Portsmouth Restorative Practice Conference 2019
WELCOME

- Conference programme
- Workshop information and booking
- Evaluation
- Breaks and lunch
- Social Media
- Looking after yourself and others
CITY CONTEXT

Steve Rolls – Portsmouth Mediation Service

Hayden Ginns – Portsmouth City Council
Restorative Practice Conference
Portsmouth

March 2019

Hayden Ginns
Chair of Restorative Practice Steering Group
OVERVIEW

1. Background and Context
2. Principles and Practice
3. What going on?
4. What have we learnt?
5. Where next?
RESTORATIVE PRACTICE IN PORTSMOUTH
1. BACKGROUND AND CONTEXT

2015 onwards…. big transformation in children and families services

1. Structural change – Developing ‘Multi-agency Teams (MATs); splitting the city into three localities, co-location of staff from the NHS, council and voluntary sector. Same boundaries as neighbourhood police

2. Workflow change – how children and families move through the system to get the right support at the right time. Tackling the ‘refer-on’ culture

3. Practice Change – choosing a model to be shared by all agencies, driving inter-disciplinary working and shifting the culture. Making it easier for families to work with us.
RESTORATIVE PRACTICE IN PORTSMOUTH
1. BACKGROUND AND CONTEXT

Practice Change…
November 2015 to January 2016 – 20 colleagues from 10 agencies over 6 weeks explored six models of practice.

A ‘Dragon’s Den’ process led to a clear winner… Restorative Practice

- Evidence of impact elsewhere, Leeds, Hull, West Berks etc
- Applicability in a range of contexts – e.g. schools, safeguarding, health services
- Centred on family relationships – the bedrock of good outcomes
- Putting power and responsibility back with children and families
- Relatively cheap to implement
- The full spectrum – prevention to intervention
- Resonance with our principles
AN EXAMPLE OF RESONANCE...

Co-production

Co-design

Engagement

Consultation

Informing

Educating

Coercion

Doing with in an equal and reciprocal partnership

Doing for engaging and involving people

Doing to trying to fix people who are passive recipients of service
2. PRINCIPLES AND PRACTICE

a) Do to? Do for? ......or Do With?

“The essence of restorative practices is disarmingly simple: that human beings are happier, more productive and more likely to make positive changes in their behaviour when those in positions of authority do things with them, rather than to them or for them.” Ted Watchel

b) The five question framework

- What happened/is happening?
- What were you/are you thinking/ feeling
- Who has been/is being affected?
- How have they/are they being affected?
- What needs to happen to make it better?
3. WHAT GOING ON IN CHILDREN’S SERVICES?

• Over 500 professionals received 2 or 4 day training and over a 1000 more as part of ‘whole organisation’ training
• Using the five questions during child protection enquiries
• Using the principles to reshape child protection conferences
• Restorative circles as part of direct social work
• Over 30 schools and colleges somewhere ‘on the journey’
• Early work with nurseries
• Whole-school training and a dedicated schools network
• Circles to prevent school exclusion and reintegrate after exclusion
• Circles being used to construct Early Help Family Plans that are more ‘owned’ by the family in council and health services
• Council’s HR department using formal restorative processes as part of resolving team conflict
4. WHAT HAVE WE LEARNT?

a) **Impact.** There is a lot of evidence emerging now of impact – individual stories and service-level improvements

b) **Applicability.** The principles and practices of restorative practice can be applied in so many contexts

c) **Restorative versus Punitive?** The tension between the principles of restorative practice in sometimes necessarily punitive systems. The concept of ‘fair process’ is critical here.

d) **A way of being...not just a thing you do.** It’s in your everyday language, behaviour and how you treat people

e) **Justice versus Practice.** The ‘harmed and the harmer’ – or about bringing together people where there has been harm

f) ‘**Disarmingly simple’ yet difficult.** The language, principles, practice are simple. Yet changing your own behaviours and the culture of your organisation is a long road

g) **We have some simply amazing people working in Portsmouth**
5. WHERE NEXT?

- More confidently using the language of ‘restorative city’
- Stronger engagement with police, housing and adult services – moving beyond just a children’s agenda
- Delivering team level support through ‘Action Learning Sets’ to support teams to embed the practice
- Leadership – bespoke session for senior leaders in July
- More ‘formal’ restorative circles and conferences for key client groups, e.g. children in residential care, children in care that can be reunified with their birth parents, neighbourhoods in conflict
- More work on evaluation
- Responding to the request from people to ‘feel they are part of something bigger’
Ray and Vi Donovan

Chris Donovan Trust
Changing lives, making a difference
RESTORATIVE PRACTICE IN EDUCATION
Sort it Out presentation for Restorative City Conference
Sort it Out presentation for Restorative City Conference

3rd Generation
The current Sort it Out Team

SARAH
Chief Executive Officer
Volunteer Engagement Specialist Trustee
“I enjoy giving back to the University community.”

