

# Impact Report

2024

**Advancing  
community cohesion  
and human rights  
through restorative  
justice**

**Restorative Justice for  
All International Institute  
(RJ4All Europe)**





# FOREWORD



**Dr. Theo Gavrielides**  
**Founder and Director**  
**RJ4All & RJ4All Europe**

As I write this Foreword, another conflict has erupted in the Middle East – this time in Lebanon. This followed the recent wars in Ukraine and Gaza, while the Syrian civil war and the Afghan conflict continue to claim the lives of thousands of victims, including children and women. At the same time, I see the normalisation of hate narratives even at the highest political levels. A zeitgeist is being formed where new narratives re-define how we co-exist and accept the other. These narratives are not pleasant. They are mostly divisive, encouraging adversarial feelings and a false sense of belonging.

At the same time, I see communities waking up across the world. The human rights movements are being refreshed, and community leaders are once again vocal. Power abuse is being challenged.

And this is what we are doing at RJ4All Europe. We challenge power abuse using the consensual and peaceful tools offered by restorative justice. I took the learnings from our UK - based International Institute to build RJ4All Europe in Cyprus to expand the shared vision of “Addressing power abuse through restorative justice”. Starting with Cyprus, the only divided EU member state, RJ4All Europe builds bridges to address and prevent harm, while reminding us what unites us.

This is our first Impact Report presenting our work against our Theory of Change, and our mission. I remain in great debt to all those who believe in my vision. What began as a grassroots response to address poverty and power abuse has blossomed into a significant force for positive change across Europe and internationally. Our work – from youth-led social action to addressing divisive narratives and gender-based violence – demonstrates the profound impact that restorative approaches can have when communities embrace them. I am particularly proud of our cross-border collaborations, bringing together partners from diverse cultural contexts to tackle shared challenges. The stories and achievements highlighted in this report reflect countless moments of transformation, where dialogue replaced division and healing supplanted harm.

As we continue to grow, I remain inspired by the practitioners, partners, and community members who embody the restorative justice values of power-sharing, fairness, equality, dignity, and respect in their daily work. Their commitment fuels our vision of building more just and inclusive societies through restorative justice. As you read this Impact Report, please also see it as an invite to join us as a member, intern, volunteer or a supporter. We need you.





# ABOUT US

RJ4All Europe is Europe's emerging non-profit international institute specialising in advancing community cohesion and addressing crime through restorative justice.

We envision a world that embraces the core values of restorative justice - power sharing, fairness, equality, dignity, and respect - where the abuse of power is eradicated. Our mission is to tackle poverty and promote equality and human rights across Cyprus, throughout the EU, and internationally.

We pursue this vision and mission by delivering innovative, community-led projects that harness the power of dialogue, education, volunteering, sport, and the arts, alongside restorative justice practices.

RJ4All Europe is the offspring of the Restorative Justice for All International Institute, founded in London by Dr Theo Gavrielides, who continues to serve as its Director.



*"RJ4All's expertise in restorative justice methodologies complements our academic strengths, allowing us to practice in tackling pressing societal challenges. Together, we'll develop and implement innovative approaches to combat divisive narratives and promote social cohesion."*

**Dr Lilia Psalta, Assistant Professor in Psychology/Neuroscience and Course Leader of the MSc in Forensic Psychology at UCLan Cyprus**



*"At Sinergia, we are committed to fostering social inclusion for marginalised groups. By partnering with RJ4All, we aim to advance restorative justice as a powerful tool for addressing divisive language and hate speech and building stronger, more cohesive communities across Europe."*

**Pia Antonaci, Sinergia Società Cooperativa Sociale, Gentle Speech project Coordinator**



# THEORY OF CHANGE

At RJ4All Europe, we developed a Theory of Change to guide our implementation and measure our impact. The outcomes presented in this report are also reported against the agreed framework outlined in this Theory of Change.

**In the photo:** Dr Theo Gavrielides, Director of RJ4All Europe, attending the International Conference on Promoting Restorative Criminal Justice in Bahrain.



WWW.RJ4ALL.EU

## RJ4ALL EUROPE THEORY OF CHANGE



### 1 SITUATION

Current models for achieving social justice and addressing power abuse and poverty have considerable limitations, allowing persistent inequalities to thrive. These limitations are exacerbated when it comes to disadvantaged groups, whose experience and perception of justice and human rights are deteriorating leading to further social divisions. Restorative justice offers an alternative approach based on the principles of power sharing, individual empowerment and responsibility. However, its implementation and awareness are limited, while further evidence is needed of its effectiveness and limitations for prevention & crime control.

