



# Job Advert

<b>JOB TITLE:</b>	<b>Senior Restore Practitioner</b>
<b>START DATE:</b>	March 2025
<b>SALARY:</b>	Total starting salary of £42,692 per annum which includes a £5,250.00 Restore Management allowance, and a £6,531 Unsocial Hours Allowance payment (subject to eligibility criteria) plus Local Government Pension Scheme
<b>LOCATION:</b>	Oasis Restore in Rochester, Medway, Kent.

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- ***Do you dare to care?***
  - ***Do you have the skills, resilience and commitment to work with children who are on remand or sentenced to time in custody?***
  - ***Do you want to support children to develop their life skills as well as their emotional, social and cognitive abilities?***
  - ***Are you passionate about transforming the lives of the most vulnerable children?***
  - ***Do you want to be part of a revolution in youth justice?***
  - ***Can you see yourself in a senior role, taking responsibility for the children and staff within one of our three residential houses?***

We are offering a uniquely exciting opportunity for a person with experience of children's residential care, youth justice, social work, therapies or teaching, and who is ready for a senior post managing the care of the children and staff in one of the three houses within Oasis Restore, the first secure school in England.

## **The role and what we are looking for?**

Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to live and learn in a restorative environment that creates the potential for them to thrive in the future. The Senior Restore Practitioner will be a dynamic, caring, skilled person, able to provide leadership and containment to residential staff and able to facilitate and participate fully in the life of the school, modelling excellent practice.

The school, which will be open all year round and will accommodate up to 49 boys and girls across 12 student-style flats, will offer an intensively aspirational and therapeutic environment for children remanded or sentenced within the criminal justice system. It will be dual registered as a 16-19 Academy and Secure Children's Home. Senior Restore Practitioners, working under Deputy House Managers and House Managers, will provide the support required for the residential care system around the children. This will be a key role providing a vital link between the Middle Leadership team and front-line practice.

Your role as a Senior member of staff, will be to inspire and develop Restore Practitioners, manage and partake in activities, and provide and sustain a sense of safety, care and boundaries. You will be an important figure for children and staff in each of the houses, representing a kind, decent and caring source of authority, who is present and involved in daily life. You will be someone who can work well in complex, demanding and emotive situations. You will have excellent relational skills and will be naturally curious and keen to learn about your own and others' feelings and experiences. You will be someone who can think well under pressure and who can empower and contain others in their work. You will have a powerful belief in the value of restorative work and will be able to hold your hope and compassion for the children in the face of the challenges they will bring.

This role reports to the Deputy House Managers and works closely with the wider Senior Leadership Team, alongside a team of specialists within education, care, and health. Your role will involve a responsibility for ensuring the healthy functioning of the whole school (including the home), chairing handovers, coordinating and ensuring the allocation of staff, providing support, presence and decision-making across the day, and working with staff to embed and sustain our restorative culture. You will be a champion of therapeutic practice, placing relationships at the heart of everything you do and be responsible for ensuring excellent standards of care throughout the school. You will be someone who cares about developing others, working on organisational, team, group, family and individual levels to foster real understanding, good relationships and communication, within our culture of benign enquiry. You will have a mature, reflective approach that aligns with the Restore Framework, our model of practice, aware of the conscious and unconscious impact of this very challenging work and the value of discovering its meaning. You will be committed to finding a way through, and never giving up.

Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to experience a restorative environment that creates the potential for them to thrive both now and for the future. Senior Restore Practitioners will build and model healthy and trusting relationships with children and staff, that enable them to feel safe, learn and reach their full potential.

## Our Academy

Oasis Restore is the country's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ). Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community that embeds hope, stability, and opportunity for children beyond the secure school. To read more about us please visit our website [www.oasisrestore.org](http://www.oasisrestore.org).

## Our offer to you

As a newly established subsidiary of the Oasis Charitable Trust, you will enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation. As well as this you will also benefit from the following opportunities:

- A mixture of one to one and group reflective practise, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on staff feedback (this will be set up in 2024).
- Access to the Local Government Pensions Scheme (a competitive, defined benefit pension scheme)
- 33 days annual leave including bank holidays, rising to 35 days after two years.
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)

- Have a structured and bespoke induction training plan plus a training offer bespoke to our context leading to a level 4 qualification in the therapeutic care of adolescents.
- Receive the same offer of sick leave pay (based broadly on the length of service framework in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Blue Light Card (subject to meeting their eligibility criteria)
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.
- We are in the process of setting up a new employee health care cash plan and employee discount scheme.

### **What are you waiting for? Apply today!**

Make sure you download and complete our 'Application Form' including the voluntary 'Equal opportunities form\*\*' and submit both documents to [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org) today.

If you would like some more information or to have an informal conversation with someone, please contact us at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org).

### **Safeguarding and Pre-Employment Checks**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

### **Equality, Diversity, and Inclusion**

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success. Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students.

We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with vulnerable children who sometimes have multiple and complex needs.
- Personal experience of the criminal justice system, or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.

- Ability to actively listen and motivate young people.
- Personal experience of the Care system
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at [recruitment@oasisrestore.org](mailto:recruitment@oasisrestore.org).

*\*The Equal Opportunities Form will not be shared with anyone involved in processing your application. Please complete this as part of the application process though it is voluntary. Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team.*

