

**JOB PROFILE: *Restorative Justice Practitioner – Prison Based***

**PROFILE**

Remedi are recruiting a full time (35 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. To be able to fulfil the above, we are looking for a certain level of skills and qualities:

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 and conflict and those responsible for the crime in order to repair harm.

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

The Restorative Justice Practitioner aspects of the role will involve supporting those effected by crime 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 verbal messages between all parties involved.

**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 than 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. 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.

**Motivation -** The role is extremely rewarding and can instill you with a high level of pride has such a powerful impact to know you have potentially changed someone’s life and empowered them to move forward. It is a vital part of the role to work in close partnership with other agencies and attend regular meetings. You will have to work from your own initiative and make judgements that consider the needs of the people you are working with, your own workload and the specific contract requirements.

We want you to promote and raise awareness of our service in your area to increase the level of referrals. 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.

Well facilitated Restorative programmes and interventions change lives for the better. 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 partner agencies. It’s not a typical desk job, you will be expected to work from your own initiative and make judgements that consider 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 conduct to meet the needs of our contractual arrangements within HMP Doncaster. We want you to be the sort of person that will see this as a challenge as working within this manner outcomes are achieved, and lives are changed.

**IT Capable -** We want our team to spend the majority of their time working with people. There is however a responsibility to record information accurately and promptly. Recording the work, you deliver is vital in showcasing the amazing work you will be doing and is a contractual requirement.

As a result, it is essential that you are proficient in using:

* Email
* Electronic calendar
* Word
* Excel
* Microsoft Teams / Zoom

We will encourage and expect you to maximise the use of remote methods of working with people remotely. It is essential therefore that you are comfortable with using platforms such as TEAMS and ZOOM

**Safety -** We want you to work safely in all aspects of your role. This will mean following our own 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 Regulation
* Confidentiality

**WHAT TO EXPECT**

Your role will be based in HMP & YOI Doncaster where all programme delivery will take place.

WE WILL PROVIDE:

* A flexible working environment
* A high level of Internal and external training
* Access to free and confidential support and counselling
* Opportunities to progress throughout Remedi
* 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
* Starting salary £21,840 rising to £25,000 at the end of Year 2 in role
* 6% employer pension contribution
* 26 days leave plus bank holidays