

Restorative Practice Facilitator - Exploitation

Salary : Band 8, £37,562 to £40,443 per annum

Hours: 37 hours per week

Contract: Permanent

Reports to: Adolescent Team Leader

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 childcare 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 Board safer recruitment procedures. In Portsmouth we recognise and believe that social work matters and so we continue to invest in our front-line staff and services to improve outcomes for our most vulnerable families.

The Service

The Adolescent service is a city-wide resource, responding to referrals from case holding Social Workers to provide intensive support for children and adolescents who are at risk of exploitation or at risk of becoming cared for. The service provides intensive intervention for families to support children and young people remaining with their family and or returning home safely if they do become cared for.

This Service will be closely aligned to the family help service and will respond to areas of needs across all of family help.

About Family Help

Family Help is our way of working that brings together Targeted Early Help and Child in Need support into a single, seamless offer. It replaces the traditional divide between early help and statutory services, making it easier for families to access support without stigma or duplication.

Key features of Family Help include:

- Whole-family approach – addressing needs across the family, not just the child.
- Single assessment and plan – reducing duplication and focusing on outcomes.
- Family Help Lead Practitioner role – acting as the main point of contact for families and coordinating the Team Around the Family
- Evidence-based interventions – practical, relational support that builds resilience and prevents escalation.

- Family-led planning, ensuring family-based solutions are at the heart of all we do.

What is the role?

Working within the Adolescent Service, this role is about partnering with young people and their families to build safety, resilience, and positive futures. Many of the young people we support face risks outside the home, such as exploitation (including sexual, criminal, or radicalisation) and periods of going missing. These risks often intersect with challenges in the family environment, including the impact of trauma or unmet needs. We recognise that these experiences can create push factors that influence a young person's choices and connections.

Your approach will be restorative and relationship-focused, prioritising trust and collaboration.

You will work alongside young people and families to strengthen protective factors, amplify their existing strengths, and support them to take increasing control of their lives. Through high support and high challenge, you will help families develop confidence, skills, and strategies that enable sustainable change and reduce reliance on services over time.

Managing a caseload, alongside the allocated worker in family help, you will ensure that plans reflect the unique strengths and needs of each young person and their family. You will work in partnership with other agencies and professionals to create a coordinated response, avoiding duplication and supporting the "team around the worker" model. This may include working alongside professionals who already have strong relationships with the young person or family, ensuring consistency and continuity of care.

The role requires creativity, adaptability, and resilience. You will design innovative plans and support packages that respond to changing circumstances, and you will be present during critical moments, such as evenings and weekends, when young people may be most vulnerable. These times offer opportunities to build meaningful relationships and demonstrate commitment, for example following an arrest or during periods of heightened risk.

As part of the Adolescent Service, you will also lead on city-wide initiatives that raise awareness of exploitation and strengthen community responses to contextual safeguarding concerns. This includes organising events and facilitating targeted group work that builds skills, confidence, and connection among young people, reducing risks and promoting positive pathways

Who is the person?

You need to have:

1. Substantial experience in a childcare setting or working with families or a nationally recognised qualification such as NVQ level 4 or other higher level of qualification, Diploma or Degree in social work and be registered with the Health & Care professions Council or equivalent or is essential.
2. An excellent understanding or experience of working with young people and families with the above identified risks including the "push and pull" factors associated with young people being exploited is essential.
3. The capacity to work flexibly and at short notice outside normal office hours including weekends is essential.

4. Need to be autonomous and confident to make decisions to support young people who are being exploited and find themselves in situations that are placing themselves at risk is essential.
5. The ability to engage with groups of young people both as part of planned intervention as well as unplanned when a young person is resistant to engage alone is essential.
6. An understanding of or experience of using a restorative approach and other evidence-based interventions to empower families to live their lives without dependency on services is essential.
7. Have a good knowledge of child protection is essential including when to seek managerial advice.
8. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies is essential including being able to challenge families and professionals is essential. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.
9. Have excellent analytical skills to aid you in your assessment of risk is essential.
10. Be someone who enjoys a busy atmosphere who can cope with competing demands and the stresses that comes with them is essential as you will be required to manage a case load with frequent crises.
11. Be motivated to achieve good outcomes for children is essential.
12. Be computer literate is essential.
13. An understanding of the impact of trauma is desirable.
14. An understanding of the theory behind family dynamics and systems is desirable.
15. An ability to deliver training is desirable.

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

General Data Protection Regulation (GDPR)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our careers portal.