

Kent County Council

Job Description: *Restorative Justice (RJ) Practitioner*

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

Purpose of the Job:

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

1. To work restoratively with young people and their family/carers to repair relationships and support desistance.
2. To contribute to the creation of a range of restorative activities which offer accredited transferable skills, and opportunities to develop constructive interests and opportunities for success.

The Role

RJ Practitioners are county wide roles; it is anticipated that there will be one FTE in South/East and one in North/West, although resource will respond to risk so travel and flexibility will be required. 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. They can access virtual support at these times from the Adolescent Service Management team, but are otherwise accountable to their direct line manager, the Practice Supervisor.

Activities should, where possible, be accredited (such as ASDAN or AQA's), and RJ Practitioners are responsible for supporting the service to develop accreditation opportunities and supporting children to gain accreditation. 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:

- Contribute to the creation and delivery of a range of reparation projects that give something back to communities and build meaningful and constructive relationships with individuals, communities or community groups.
- Ensure projects and activities are informed by the wishes of victims of youth crime.
- Ensure projects and activities develop skills and experience and offer where possible accreditation, to support progression into full time training or employment.
- Deliver excellent relationship-based, trauma-informed, reliable, skilled, and evidence-based restorative intervention to support desistance.
- 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.

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Person Specification: *Restorative Justice (RJ) Practitioner*

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
QUALIFICATIONS	<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>
EXPERIENCE	<p>Professional experience of adolescent behaviours or experience in a relevant community role (youth work; social work; early help; family support; youth justice) or Experience of implementing restorative approaches.</p> <p>Engaging with resistant adolescents and adults.</p>
SKILLS AND ABILITIES	<p>Able to:</p> <ul style="list-style-type: none"> - establish positive and motivating relationships with resistant and hard to reach adolescents and their families. - communicate effectively with adolescents to ascertain their wishes and feelings and engage them in decision-making. - 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. - 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 - travel in a timely manner across Kent when required. - use a range of IT and electronic systems to record your work
KNOWLEDGE	<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,</p>

	<p>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>
BEHAVIOURS AND KENT VALUES	<p>Our culture and values make us who we are as an organisation and as an employer. They are two of the core elements that we are re-setting as we recover and re-focus following our response to Covid-19.</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"> • We are brave. We do the right thing; we accept and offer challenge. • We are curious to innovate and improve. • We are compassionate, understanding, and respectful to all. • We are strong together by sharing knowledge. • We are all responsible for the difference we make. <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"> • Compassionate & inclusive • Working together – building and delivering for the best interests of KCC • Externally focused – residents, families, and communities at the heart of decision making. • Flexible/agile – willing to take (calculated) risks. • Empowering – our people take accountability for their decisions and actions. • Curious – constantly learning and evolving.