

RESTORATIVE EQUITY™

..is a destination we look to reach when negative things happen in our lives

Dictionary

Restorative meaning life is restored to a desired outcome

Equity meaning fair and balanced

*That is our last use of the dictionary - we promise!
Please keep reading!*

In other words when things start going wrong, we want to restore our lives in a way that is fair. We all look for it when we have problems and it, Restorative Equity, becomes our desired life destination.

Here is a very important bit:

Restorative Equity is about restoring and not punishing, with an emphasis on the necessary consequences for conflict. It is about everyone involved with the problem agreeing to their common life destination's and working to reach them.

HUGE CAVEAT: We understand that some problems cannot be solved in this way because the desired Restorative Equity cannot be achieved.

Can Restorative Equity be achieved?

In most cases the answer will be yes! And finding that destination starts with the person who has been harmed or who is at risk of negative life choices. Is the destination restorative and fair? If yes, then all other people involved need to make sure that this Restorative Equity will also be theirs. If yes! We have a common destination to work towards and we can choose the most appropriate path.

The Ingredients

Commitment, Respect, Honesty, Attention,
Dignity, Equality, Confidentiality

...These are the ground rules that people need to adhere to throughout the process. The most important ingredient for reaching a destination is...

EMPATHY!

Without it the process will not get past step 2.

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Who is involved?

Restorative Equity can be reached by individuals who are at risk of making some negative life choices. It can also be reached after an incident has happened and someone has harmed someone else. It can even go beyond that and help larger groups reach a common desired destination. The right path to reaching Restorative Equity will depend on who, and how many people are involved.

Which pathway is best?

Restorative Mentoring Path: There had been no harm, but someone has been identified as vulnerable.

Restorative Mediation Path: Two people or more, who have been involved in an incident / disagreement, and all think they have done no harm

Restorative Justice Path: Two or more people, where one or more people take responsibility for harm caused to others.

Trust your Mentor

This is a process that quite often deals with traumatic issues. Each Restorative Equity path will be managed by a Mentor who will keep all parties safe and informed. Many Mentors will have Lived Experience of the type of issues they are helping to restore, and they will guide people towards that common Restorative Equity



Restorative Equity can be sought by EVERYONE

Decades of research has proven that restorative practices benefit all parties involved in a conflict. Although primarily victim driven, success has been seen by those who have also caused harm.

It is not easy!

This is not a soft option. Those that have undertaken this restorative route will confirm how challenging it is and how much more satisfying the process is (as we look at next).



The benefit of a Restorative approach has been researched

Restorative practice reduces reoffending rates by **14%** **85%** of victims and **80%** of offenders are satisfied with restorative processes. **78%** of victims would recommend restorative justice to others.

Restorative paths save nine times what they cost to deliver. For every £1 spent on restorative practice, £8 is saved through reductions in reoffending.

Source: www.restorativejustice.org.uk/resources/evidence-supporting-use-restorative-justice



In other words...

It is cheaper and reduces the chances of repeat harm along with the fact that people who go through restorative practice will be much more satisfied.



Where can we use it?

Online Abuse
Vulnerable Youth Mentoring
Employee Conflict
Neighbourhood Disputes
Community Conflict
Racism
Cyber Bullying
and much more...

Restorative Equity is a focus on the future. It is a destination-driven process for positive change.