2

RJ4All Europe aims to provide evidence-based, psycho-social interventions that work with rather than for local communities in order to build a sustainable alternative to the established social justice systems. RJ4All Europe adopts user-led initiatives to re-direct a person's trajectory while empowering individuals to lead on getting the justice that they seek. RJ4All's Europe educational, sports, community and publishing activities aim to address power abuse and poverty on the frontline while creating the scientific foundations for further practice.

AIMS

### IMPACT

### PROCESS

#### 3 | OUTCOMES

- Increased use of restorative justice as an alternative to current models of justice
- RJ4All Europe to influence /inform wider social policy on restorative justice via user-led models of delivery
- Increased social networks/sense of belonging to community with positive role models guiding positive life-choices
- Empowered communities able to apply and identify their strengths and potential
- Sustained engagement with RJ4All Europe services
- Better sense and experience of justice and human rights

#### 4 | IMPACT

- RJ4All Europe as an established source of expertise on restorative justice internationally
- Communities have a sustained, improved sense of control over their own life/ achievements leading to decreased risk of harming or being harmed
- RJ4All Europe as an established partner representing and amplifying local and international concerns to policy level worldwide
- Increased civic engagement driven by communities
- Rebalance power in society locally and internationally

#### 5 | ACTIVITIES

- Crime-prevention activities
- Educational programmes and CPD certified e-courses, courses and workshops
- Skills development sessions
- Social action projects
- Internships and opportunities for groups at risk/ disadvantaged
- Publication of academic journals growing the evidence base on restorative justice
- High quality volunteering
- FRED youth-led campaign
- Providing sports, art and cultural workshops to communities in need
- Strong evaluation/ ToC

#### 6 | OUTPUTS

- Increased restorative justice awareness as an alternative to social and justice systems
- Increased collaboration with likeminded international and local organisations and individuals
- Improved professional skills for practitioners in the sector
- Increased awareness and development of life skills among participants/ victims/ offenders
- Increased confidence and sense of purpose among Europeans
- Building positive relations with peers/ support networks
- Increased dialogue with key stakeholders in community
- Community cohesion, crime control, strong local communities

#### 7 | INPUTS

- RJ4All Education
- RJ4All Publications
- RJ4All Sports
- External resources via funding Calls/ grants
- Strong strategic board
- Influential Patrons, NEDs
- User Scrutiny Panels
- Strong & expert team
- Strong IT infrastructure
- Topical expertise and international reputation
- Promotional material
- Internet Journal of Restorative Justice
- Strong partnerships with local and international NGOs and government
- Youth Voice Journal

### 8 RATIONALE AND ASSUMPTIONS

- Sustainable funding for RJ4All Europe to ensure ongoing capacity to deliver its mission; diverse income sources; appropriate infrastructure including IT.
- Target groups are identified accurately and timely and engage with RJ4All Europe; strong communication & marketing strategy and infrastructure.
- Restorative justice initiatives are an effective alternative to established punitive justice practices and current social justice models that can help reduce and proactively prevent involvement with harm and crime among participants, while improving the sense and experience of justice internationally and locally.

Visit RJ4All Europe's detailed Strategy and Theory of Change.





# KEY AREAS OF WORK

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RJ4All Europe specialises in the following research areas:

- ✓ Power abuse & Human rights
  - ✓ Gender-based violence
  - ✓ Prevention and control of violent radicalisation and extremism
  - ✓ Sports & health inequalities
  - ✓ Hate and race-motivated crime
  - ✓ RjINEAR resilience model
  - ✓ Child (sexual) abuse & Institutional abuses
  - ✓ Community cohesion and empowerment
- 

We use this expertise to deliver a diverse portfolio of projects across **six main areas of work**:

1

## Restorative Justice Projects

We use restorative justice practices to promote human rights, combat hate incidents, and build restorative communities worldwide.

2

## Youth Projects

We co-design youth-led social action projects with young people at local, national, and international levels

3

## Restorative Justice interventions

We accept referrals for restorative justice cases ranging from family conflicts and anti-social behavior to criminal cases.

4

## Community Empowerment

We bring communities together to voice their concerns, speak to each other and regain power through our Speak Up Community Circles

5

## Sports Projects

We pursue our mission of steering individuals away from violence and criminal behaviour through sports.

6

## Campaigning and Advocacy

We host the largest network of restorative justice practitioners and organisations in Europe, bringing advocates together to push the boundaries of restorative justice.



