

# THE RESTORATIVE PRISON





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# Aim of the Restorative Prison



Sodexo Justice aims to operate restorative prisons that **use restorative approaches to resolve conflict between residents and between residents and staff**, work with external restorative justice providers to hold restorative conferences between residents and their victims **and encourage residents to resolve conflicts and restore family relationships by holding restorative family meetings.**

# The Restorative Journey at HMP Peterborough



**2018**

**‘These prisons have proved that, with commitment, leadership and clear lines of accountability, it is possible to use RA to deal, both formally and informally, with a wide variety of conflicts’**

*(ICPR, University of London – Evaluation of the Restorative Prison Pilot. 2018)*

**‘It is needed in every single prison. Makes you look at yourself and think about those affected by your crime.’**

*(Resident, HMP Peterborough)*

**‘It reduces violence in the jail and gives space to do other stuff.’**

*(Resident, HMP Peterborough)*

**‘The outcome is very well deserved.’**

*(Jim Simon, RSQM assessor on HMP Peterborough receiving the Restorative Service Quality Mark in 2018)*

**‘I’ve been in a lot of prisons and I can see this working in all prisons. There’s a lot of thought gone into the process – just putting people in segregation and forgetting about them doesn’t work. We need people to talk to each other to resolve issues.’**

*(Resident, HMP Buckley Hall)*

**‘I will use Restorative Approaches in every relationship for the rest of my life.’**

*(Resident, HMP Featherstone)*

# 2021

“We are very proud to have been recognised by the Restorative Justice Council in awarding us this accolade. Adopting Restorative Approaches across the prison has been beneficial for both the prisoners and our staff. Understanding the impact and consequences of actions can be a very powerful tool in the rehabilitative journey, as well as re-building essential support networks.”

*Damien Evans, Director*

**‘My RA training has guided me in recognising how conflict can occur in an enclosed environment, and has helped me to better myself as a person and understand who I am.’**

*(Sarah, Resident RA Champion)*

**‘As restrictions start to ease and residents begin to mix in larger groups RA will play a significant and important role in identifying and intervening in growing tensions between residents, and bring people together to resolve issues before they escalate’** *Chris Evans, Head of Rehabilitation*

**‘RA took place and they explained each others feelings and took responsibility and apologised to each other. They left happy and hugged each other and thanked me.**

*(Resident)*

**‘The harmer went first and said that it was all done now and said sorry for the punch and that he didn’t now owe him the vape. The harmed agreed. There was no issues on the wing with them afterwards.’**

*(Resident)*

# **Restorative Practice ..... what does it mean in a prison?**

**Restorative processes bring those harmed by crime or conflict, and those responsible for the harm, into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward.**

*(Restorative Justice Council)*

# Restorative Approaches and Behaviour Management

**A restorative approach in any environment shifts the emphasis from managing behaviour to focusing on the building, nurturing and repairing of relationships.**

***“If we punish too readily we make a young person angry and resentful rather than thoughtful”***

***John Braithwaite***



# Objectives of Restorative Approaches in Prisons

To use Restorative Approaches to promote:

