

Restorative Justice Maturity Game

Training & Gaming workshop

Developed by Restorative Justice Nederland

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Conference CEP

Prague, 24 September 2015



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Restorative Justice in Europe

- EC-funded project December 2012 – November 2014
- Implementation of the European Victim's Directive
- UK, Germany, Greece, Bulgaria, Netherlands
- Training materials, best practices etc.
- RJN developed a Pan-European tool:
Organizational Maturity Grid Restorative Practices



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Organizational Maturity Grid

Restorative Practices

- Self assessment tool for judicial organisations
- How mature is your organisation in the field of restorative justice?
- What actions can be taken to bring your organisation to the next level?



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Restorative Justice Maturity Grid: core elements

Organizational aspects:

Development phase:

- | | |
|---------------------------|-------------------------------------|
| • Vision & Policy | Phase 0: No interest |
| • Working method | Phase 1: Orientation |
| • Expertise | Phase 2: Description |
| • Culture | Phase 3: Organizational integration |
| • Third party cooperation | Phase 4: Chain wide integration |



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Rounds:

- Round 1 Self assessment & motivation
- Round 2 Ambition
- Round 3 Action
 - a) interactive learning
 - b) selection of activities & description
- Round 4 Resources:
 - a) interactive learning
 - b) selection of tools & description



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Players: Choose your team!

- Probation
- Detention centers
- Others



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Round 1 A: Self-assessment

(5 minutes)

- Choose a color and take 5 pawns
- Read critically the Organizational Maturity Grid Restorative Practices
- Look at the first organizational aspect “Vision & Policy” and put your pawn in the for your organisation right phase
- Do the same for the other 4 aspects



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Round 1 B: Motivation of assessment

(2 minutes per aspect = 10 minutes)

- Take an Argument Card
- Write on the first card the first organizational aspect: “Vision & Policy” and write down why you’ve put your pawn for this aspect in the specific phase you selected
- Do the same for the other 4 organizational aspects



Round 2: Ambition

(5 minutes)

- Select two (out of five) organizational aspects that you want to improve
- Take two Argument Cards and write down on each card one of the two aspects that you have selected/prioritized



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Round 3 A: Action – interactive learning

(5 minutes per aspect = 25 minutes)

- Look at the board game at “Vision & Policy” and find the players that have put their pawn in one of the highest development phase
- Q&A between the players that have a high score and the other players to find out what brought them into this more mature phase and what you could learn from them
- Do the same Q&A for the other 4 aspects to gather knowledge that could bring your organisation to a higher RJ level



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Round 3 B: Action - Description

(5 minutes)

- Write down on two Arguments Cards what actions you would like to undertake to bring the two selected organizational aspects to a higher level



Round 4: Resources

(option)

- Not for this workshop (not enough time)
- What resources are needed for the actions you proposed
- Interactive learning between players
- Description of resources & tools



Plenary: lessons learned (1)

(5 minutes)

Vision & Policy:

- Who prioritized this aspect?
- What level were you in?
- What actions did you propose to develop to the next level?



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Plenary: lessons learned (2)

(5 minutes)

Working method:

- Who prioritized this aspect?
- What level were you in?
- What actions did you propose to develop to the next level?



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Plenary: lessons learned (3)

(5 minutes)

Expertise:

- Who prioritized this aspect?
- What level were you in?
- What actions did you propose to develop to the next level?



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Plenary: lessons learned (4)

(5 minutes)

Culture:

- Who prioritized this aspect?
- What level were you in?
- What actions did you propose to develop to the next level?



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Plenary: lessons learned (5)

(5 minutes)

Collaboration with third parties:

- Who prioritized this aspect?
- What level were you in?
- What actions did you propose to develop to the next level?



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