

RealJustice

SaferSanerSchools

GoodCompany

FamilyPower

RESTORATIVE PRACTICES IN WORKPLACE CONFLICT TRAINING

This course is designed to prepare participants to run restorative justice conferences and/or use restorative practices in their everyday role in the workplace. It will also assist UK organisations in meeting the requirements for informal processes under the Employment Act 2002 Regulations.

The course focuses upon promoting processes at a formal or informal level, which are good at providing fair process. The central theme being "we are most likely to cooperate or trust in systems, whether we ourselves win or lose, if the process is fair". The course emphasises the importance of good processes rather than a preoccupation with outcomes alone.

Participants receive the books: '*REAL JUSTICE*' by Ted Wachtel and '*The Little book of Restorative Justice*' by Howard Zehr, as course pre-reads and on the course they will receive a 'Conferencing Handbook' with detailed instruction on all aspects of the restorative conference and a 'Learner Course Workbook'.

For future trainings and more details check www.iirp.org/uk and www.goodcompanyonline.org

OUTLINE OF 'RESTORATIVE PRACTICES IN WORKPLACE CONFLICT' TRAINING

Benefits:

- brings together **all** those affected by conflict in the workplace
- allows participants to come to a shared understanding
- provides a safe environment for the expression of emotion
- provides opportunities to rebuild damaged relationships
- rebuilds working relationships and strengthens teams
- processes can be used proactively or reactively
- can be used within existing discipline and grievance systems
- pursue personal accreditation

"Both course and workshop content was excellent and easy to follow and navigate through."

Ninian Le Blanc,
Director Diversity & Inclusion,
Royal Mail Group

Focus:

- continuum of practice
- dealing restoratively with cases involving both accepted and unaccepted responsibility
- dealing restoratively with cases involving acknowledged and unacknowledged harm
- using the restorative conferencing script
- preparation of participants
- practical relevant role play opportunities
- the role of the facilitator



Agenda:

- group exercises to practice facilitating conferences in a workplace setting
- feedback from experienced restorative facilitators
- exercises to look at dealing with acknowledged and unacknowledged harm
- instructional videos and discussion

Accreditation Options

This 'Standard' Restorative Practices: Facilitator Skills Training course, can lead to several strands of accreditation:

- Higher Education Awards with the University of Chester Centre for Work Related Studies who operate the Work Based and Integrative Studies Programme (WBIS). These new modules, together with other appropriate modules, will enable participants to gain academic recognition for their learning achievements, up to and including a Masters Degree in Restorative Practices.
- Awards at various levels based upon National Occupational Standards in Restorative Practices.



TRAINING OPPORTUNITIES
RESTORATIVE PRACTICES IN WORKPLACE CONFLICT TRAINING

TUITION COSTS:

4-Day 'Restorative Practices in Workplace Conflict':

Training includes: lunch, refreshments, three paperback books and other materials.
Prices exclusive of VAT - (accommodation at own expense).

Venue: TODMORDEN

£450 +VAT

9-5 each day - Tuesday 10th to Friday 13th July 2007 inclusive at:
IIRP Training Centre, TODMORDEN, Lancs.

IIRP's Todmorden Training Centre:



REGISTRATION

Three ways to Register:

Phone: +44 (0)1706 810201 Fax to: +44 (0)1706 810793

Post to: IIRP UK, PO Box 30, TODMORDEN, OL14 6LA

Name _____

Email _____

Title/Position _____

Agency _____

Address _____

City _____

County _____ Postcode _____

Day Phone () _____

Fax () _____

**Please use one form per student:
(photocopies accepted)**

Total Cost = £ _____

Payment Method (tick one):

Cheque # _____
(payable to **IIRP UK**) enclosed with registration.

Invoice attention of: _____

Purchase order # _____

CONFIRMATION and TRAVEL DIRECTIONS will be sent at least 2 weeks before the training. Those registrants who cancel before then will receive a tuition refund less £50 administrative fee. Within 2 weeks of the training cancellations cannot be accepted; however, participant substitutions may be made at any time at no extra cost.

Payment or purchase order should accompany registration.

CONTACT: IIRP UK, PO Box 30, TODMORDEN, OL14 6LA

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Email: ukadmin@iirp.org www.iirp.org/uk

also see: www.goodcompanyonline.org

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UK OFFICE

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