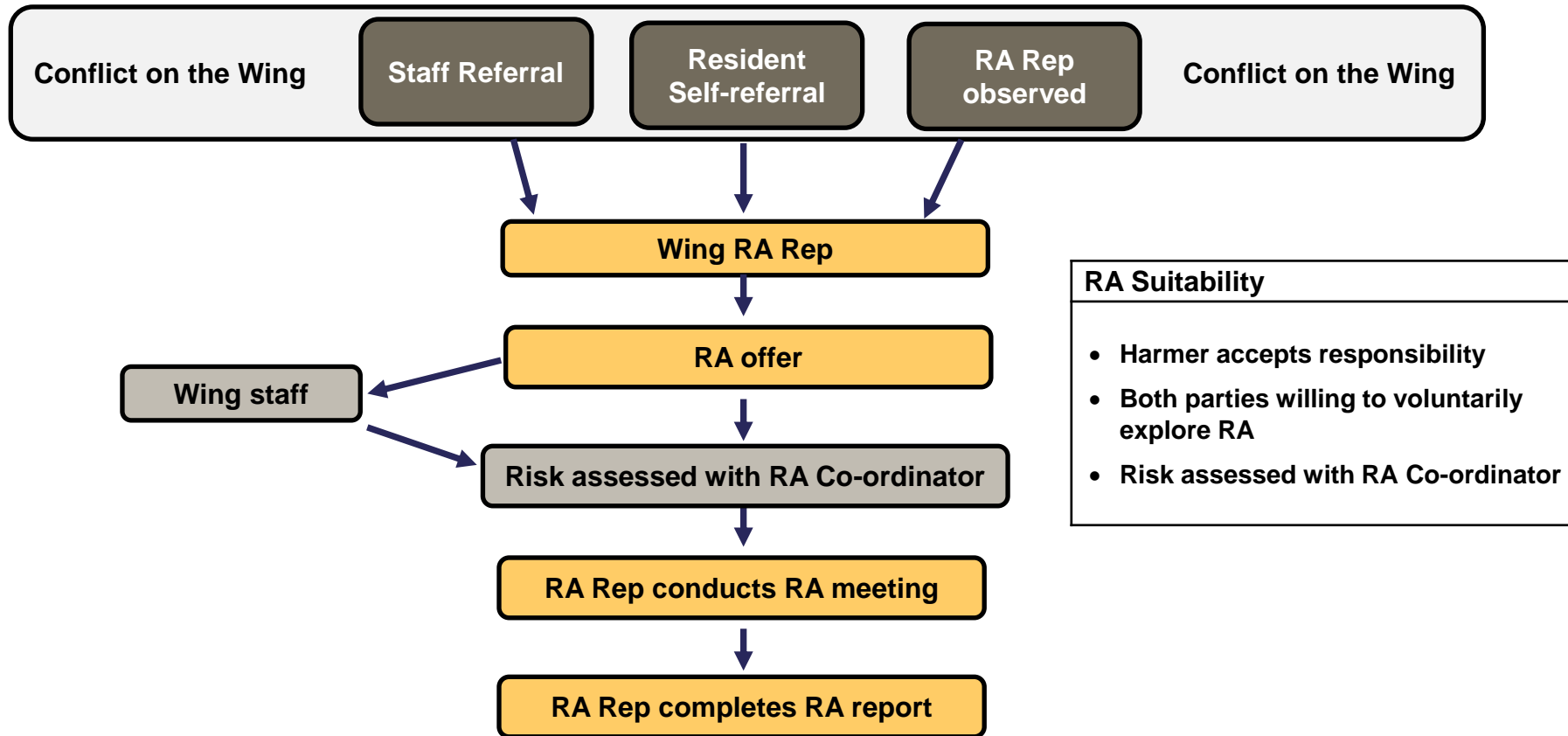
- **A sense of Responsibility** (for one's own actions)
- **Reflection** (on how those actions affect others)
- **Respect** (for others' needs and feelings)
- **Reintegration** (back into prison life)

