

Restorative Practices in Neighbourhoods

“Nipping things in the bud!”

in partnership with

INTERNATIONAL INSTITUTE FOR
RESTORATIVE PRACTICES
UK OFFICE

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Where it began

In 2007 the (then) Chief Constable of Norfolk Constabulary, Ian McPherson introduced Safer Neighbourhood Teams to the Constabulary, drawing upon experience gained from his previous Force.

As a consequence IIRP were invited to Norfolk Constabulary to train a cohort of 24 officers in restorative conferencing techniques.

Since May 2007 over 600 officers have received training in restorative practices and a regular programme of training has been introduced for all new officers, whether on joining, promotion or transfer. The facilitator Skills Training course is currently the most requested training course – over and above advanced driving!

Much has changed in 3 years, both internally and externally to where we are now: critically acclaimed as the leading police force in the UK to expand and develop the use of restorative practices.

Norfolk Constabulary & IIRP working in partnership

Since 2007 IIRP have been delivering Restorative training to Police Officers, Community Support Officers, partner agencies and Volunteers in Norfolk.

The transformation in 3 years has been remarkable across several fronts;

- ✓ Improved partnership working
- ✓ Reduction in bureaucracy
- ✓ Savings in Time and Money
- ✓ Improvements in behaviour
- ✓ Better use of time and resources
- ✓ Increased satisfaction and confidence in policing
- ✓ Greater community cohesion

Starting in Neighbourhood Policing Teams and gradually expanding from these centres, we are on target with our partners to become a fully Restorative County by 2015.

Our partners' journey

Staff in our schools have delivered restorative practices in a number of forms since the mid 2000's.

Although the ethos was one of supporting the children and young people there appeared to be little cohesion between schools and/or partner agencies

A small number of practitioners banded together to form an Operational Group; predominantly to support these young people with peer mentoring, circle time, behavioural and educational support and social and emotional aspects to learning.

In mid-2007 the Police joined this group and it was soon realised there was much more to be gained and achieved by collaborating and sharing best practice. Our first 'restorative community' in learning was created.

The group has expanded to include non-statutory members – all operational practitioners working toward the same goals.

A recent success story..... Before.....

St. Edmunds' Community Primary School & Nursery, King's Lynn West

- 3-11 years
- 174 pupils on roll
- Area of significant deprivation
- High crime, drug, alcohol, racial intolerance and domestic violence rate.
- Standards below 55% L4 in Eng and Maths for the past 9 years.
- High levels of fixed term exclusions
- 'Hard to Shift' school

Some staff are resistant – “Another new initiative”.

Some staff struggle with restorative approaches and are more comfortable with punitive methods.

Developing a restorative vocabulary and expressing feelings is hard for some children, parents and staff.

And After.....

- Summer term 2010 – 0 fixed term exclusions
- Attendance improved by 1.72%
- Calm ethos in school
- Learning accelerated in the summer term particularly in KS2 where progress is 'good'.
- Parent and external perceptions of the school are changing.
- Children hold their own circles and mini conferences to resolve problems without support.
- Staff enjoy coming to school!
- There are no longer any unruly or disaffected children in the office corridor!

