



*in mind and heart:*  
*Introducing restorative practices*





## *Think, Pair, Share*

Think about a teacher you have had that you really liked,  
that you learnt best from...

Why did you like him/her?

What was it about the way he/she worked that you liked?

Why do you think you learnt best in his/her classes?



Think, Pair, Share.

Students first think about the question. (They shouldn't name teachers)

Then, they pair and discuss their thoughts.

When called upon to share, students have to report what their partner has said.

This encourages students to actively listen to their partner.

Collect responses. Many will (hopefully) point towards: *being firm but fair*.



*Where would he/she fit?*

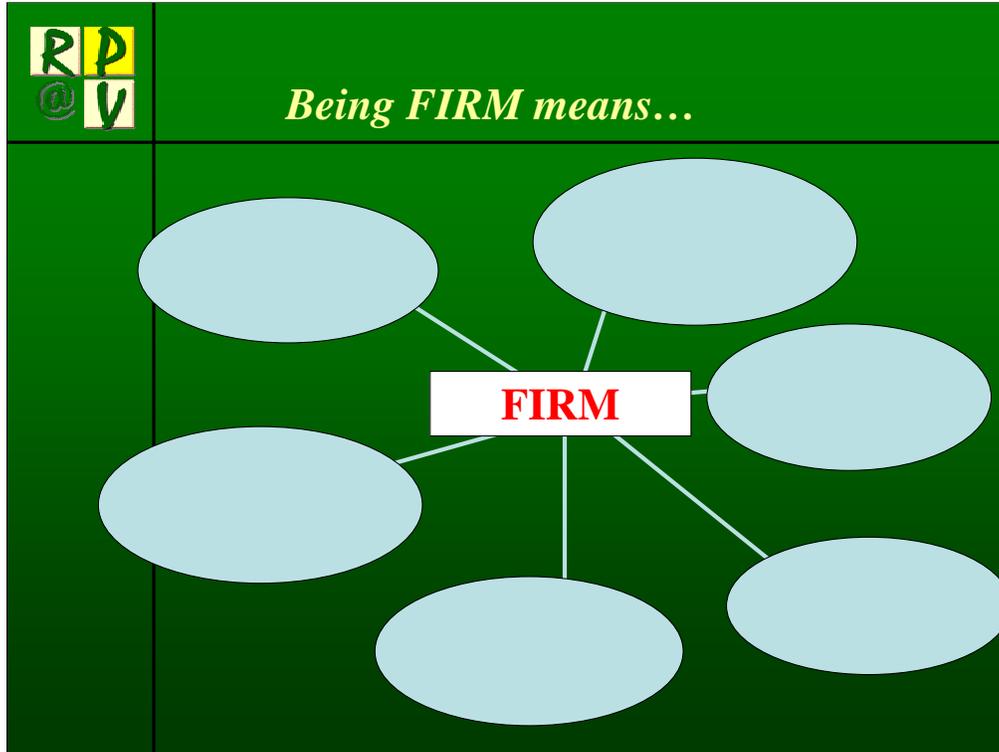
**FIRM?**



**FAIR?**



Where do they think this teacher would fit on these scales?



In groups, have the boys identify what being “firm” meant in the classroom?  
Outside?