# Being a victim in a prison

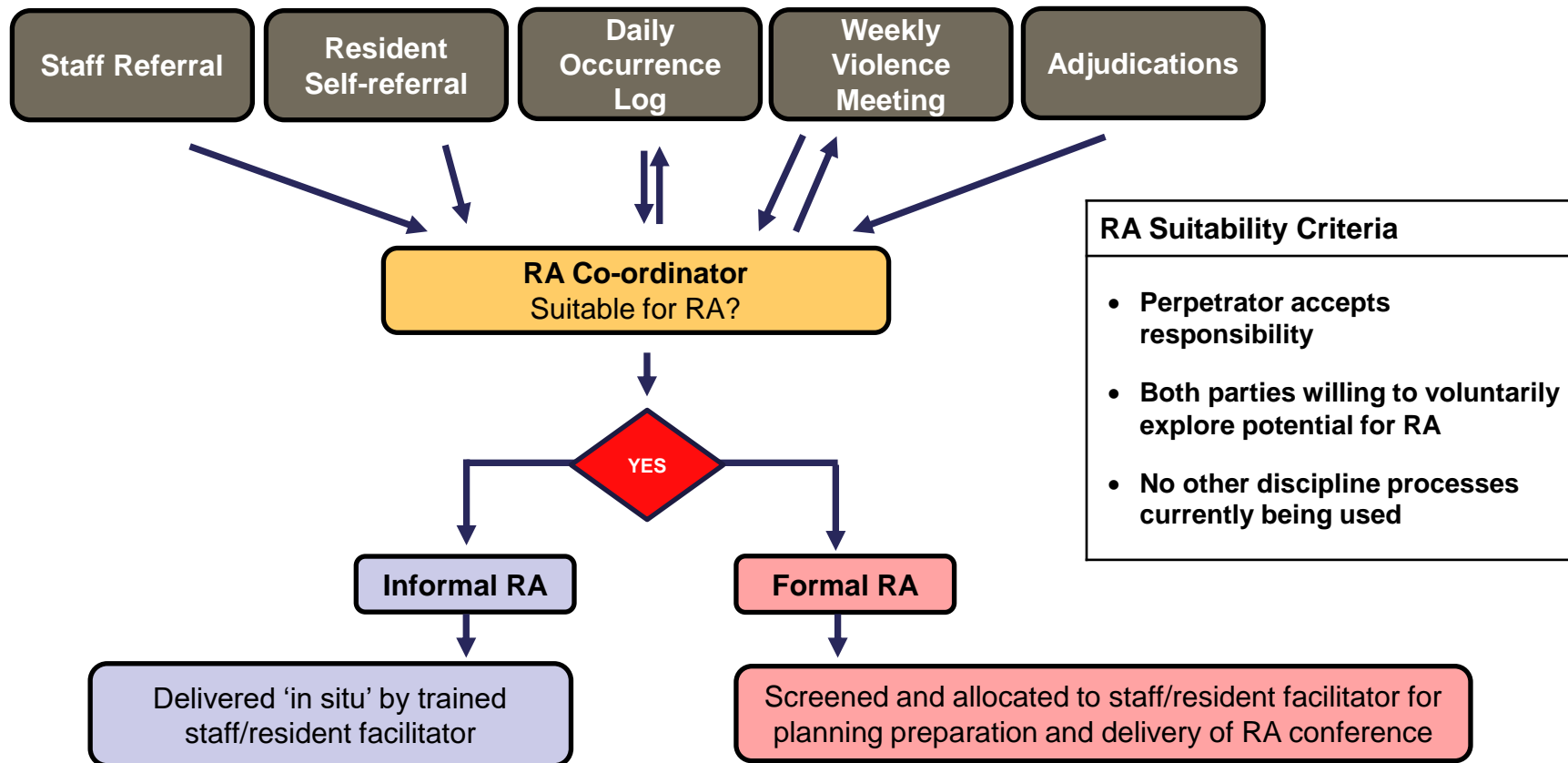
## A resident perspective:

- No support networks (trusted family and friends)
- Importance of **not** being seen as weak and therefore more vulnerable
- Nowhere to hide, and the issue seems far worse locked behind a door
- Potential to face the harmer again, or someone acting on their behalf

# Proactive - RA process used by trained residents



# Reactive - RA Process for staff



# Uses of RA

Types of RA	When?	What for?
<b>Informal RA Meetings</b>	<ul style="list-style-type: none"> <li>• Immediate or soon after incident</li> <li>• Concluded within 48hrs</li> <li>• Less preparation</li> <li>• Straight forward</li> <li>• Low numbers</li> </ul>	<ul style="list-style-type: none"> <li>• Disputes over using microwave Snooker/Pool table</li> <li>• Access to Phone</li> <li>• Loud Music</li> <li>• Dinner queues</li> <li>• Difference of views</li> <li>• Use of computer games</li> </ul>
<b>Formal RA Conference</b>	<ul style="list-style-type: none"> <li>• Referred by staff or resident</li> <li>• More preparation</li> <li>• More time</li> <li>• Complex</li> <li>• More participants</li> <li>• Risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Fights</li> <li>• Assault</li> <li>• Debt</li> <li>• Gang issues</li> <li>• Prison officer relations</li> <li>• Informal RA that a) escalates or b) ends up being more complex</li> </ul>