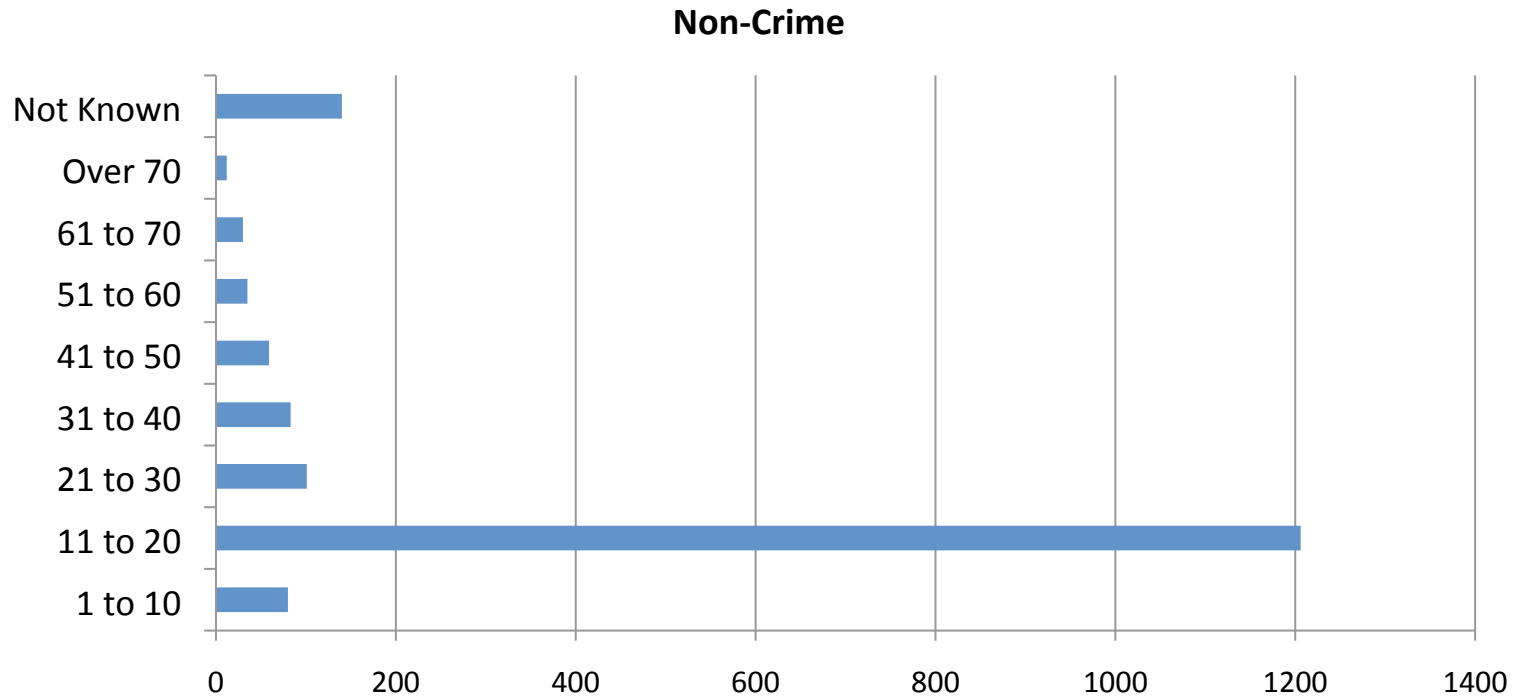
A few facts.....

- 3200 interventions (Conferences & 'Street' RJ's) conducted,
- 633 officers, support officers, volunteers, partner agency staff, teachers & others trained.
- 10,722 participants engaged (from April 2007 to Oct 2010)
- Visited by over 20 Police Forces & Police Authorities to observe our model.
- Presentations delivered to the Youth Justice Board, Office for Criminal Justice Reform, The Bangladeshi Government, Bosnia and Herzegovina and Her Majesty's Inspectorate of Constabulary (among others).
- Working alongside education and local schools with counterparts in Ireland as part of the Comenius Regio initiative.
- The first UK police force to register with the Restorative Justice Council

