Remedi Job Description - Restorative JUSTICE Practitioner (Prison Based)

Remedi are recruiting a part time (21 hours) Restorative Justice practitioner to deliver our Restorative Choices Programme on a group and individual basis within HMP & YOI Doncaster. The practitioner will also be trained to facilitate Restorative Justice Services between victims and offenders as required.

Location – HMP & YOI Doncaster as the primary base.

Hours – Part - time 21 hours per week

Salary – £20,280 (Actual £12,168) per annum plus 6% Employer pension contribution

Leave – 25 days plus Bank Holidays

Profile:

The role has two distinct elements:

1. The delivery of our Restorative Choices Programme to groups and individual offenders within HMP Doncaster.
2. The provision of Restorative Justice services between those harmed by crime/conflict and those responsible for the crime/conflict.

The role of Restorative Practitioner requires confidence in speaking to groups of people, some of whom may have challenging behaviour, and the ability to communicate ideas regarding empathy, consequential thinking and victim awareness in a clear and effective manner.

The Restorative Practitioner aspects of the role, will involve supporting offenders and victims to enable them to communicate effectively with each other. This process helps reduce harm and enables individuals to move forward from what has happened. It can be facilitated through a face-to-face meeting or by acting as a go-between to pass messages between each party.

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

**Communication -** Listening and responding to what is being said so that people feel supported, valued, and prepared to engage in the programme / restorative intervention. This is an essential part of this role.

Flexibility – The role is prison based and the hours of working to facilitate delivery of the programme will be primarily Monday – Friday working between the daytime operating hours of the prison, usually no earlier that 7am and no later than 6pm. However, working with people requires a flexible approach to ensure they are seen at times convenient to them; this can involve working into the evening and weekends on occasion.

Motivation – Well facilitated restorative programmes and interventions change lives for the better. We want you to do that. The nature of the role means generating work through liaising with offenders and professionals within the prison and working in close partnership with our community RJ practitioners and other agencies. It is not the type of job where you are going to be sat at a desk all day with your manager down the hall. 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.

There will be expectations on the amount of restorative work we want you to do. We want you to be the type of person that will see this as a challenge you want to meet because when it is achieved, lives are changed.

IT Capable – We want Restorative 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
* PowerPoint
* SharePoint

Recording the work is a vital in showcasing the great work you will be doing and is a contractual requirement.

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

* Safeguarding
* Lone Working
* General Data Protection Regulations
* Confidentiality

What to expect

* The role is based in HMP & YOI Doncaster where all offender training sessions will take place.
* Internal and external training will be delivered. The expectation is that you engage in this training and implement it within your working life.
* DBS and vetting. This role will require DBS checks and, as its based in prison is subject to strict prison vetting.
* You will have a line manager who you will meet individually regularly, and they will also be available during the week to provide support and guidance.