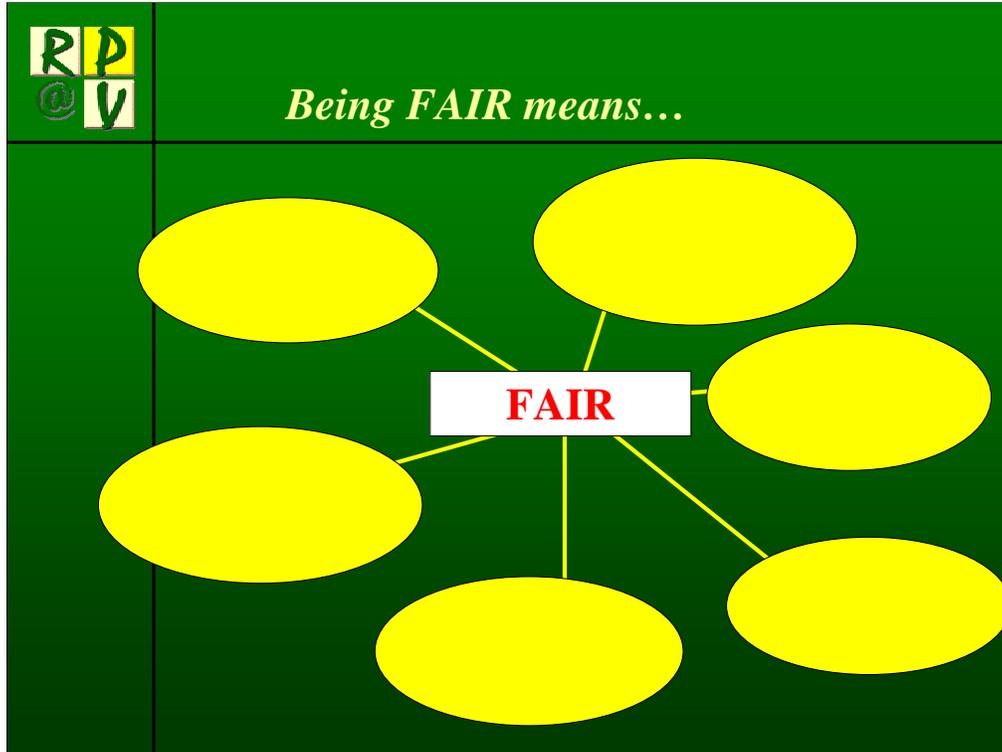
Did it mean that they knew what they had to do?

Did it mean that the teacher pushed them to do their work?

Were the rules clear?

Did the teacher expect them to do well?

[Try to draw out that one thing being FIRM means is to have HIGH EXPECTATIONS of each other and our behaviour]



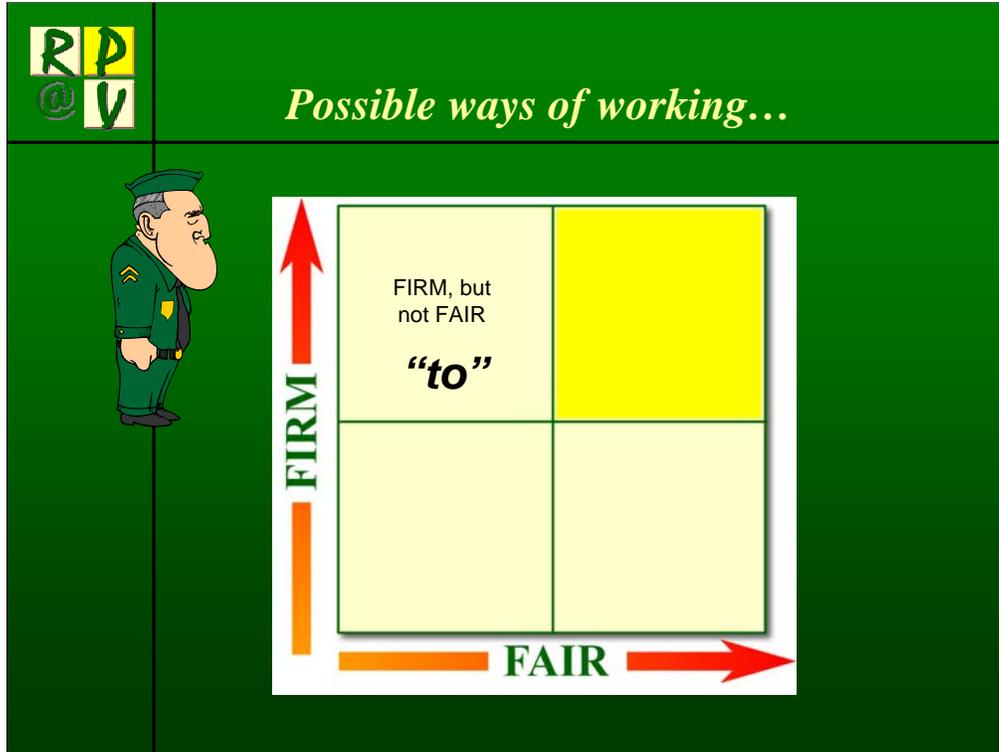
Similarly for being “fair”

Did it mean that the teacher didn't play favorites?

That the teacher would listen to what they had to say?

Did the teacher seem interested in finding out what really happened?

