Remedi are recruiting a Restorative Mentor to work in partnership with South Yorkshire CRC and multiagency partners to reduce reoffending. The role will involve providing restorative mentoring services for a range of individuals including those who are aged under 25, high frequency offenders and NPS cases. The role will be 35 hours per week over 5 days (including evening and occasional weekend work) covering Barnsley and Rotherham. DBS Checks will be required.

Location: Rotherham and Barnsley CRC

Hours: 35 hours per week

Salary: £20,280 p.a. plus 5% pension contribution

Leave: 25 days plus Bank Holidays

Funding for these posts is currently secured until 31st March 2018.

Remedi Job Description – Restorative mentor

# Profile **Overview**

The support package takes a holistic approach and may include both emotional and practical support, with a focus on;

* resolving accommodation issues and family relationship issues
* supporting and encouraging individuals to form/engage in healthy relationships/friendships with family members and peers
* supporting individuals to access ETE and relevant health care, i.e. drug/alcohol support
* supporting individuals to engage with their sentence plan and licence conditions

Mentors will need to work closely with the Vulnerability Hubs, Responsible Officers across Barnsley and Rotherham CRC. This may include attending multiagency panel meetings on a regular basis to identify and discuss referrals.

Mentors will be responsible for undertaking an initial assessment to identify the needs of the individual and the outcomes they would like to achieve. They will then jointly develop a bespoke mentoring support plan WITH the individual and agree actions and review timescales.

Mentors will provide intensive intervention for a defined period of time and will be flexible, persistent and responsive to support individuals to make positive choices and prevent the cycle of reoffending.

The length of intervention and frequency of contact will then be determined by the progress made by each individual. The support plan is reviewed regularly to determine progress made against each outcome and to identify if there are any new needs. The relationship with the Mentor remains until the individual has achieved their outcomes, and through the practical support provided, and the greater levels of self-efficacy produced, are able to sustain them.

To do this you will need to have certain skills and qualities:

**Communication -** As a restorative mentor you will be expected to undertake a needs assessment to identify any support needs the individual may have, you will then be expected to jointly develop a support plan to address the individual needs identified. Listening and responding to what is being said so that the individuals feel supported and valued is an essential part of this role.

It is vital that you have experience of working with vulnerable people, ideally over a range of ages and are able to think creatively about how you support to enable them to articulate what they are thinking and feeling. An ability to build relationships and trust is vital.

Flexibility - Working with vulnerable people who have offended, requires a flexible approach to ensure they are seen at times and in locations convenient to them; this can involve working on evenings and weekends. In return, we don’t expect you to work a rigid 9-5 Monday-Friday working week. You will be expected to manage your diary effectively and be prepared to also travel to local prisons and across South Yorkshire.

Motivation – The role is very rewarding and can make a significant difference to someone’s life. It is a vital part of the role to work in close partnership with other agencies, which means you are going to be out and about a lot. It is not the type of job where you are going to be sat at a desk all day with your manager next door. You will have to work from your own initiative and make judgements that take into account the needs of the people you are working with, your own workload and the specific contract requirements.

IT Capable – We want practitioners to spend the majority of their time working with people. There is however a responsibility to record information accurately and promptly. As a result it is essential that you are proficient in using:

* Email
* Electronic calendar
* Word
* Excel
* You will also be trained to utilise CRC IT case management systems.

Safe - We want you to work safely in all aspects of your role. This will mean following our own internal policies and procedures and will require you to consider safety in relation to the following aspects:

* Safeguarding
* Lone Working
* Data Protection
* Confidentiality

What to expect

* Mentors will be expected to travel and meet with individuals in the community. Expenses are fully covered, but you will need access to your own vehicle.
* A laptop to enable you to work remotely will be provided.
* Internal and external training will be delivered. The expectation is that you engage in this training and implement it within your working life.
* This role will require bi annual DBS checks
* You will have a line manager who you will meet individually at least once a month and they will also be available during the week to provide support and guidance.