# RA and the value of lived experience

- Residents trusted by staff and their peers
- Trained to RA Foundation level (3 days)
- Trained with prison staff where possible
- Case Supervised monthly
- Confidentiality can be observed whilst quality assuring practice

# HMP Peterborough - Snapshot

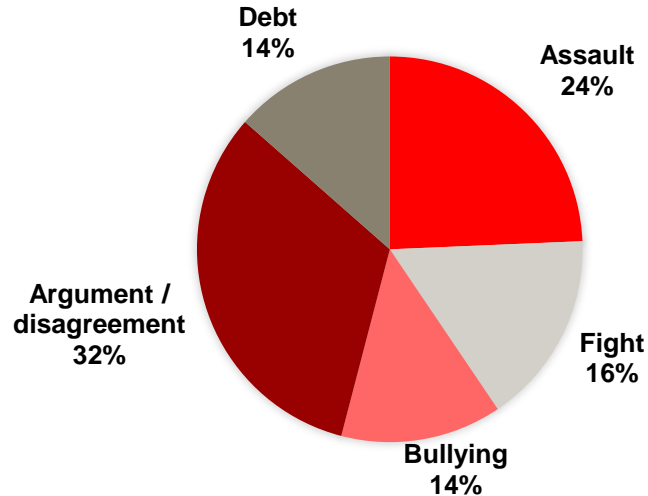
**AUGUST 2020:**

**RA was offered on 37 occasions**

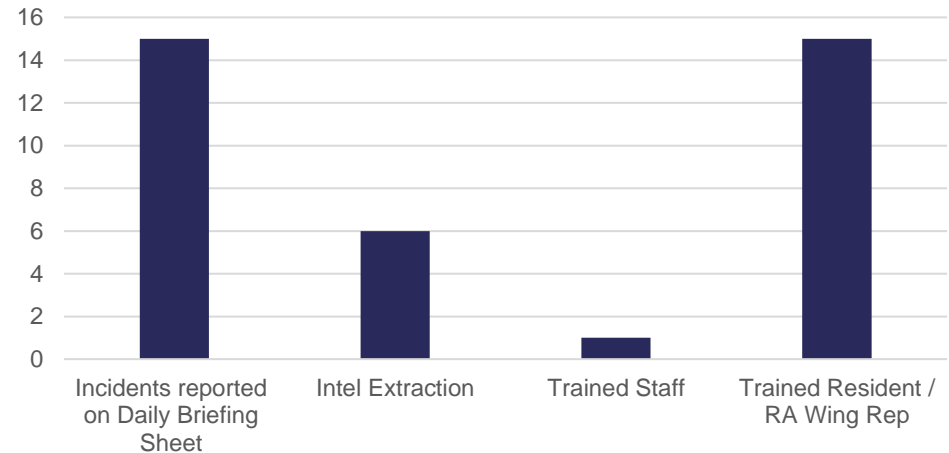
resulting in **20** meetings with positive outcomes



## RA OFFERS BY TYPE OF INCIDENT



## SOURCE OF INFO. LEADING TO RA OFFER



## **A week in the life of a Restorative Prison Co-ordinator**



# Challenges

- **Ownership of RA in residential areas**
- **'Turnover' of RA trained residents**
- **RA is not fully understood or included in the prison inspection regime**
- **Conflict focuses on the offender not victim**
- **Covid and time out of cell**

# Restorative Justice

- Built on a premis of **partnership working** with external RJ Service Providers - not restricted by either victim or offender led
- Memorandum of Understanding and Data Sharing Agreements to jointly work RJ Cases
- Sharing of risk assessment and joint decision making
- Joint case working from start to finish

# Restorative Justice

## **Kate Hook, Restorative Solutions:**

‘It is a huge benefit to work with prisons that have embedded restorative justice because it means there are no barriers in having to explain or justify what the service is’

## **Restorative Solutions practitioner:**

‘Emma and her colleague, Lily, have been fantastic!’

