

KEY QUESTIONS TO EXPLORE THE DEGREE OF RESTORATIVE JUSTICE PRACTICES – A REFLECTION TOOL

The main purpose of this tool is to enable deliberate practice to improve one's practice. Therefore the rating is subjective to one's experience. The practitioner may gather feedback from the participants to be considered in the rating. It is highly encouraged that practitioners engage in peer learning with the use of the tool to facilitate a robust and critical discussion.

No	Principle	Practice	Question(s)	Rating* & Remarks
1	Human Dignity	<ul style="list-style-type: none"> Recognising each individual has worth Focusing on the deed and not the doer Being restorative to facilitate re-integration of individuals and groups 	<ul style="list-style-type: none"> Does the practice reiterate the focus being the deed/ act/ issue rather than the persons? Does the practice reflect equal social relationships, that everyone is treated with equal dignity, respect and concern? 	
2	Empathy	Taking the perspective of others and attempting to see things from their point of view	Does the practice allow for individuals to hear and appreciate each other's perspectives?	
3	Respect & Support	<ul style="list-style-type: none"> Suspending judgments and adopting a 'not-knowing' stance Appreciating the narratives of others Providing emotional support and garnering support for each other 	<ul style="list-style-type: none"> Does the practice allow each individual's voice to be heard in a non-judgmental manner? Does the practice involve all relevant stakeholders? Does the practice allow for the provision of emotional support and garnering support amongst the participants? 	
4	Engagement & Collaboration	<ul style="list-style-type: none"> Striving to work "WITH" others, rather than being in the "TO", "FOR" or "NOT" domains Providing a safe environment to facilitate sharing of experiences by each individual and trust building for solution-building 	Does the practice allow for dialogue and co-creation of solutions?	

No	Principle	Practice	Question(s)	Rating* & Remarks
5	Firm & Fair	<ul style="list-style-type: none"> Being clear in expectations and boundaries Encouraging individuals to voice their needs and concerns Mobilising support to enhance individuals' capacity to succeed in tasks agreed for purpose of re-integration 	<ul style="list-style-type: none"> Does the practice have clarity in expectations and boundaries? Does the practice allow each individual to have a voice? Does the practice address the issue and its needs in a supportive manner? 	
6	Empowerment & Ownership	<ul style="list-style-type: none"> Encouraging individuals to take responsibility for their future Encouraging individuals to be accountable for their decisions and actions Enabling the community or society's agency to own the issue, establish the solutions and act to resolve the issue, rather than being dependent on government's mechanisms 	<ul style="list-style-type: none"> Are individuals encouraged to take responsibility and accountability? Does the practice allow the community/ society to take agency? 	
7	Change & Growth	<ul style="list-style-type: none"> Change and growth happen when one works with one another, being responsible for one's future and accountable for one's decisions and actions Change and growth happen at both the individual and community/ society levels where the individual is re-integrated into a community/ society that is strengthened and equitable via the restorative justice process. 	<ul style="list-style-type: none"> Does the practice facilitate individuals to learn from the situation and make efforts to change and improve in their thinking, feeling and doing? Does the practice facilitate individuals' re-integration into the family/ community/ society? Does the practice facilitate a strengthened family/ community/ society? 	

* **Rating:**

1 - Not at all (Pseudo or Non-restorative), 2 - Not Really (Potentially Restorative), 3 - Somewhat (Partially Restorative), 4 - Definitely (Mostly Restorative and 5 - Most Definitely (Fully Restorative).