[Try to draw out that part of being FAIR is to LISTEN to others and to HELP them meet our expectations]

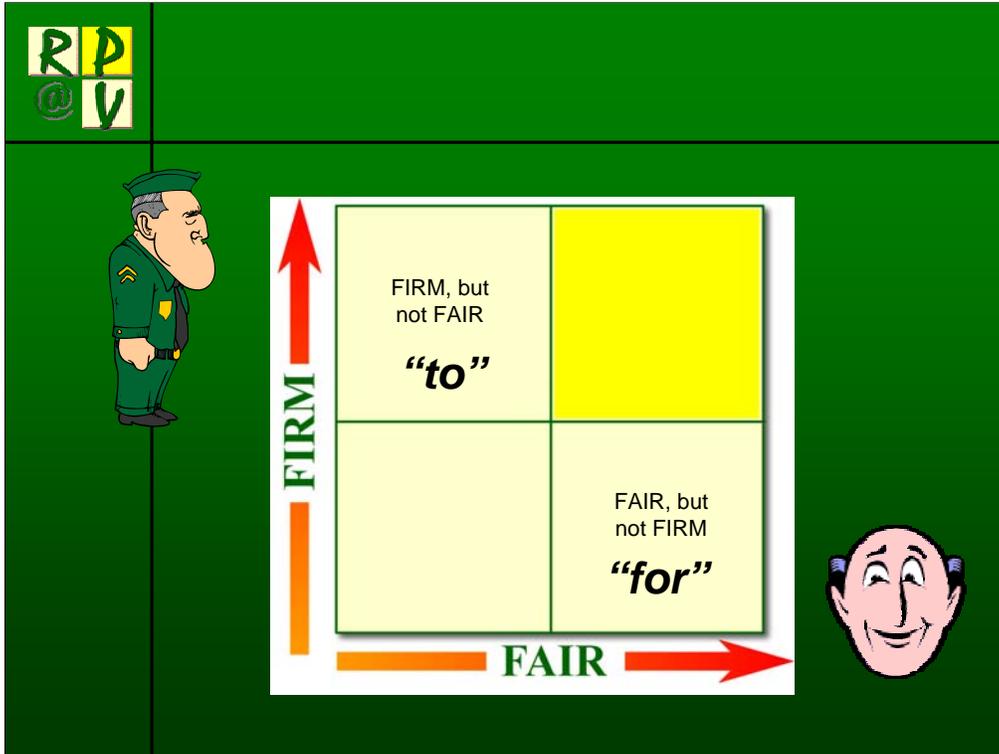


Explain how we can consider both of these “qualities” at once.

Being “firm” and being “fair”

It’s possible to be FIRM, but not FAIR.

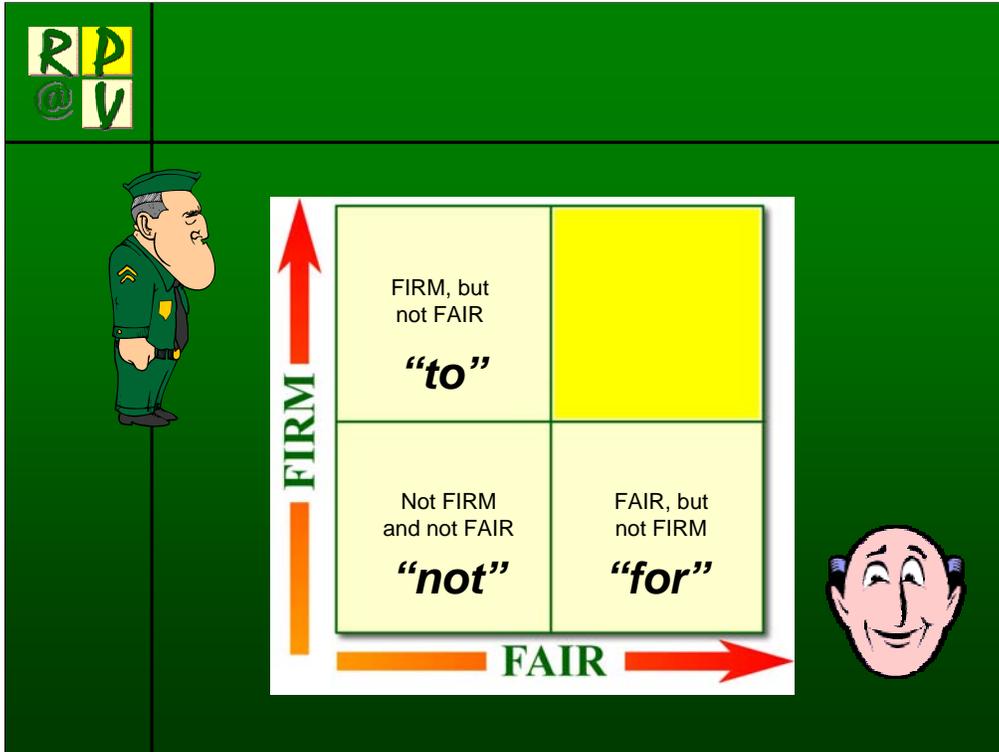
This is like always doing things “TO” other people. Always telling people what to do.



