

**Role Title: Restorative Practitioner**

**Salary:** Band 7, SCP 11-17

**Location: Youth Justice Service**

**Report to: YJS Team Leader**

## About Us

Bradford Children and Families Trust was established in April 2023 to strengthen the delivery and day-to-day running of children's services across the Bradford district. Commissioned by Bradford Council, the Trust is responsible for delivering a wide range of services for children, young people and families, and for ensuring that these services achieve positive, measurable outcomes.

Our focus is on providing consistent, high-quality support that responds to the needs of children, families and victims of crime at the right time. We are building on local knowledge and workforce experience, alongside strong leadership, to improve practice, strengthen accountability, and develop effective ways of working, with a focus on continuous improvement.

Bradford Youth Justice Service plays a key role within this system. We work directly with children, families and victims to reduce reoffending, promote safety and support children to make positive changes in their lives. Our work is delivered through strong multi-agency partnerships, ensuring a coordinated approach to safety management, safeguarding and wellbeing.

We are ambitious for the children we work with and aim to help make Bradford a safer place to live, through effective, evidence-informed practice and a clear focus on achieving better outcomes for children, families, communities and victims.

## Job Overview

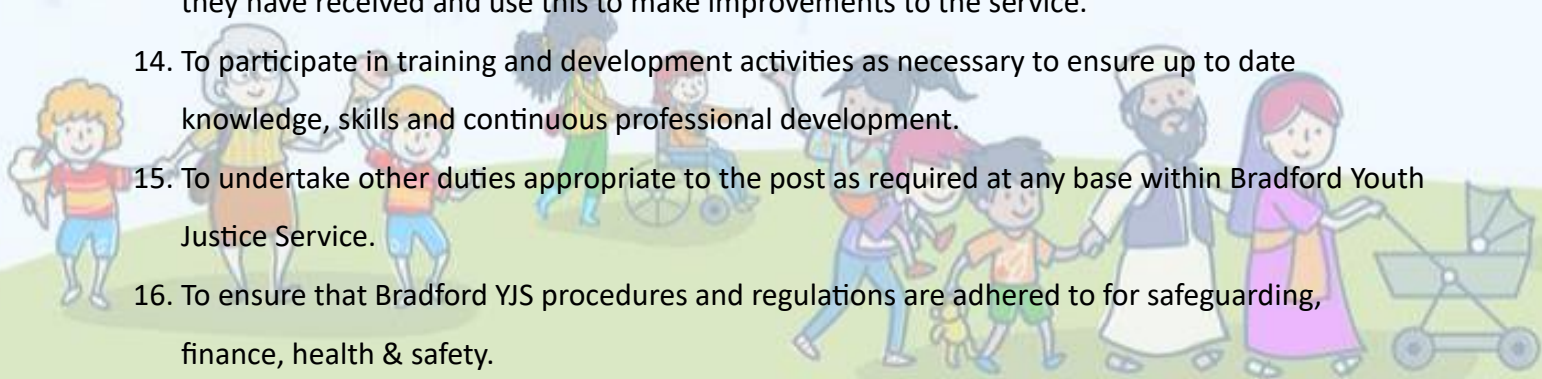
Bradford Youth Justice Service (YJS) has a statutory duty to support and protect the rights of victims.

The Restorative Practitioner will ensure Bradford YJS follows the Code of Practice for Victims of Crime in England and Wales. Develop and deliver work with victims of crime and anti-social behaviour committed by children working with the Bradford YJS. Ensure the impact on the victims and their views are included in assessments, relevant meetings and decision panels. Help to reduce reoffending by children and young people by providing positive opportunities for them to understand the impact of their behaviour on others. Offer and facilitate Restorative Justice opportunities for children and victims.



## Main Duties and Responsibilities

1. To provide phone and face to face support to victims of crime committed by children across the Bradford district.
2. To provide practical and emotional support to victims and signpost them to relevant services.
3. To organise and facilitate face to face Restorative Justice Conferences and other restorative opportunities, including shuttle mediation.
4. To provide impartial information to enable victims to make informed choices about any ongoing involvement with Bradford YJS.
5. To deliver work directly with children to prevent re-offending/ anti-social behaviour and increase the child's understanding of the impact on victims.
6. To source suitable reparation activities and supervise/ work with children completing reparation.
7. To provide written and verbal updates at multi-agency meetings about the impact on the victim and their views regarding outcomes.
8. To provide information and advice to Bradford YJS staff to inform assessments and recommendations.
9. To create and maintain positive relationships with partner agencies and stakeholders.
10. Implement child first principles in their work with victims and children.
11. To maintain accurate and up to date records of work and record contact with victims on YJS recording systems.
12. Provide quality and performance information as required.
13. To ensure victims are given the opportunity to provide feedback about the quality of the service they have received and use this to make improvements to the service.
14. To participate in training and development activities as necessary to ensure up to date knowledge, skills and continuous professional development.
15. To undertake other duties appropriate to the post as required at any base within Bradford Youth Justice Service.
16. To ensure that Bradford YJS procedures and regulations are adhered to for safeguarding, finance, health & safety.



## About You

We are looking for applicants who can demonstrate that they meet the following requirements:

### Education

- Level 3 qualification, ideally in a relevant subject such as psychology, criminology, criminal justice or social studies
- GCSE in maths and English (grade C or 4 and above) or equivalent.

### Experience

- Experience and expertise in working with people in a supportive role.
- Experience of creating and maintaining good working relationships with stakeholders.
- Experience of directly working with children (aged 10 to 18)
- Experience of/ ability to undertake assessments of risk and suitability to conduct restorative opportunities.
- Have a full UK driving licence, unless a disability prevents this, and be able to travel across the Bradford district

### Special Conditions

- The post is designated Casual Class 1 Car user status for the better performance of the duties of which the HMRC rate is Payable.
- You will be informed if there is a requirement for the post to have additional recruitment checks, such as Warner Process.
- Enhanced Disclosure and Barring Service (DBS) check required (every 3 years) Evidence of right to work in UK.



## *Safeguarding Responsibilities*

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

**Successful applicants will be required to complete the relevant safeguarding checks. A DBS check will be requested.**

We are an equal opportunities employer.

