

# Assessing organisational readiness for implementing Restorative Approaches.

## A Case Study



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# Our questions

1. What do you think '*being ready*' looks like?
2. How does the readiness process support effective implementation of RP?
3. How do we enhance staff engagement through this process?
4. What's the school feedback about the process?



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# Staff Wellbeing

- q Critical factor of any initiative or change
- q Do staff have a voice?
  - q Is anyone listening?
- q Is there a safe environment for discussion?
  - q What does the change mean for me?
  - q How will it affect my workload?
  - q What's happening next?
- q Do our processes meet the needs around fair process, feeling understood, being satisfied with decisions?



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# Considerations before launching

- q Is there an understanding about Restorative Practice (tools or culture)?
- q Is there a conducive environment/climate/vision?
- q Is there alignment with other initiatives?
- q Is there a willingness for staff to engage in change?
- q Are staff genuinely engaged in deciding how to go forward?



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# Staff engagement and feedback

- Staff interrogate data – individually then in pairs then provide feedback re Strengths, Challenges, Questions
- Staff self select a group planning session to feedback how data informs above areas.
- Feedback re Current state, Desired future state, Steps to get there
- Day finishes with reflection circle.



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# Key Feedback

- Feedback re survey
- Staff engagement
  - Guided process
  - Staff Voice
- Impact on staff culture



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# Ready4RP Case Study



Change is TRANSFORMATIVE, not Transactional  
Before

- Leadership changes
- Loss of trust
- Staff disengaged
- Staff reported 'top down' leadership

After

- Re-instated staff confidence
- Staff voice
- Leadership relationship building
- Genuine collaborative process



# Questions and Discussion?



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Contact Us

Ready4RP website  
[www.ready4rp.com](http://www.ready4rp.com)