It's also possible to be very FAIR, but not FIRM.

This is like doing things FOR other people.

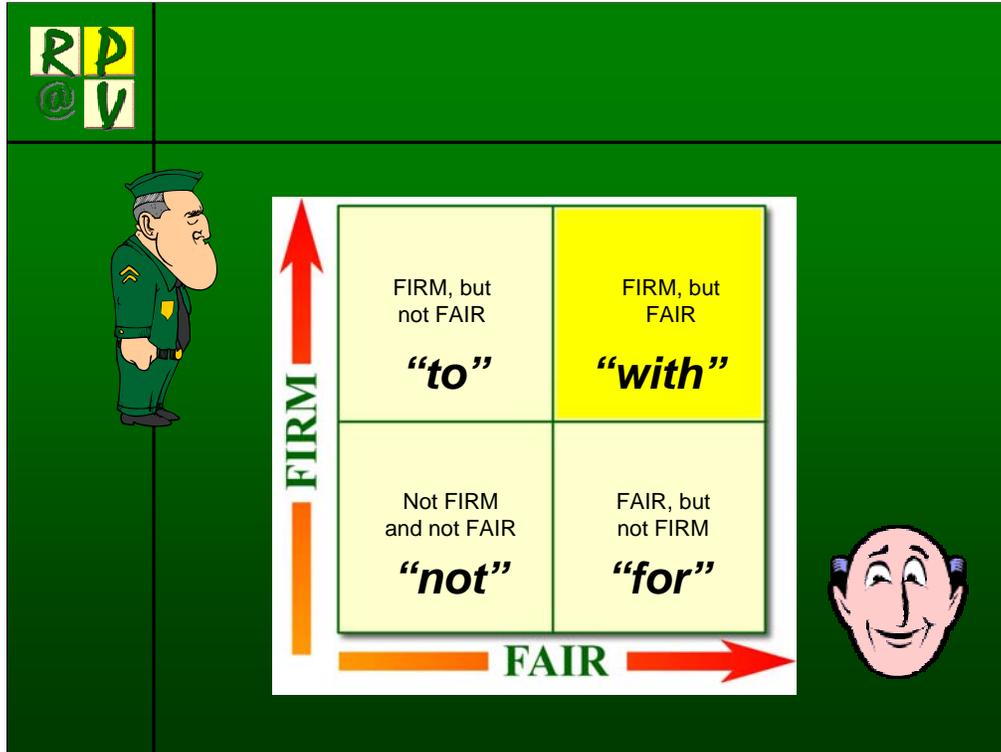
It doesn't help the person to help themselves. It doesn't expect that the person will do his best.



It's also possible, of course, to do nothing.

This is not being FIRM or FAIR.

