

## Person Specification

<b>Job Title</b>	Restorative Approaches Practitioner
<b>Grade</b>	SO1
<b>Service/Section</b>	Inclusion, Learning and Achievement Division
<b>Directorate</b>	Children's Services

**Shortlisting Criteria:** Essential criteria assessed via application form should be used to shortlist.

<b>Criteria</b>	<b>Essential/ Desirable</b>
<b>Knowledge</b>	
1. Trained Restorative Practice facilitator – having undertaken a RJC approved facilitator course	E
2. Accredited/registered Restorative Practitioner -at Foundation or Intermediate level - with the Restorative Justice Council (RJC)	D
3. Demonstrable knowledge of the principles and practices of RA and the 4 key National Occupational Standards (NOS) units for Restorative Practice	E
<b>Skills and Abilities</b>	
1. Excellent interpersonal and communication skills with the ability to build positive relationships - with learners and participants in a restorative process - and working in partnership with learners/ partners and other stakeholders where necessary.	E
2. Ability to record and monitor project activities, write detailed progress reports and complete risk assessments where required demonstrating excellent written and presentations skills.	E
3. Strong organisational skills with the ability to organise and prioritize a varied workload within strict deadlines, while able to take initiative and motivate self and others.	D
<b>Experience</b>	

1. Experience of facilitating restorative processes ranging in complexity, in a variety of settings working with children, young people and adults	E
2. Considerable experience of delivering restorative practice training for a range of professional settings (education, social care, criminal justice etc.)	E
3. Experience of promoting RA to a variety of stakeholders, articulating its benefits and promoting use of the approach.	D
4. Experience of working with children and young people and engaging them in training and/or behaviour interventions	D
<b>Equal Opportunities</b>	
1. Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	E
2. Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E