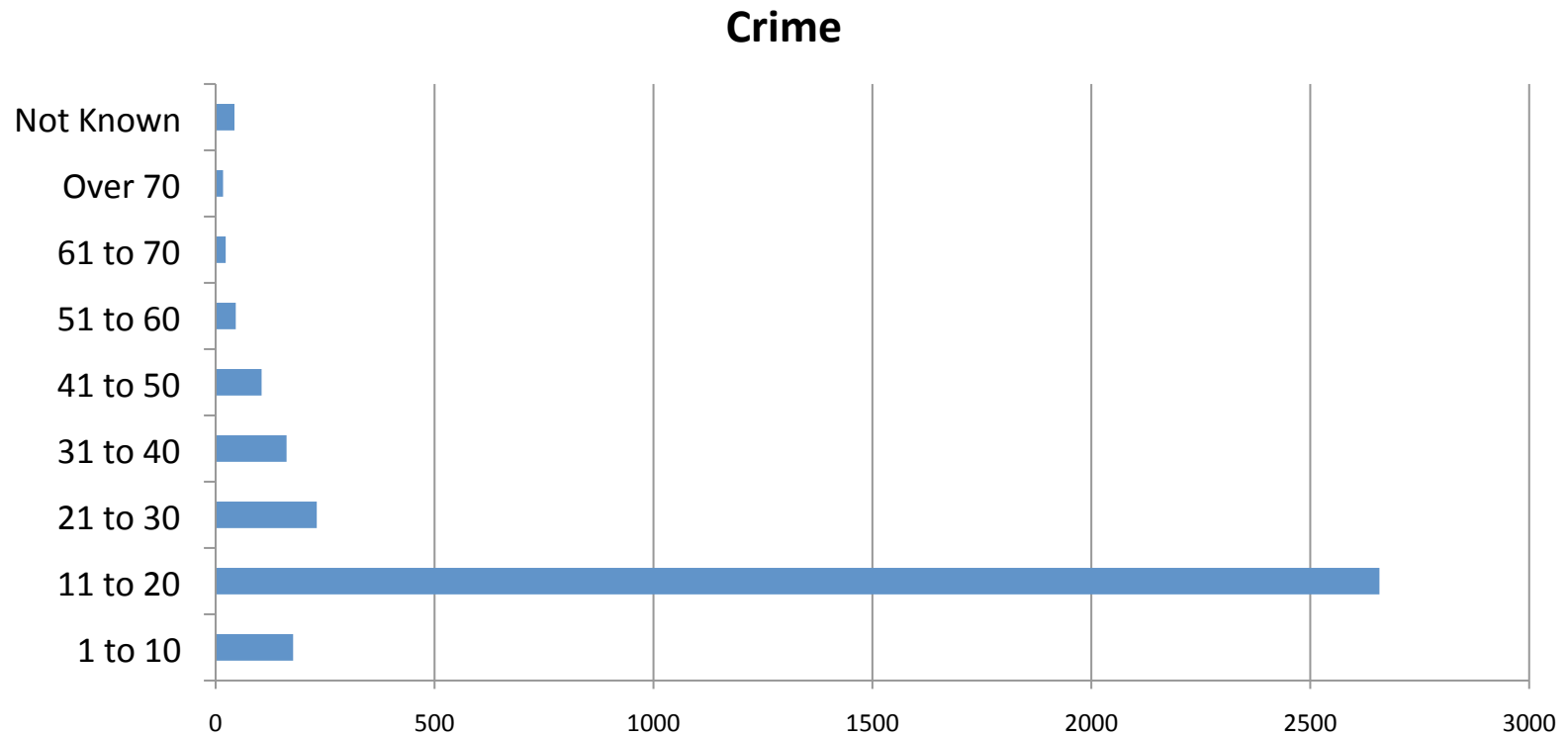
Our Priority is You



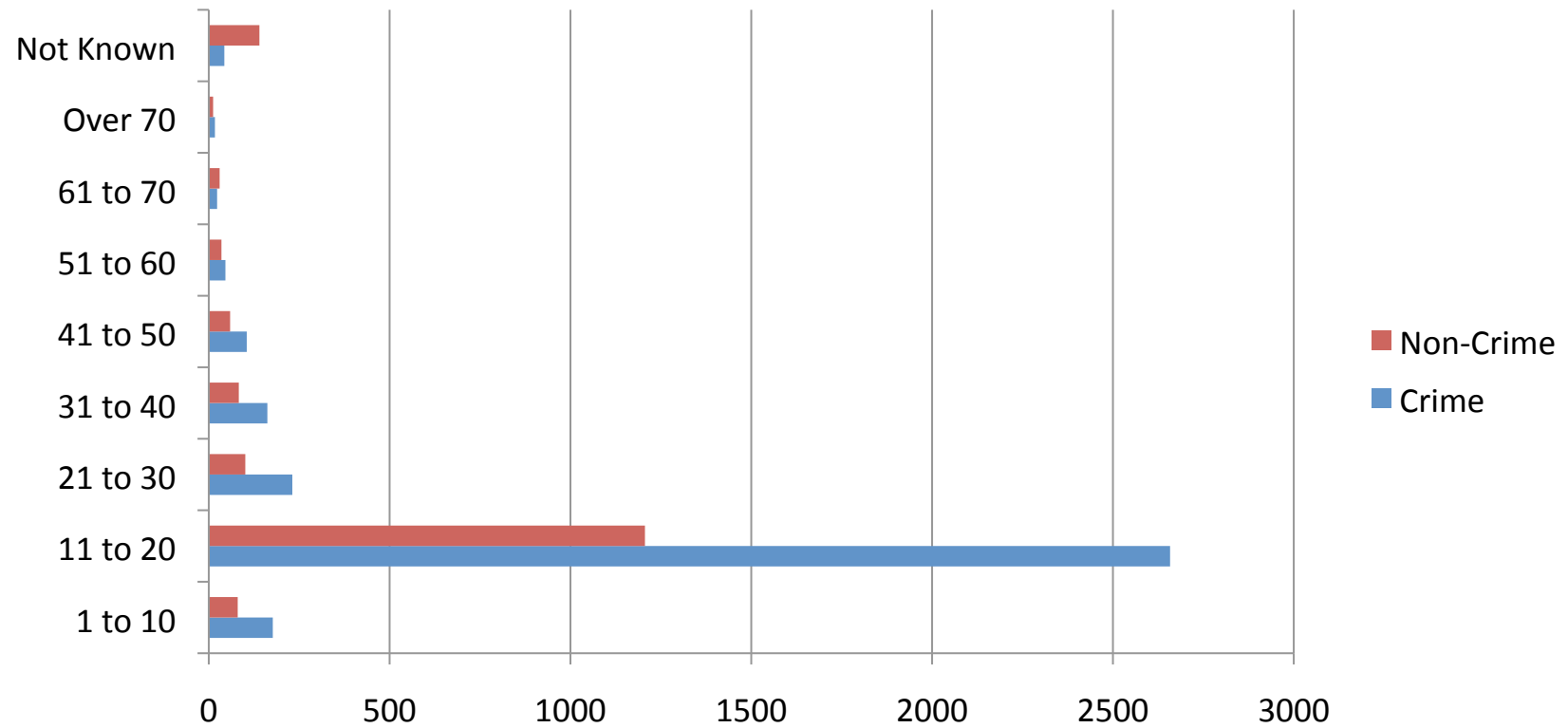
