



Consensus NI
Restorative Solutions

Introduction to Restorative Practices
Croke Park 20.09.19



Today we will explore...

- The Values and Principles of Restorative Practice
- What Restorative Practices might look like in the GAA
- A Case Study



Brehon law was an ancient Celtic system of law that focused on addressing the needs or wrongdoing suffered by victims of crime, rather than aiming to solely punish the criminal.



What is the Philosophy of Restorative Practice?

- Breaches of rules and wrongdoing cause **harm** to **people** and the quality of **relationships** required for a healthy sporting community
- People experience harm in ways that are specific to themselves and they should have the opportunity to talk about what they suffered and how amends could be made
- Justice requires that those responsible for the harm take **responsibility** for their behaviour and be **obliged** to put things right
- If those who have caused harm repair the damage they have caused, they should, and need, to be integrated back into their clubs without **stigma**, and as a **valued** member



Restorative Values and Principles

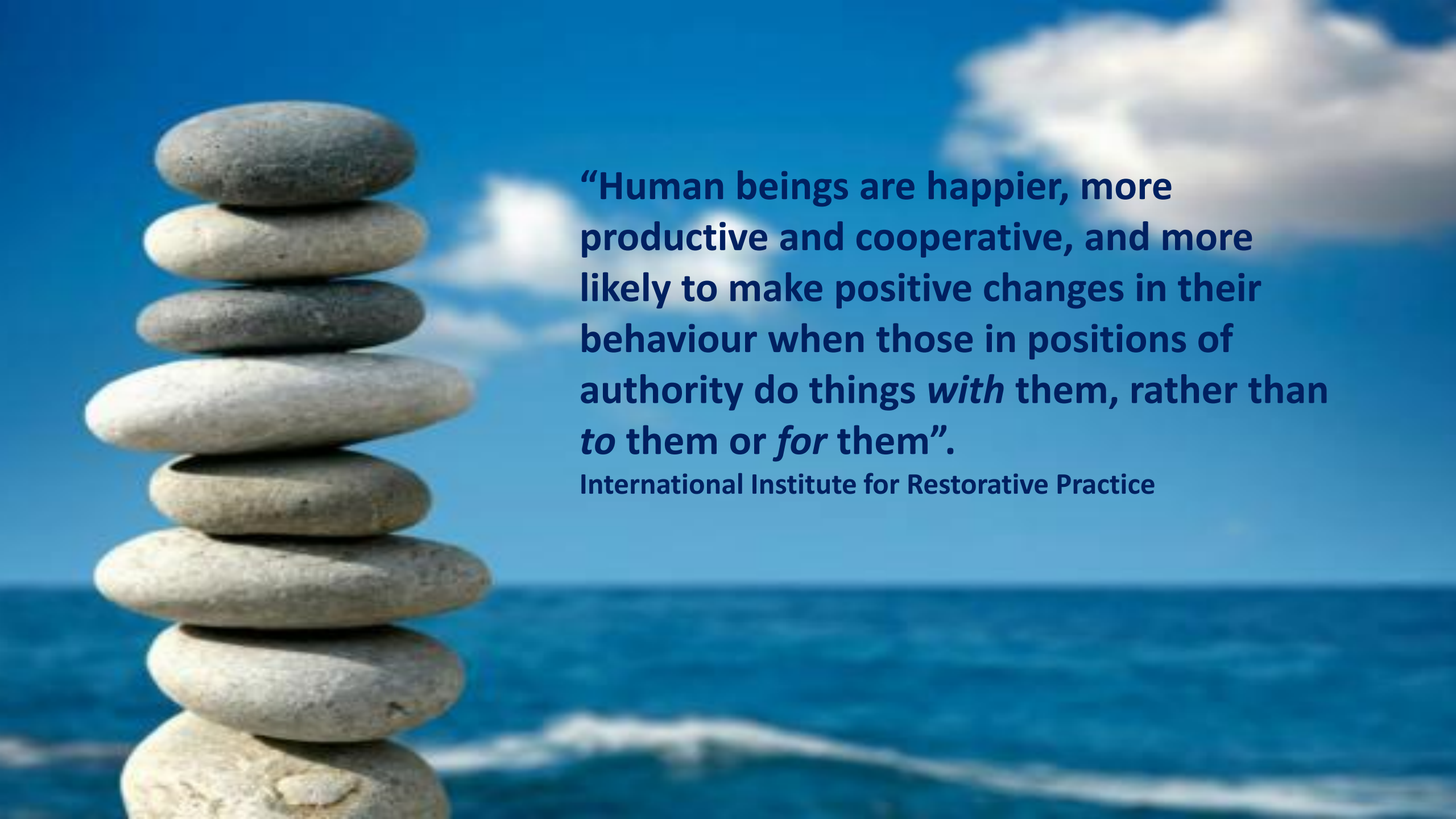
- Based on **mutual** respect – ‘Give Respect, Get Respect’
- Believes in people’s ability to **resolve** their own problems given time and support
- Accepts that there is more than one **truth** and perspective
- Maximises the opportunity for dialogue and agreed outcomes between those involved in the problem
- Ensures that the person(s) who have caused harm are not **stigmatised** and encouraged to return to their club with **dignity** and **respect**.
- Is **strengths-based** – forward-looking, solution-focused commitments



What Values guide Restorative Practice?

