Restorative Justice Maturity Game

Training & Gaming workshop

Developed by Restorative Justice Nederland

Anneke van Hoek
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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
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?
## Restorative Justice Maturity Grid: core elements

<table>
<thead>
<tr>
<th>Organizational aspects:</th>
<th>Development phase:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision &amp; Policy</td>
<td>Phase 0: No interest</td>
</tr>
<tr>
<td>Working method</td>
<td>Phase 1: Orientation</td>
</tr>
<tr>
<td>Expertise</td>
<td>Phase 2: Description</td>
</tr>
<tr>
<td>Culture</td>
<td>Phase 3: Organizational integration</td>
</tr>
<tr>
<td>Third party cooperation</td>
<td>Phase 4: Chain wide integration</td>
</tr>
</tbody>
</table>

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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
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
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
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
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?
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?
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?
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?
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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