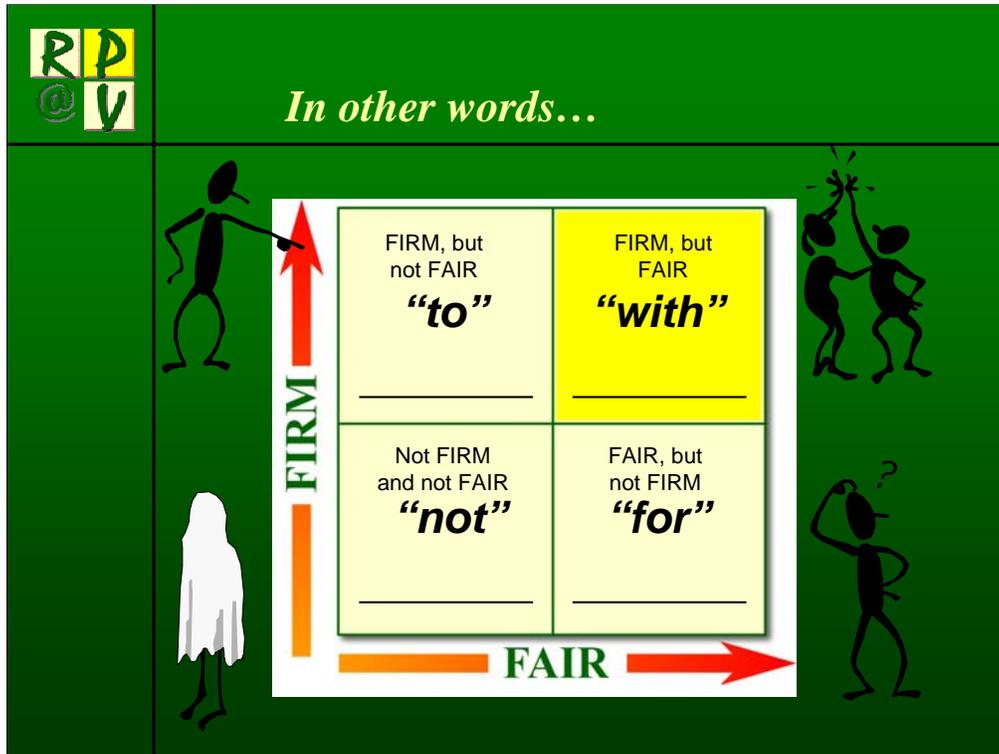
This not very helpful.



People who are FIRM, but FAIR, generally work WITH you to make things better.

They expect good things of you, but are fair in helping you to reach them.

They WORK WITH you to solve problems.



What words could describe the four ways of working with people?

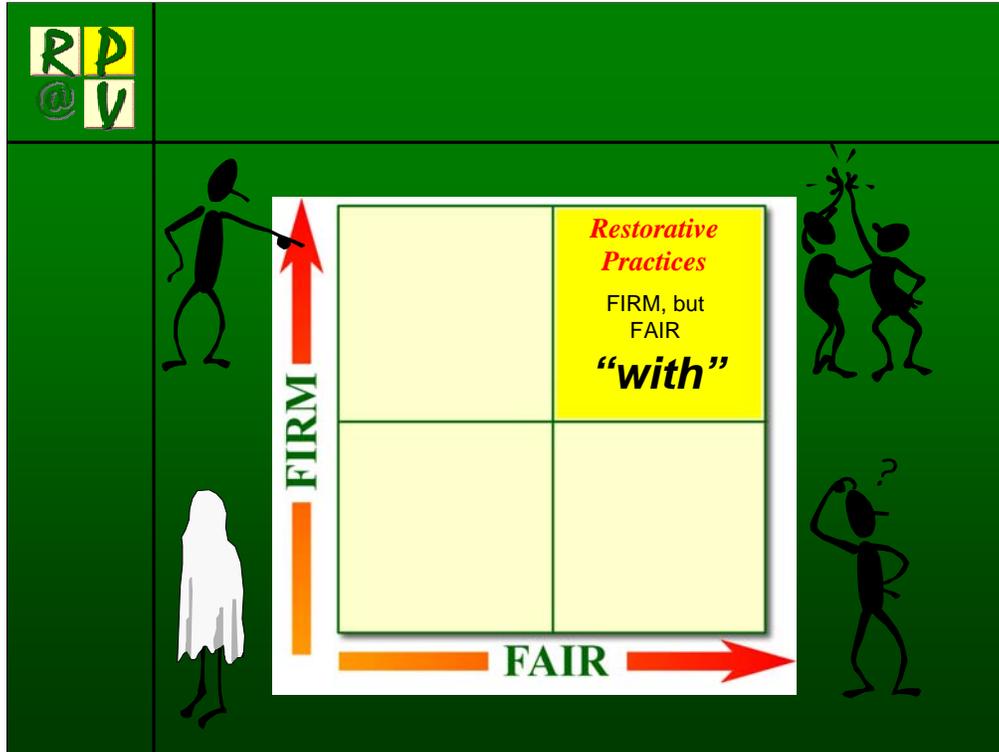
Perhaps the FIRM but not FAIR person is “bossy” or “pushy” or “harsh”

Is the person who’s neither FIRM nor FAIR “slack” maybe?