## **RJ Co-Ordinator, Cambridgeshire Police:**

‘We have developed excellent relationships to support victims and offenders which is essential to the confidence people feel in engaging in the service’

# Restorative Families

- **Model developed from the principles and practice of Family Group Conferencing**
- **Offered to residents who have issues/conflicts with family members**
- **Small team, from different departments, trained in Restorative Families**
- **Preparation takes place with both the resident and family member(s)**
- **Facilitated Family Meetings held in the prison**

# Communication

## More TALKING Less PROBLEMS

RESPONSIBILITY | REFLECTION | RESPECT



**Restorative Approaches (RA) is used at HMP Forest Bank to resolve conflict between residents and between residents and staff.**

**Resident RA Facilitator:**  
**Staff member:**



## Restorative Approaches Facilitator lives here!

Are you worried about a problem with another resident or member of staff?

**Don't let a problem that can be sorted out go too far!**

**Restorative Approaches** are used within HMP Bronzefield to create a safer environment.

**Restorative Approaches** gives you an opportunity to have your say.

**Restorative Approaches** helps to find a way forward and resolve issues.

**Restorative Approaches** work!

**It is completely voluntary... but by taking part you could help make your time in this prison better.**

### What does it mean in practice?

It means that when conflict occurs our team of trained residents and staff will offer you the opportunity to talk and, if needed, arrange a meeting to discuss what has happened.

### Who are the team?

The team (facilitators) in HMP Bronzefield are both **residents and staff**. Staff are drawn from right across the prison and are not all prison officers.

Residents have been selected and trained to be able to run restorative meetings.

Date 7th June 2021

Issue Two



## Restorative Prison News

FOR RESIDENT RESTORATIVE PRACTITIONERS IN SODEXO PRISONS

### What can you expect from an RA facilitator?

You can expect an RA facilitator to:

- Be impartial and non-judgemental
- Be confidential
- Provide support to meet, or communicate with, the person who has harmed you or the person you have harmed.
- Create an opportunity to have your questions answered e.g. 'Why Me?'
- Give you a chance to explain your point of view
- Enable you to take responsibility for anything you may have done
- Ensure that the process is safe for all who take part
- Help you to reach an agreement and move forward

### How do I know who to go to?

**Staff will be able to make a referral to a trained facilitator for you. You can also refer yourself on the pod.**

The Restorative Approaches Co-ordinator will receive your referral and allocate a trained facilitator.

**If you find this helps you could also start talking to your key worker about going through the process with your victim.**

