



Checklist

A Restorative Organisation

This checklist is taken from the RPI Quality Framework, the complete version of which is available at <https://www.restorativepracticesireland.ie/wp-content/uploads/2021/11/CDI-RPI-QA-Framework-web-2-1.pdf>. The checklist is one of a series of RPI checklists.

A checklist for a restorative organisation could include the following:

- Are the senior management team, middle management and external stakeholders committed to using restorative approaches?
- Have they undergone RP training?
- Do they themselves model use of RP?
- Does the organisation have an agreed vision and objectives that incorporate its restorative ethos?
- Do policies reflect this restorative ethos?
- Are there recognised restorative champions and an RP team in place in the organisation?
- Are they actively engaged in promoting and supporting RP use?
- Is there an on-going programme of training in place to cater for personnel turnover and refresher training?
- Are there opportunities for RP communities of practice?
- Is there an in-house training capacity or budget for external training?
- Are staff facilitated to attend RP training or other development activities?
- Is use of RP promoted on a regular basis (e.g., through signage, resource materials, allocation of time for RP activities)?
- Are staff encouraged and equipped to engage in reflective practice?
- Are there agreed mechanisms for monitoring the use of RP?
- Are there mechanisms in place for on-going review and evaluation that capture RP outcomes and impacts?
- Is there a plan for further development of restorative approaches?
- Are governance structures transparent?
- Are decision-making mechanisms participative?
- Can staff/volunteers/service users influence decisions?
- Does the organisation respond appropriately to constructive criticism?
- To what extent do staff, volunteers or service users experience the organisation as a restorative organisation?
- How could this be improved?