Maybe the person who is FAIR but not FIRM is too “soft”?

What about the person who is FIRM, but FAIR?

Would they be “helpful?” Or “Caring?”



Restorative Practices is about being firm, but fair with one another.

i.e. having high expectations of one another (being FIRM)

while at the same time, being supportive and helpful (FAIR) to one another

Restorative Practices is about WORKING WITH people to solve problems.



## *Restorative Practices...*

When somebody does something wrong,  
it affects other people, and harms relationships.

To move on, this harm needs to be made right.

We need to *restore* the relationships.



## *Restorative Practices...*

**When something goes wrong,  
a Restorative approach asks:**

- what happened?
- what harm has resulted?
- what needs to happen to make things right?





## *Restorative Questions*

*For those who are responsible...*

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you did?
- In what way?
- What do you think you need to do to make things right?



## *Restorative Questions*

*For those who have been affected...*

- What did you think when you realised what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

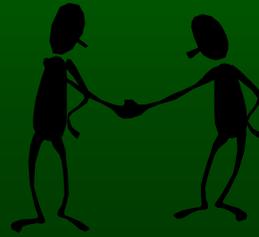


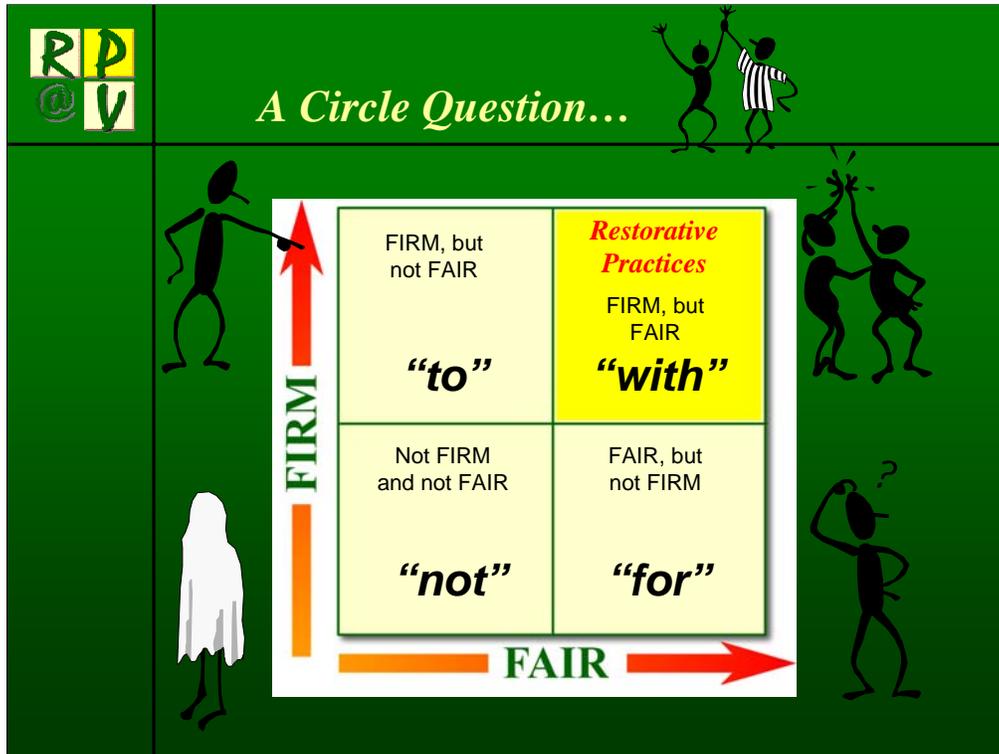
## *Restorative Questions*

*How do you think these questions could help us*

*to heal the relationships*

*and put things right?*





The circle question could be taken from the following suggestions:

- What's the best thing about being treated fairly?
- What could WE DO in this classroom to be more FAIR to one another?
- What could we do in this classroom to WORK WITH one another better?