- Justice
- Solidarity and Responsibility
- Respect for Human Dignity
- Truth

European Forum for Restorative Justice



“Human beings are happier, more productive and cooperative, 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”.

International Institute for Restorative Practice



A Control versus Restorative Model

CONTROL

- Misbehaviour is a violation of rules and the 'Code of Behaviour'
- Resolution requires the Sporting Authority to determine blame and assign punishment
- Adversarial procedures where, for the most part, there's a winner and a loser
- Wrongdoer stigmatised, labelled
- Minimal chance for direct reparation for those who have been affected

RESTORATIVE

- Misbehaviour is a violation of PEOPLE and relationships
- Those involved in the problem are best placed to resolve it
- Resolution places obligation on the wrongdoer to take account of the harm caused and make amends for it
- Resolution provides an opportunity for healing for all involved
- It's all about communication, co-operation and connectedness



Why ‘traditional’ approaches can fail...

- They steal the conflict – ownership of the conflict is taken away from those directly involved and now belongs to the adult and authority who has intervened or who has been summoned
- They put a sticking plaster over the wound – problems might be addressed superficially but if they remain unresolved, they’ll fester
- The focus is almost exclusively on broken rules and wrongdoing – but **relationships** have been harmed, these need restoring for people to move on

Balanced Model of RP



Balanced Model of RP...in practice.

What happened...

Two clubs, renowned for their rivalry, were playing a Under 14s match. Five minutes before the end of the first half, two boys were involved in a verbal altercation which escalated to physical fighting, resulting in one of them sustaining a cut and swollen lip. As they were taken off the pitch, further fighting began between the two teams and the referee decided to abandon the game.

In groups, discuss...

- Who has been harmed/affected by this incident?
- Who in the wider community has been harmed/affected?
- How might the harmed person/wrongdoer feel about the incident?
- How might the wider community feel?
- What might be the needs of the harmed person/wrongdoer?
- What might be the needs of the wider community?

When you were harmed...

What did you NEED to happen?

- *Someone to listen to me*
- *Time to reflect*
- *A chance to ask 'why me?' 'What did I do to deserve that?'*
- *The person concerned to understand and admit their behaviour has hurt me*
- *An apology*
- *Things put right, if possible*
- *Reassurance*



When you harmed someone...



What did you NEED to happen?

- *A chance to reflect*
- *Someone to listen to my story*
- *A chance to explain to myself and the other person why I did it*
- *A chance to apologise*
- *A chance to make amends*
- *Reassurance that the matter is dealt with, so I can move on*
- *A hope that there is no resentment left.*

Balanced Model of RP

- Care for the safety of every individual
- Respect for the dignity and the perspective of every individual
- Respect for human and legal rights
- Equality of treatment
- The value of diversity
- Commitment to non-violent solutions
- Proportionality of response to harm
- Facilitator is **not** neutral

What restorative research tells us....

In a sporting environment, Restorative Practices can:

- Promote self-regulation
- Teach social skills
- Develop future-ready attitudes
- Minimise disruption, distraction, interpersonal friction and bullying
- Improve relationships between and among players, coaches, parents, and administrators
- Hold wrongdoers accountable for the effects of their actions on others
- Help young people to succeed



What restorative research tells us....

“The restorative model is that basically everyone makes mistakes, you know?....to be human is to make mistakes, and players are making mistakes all the time in sports. So how do you actually handle that situation? You made a bad pass, how do we learn from that?....So, sport is the restorative model dream area, I think!”

Hemphill et al, 2018

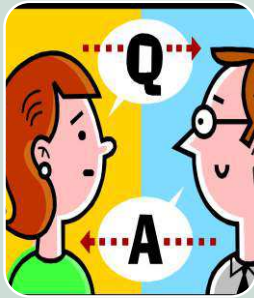
A Case Study

Restorative conversations are based on a set of restorative questions and are undertaken with the intention of:

- **Connecting** with others – one on one
- Gaining **perspective** – storytelling
- Understanding ‘what’s happened?’ – from **past**
- Coming to an agreement on ‘what needs to happen next?’ – to **future**



Restorative Continuum



**Restorative
Language**



**Restorative
Enquiry**



**Restorative
Conversation**



Mediation



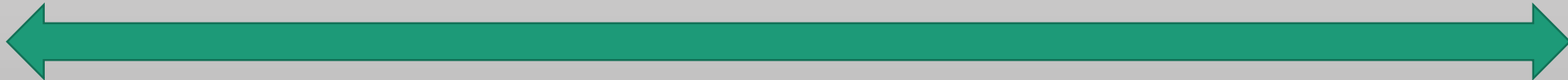
**Restorative
Conference**

Informal

Formal

Universal

Targeted



Questions or Comments?

