

Restorative Plan of Action

The Restorative Plan of Action is a list of the concrete agreements (or actions) that come out of restorative practices (most typically harm circles, circles of support, or re-entry circles and restorative conferences).

Criteria for the Restorative Action Plan shift our responses from behaviors and punishment to repairing a harm. It should include 3 elements:

- 1) **Restoration:** Actions to be taken to repair the harm – the hurt, to “make it right” as much as possible in ways that address the needs and priorities of the victims and affected community members.
- 2) **Reintegration:** Actions taken to re-connect and re-engage offenders – those whose behavior have harmed or hurt relationships. Healing actions.
- 3) **Support and nurturing strategies:** Actions to be taken to strengthen connections to supportive persons and communities. Actions to be taken to strengthen wrongdoers and reduce the likelihood the behavior will be repeated.

Restorative Actions are developed collaboratively and engage the person(s) who have done harm, and person(s) impacted by the harm. It may also include family, friends and supports for the harm doer, victims, and community members.

Restorative Action Plans:

- Need to feel right to the person harmed
- Need to be “do-able” by the one who did the harm
- Need to include an action to prevent further offending:
 1. Something that strengthens and supports the offender.
 2. Something that addresses underlying issues associated to the offense.