

Restorative Circles At the Workplace

Restorative practices at the workplace involve use of restorative principles and guidelines to build stronger teams, address conflicts and disagreements in a respectful manner and address any harm caused by a team member to others, with accountability, understanding and responsibility.

These practices can be used in the following ways:

- Strengthening Community Building - to strengthen team spirit, trust and support among colleagues. This also reduces the possibility of a colleague harming another (physically, verbally or sexually)
- Responding to Harm – If harm does happen, the team is better equipped to address it and support healing. Harm Circles can be held to address specific instances of conflict and harm, involving the parties concerned – the person harmed, the person who did the harm and the concerned and affected parties. Parties come together, share, discuss, understand the harm caused, how it can be repaired, and values restored in a respectful and empathetic manner. Accountability and responsibility remain the cornerstone of this process.
- Proactive Restorative Culture – restorative practices, like the use of a talking piece and holding each member to a set of values and guidelines mutually agreed upon, can be used in staff meetings to give a chance to every member to express their views and concerns in an environment of trust, respect and understanding. Over time this would create a harmonious, inspiring and fulfilling work environment for every person.