Wrongdoers by age range: Non - Crime



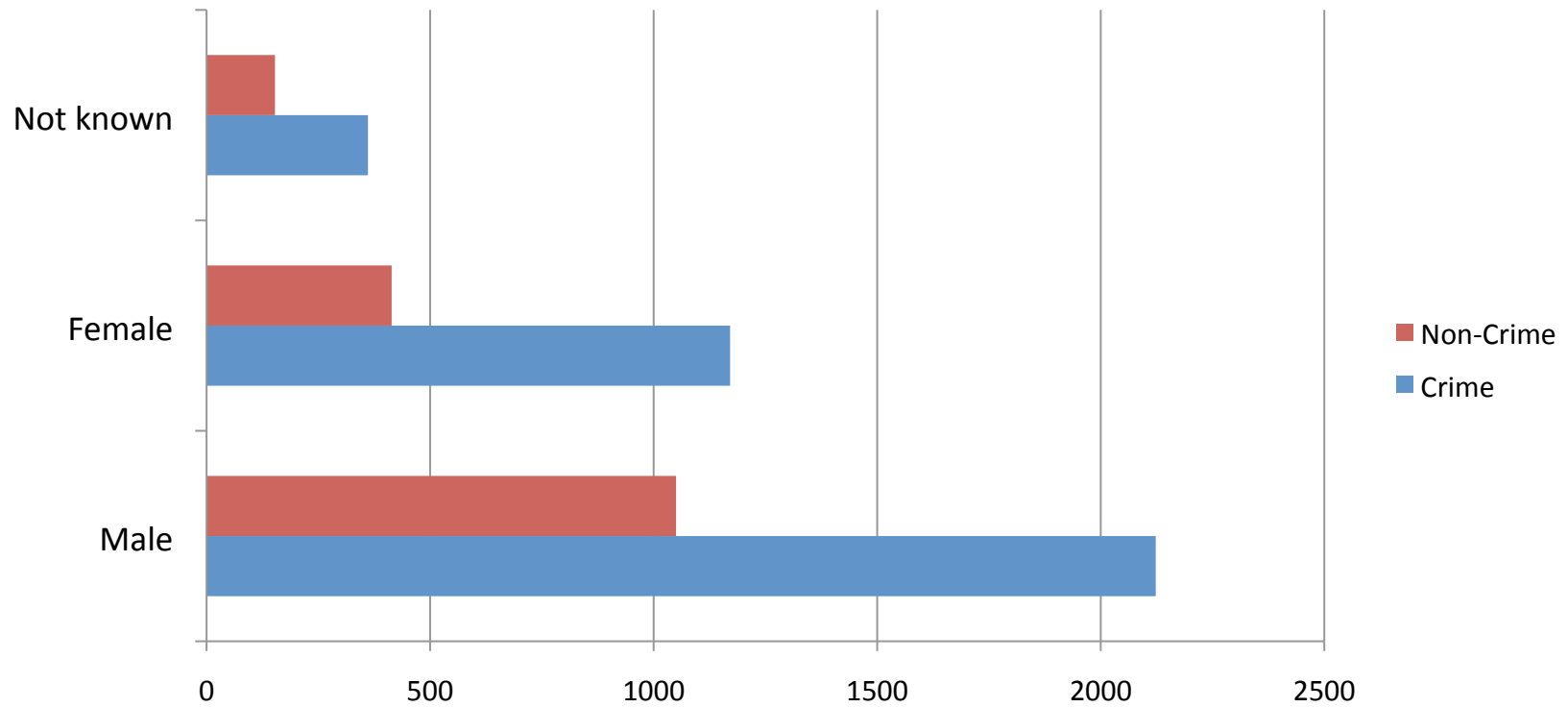
Wrongdoers by age range: Crime



