Restorative Justice Facilitation and Implementation Training Course

Professional Development Training Course Outline

Category	Criminology	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Restorative Justice (RJ) is a transformative approach to addressing crime and conflict by fostering accountability, healing, and community reintegration. Unlike traditional punitive systems, restorative justice focuses on repairing harm through inclusive practices that involve victims, offenders, and the community. Training Course on Restorative Justice Facilitation & Implementation offers a comprehensive foundation in Restorative Justice Facilitation & Implementation, equipping professionals with the theoretical knowledge, facilitation techniques, and practical strategies required to embed RJ principles into justice systems, schools, workplaces, and community organizations. Using evidence-based practices and culturally responsive approaches, this course emphasizes trauma-informed care, emotional intelligence, and conflict resolution to rebuild trust and promote reconciliation.

In the context of rising interest in alternative justice mechanisms and community-led healing, this course integrates cutting-edge methodologies, legal frameworks, and practical simulations to empower facilitators and justice advocates. Participants will gain skills in designing restorative circles, managing dialogues, evaluating outcomes, and navigating ethical dilemmas. Whether you're a criminal justice professional, social worker, educator, or community leader, this course positions you at the forefront of a global movement toward sustainable peace, reduced recidivism, and inclusive justice. Through dynamic modules, real-life case studies, and experiential learning, participants will be ready to lead restorative processes that promote accountability, empowerment, and long-term societal harmony.

Programme Curriculum

Restorative Justice Facilitation and Implementation Training Course

Introduction

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Course Objectives

1. Understand the foundational principles of restorative justice and its contrast with retributive justice.
2. Explore trauma-informed facilitation techniques for effective dialogue and healing.
3. Apply conflict resolution strategies in restorative justice sessions.
4. Learn how to implement restorative justice programs in schools and correctional facilities.
5. Examine cultural competency and equity in restorative justice practices.
6. Analyze the role of restorative circles and conferencing models.
7. Develop skills for victim-offender mediation and dialogue facilitation.
8. Investigate the legal and ethical considerations in restorative justice.
9. Learn to evaluate restorative justice outcomes and performance metrics.
10. Design and facilitate community-based restorative justice initiatives.
11. Address youth justice using restorative principles.
12. Use storytelling and empathy-building techniques to strengthen trust.
13. Create implementation plans for restorative justice in institutional settings.

Target Audiences

1. Criminal justice professionals (police, probation officers, parole officers)
2. School administrators and educators
3. Social workers and counselors
4. Community and faith-based leaders
5. Correctional officers and rehabilitation specialists
6. Legal professionals and policy makers
7. Mental health practitioners
8. Youth program facilitators and nonprofit staff

Course Duration: 10 days

Course Modules

Module 1: Foundations of Restorative Justice

- History and evolution of restorative justice
- Core values and principles
- Restorative vs. retributive systems
- Global best practices
- Indigenous justice systems

- **Case Study: New Zealand’s Youth Court model**

Module 2: Facilitator Skills and Emotional Intelligence

- Active listening and empathy
- Trauma-informed facilitation
- Power dynamics and neutrality
- Creating safe spaces
- Managing difficult conversations
- **Case Study: RJ facilitation in domestic violence cases**

Module 3: Restorative Circles & Conferencing Techniques

- Circle keeping techniques
- Preparation and invitations
- Roles of participants
- Restorative questions framework
- Post-circle follow-ups
- **Case Study: School circle for bullying resolution**

Module 4: Victim-Offender Dialogue

- Preparation for mediation
- Understanding victim needs
- Addressing offender accountability
- Emotional processing tools
- Legal boundaries and agreements
- **Case Study: Dialogue in property theft case**

Module 5: School-Based Restorative Justice

- Integrating RJ into school policies
- Reducing suspensions and expulsions
- Teacher-student mediation
- Peer-led restorative practices
- Building a restorative school culture
- **Case Study: Urban high school RJ program success**

Module 6: Community Justice Models

- Community reintegration programs
- Neighborhood peace circles
- Addressing racial disparities
- Civic engagement strategies
- Community reparations
- **Case Study: Community accountability in gang violence**

Module 7: Cultural Competence in RJ

- Cultural humility and bias awareness
- Working across identity groups
- Restorative rituals and traditions
- Building inclusive spaces
- Adapting RJ for diverse populations
- **Case Study: Cross-cultural dialogue in immigration cases**

Module 8: Youth Justice Applications

- Juvenile diversion programs
- Empowering youth voice
- Family engagement in RJ
- Peer mediation and mentoring
- Alternatives to detention
- **Case Study: Juvenile auto-theft diversion success**

Module 9: Restorative Justice in Prisons

- RJ as rehabilitation
- Victim-offender letters
- Accountability panels
- Long-term inmate RJ programs
- Preparing for reentry
- **Case Study: Life-sentenced inmates facilitating RJ**

Module 10: Legal & Ethical Frameworks

- Confidentiality and consent
- Mandated reporting
- Working with the justice system
- Ethics of neutrality
- Informed participation
- **Case Study: Legal implications in sexual harm cases**

Module 11: Program Design and Implementation

- Program planning stages
- Policy development
- Training and stakeholder buy-in
- Resource allocation
- Sustainability models
- **Case Study: Launching RJ in a large school district**

Module 12: Monitoring & Evaluation

- Setting KPIs and goals
- Data collection methods
- Feedback mechanisms
- Success indicators
- Continuous improvement planning
- **Case Study: Evaluating county RJ pilot program**

Module 13: Storytelling and Empathy in RJ

- Narrative therapy elements
- Sharing lived experiences
- Building shared understanding
- Techniques for trust restoration
- Processing emotions through stories
- **Case Study: Veterans and RJ storytelling initiative**

Module 14: Restorative Approaches to Workplace Conflict

- Team conflict resolution
- Restorative HR practices

- Addressing microaggressions
- Facilitating team healing circles
- Leadership training in RJ
- **Case Study: Corporate RJ in workplace harassment case**

Module 15: Scaling and Advocacy

- Building public support
- Policy influence strategies
- Forming RJ coalitions
- Securing funding
- National and global RJ movements
- **Case Study: RJ policy adoption in state juvenile system**

Training Methodology

- Interactive workshops and simulations
- Role-playing and mock dialogues
- Video demonstrations of real RJ cases
- Group projects and peer feedback
- Online discussion forums and webinars
- Facilitator toolkits and templates

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com