

Benefits for Employers

RANY can be used by Employers to:

- Resolve workplace conflict
- Save time & costs in resolving disputes
- Improve performance
- Increase motivation
- Prevent incidents or behaviours from occurring / continuing
- Reduce HR workload and paperwork.
- Reduce absence
- Increase staff retention
- Reduce unacceptable behaviours
- Create a more positive & fairer workplace

Benefits for Employees

RANY enables Employees to:

- Express their point of view
- Communicate in a safe & respectful workplace
- Come to a shared understanding
- Feel better about themselves
- Increase respect
- Resolve issues and move forward
- Regain control of situations
- Create a longer term solution
- Increase job satisfaction

Frequently Asked Questions

What's involved?

RANY is a confidential service that works with those involved to understand the benefits of a restorative solution to their issues.

Confidential conversations take place in a safe and private environment. A restorative solution gives the people involved an opportunity to talk about what happened, focussing on a clear plan for future improvements.

How do we know this will make a difference?

Restorative solutions are proven to be more likely to result in an apology and forgiveness, reduce recurrence of incidents, and are felt by those involved to have been a worthwhile experience.

How much does it cost?

RANY can work with you for as little as £150 per intervention.

RANY can also work with your organisation to embed restorative solutions, working with your staff and providing ongoing support and training.

To discuss this service further contact our office direct.

Restorative Approaches North Yorkshire

Resolving conflict
in the workplace

**“Confront the difficult
whilst it is still easy”**

- Tao Te Ching

Who are Restorative Approaches North Yorkshire (RANY)?

RANY is an independent service offering bespoke engaging restorative solutions that aid in rebuilding relationships and resolving conflict.

More About the Restorative Approaches in Employment

When conflict occurs in the workplace, harm can be done to the individuals involved, team morale and the organisation as a whole.

RANY brings together those harmed or involved in workplace conflict, dispute or allegation with a view to rebuilding relationships and improving working environments.

RANY provide a cost efficient resolution, saving high costs of tribunal or strikes.

We help staff understand the impact of their behaviours on others and create the opportunity to redress any harm done.

It enables employees to move on from challenging situations and prevents further conflict from occurring.

RANY helps employers bring staff together in an impartial, safe and supportive environment with a view to creating a fair outcome for all.

What can we do for you?

We can work within your company to help resolve conflict, seek resolution, address grievances and maintain staff morale:

- Between members of staff
- Between the employer and the employee
- Within or across teams and departments
- In groups or 1-2-1 sessions

We can work on a case by case basis or alongside your human resources department offering training and support.

Our purpose is to help those involved develop a way forward and an agreed plan of behaviours and actions for the future.

Where we can help

A restorative approach can be suitable for helping to resolve:

- Bullying and harassment
- Unacceptable behaviour
- Misconduct proceedings
- Complaints / grievances
- Poor relations between employer and employee
- Absence management
- Long term ill health absence

Book your solution to a better workplace

Simply call us to discuss your particular requirements on:

01609 778 652

or email contact@rany.co.uk

Where to find us

Website: www.nyadvocacy.org



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