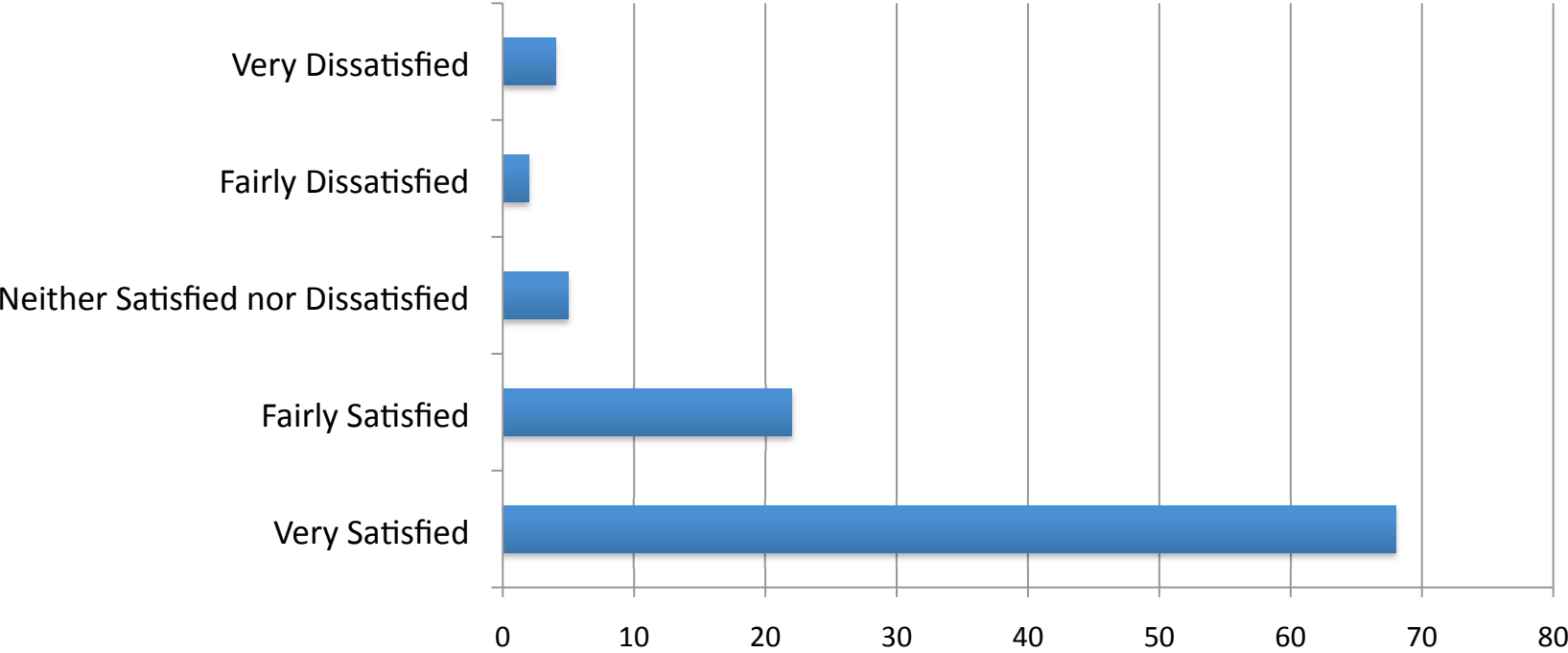
Wrongdoers by age range: Crime & Non-Crime



