
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- Helped you appreciate that restorative practice is integral to everything you do, personally and professionally.
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- Begun the process of helping you construct a 'practice narrative' that reflects all of the above.
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- Given you a deeper insight into yourself and what matters.
- Allowed you to make better sense of what influences your practice.
- Helped you appreciate that restorative practice is integral to everything you do, personally and professionally.
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Thank you!!
My hope is that our time together has:

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