

**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.
 |  |  |