**Restorative Justice Lead Practitioner North Yorkshire**

**Role Profile**

**Role Overview**

**Job Title:** Restorative Justice Lead Practitioner

**Reporting to:** Service Delivery Manager

**Location:** North Yorkshire

**Salary:** £23,810/annum; rising to £24,570/annum after successful completion of 6 months probationary period.

**Hours & Term:**  37.5 hours/week

**Purpose of the role:**

To facilitate Victim Offender Conferencing and other forms of Restorative Justice (RJ) at all stages of the criminal justice process, including offences not reported to police, across North Yorkshire. To ensure that all relevant agencies working with participants are involved and informed in regard to RJ activity, as appropriate. To work collaboratively with a wide range of agencies including North Yorkshire Police, Probation Service (PS), Crown Prosecution Service, HM Courts, HM Prisons, Schools and other Voluntary Sector agencies in the delivery of RJ in North Yorkshire.

**Main Responsibilities**

To focus on delivery of restorative justice conferences both direct and indirect to support victims and offenders in reaching an outcome agreement taking into account their needs concerns and expectations. Delivering hate crime, violent crime and anti-social behaviour awareness courses on a one to one basis to further support the RJ process. To support delivery of the restorative schools programme to equip young people to deliver low level interventions with their peers. To facilitate community conferencing, working alongside partner agencies in order to co-ordinate restorative interventions to tackle an incident/series of incidents or on-going anti-social/criminal behaviour that has affected individuals and community members. To work in a preventative way to reduce escalation, including crime, anti-social behaviour or complex neighbourhood disputes where multiple residents are involved.

* Arrange and facilitate first meeting for local residents to explore their fears, experiences, needs and concerns whilst managing their expectations of potential outcomes.
* Facilitate secondary meeting with partners and local services to identify potential solutions, engagement strategies.
* Facilitate a third meeting to feedback to residents and offenders to agree actions, ownership and a forward plan.
* Manage their own caseload, and manage and supervise the work of volunteer RJ practitioners.
* Provide information and explain the process and principles of restorative justice to identifiable victims of crime and offenders in the community and in custody.
* Inform and support victims, offenders and family members throughout their involvement, in line with the principles of Restorative Justice.
* Facilitate victim offender conferencing and other forms of RJ, meeting the requirements of all Restorative Solutions/partner systems and procedures.
* Adhere to the Restorative Justice Council restorative practice guidance when facilitating Restorative Justice.
* Adhere strictly to all requirements of Data Protection and Security when undertaking this work, and to ensure that volunteer practitioners do likewise.
* Maintain the highest standard in regard to case recording and tracking by yourself and all volunteer practitioners, in accordance with the Restorative Solutions/partner procedures, utilising the relevant case managmenet system.
* Visit victims and offenders to ascertain their views and the level of involvement they wish to have with the restorative justice process.
* Carry out assessments of suitability and willingness of victims and offenders to participate in a restorative justice process.
* Undertake/update an assessment of need with all potential service users and to sign post to relevant agencies to address support needs identified.
* Assess emotional and physical safety and to prepare participants for the restorative process.
* Undertake pre/post service user questionnaires.
* Undertake and maintain the highest standard in regard to risk assessment throughout the process.
* Monitor and evaluate service performance and to ensure all records are kept in an accurate and up to date manner.
* Produce, where possible, a case study on a quarterly basis.
* Maintain the highest possible standards in regard to confidentiality.
* Maintain the highest possible standards in regard to diversity and equal opportunity.
* Comply and ensure compliance with all Restorative Solutions policies.
* Contribute to the development of internal systems and procedures to enhance service provision.
* Identify personal training needs and discuss these with line manager.
* Work as part of a wider RJ team (staff and volunteers) to ensure the delivery of high quality RJ services.
* Organise and attend regular team and supervision meetings.
* Represent and promote Restorative Solutions in a professional manner at all times.
* Proactively promote the RJ Service across North Yorkshire including briefings to police officers, victims’ services organsiations, prosecutors, sentencers, probation and prison officers and community members.
* Fully support the promotion and expansion of Restorative Justice Services across North Yorkshire area.
* Provide accurate performance and other reports and information to the line manager as required.
* Monitor and evaluate all work undertaken.
* Work flexible hours, including evenings and weekends where required.
* Undertake other tasks, identified by management, which are commensurate with the position.

**Person Specification**

**Description Essential/Desirable**

An experienced Restorative Justice Practitioner Desireable

Knowledge and experience of working in the Criminal Justice System Desireable

Already Police vetted or willing to be Police vetted Essential

Experience of managing and motivating teams of volunteers Desirable

Good communication and presentational skills, oral and written Essential

Able to develop and maintain good relationships with partners Essential

Able to work independently while keeping others informed Essential

Able to demonstrate flexibility, including some evening and weekend working Essential

Able to demonstrate problem solving skills Desireable

Able to demonstrate enthusiasm and motivation for the role Essential

Clean driving licence and access to a car Essential