

## Kent County Council

### Job Description: Restorative Justice (RJ) Practitioner

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Adolescent Services</b>
<b>Grade:</b>	<b>KR07</b>
<b>Responsible to:</b>	<b>Adolescent Response Practice Supervisor</b>

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

The Restorative Justice (RJ) Practitioners have two main purposes:

1. To support restorative conversations and activities.
2. To create, organise and lead on reparation projects which offer accredited transferable skills, and opportunities to develop positive interests and hobbies that promote desistance.

#### **The Role**

We are seeking an RJ Practitioner to cover the North/West of the County but require someone who will remain flexible to cover their counterpart in the South/East when required and collaborate on joint projects. RJ Practitioners will be responsible for planning and providing 1:1 and group work projects to adolescents open to Kent Youth Justice (YJ) Services. This will necessitate working flexibly, including some weekends & early evenings.

Activities should, where possible, be accredited (such as the use of AQA's), and RJ Practitioners are responsible for supporting the service to develop accreditation opportunities. RJ Practitioners do not case hold and are not responsible for AssetPlus assessment or devising intervention plans but will contribute to these, by reporting on their engagement with individual children and families to the YJ case holder. RJ Practitioners must input their interventions, engagement, and progress on the YJ system accurately and in a timely way, according to policy and guidance.

#### **Contextual Safeguarding**

RJ Practitioners will be aligned to the new Adolescent Response Team and will work closely with Adolescent Response Practitioners to support young people who are at risk from, or perpetrate, extra-familial harm.

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

- Create, organise and lead on a range of reparation projects that give something back to communities and build meaningful and constructive relationships with individuals, communities or community groups.

- Build rapport with community partners to agree reparation projects. This will involve visiting the site and completing a risk assessment of the potential project
- Ensure projects and activities are informed by the wishes of the victim/s.
- Ensure projects develop skills and offer where possible accreditation, to support progression into education, training or employment.
- Deliver excellent trauma-informed, skilled, and evidence-based restorative interventions to promote victim empathy.
- Develop and maintain excellent working relationships with key/core statutory partners, locality specific service providers, stakeholders, partner agencies (e.g., Health, Police, Education) and the wider community, to jointly plan and deliver activities which have positive outcomes for both children who offend and victims of youth crime.
- Champion social work, youth justice and early help values and relentlessly pursue the improvement of outcomes for adolescents, ensuring high quality, effective intervention.

**This service is initially funded for 2 years (circa June 2021- May 2023) and is subject to review of effectiveness of achieving:**

- 1. Enhanced adolescent contextual safeguarding.**
- 2. Reduced adolescent entrants into custody.**
- 3. Reduced adolescent placement moves.**

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

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.

	CRITERIA
<b>QUALIFICATIONS</b>	<p>We're more interested in who you are, than in what you've studied. We welcome applicants with and without qualifications. If you have experience of working with young people experiencing challenging situations and can constructively engage adolescents, please apply.</p> <p>Relevant training will be provided.</p>
<b>EXPERIENCE</b>	<p>Professional experience of adolescent behaviours or experience in a relevant community role (youth work; social work; early help; family support; youth justice) or</p> <p>Experience of implementing restorative approaches.</p> <p>Engaging with resistant adolescents and adults.</p>
<b>SKILLS AND ABILITIES</b>	<p>Able to:</p> <ul style="list-style-type: none"><li>- Establish positive and motivating relationships with sometimes resistant and hard to reach adolescents and their families.</li><li>- Communicate effectively with adolescents to ascertain their wishes and feelings and engage them in decision-making.</li><li>- Work collaboratively with multi agency partners and community groups to create a range of creative and engaging 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>- Travel in a timely manner across Kent when required.</li><li>- Use a range of IT and electronic systems to record your work</li></ul>
<b>KNOWLEDGE</b>	<p>Basic knowledge of health and safety issues related to community projects and activities with children.</p>

	<p>Understanding of adolescent brain development and the impact of trauma on children and families.</p> <p>Awareness of the roles of partners who contribute to public protection and safeguarding, including Social Work, Youth Justice, MAPPA, and Community Safety.</p> <p>Awareness of mediation, crisis-intervention, trauma-recovery, solution-focused, case formulation, relationship-based and restorative approaches (training available).</p> <p>Knowledge of diversity and equality issues and insight into the experiences of young people within the criminal justice system.</p>
<b>KENT VALUES &amp; CULTURE</b>	<p>Our culture and values make us who we are as an organisation and as an employer.</p> <p>Everything is guided by our values. They set out who we are as people, what we stand for and how we act. We need you to demonstrate how you will strive to meet our values.</p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing; we accept and offer challenge.</li> <li>• We are curious to innovate and improve.</li> <li>• We are compassionate, understanding, and respectful to all.</li> <li>• We are strong together by sharing knowledge.</li> <li>• We are all responsible for the difference we make.</li> </ul> <p>Our cultural attributes</p> <p>These tell us what it feels like to work here and what we expect to deliver our values. We have identified a set of cultural attributes that will enable us to accelerate out of this crisis with a renewed focus on inclusion and diversity and enable high performance.</p> <ul style="list-style-type: none"> <li>• Compassionate &amp; inclusive</li> <li>• Working together – building and delivering for the best interests of KCC</li> <li>• Externally focused – residents, families, and communities at the heart of decision making.</li> <li>• Flexible/agile – willing to take (calculated) risks.</li> <li>• Empowering – our people take accountability for their decisions and actions.</li> </ul>

	<ul style="list-style-type: none"><li>• Curious – constantly learning and evolving.</li></ul>
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