

# Job Profile

## KIRKLEES YOUTH JUSTICE SERVICE - Restorative Justice Worker – Grade 8

At Kirklees we want to be innovative and creative in the way we work with partners and communities to deliver our services. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

The role is based within the Kirklees Youth Justice Service and Youth Engagement Service and contributes Kirklees Youth Justice Plan which brings together partner agencies to tackle shared issues such as reducing crime / the impact and fear of crime on the public and communities.

As an organisation Kirklees Youth Justice Service aims to provide a high quality restorative service in line with the benchmark standards that are required by the Restorative Justice Council. All employees are expected to practice within these standards.

### The Job

In criminal justice, restorative practice is widely known as restorative justice. Restorative justice gives victims

the chance to meet or communicate with their offenders to explain the real impact of the crime – it empowers victims by giving them a voice.

It also holds offenders to account for what they have done and helps them to take responsibility and make amends.

Restorative justice is about victims and offenders communicating within a controlled environment to talk about the harm that has been caused and finding a way to repair that harm.

This includes facilitating a range of Restorative Practices which will include Restorative Conferencing, Family Group Meetings and Victim Offender Mediation which will seek to challenge young people with the consequences of their offending behaviour, whilst enabling the views of victims of crime to be heard.

To assist with the promotion of restorative practices available to and used by Kirklees Youth Justice Service to your colleagues. Responding to referrals from colleagues and contacting and visiting both young offenders and victims and assess their suitability to be involved in restorative processes.

### Job Checklist

- Facilitate a range of Restorative Practices including Restorative Conferencing, Family Group Meeting Victim Offender Mediation
- Remaining abreast of initiatives and best practice within West Yorkshire
- Promote the restorative practices available within the Youth Justice Service and wider community to enable young people to take responsibility and reduce the risks of reoffending.
- Respond to referrals and assess their suitability to be involved in restorative processes.
- Identify the appropriate restorative process and facilitate delivery for all participants.
- Accurately record all outcomes of such processes as well as providing feedback to colleagues.
- Assist with the development and organisation of meaningful community based opportunities for reparation to take place.

## The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

You will have a passion for restorative approaches and be motivated to creatively manage conflict and seek resolution at all levels.

You will have a thorough understanding of victim focused work and the benefits of restorative approaches to the whole community.

You will be forthright in your approach to working with offenders using effective restorative approaches.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and role model the Council's Employee Expectations within the organisation.

## Person Checklist

- Experience of working with victims of crime.
- An understanding of restorative justice and principles.
- Excellent communication skills and ability to use IT to write clear and concise reports.
- Knowledge / awareness of relevant legislation of the criminal justice system.
- Experience of undertaking individual risk assessments for personal, colleague and client safety.
- A detailed understanding of equality & diversity and cohesion & integration issues and the ability to use this understanding in the delivery of services and in engaging/ supporting communities
- Flexible approach to working arrangements and willingness to work evenings, weekends and Public Holidays
- Hold a full driving licence and flexibility to travel to various locations in order to carry out the duties of the job.
- Ability to work in a confidential area and appointment will be subject to an enhanced DBS check
- To have good understanding of safeguarding process and how to report a concern and willing to undertake appropriate training as directed/necessary.

*This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.*

**For Recruitment Purposes:** In order to be considered for this role you will need to demonstrate how you meet the criteria in the person checklist.