Looks, sounds and feels like a Restorative organisation
2009 - Youth Services

- 2 programs
- 35 young people

- 2 - Pilot program working from our kitchens
- 0 - Staff
2014

- Charity Status
- 4 sites
- 53 Staff
- 1,210 young people
- 15 program options
Self

Restorative practice is a way of being
Dimensions of the Great Place To Work® Trust Index© Model

Credibility
- Communications are open and accessible
- Competence in coordinating human and material resources
- Integrity in carrying out vision with consistency

Respect
- Supporting professional development and showing appreciation
- Collaboration with employees on relevant decisions
- Caring for employees as individuals with personal lives

Fairness
- Equity - balanced treatment for all in terms of rewards
- Impartiality - absence of favoritism in hiring and promotions
- Justice - lack of discrimination and process for appeals

Pride
- In personal job, individual contributions
- In work produced by one's team or work group
- In the organization's products and standing in the community

Camaraderie
- Ability to be oneself
- Socially friendly and welcoming atmosphere
- Sense of "family" or "team"
Activity

• Chose one of these cards to represent how you are feeling today!
• Share it in a group of 3

• What did you notice about the cards?
• Have a conversation with your group about how you might use these cards.
Activity

• How many weeks paid leave do you get?
• How regularly do you receive supervision?
• Do you have a regular process for critical reflection?
Activity

Socrative

Website: b.socrative.com
Room: Reengage
Young people and Families

The professional challenge...
...working with
What happened?
What happens next?

- Social Skills
  - Groups
  - Fights
  - Other

- Education/Training
  - School
  - Short course
  - TAFE
  - Uni
  - Apprenticeship
  - Other

- Accommodation
  - With parents
  - With friends
  - Own home
  - Transport
  - Other

- Living Skills
  - Cooking
  - Cleaning
  - Finance
  - Other

- Wellbeing
  - Depression
  - Self harm
  - Suicide
  - ADHD
  - Other

- D & A
  - Drinking
  - Drug use
  - Other

- Self-esteem
  - Anger
  - Self image
  - Other

- Health
  - Personal Hygiene
  - Sleep
  - Disability
  - Other

- Legal Issues
  - Court case
  - Restrictions
  - Other

- Transport
  - Public Transport
  - Drivers Licence
  - Car
  - Other
What happens next?

three simple steps...

1.

2.

3.
COMMUNITY OF CARE
TELL US ABOUT THE RELATIONSHIPS IN YOUR LIFE...

YOUR NAME
connect the people in your lives using lines

RELATIONSHIPS:
- strong
- mixed
- abusive
- other

RELATIONSHIP FACTORS:
- L legal issues
- M mental health
- C requires care
- D drug & alcohol issues
- A abusive behaviour

△ friends
□ family
○ professional
What happens next?
Tell us about your vision for the future.

Take action:
1.
2.
3.

My life:
- Employment
- Physical health
- Living environment
- Well-being
- Transport
- Recreation
- Relationships
- Living skills
- Education

My successes:
1.
2.
3.

Write about it.
Activity

• If you took working “with” seriously in your work, is there part of you practice would you change? If yes what would you change?
• How do you set the foundation for working “with” in your role?
• Who are the important stakeholders who you work “with”? Are there any you are missing?
Community and Sector

Sharing the journey
Activity

• Who are the people outside of your org and client group that see you practice?
• What would they say about what is important to you?
• Is there a way to formalise the relationship?
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