### ENHANCE

# Empowering Girls and Young Women Across Europe and the Mena Region

<https://enhancerj4gbv.org/>

Recognising the persistent challenge of gender inequality, we launched the '**Enhance**' project, co-funded by the European Union, bringing together organisations from three EU countries (Cyprus, Italy, North Macedonia) and three non-EU countries (Jordan, Morocco, Egypt). This innovative initiative strengthens the capacity of NGOs and educators to combat gender discrimination through non-formal education methods.

**Enhance** draws on one of our areas of expertise to address gender-based violence, focusing specifically on women—**31% of whom in the EU have experienced physical or sexual violence since the age of 15**. By fostering cross-cultural dialogue and understanding, the project works to dismantle barriers and stereotypes that perpetuate gender inequality while creating supportive communities that champion young women's inclusion.



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*“At RJ4All, we believe in the power of collaboration to create supportive communities where gender equality thrives. Through the ENHANCE project, we are working to provide girls and young women with the tools and opportunities to overcome challenges and build a brighter, more inclusive future.”*

**Sofia Sideridou, Manager of RJ4All Europe**



# Preventing and addressing divisive narratives through restorative justice

In partnership with the Italian NGO Sinergia s.c.s, RJ4All Europe conducted the Gentle Speech project, which helped to raise awareness and increase usage of restorative justice as a means for preventing and addressing divisive narratives and especially hate-related incidents and speech. By enhancing skills and knowledge in restorative justice methods, such as non-violent communication and peace circles, the project fostered dialogue and social cohesion.

Under the scope of the project, RJ4All Europe, with the support of the project coordinator, Sinergia, conducted its 4th Annual International conference in Cyprus last October that united experts, policymakers, and community members to address misinformation and hate speech through restorative justice, build dialogue skills, promote cross-cultural communication, and empower participants as advocates for peace.

Gentle Speech is funded by Regione Puglia.



## Restorative Justice for Restorative Communities

The Restorative Justice for Restorative Communities (RJRC) project, co-funded by the European Union, expanded knowledge, strengthened best practices, and fostered a more cohesive approach to restorative justice across EU Member States.

Aligned with RJ4All's expertise in community empowerment, RJRC equipped civil society actors with the skills and knowledge needed to implement restorative justice effectively. Through structured training, research, and collaboration, the project empowered communities to play an active role in conflict resolution and the promotion of social cohesion.



Co-funded by  
the European Union



# CULTIVATING GLOBAL CONNECTIONS THROUGH EVENTS

## 4th Annual International Conference on Restorative Justice

On October 14th, **RJ4All Europe** proudly hosted the 4th Annual RJ4All International Conference in collaboration with the **MSc in Forensic Psychology at University of Central Lancashire, Cyprus (UCLan Cyprus)** and other partners. Focused on using restorative justice to counter divisive narratives, the event introduced the "Gentle Speech" project, a new initiative against hate speech in Cyprus and the EU.



Sofia Sideridou, RJ4All Europe Manager, leads a session on non-violent communication and hate, delivered in Greek, at UCLan Cyprus.

## RJ4All to keynote at Bahrain's Restorative Criminal Justice Conference

In a significant development for the global restorative justice movement, Dr. Theo Gavrielides, Founder and Director of RJ4All Europe, has joined leading experts as a keynote speaker at the International Conference on Promoting Restorative Criminal Justice in Bahrain. This conference marks a crucial step in advancing restorative justice practices across the Middle East and beyond.



Dr Theo Gavrielides, Director of RJ4All Europe, highlighted the role and power of restorative justice at the International Conference on Promoting Restorative Criminal Justice in Bahrain.





# CREATING SYNERGY THROUGH STRATEGIC PARTNERSHIPS IN RESTORATIVE JUSTICE

## UCLan Cyprus and RJ4All Europe Establish Partnership in Education and Research

Building on the success of our 4th Annual International Conference, **UCLan Cyprus** and **RJ4All Europe** have signed a Memorandum of Understanding to foster international collaboration in education, research, and community impact. The agreement signifies a shared commitment to advancing restorative justice practices, community cohesion, and human rights through innovative research and practical applications.



RJ4All Europe and UCLan Cyprus at the MOU signing ceremony.

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## Two New Partnerships Established to Advance Peacebuilding, Reconciliation Efforts, and Victims' Rights

RJ4All Europe has forged two new strategic partnerships with two non-profit organisations headquartered in Cyprus.

Hands Across the Divide, a women's peacebuilding organisation, is dedicated to fostering understanding and reconciliation between communities in Cyprus. The organisation places a strong emphasis on dialogue, inclusivity, equality, and collaborative efforts in its work.

