

ROYAL BOROUGH OF GREENWICH

JOB DESCRIPTION

DEPARTMENT: Children's Services

POSTHOLDER

SECTION: Inclusion, Learning and Achievement

GRADE SO1

POST DESIGNATION (TITLE): Restorative Approaches Practitioner

Purpose of Job:

To be responsible to **Restorative Approaches Service Manager** to:

- i) To support the on-going implementation of Borough-wide Restorative Approaches (RA) policy and practice in Royal Greenwich with the aim to improve children and young people's emotional wellbeing and resilience.
- ii) To work as part of the Restorative Approaches (RA) service, providing training to pupils and professionals, which develops the participants knowledge, skills, behaviours and understanding in relation to RA. The postholder will train learners on industry approved courses and qualifications.
- iii) To support the effectiveness and competence of the restorative interventions delivered in the borough by facilitating cases for the Restorative Facilitation Service.

Main Duties:

- 1) To support the implementation of RA practice across Royal Greenwich schools, through promoting the benefits of RA in reducing exclusions and improving behaviour. This includes understanding and addressing training needs; delivering insets; meetings for parents and governors; assemblies and creation of relationship-based behaviour policies and data evaluation documentation. This will require frequent (weekly) work with both children/young people and staff within schools.
- 2) To deliver high-quality RA training and resources (including e-learning) at entry, facilitator and advanced practitioner level including supporting with the design and review of course materials and promoting and modelling an inclusive learning environment that supports the learning style of each individual learner.
- 3) To support the delivery of peer mediation training programmes for schools in the borough – providing training to pupils within schools and supporting staff to embed peer support schemes into their school culture.

- 4) To maintain and promote National Occupational Standards (NOS) for restorative practice in training, assessment, and facilitation, ensuring quality of provision at all times.
- 5) To facilitate restorative processes for the Restorative Facilitation Service (RFS) following agreed processes and standards with each participant and for all stages of the case (information gathering/assessment – preparation – facilitation – follow up)
- 6) To maintain appropriate records from each case stage, including completing risk assessments where necessary, following the RFS processes and standards and working with co-facilitators where appropriate, mentoring less experienced practitioners and providing support if needed.
- 7) To refer all complex cases to the Restorative Approaches Service manager for advice and guidance and to provide monthly updates of RA training and support activity at 1:1 meetings.
- 8) To organise and facilitate a range of restorative approaches – from minor to more serious incidents, including restorative conversations, 'victim-offender mediation', restorative circles and full conferences as required, including undertaking and recording risk assessments where necessary
- 9) To fully participate in, and where necessary lead, team meetings, meetings with other stakeholders such as Schools, the Restorative Justice Council and partnership universities and provide support to the RA Services Manager in completing applications for the appropriate grants, quality marks and accreditations as appropriate.
- 10) To act as a champion for RA and articulate benefits, methods and issues to all relevant stakeholders –organizing borough-wide conferences and events to promote RA.
- 11) To work alongside and support the schools, social workers, family practitioners, anti-social behaviour action team, community organisations and other stakeholders to encourage the use of RA and increase the number and effectiveness of the restorative interventions undertaken.
- 12) To record and monitor the use of restorative practice within the RA Service including contributing to annual evaluations/reports of the project to senior management and maintaining accurate records of all work undertaken, ensuring that service users are taken into account.
- 13) To undertake any other work appropriate to the level and general nature of the post's duties.
- 14) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.

15) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.

16) To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.

17)

- *This post requires an Enhanced DBS with children's barred list and will be supported by Safer Recruitment tools*

18) You may be required to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.

Designation of the Post to which the Post-Holder normally reports to: P04