# Registration Standards



# HMP Peterborough's Journey



**2018**

**Leadership commitment**



**Restorative culture**

**Reflected in Policies and  
Procedures**



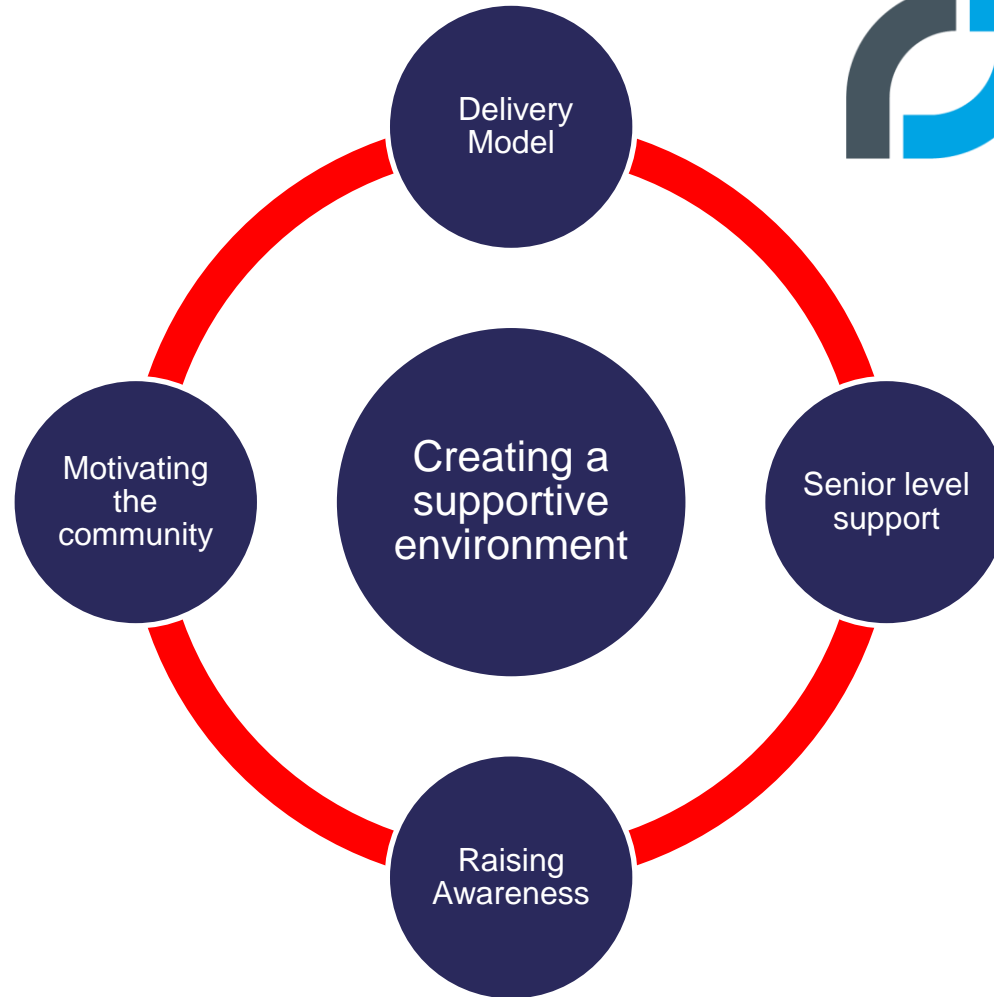
**Embedded in core policies and  
procedures**

**Training for key individuals**



**Core component of initial training**

**2021**





## 1. Leadership

- 1.1 Building a restorative community
- 1.2 Embedding restorative practice within strategic and operational planning
- 1.3 Processes are in place to evaluate the impact of restorative practice

## 2. Policies and Procedures

- 2.1 Organisational policies and procedures promote safe and effective practice
- 2.2 Arrangements are in place to ensure compliance with organisational policies and procedures
- 2.3 Arrangements are in place for reviewing organisational policies and procedures

## 3. Training and development

- 3.1 Staff are trained to a level commensurate with their role
- 3.2 Restorative practice is included within the organisation's induction procedures
- 3.3 Organisational commitment to continued professional development

## 4. Support and supervision

- 4.1 Provide opportunities for practice supervision
- 4.2 Provide practitioners with line and performance management opportunities

## 5. Delivering indirect and informal restorative practice

- 5.1 Identifying appropriate restorative processes
- 5.2 Risk and safety assessment
- 5.3 Preparing participants
- 5.4 Facilitating indirect and informal restorative practice
- 5.5 Facilitating and monitoring agreed outcomes

## 6. Maintaining professional standards

- 6.1 Adhering to the RJC's Organisation Code of Practice



Contact the RJC for more information

**Standards@restorativejustice.org.uk**

# Key elements of the Restorative Prison

- Requires the support, drive and understanding of senior leaders
- Needs a resource to co-ordinate activity
- Values the contribution of those with lived experience
- Delivery models will differ for each prison but are grounded in RJC practice standards
- Staff and resident 'buy-in' is essential