Truth Now is an organisation focused on truth and reconciliation, with a particular emphasis on addressing the issue of the Missing in Cyprus. Through its work, Truth Now seeks to uncover historical truths and advocate for justice on behalf of the victims.

These partnerships will be governed by the underlying restorative justice principles of power-sharing, equality, dignity, respect, and involvement in decision-making



# GLOBAL RESTORATIVE JUSTICE MOVEMENT



## Sign up for the International Restorative Justice Pledge

By taking the Restorative Justice Pledge, you become part of our global movement to promote the five values of restorative justice: power-sharing, fairness, equality, dignity, and respect worldwide.

## Join the International Fellowship of Restorative Justice Practitioners

This initiative aims to connect and empower individuals committed to restorative justice. Together, we exchange ideas, collaborate on projects, and drive global impact.

**Linh Ngo**  
**Restorative Justice Practitioner**  
**from Vietnam**

"Joining the international restorative practitioner network has strengthened my belief in transforming school culture into a relationship-centered environment. By integrating restorative practices, we encourage teachers and students to develop dialogue skills, fostering a more just and compassionate education in Vietnam."



**Iro Michael**  
**Restorative Justice Practitioner**  
**in Cyprus**

"Joining the international restorative justice network has been an inspiring journey—I've gained invaluable insights into diverse practices from across the globe, while also sharing the efforts and work that is done here in Cyprus to foster spaces rooted in both accountability and healing. It's empowering to see how practitioners everywhere are creatively applying restorative justice to rebuild trust and strengthen communities."



# FINANCIAL GROWTH

Like all civil society organisations, RJ4All Europe relies on grants and donations to deliver its services. We are fortunate to be able to draw from our existing capital created over decades of work through our International Institute. We are also grateful to the European Commission and other funding bodies that believed in our work and funded our first projects through new grants creating an impressive initial turnover and a forecast of **over €300,000** for the next 2 years. This does not take into account the in-kind support that we receive from local organisations and individuals including law firms, universities and NGOs from across Cyprus and internationally.



# POWER HOUSE

The RJ4All team comprises a diverse and passionate group of professionals, interns, and volunteers, all united in their commitment to advancing restorative justice and building more equitable societies. The organisation is strategically led by Dr Theo Gavrielides, supported by technical advice from a Board of Non-executive Directors. At RJ4All, we foster a working environment that values diversity and dignity, and we empower individuals to lead and innovate in pursuit of our vision of community empowerment through restorative justice.



*"What drives me at RJ4ALL Europe is witnessing how restorative practices transform broken relationships into foundations for community healing. Our team embodies the very principles we advocate—we listen deeply, value every perspective, and approach challenges with compassion first. I'm privileged to work in an environment where we practice restorative justice internally, creating the collaborative and respectful culture we wish to see replicated across Europe."*

*Shared Katerina Kalafati, RJ4All Europe Senior Project Officer*



# 7

members of  
non-executive  
board

# 11

Patrons and  
Honorary Vice-  
Presidents

# 8

team  
members

Specialised in: restorative justice, law, criminology, criminal psychology, communications, project management, IT and research.



# OUR PARTNERS



## GET INVOLVED



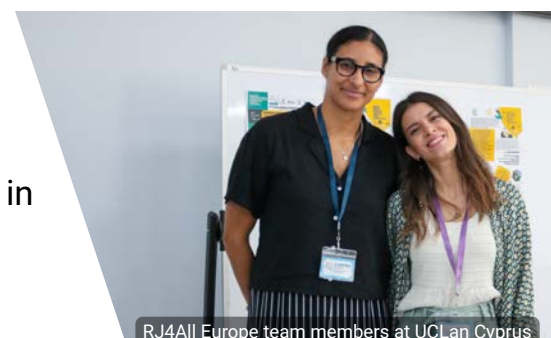
### Donate to support us

As a non-profit NGO, we rely on donations and grants to sustain our mission. Your €5 fuels our vision of healing communities through restorative justice. Every donation empowers victims, offenders, and communities to find paths toward genuine reconciliation and peace.



### Join our team

At RJ4All Europe, our impact thrives on the dedication and support of remarkable individuals like you. Make a difference in your career while making a difference in the world. Find roles that match your skills and passions, and help drive our restorative justice projects forward.






RJ4All Europe team members at UCLan Cyprus



# RJ4ALL EUROPE

  @rj4all

 @RJforAll

  Restorative Justice for All International Institute

[www.rj4all.eu](http://www.rj4all.eu)

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