

# The Bream Bay Way Restorative Conference

## 1 - Before the Conference

Get report of the incident/s from referring senior teacher.

Check with those who have been wronged first.

Check with the wrong doers second.

Invite significant persons who will carry a solution forward. They need a good relationship with the wrong doers.

Mention;

- This is the incident that has occurred.
- What are the issues for you?
- Do you accept responsibility for your part?
- Do you want to resolve the matter?
- Is there anything else you need to know?
- Be thinking of what might be a good solution or plan to set the matter right and prevent it reoccurring.
- Time, date and place of the conference.

If they seem uncertain they may need to have reassurance by knowing.

- Everyone will have their say.
- The conference decides what the solution will be.
- This is how we do things at Bream Bay College.
- The police have referred the matter (if relevant).
- What sort of questions will be asked....what happened, what they were thinking, what the effects have been, what a good solution might be.

Other preparations

- Room booked
- Seating arranged
- Office informed
- Food, drink, tissues.
- Review script and prepared self.

(You are as prepared as you can be....kia kaha (be strong))

## 2 – Start of the Conference

- Meet, greet and show each person their place.
- Open with welcome, acknowledgement of significance of the meeting and karakia/hope for the meeting.
- We are here to put right a matter that has damaged the relationships between many of us namely.....
- The school/police have referred the matter to be resolved at this conference.
- This may be new to some of you but this is how we deal with these matters at Bream Bay College.
- At any stage people may leave and have the matter dealt with by another forum.
- We are mindful of the motto “the problem is the problem, the person is not the problem”. This conference is not concerned with casting judgments or deciding whether people are good or bad.
- We do want to seek understanding of what has happened. We also want those responsible to be accountable for their actions and we want to develop a plan that will set the matter right.
- Can you please introduce yourself, tell us who you are connected with in this conference and in one sentence, what you hope this conference will achieve.
- I will start. My name is.....I have been asked to facilitate this meeting. My hope for this conference is that .....

## **The story**

### *To the offender*

Name, to help us understand about this incident and who has been affected by it, could you start by telling us, in as much detail as possible, what happened.

And then what happened

Can we go back to..... there's a bit I am not clear on

What was happening before.....

How did you come to be involved

What made you do that

What were you thinking at the time

What have you been thinking about since

Who has been affected by your actions. In what way

## **Exploring the harm**

### *To the Victims*

What did you think at the time

What have you thought about since

How has this affected you

How have things changed with your friends

How did your family react when they heard

What has been the worst for you

### *Victim supporters*

What did you think when you heard about this

How do you feel about what has happened

What concerns you most

What changes have you seen in .....

As parent/ friend/ colleague what has been the hardest for you

### *To the school representative*

What did you think when you heard about this

How do you feel about what has happened

What concerns you most?

### *To the offenders supporters*

This must be difficult for you

What did you think when you heard

How do you feel about what has happened

How has it affected you?

How are things now with you?

How are things now between you all?

## **Apology**

*To the offender*

Now that you have heard from everyone what is that you have realised that you didn't know before?

What difference does it make now that you know these things?

Is there anything you want to say to ..... or anyone else here

Is there something parent/ friend/ colleague needs to hear from you?

## **Agreement**

*To the victim, victim supporters*

I imagine that there are things that you didn't understand before that you do now. What are some of those new understandings?

What difference has that made to you?

What else do you want to see happen as a result of this conference?

*To the offender*

Does this seem fair?

*To the offender supporters*

Is there something you would like to see happen that might help the solution.

*To everyone*

Who will be responsible for supporting this solution?

## **Summary**

*Read list of actions and get final agreement*

## **Closure**

*To everyone*

This will set us on a new pathway to repair the harm caused?

Are there any final thoughts about where this agreement may take us in the future?

Thank you for your efforts

Please come for a drink and I will write up the agreement for you to sign.

# Restorative Conference Agreement

Date.....Facilitator.....

## Names of participants;

.....  
.....  
.....

The following plan was agreed upon to solve the problems that were discussed at the restorative conference.

Person Completed  
Responsible

- 
- 
- 
- 
- 
- 
- 
- 

Signed:	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....
.....	.....	.....	.....

This plan will be reviewed by .....on .....

(please ensure a copy is given to all the key participants and to the Restorative Practices Co-ordinator)