

Learning and Development - Restorative Practice Focus

Design, facilitation and evaluation of a range of learning and development opportunities to support relational and restorative practices with staff and volunteers from across the Council and partner organisations.

Project work with others to support council vision, values and outcomes.

Report writing and presentation to propose and report back on progress in implementing restorative approaches across the Council.

To successfully undertake this work will need:

Demonstrates restorative values, behaviours, skills and knowledge and can evidence how they have behaved in a restorative way in their work.

High levels of emotional intelligence and self-awareness – understands their own motivation and behaviours and works hard to understand the impact these have on others

Makes relationships the focus of their work and can evidence relational working

Verbal and written communication skills using restorative language in all forums.

Can provide examples of using affective language in giving feedback

Can respond to challenge in a restorative way, working to understand their personal impact on others

Self-aware; understands their strengths and their development needs in terms of relational and restorative practices.

Willingness to reflect and learn with an understanding that restorative practice is about life-long learning.

Work restoratively within a small team, taking responsibility and being accountable for shared outcomes