

Restorative Practice	Mediation
RP focuses on harm that has been done, who has been hurt, and what are their needs.	Mediation is strictly conflict resolution with the goal of coming to a mutual understanding and agreement.
The facilitator asks specific restorative questions and is impartial. The facilitator empowers the parties involved to drive the process and does not dictate the outcome.	The mediator helps with negotiation and the resulting agreement.
RP is a philosophy and the outcome is process-based with the goal of repairing harm and not doing further harm.	Mediation has no philosophy guiding the process. The focus is on resolving a mutual disagreement when there has not been any significant harm or wrongdoing.
RP is a process that involves several preparatory stages, including meeting with each party separately. It is not a “fact finding” mission and focuses on feelings, thoughts, and effects of actions.	Mediation can be done immediately with little to no preparation and there are usually no specific questions used in the process. The mediator often reframes the discussion and plays an active role in helping each party reach an agreement. The process is not as important as the outcome of resolving the conflict.
RP allows students to better understand the impact of their behavior in order to influence future behavior.	In mediation, there is a discussion of facts without as much of a focus on feelings or harm.