Portsmouth
CITY COUNCIL

Restorative Justice Practitioner - Portsmouth Youth Justice Service

Salary: Band 6, £29,710 - £33,119 per annum, Pro rata

Hours: 18.5 hours per week - (Working pattern to be agreed- with some evening or weekend work if required)

Contract: Permanent

This post may occasionally require the post holder work on weekday evenings or weekends.

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality across the City that works to improve outcomes for children.

DBS Disclosure at Enhanced Level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children's Panel safer recruitment processes.

Why work in Portsmouth?

Portsmouth is a lively city that offers excellent opportunities to develop you and your career. The city is almost an island with that “inner city” feel, with the advantages of fantastic countryside on its doorstep. With excellent commuter links to London, Brighton and with the continent only being about 4 hours away, it is the perfect place to live and work.

The Service

Under the Crime and Disorder Act 1998, every local authority has to ensure youth justice services operate within their area. Portsmouth Youth Justice Service is situated in the Children, Families and Education Directorate of Portsmouth City Council. We are a multi-disciplinary, partnership organisation that works within Children and Families Services and the wider Youth Justice System to prevent offending and reoffending by children and young people (10 – 17 years of age).

We take pride in our work by valuing others; focusing on what's important so that we make a real and positive difference. Our work falls into 3 areas:

- Supporting prevention of crime and anti-social behaviour by children and young people.
- Community-based supervision of children and young people who have offended and offering services to the Courts.
- Reducing the use of custody (including remand) and supporting resettlement of young people from custody back into their community.

As part of the above, we also offer support to the victims of youth crime and interventions to repair the harm caused by it.

What is the role?

This well-resourced and innovative team requires an enthusiastic, creative and knowledgeable Restorative Justice Practitioner, who will enjoy the challenge of working in this important service.

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Providing a key role for children who have offended and the individuals or organisations harmed by their offence(s), you will deliver specialist Restorative Justice functions within the team.

Reporting to a Youth Justice Service Team Leader and working with other Restorative Justice Practitioners in the Service, you will administer and co-ordinate restorative justice processes and activities including victim contact, reparation, mediation, restorative conferences and one to one support and/or intervention. You will ensure contact processes are completed in a timely way which is sensitive to needs and can inform effective intervention planning. In addition, you will co-ordinate the use of a variety of community venues and placements suitable for restorative justice, reparation and unpaid work, including those available at evenings and weekends.

Working alongside our Community Engagement Co-Ordinator, you will also support our work to recruit, select, train, and support YJS volunteers who contribute to our Restorative Justice delivery. You will take a pro-active approach to promote opportunities for volunteering with the YJS via advertisement across a range of media (in line with PCC policies and procedures) and at local venues and events and respond to enquiries from potential volunteers to ensure timely provision of further information, including application packs.

As part of our wider team, you will contribute to effective delivery of youth justice services in Portsmouth through your own work and support of work done by other statutory agencies (e.g. Health, Police, Social Care, Education etc). There will also be scope to develop your skills with more generic elements of the role such as undertaking Office Duty and supporting other colleagues.

With a strong adherence to child and adult safeguarding, public protection and GDPR requirements, you will offer a vital role within this multi-disciplinary service.

If successful in applying for this post you will be joining a lively, challenging and supportive team whose priority is in improving outcomes for Portsmouth's children and the wider community. In return we are looking for a practitioner who is:

- Highly motivated and enthusiastic.
- Creative, flexible and innovative.
- Keen to develop their practice skills within a multi-agency setting.

Who is the person?

You need to:

1. Have an understanding of the Youth Justice System; in particular, the role of Restorative Justice in the delivery of youth justice work.
2. Have excellent knowledge and skills in the area of assessment and be competent in using these to ensure best outcomes for young people, victims and volunteers.
3. Demonstrate confidence in working within timescales set.
4. Be able to work as part of a team to ensure a smooth delivery of the service and be flexible in being able to adapt to the changing needs of the team.
5. Maintain a professional approach which encourages service user engagement.
6. Have a sound understanding on the nature and management of risk (of reoffending and harm) and vulnerability (safety and wellbeing).
7. Have good communication and interpersonal skills, as you will be liaising with people from many different agencies as well as with young people, victims and volunteers.
8. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.
9. Be self-motivated and able to use your own initiative whilst recognising policies and procedures in place.
10. Have problem solving skills when dealing with the variety of challenges you will be facing daily.

11. Be calm and organised to enable you to meet the daily deadlines whilst working within this busy service.
12. Be able to support and promote Portsmouth City Council's Equal Opportunities policy, which aims to ensure everyone has equal treatment and equal access to employment and services.
13. Have competent IT skills as you will be using the applications in the Microsoft Office Suite such as Outlook, Word and our own specialist database for client records and the maintaining of those records.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.