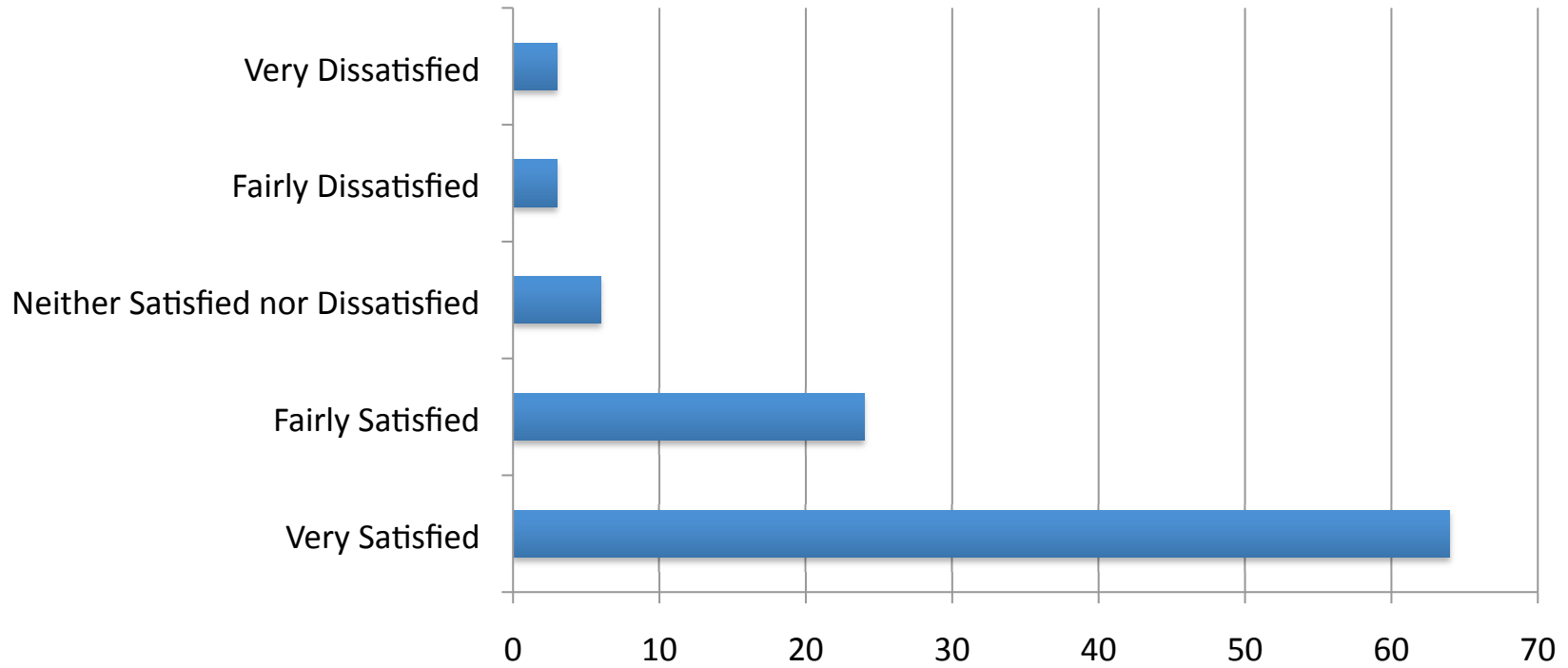
Wrongdoers by Gender: Crime & Non-Crime



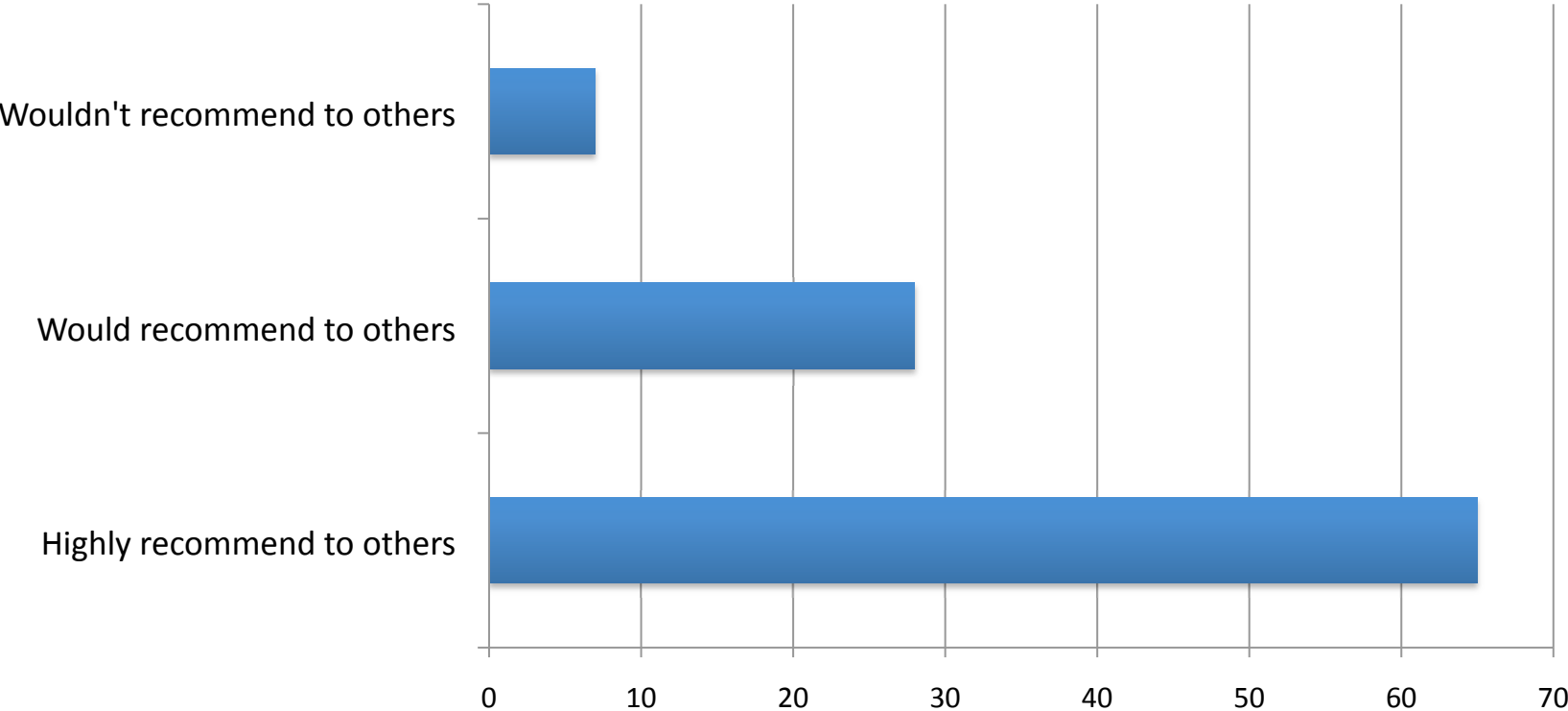
Q1 Are you satisfied, dissatisfied or neither with the way the matter was dealt with by Restorative Justice?