LIAM
Chief Operations Officer
“The Sort it Out service represents to me the extension of restorative resolutions to the university”

LILY
Director of Communications
“I am taking part in Sort It Out because I wish I had used the service when I had issues over the last few years!”

RAWAN
Director of Finance
“As a student mediator my main goal is to help students have the best University experience”
The Sort it Out service was founded in 2016 as a collaborative effort between the Portsmouth Mediation Service and the Union Advice Service. The service is a student run organization comprised of final year Law Students from the university who are trained and qualified mediators.
QUICK ACTIVITY

Hand up if you have ever experienced...
Types of Disputes

- Society
- Housemate
- Neighbour
- Peer
Student mediators have been distributing leaflets and posters to Housing Fairs and Wellbeing Fairs.

We have a Twitter profile which is updated weekly. Twitter helps promote the service.

We have emailed various Heads of Schools in the University to encourage personal tutors to refer to us.

We have attended several events at the Union and with PMS to build relationships with other organizations.

We aim to provide a peaceful environment and restorative community for students of Portsmouth.
Follow our journey

@SortItOut_Ports

https://www.facebook.com/UPSUSortItOut/

https://www.upsu.net/advice/sort-it-out

sortitout@upsu.net

Sort it Out presentation for Restorative City Conference
Restorative Practice: The Highbury Experience

Debi Copeland - Head of Learning Support

Angela Kountouroudas - Student Engagement Coordinator
Restorative Practice: The Highbury Experience

Repairing relationships between:

- Students and other students
- Students and parent(s)/guardian(s) or carer(s)
- Staff and students
- Staff with other staff
- Community members and the College
Restorative Practice: The Highbury Experience

- **OCT 2016**: Pre-Restorative Practice Experience
- **DEC 2016**: 1st Wave of Training
- **MAY 2017**: 2nd Wave of Training
- **SEP 2018**: Managers Training
- **MAY 2018**: Student Support Staff Training
- **JUNE 2018**: Policies Updated
- **MAY 2019**: All Teaching Staff to be Trained
- **JUNE 2019**: All Teaching Staff to be Trained
Restorative Practice: Highbury – Next Steps

Managing low level poor behaviour in the classroom

Embedding in disciplinary policy

Extending the culture of respect

Reporting impact to the College’s Equality & Diversity Committee
MAYFIELD SCHOOL

The journey towards becoming a more restorative school.
BECOMING MORE RESTORATIVE
IMPACTS OF BECOMING MORE RESTORATIVE
LOOKING TOWARDS THE FUTURE
Started Journey to become a restorative school

Staff completed Restorative Practice Training

Teach Peace Peer Mediators Launched

Senior Leadership using Restorative Action Learning Sets

Ongoing reflection to embed into the whole school culture

Portsmouth Mediation Service Trained Senior

Restorative Questioning began

Our Journey
our Champions

Police
NHS Staff
Social Care
Early Help
Portsmouth University
Sort It Out
Parent and Carer Board
Portsmouth Mediation Service
Think Family Mentor
Inclusion Team
Support Staff
Head Teacher
Class Teachers
School Governors
SEN Champion
Parents
Teach Peace Mediators

FERNHURST JUNIOR SCHOOL
Together Towards Success

PSCB Portsmouth Safeguarding Childrens Board
Protecting Portsmouths Children
our supporters
RESTORATIVE PRACTICE WORKSHOPS

Victory Lounge – Developing restorative communities

Warrior Lounge – Breaking the cycle of shame

Alliance Lounge – Transforming difficult conversations into positive outcomes
QUESTION PANEL

Hayden Ginns – Portsmouth City Council

Steve Rolls – Portsmouth Mediation Service

Jenni Wessels – Portsmouth City Council

Kathryn Hammond – CAMHS

John Swindle – Portsmouth Mediation Service
FOLLOW THE JOURNEY

@portsmouthscb
@SortItOut_Ports
@mayfieldschool
@highburycollege

www.portsmouthscb.org.uk
www.portsmoutheducationpartnership.co.uk
www.portsmouthmediationservice.org.uk
www.upsu.net/advice/sort-it-out