

Fair Processes

The aim of Restorative Practices is to **develop community** and to **manage conflict** and tensions by **repairing harm** and **building relationships**.

"...individuals are most likely to trust and co-operate freely with systems - whether they themselves win or lose by those systems - when a **fair process** is observed." - IIRP

A fair process has three core elements:

1. **Engagement** - This means involving pupils and staff in decision making by asking for their input, support and constructive criticism.



2. **Explanation** - Final decisions are made once they are explained to everyone affected and involved. Everyone has the chance to give feedback.



3. **Expectation Clarity** - Limits are set and new rules are clearly stated for everyone to understand new boundaries and the consequences of failure.

