Possible RJ delivery model for Scotland, based on Restorative Gloucestershire approach

National Hub	National partner orgs
• Coordinate and assist national partner organisations to develop organisation-wide/ national policies on RJ	• Provide lead staff member to support RJ within organisation, and liaise with National Hub. May include developing appropriate referral criteria, identifying opportunities for RJ within case management systems
• Develop and monitor best practice	• Disseminate best practice and guidelines within their organisation
• Maintain national statistics	• Provide data to National RJ Hub
• Oversee monitoring and evaluation	• Support monitoring and evaluation activities
• Train key local hub staff in RJ, and in how to train local practitioners	
• Identify and manage a centrally available 'flying squad' of specialist facilitators that can be called on for especially challenging cases or when capacity is insufficient.	
• support and coordinate local hubs	
• Develop and implement national public communications strategy	

Local Hubs	Local partner orgs (May be local branches of national orgs, or independent local organisations)
• Train staff members and front line practitioners from partner organisations (and community volunteers?) in RJ practice	• Identify people to become RJ practitioners, and once trained, allow them to be released from regular duties to facilitate RJ cases.
• Co-ordinate and support partner orgs providing RJ	• Provide a lead staff member to support the use of restorative practices and liaise with local hub
• Agree referral criteria with local partner orgs	• Assist in establishing appropriate referral criteria, and implement them within their own organisation.
• Receive and coordinate referrals, conduct risk assessments and allocate cases amongst the 'pool' of trained practitioners from the hub and partner orgs.	• Share information to assist in identifying participants, and for risk assessments.
• Establish local RJ steering approach, either through a steering group or within existing community planning partnerships.	• Participate in overseeing the work of the local RJ hub through engagement with the Steering Group
• Maintain and gather statistics for monitoring and evaluation purposes, and feed into national hub as necessary.	• Maintain statistics as agreed for monitoring and evaluation
• Promote RJ publicly, including supporting local implementation of national communications campaigns.	• Assist in promoting RJ within internal and external newsletters and press communication