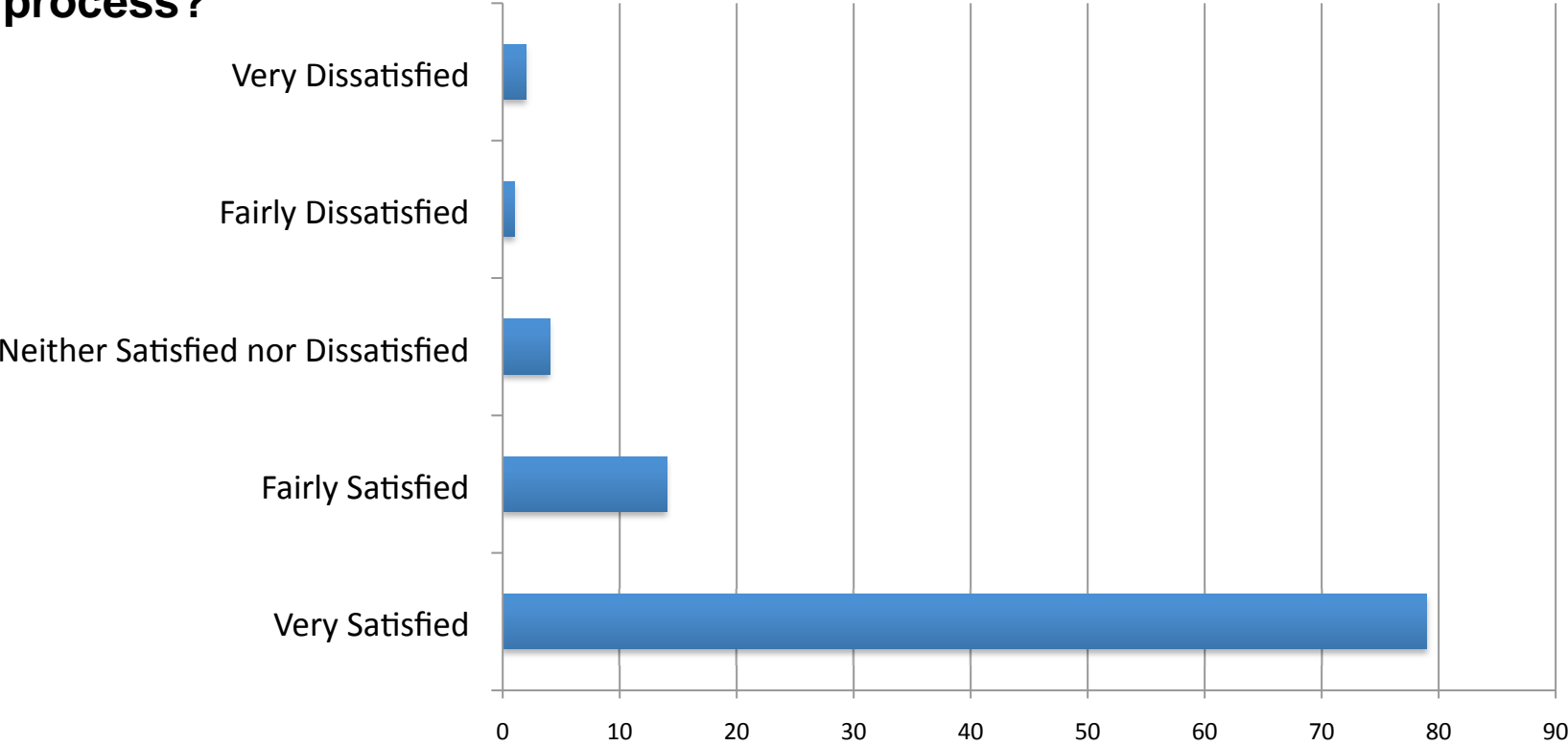
Q2. Are you satisfied, dissatisfied or neither that Restorative Justice was effective in dealing with your issue & delivering justice?



