

# Kent County Council

## Job Description: Restorative Community Development Practitioner

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Adolescents, Youth Justice</b>
<b>Grade:</b>	<b>KSE</b>
<b>Responsible to:</b>	<b>Youth Justice Partnership and Improvement Manager</b>

### **Purpose of the Job:**

1. To create, facilitate and offer, including with partners, a wide range of restorative and reparative interventions/activities/projects in the local area, to fulfil statutory obligations for children in the youth justice system.
2. To ensure those activities, and the facilitation of them, are restorative in nature, either to the community in general, or, where possible, are aligned to the wishes and feelings of victims, with reflection on who the activities impact on and how.
3. Provide opportunities for the transferable skills undertaken by children in those activities to be accredited, and to support the child's desistance by developing constructive interests and opportunities for success.
4. In collaboration with the Victim Voice lead, consider the wishes and feelings of victims about both direct and indirect restorative justice activities, and to ensure these are heard to inform and develop restorative practice within the YJ service.

### **Main duties and responsibilities:**

- Create, plan and provide, either directly or with/via partner organisations, 1:1 and group work projects to children to fulfil statutory obligations of court ordered activities.
- Risk assess and accredit activities according to policy where possible, to support children's future education, training or employment.
- Work reflectively with the child using evidence based approaches (relational, trauma-informed, reliable, restorative) to support desistance and to prepare them for and review restorative activities; to connect the activity to restorative justice principles, whether the activities are supervised by the practitioner, partner agency, or the child's family. This may include collaboration with the Restorative Solutions service to facilitate direct 'victim-offender mediation', to support the child to develop empathy and to communicate restoratively, directly or indirectly, to the victim.
- Contributing to children's assessments, intervention plans and Court reports, by reporting on the attendance, engagement, and progress of individual children, to the Youth Justice case manager. Practitioners must input their records on the child's electronic record accurately, and in a timely way, according to policy and guidance.
- In collaboration with the Victim Voice lead, consider the wishes and feelings of victims about both direct and indirect restorative justice activities, and to ensure these are heard

to inform and develop restorative practice within the YJ service. Practitioners may be required to carry out Victim Voice work as and when needed.

- Work flexibly, including some occasional weekends and early evenings as required, and during school holidays, and expect to transport some children to and from activities. Out of normal working hours, practitioners can access virtual support from the Adolescent Service Management team, but are otherwise accountable to their direct line manager, the Partnership and Improvement Manager.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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## Person Specification: Restorative Community Development Practitioner

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>We're more interested in who you are, and the skills you bring to engage children, than in what you've studied. We welcome applicants with and without qualifications.</p> <p>Relevant training in processes and theory will be provided.</p>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Professional experience of engaging with adolescents who have experienced trauma and who can display behaviours which can be antisocial, criminal, aggressive, threatening and challenging (youth work; social work; early help; family support; youth justice; secure estate)</li><li>• Experience of delivering 1:1 and group work</li><li>• Adeptness to create activity risk assessments and to plan to mitigate and manage those risks according to policy</li></ul>
<b>SKILLS AND ABILITIES</b>	<p>Able to:</p> <ul style="list-style-type: none"><li>• Establish positive and motivating relationships with adolescents who are court ordered to attend</li><li>• Work collaboratively with multi agency partners and community groups to create a range of creative and engaging restorative resources and activities that are sustainable and appropriate to a diverse range of skills, abilities and interests</li><li>• Use restorative approaches to develop a child's sense of victim empathy and to repair harm, while preventing shame, humiliation and development of offending identity</li><li>• Able to handle confidential and sensitive information in a responsible and respectful manner</li><li>• Ability to effectively build a trusting and effective relationship with victims of crime</li><li>• Travel in a timely manner across Kent when required, including facilitating the attendance of children</li><li>• Use a range of IT and electronic systems to record your work according to policy</li></ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"><li>• Good knowledge of health and safety issues related to managing community projects and activities with children, including those who may pose a risk of harm to others</li><li>• Understanding adolescent brain development and the impact of trauma on children</li></ul>

	<ul style="list-style-type: none"> <li>• Awareness of the roles of partners who contribute to public protection and safeguarding, including Social Work, Youth Justice, MAPPA, education</li> <li>• Awareness of mediation, crisis-intervention, trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches (training available)</li> <li>• Knowledge of diversity and equality issues and insight into the experiences of children within the criminal justice system</li> <li>• Understanding of Restorative Justice principles and approaches, and insight into the needs of victims</li> </ul>
<p><b>KENT VALUES AND CULTURAL ATTRIBUTES</b></p>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>