

**Restorative Justice Behaviour Programme Leader**

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
| **Skills Required** | **Essential** | **Desirable** | **Assessed by** |
| **Skills and qualifications** | * Experience working successfully with recognised Restorative Justice Programmes. * An ability to demonstrate the skills required to support young people in making good progress across the curriculum. * Self-motivated and able to work on own initiative. | * Have completed Restorative Justice Facilitation training from a Restorative Justice Council approved provider. * Accredited Practitioner by the Restorative Justice Council * Undergraduate level degree or higher. * Recognised qualification in counselling or experience working with mental health. | * A, I, R |
| **Knowledge and Experience** | * Experience of working with the 11-19 age bracket and an ability to demonstrate an understanding of young people. * Experience of working with teenagers displaying challenging behaviours. * Ability to communicate effectively with young people, parents and workers from a range of cultural backgrounds. * Ability to maintain clear records of work undertaken. * Experience of computerised recording systems. | * Previous experience working in an educational environment or teaching role. * Completion of Safeguarding Training Level 1 or higher. * To be able to show a sound understanding of Equality legislation. * Knowledge and experience of challenges and issues facing vulnerable, socially excluded or looked after young people. |  |
| **Communication** | * The ability to work collaboratively with other staff and external agencies. * The ability to diffuse difficult situations. | * Experience of working with outside agencies and community organisations. |  |
| **Personal Attributes** | * The ability to take a firm but fair approach and to remain calm at all times. * Must be flexible and able to adapt quickly. * Must have a sense of humour. * Must be able to work as a team. * Must enjoy working with young people. | * Applications would be welcome from those with a background working in the police or probationary services. * Experience of leadership or management would be desirable. |  |
| **School Values** | * Must have a World Class attitude to work. * Sound attendance and punctuality record. * Be resilient, empathetic and have a passion for helping young people to be successful. |  |  |