Q3: To what extent would you recommend Restorative justice to someone else in your position?



Q4: Are you satisfied, dissatisfied or neither with the way you were treated by Norfolk Constabulary throughout the Restorative Justice process?



Locally Identified (Restorative) Priorities

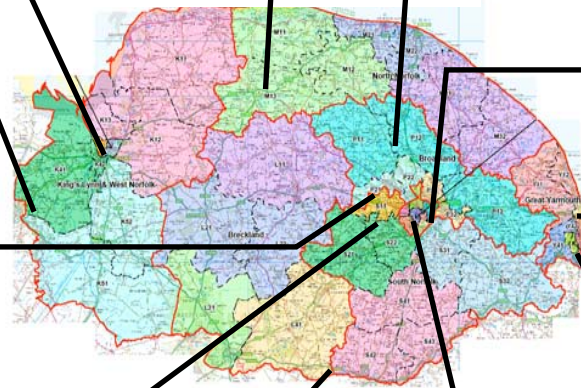
Litter Picking at Sheltered Housing

Car Washing on Fund Raising Days

Gardening at a Hospice

Help Maintaining the Skate Park

Assisting Graffiti Cleaning Team



Coffee Mornings with 'Age Concern'

Helping on Outings for Carers Assoc.

Refurbishing War Memorial

Beach Cleaning

Working in a Charity Shop

Help in Salvation Army Kitchen



NORFOLK
CONSTABULARY

Our Priority is You

A written apology from one of our customers (age 11)

Dear staff of nisa

I am sorry for upsetting you all and for stealing from your shop. I will not do it again. My ¹dad ²guided me for the summer plus he got some jobs to do like de-pooing the back garden + weeding the front garden

From

Peter
Murray

Comments from participants.....

- “It’s a better way of dealing with it as I have learned from my mistakes”
- “My experience could not have been better. The officer concerned was absolutely superb.”
- “I feel this has put Jasmine on the right path: given her a bit of a scare. I do not think she will ever do anything like this again; a lesson learned without too much damage to her future”
- “Not make it so long, because it hurts!”
- “Constructive and well thought out means of dealing with a problem. No improvements needed.”
- “This is a very good system you have in place. I was very impressed with the meeting and how we were treated by the Police. Would recommend this to anyone who needs it.”
- “The people to whom I spoke in my highly unfortunate circumstance, were absolutely lovely and made me feel much better about the situation in which I found myself. Should an attitude like this be adopted, wherever possible by every officer, I feel the police force would have a renewed respect by the public for the invaluable service it offers”

Costs of RJ Compared to Conventional Justice

| Agency | PND/CSC | S.Caution | C.Caution | GP (court) | Trial (court) | RJ |
|---------------|-------------------|-------------------|-------------------|--------------------|----------------------|-----------------|
| Police | 0.53hrs £13.49 | 1.73hrs £43.45 | 2.09hrs £52.35 | 7.59hrs £189.96 | 7.81hrs £195.23 | 0.3hrs £7.50 |
| CPS | | £18.88 | £11.89 | £99.77 | £455.11 | |
| HMCS | | | | £33.16 | £202.23 | |
| NOMS | | | | £143.80 | £184.24 | |
| TOTAL: | £13.49 | £62.33 | £64.24 | £466.68 | £1036.81 | £7.50 |

Using Ready-Reckoner figures and average time for Street Restorative Justice conducted by a Police Officer

Is this a return to village bobby style of policing?

The village bobby who knew everyone in the community and was responsible for ticking off troublesome youths might conjure up images of the way we once were. But it is a style of policing that is set to make a return as part of an initiative to tackle young offenders, as **LUCY BOLTON** discovered.



Instead of hauling every unruly

Youth justice: Police in Norfolk are introducing a new approach when dealing with young people. PHOTO: LIBRARY

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Any questions?

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