



Community Facilitators

Volunteer Recruitment Pack

Solihull & Glasgow

The Faith & Belief Forum, with partners Interfaith Glasgow and Why Me?, are looking to apply Restorative Justice to address hostility against and between faith communities in our 3-year **Interfaith Restorative Justice Project (IRJP)**.

We're looking for well connected and active people from faith communities in Solihull and Glasgow to join our exciting IRJ Project as volunteer Community Facilitators.

This pack outlines all the information about the Community Facilitator role, including what you will receive, what is IRJ, what we need from our facilitators, and how to apply.

Time Commitment:

- 3-day training (all expenses, travel and accommodation costs will be covered by IRJ)
- 6 x 2-hour online modules, 1 per month from December 2024 – May 2025 (expected to take place in the evening)
- Attendance at a minimum of 2 online co-design meetings, each half a day, during Feb-June 2025
- If you agree to work on a case, we expect this to involve 2 –10 hours a month (or more if you have the capacity) dedicated to assisting with the design and delivery of RJ interventions (from March 2025 – March 2026)
- Occasional online/telephone check-ins with Why Me? practitioners in relation to cases, as required

Optional extras:

- Shadow RJ practitioners from Why Me? (in Solihull or Glasgow) on more complex cases (travel expenses covered)
- Attend the IRJ Project report launch in London in Oct 2026 (travel expenses covered)

Solihull
21st-23rd October

Glasgow
Week of 3rd November

Community Facilitators will receive:

- 3-day Foundation level Restorative Justice (RJ) training from UK RJ leader Why Me?
- Ongoing expert support from RJ practitioners including one-to-one facilitation mentoring and shadowing opportunities
- Membership to a trailblazing Interfaith network specifically convened to address tensions between and against religious communities using RJ
- An honorarium for taking part (up to £1000 over the course of the next 12 months)

No previous experience of RJ is required; all training and support is provided by project partners and RJ experts.

All expenses, travel and accommodation will be covered.

We will select 12 Community Facilitators to join the project (6 in Solihull + 6 in Glasgow) from a range of faiths and backgrounds.

What will Community Facilitators be doing?

Learning

All Community Facilitators will receive Foundation level Restorative Justice training from expert RJ practitioners from Why Me? and take part in online modules to develop their skills and confidence in applying RJ in their communities.

Interfaith Collaboration

Training will be delivered in two local cohorts of 6-12 people (1 group in Solihull and 1 in Glasgow) who will be from different faith and belief backgrounds and who will similarly be learning how to use RJ to address hostility against and between faith communities.

Restorative Practices

We envisage that new RJ knowledge and skills will equip Community Facilitators to tackle tension and conflict in their faith communities, applying what they have learnt to restoratively heal rifts and address hostilities. Throughout the life of the project, Community Facilitators will be supported closely by other people from their cohort and by the Why Me? expert practitioners.

Case Studies

The IRJP partners and Community Facilitators will select three case studies in Solihull and three in Glasgow where Why Me? practitioners will lead on more in-depth RJ processes specifically designed with input from the local cohort (see above) with co-facilitation provided by some of the Community Facilitators.

Co-designing RJ Processes

Community Facilitators will come together to co-design RJ processes around specific case studies. We ask that Community Facilitators take part in at least two of these online co-design meetings, but there is no upper limit in how many they can participate in. However, only some Community Facilitators will deliver these interventions alongside Why Me? facilitators.



What is Restorative Justice?

Restorative Justice, as an alternative to traditional approaches to criminal justice, focuses on enabling people who have been harmed to communicate the impact of their experiences, holds people accountable for their actions in a non-shaming way, and aims to facilitate healing that allows both those harmed and those who have caused harm to move forward.

It can manifest in many different ways, from structured and expertly facilitated face-to-face meetings between victims of crime and their perpetrators, to informal restorative conversations around a kitchen table about family tensions.

Restorative Justice is not a novel idea; it has been inspired by traditional and religious teachings and by the ways in which indigenous communities have dealt with conflict and harm.

[Learn more at with Why Me?](#)

Why tackle hate and hostility in this way?

We hope it will be empowering for faith communities in Solihull and Glasgow to reflect on the myriad ways restorative practices could address hostility experienced by faith groups. We know that experiencing hate crimes and hostility based on your religion, (as well as race, disability, sexual orientation, or gender identity, or perceived membership in any of these groups) can be both deeply upsetting to the individual and can create further waves of harm throughout the wider faith community. Hate and hostility can feel more personal than other crimes; it can feel like “an attack on the core of your identity”, rather than merely bad luck or being in the wrong place at the wrong time.

We hope RJ will offer not only much needed healing to those who have been subjected to hostility but will also work with those who have caused harm to help them understand the impact of their actions, to reflect on and share about their experience, and give them the opportunity to make amends.

We also expect RJ to be useful as a transformational tool in instances of tension or conflict between diverse communities. In these cases, harm may have been experienced on both sides and a restorative process will enable those involved to listen to each other’s pain and to explore ways forward together.

Interfaith Restorative Justice Project (IRJP) is a 3-year project from the [Faith & Belief Forum](#), [Interfaith Glasgow](#) and [Why Me?](#), funded by The National Lottery.

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