Post Specification

Post Specification - Key Information

- **Post Title: Restorative Justice Worker – Youth Justice and Prevention Service**
- **Date: June 2026**
- **Post Group Number: 9076**
- **Job Family: People, Care and Development**
- **Job Family Role Profile: PCD8ii**
- **Final Grade: 9**

To be read in conjunction with the job family role profile.

Service Area Description

The Youth Justice and Prevention Service works with children and young people aged 10–17 to prevent offending and reoffending and support positive, long-term outcomes. The service delivers statutory youth justice functions while prioritising early intervention, diversion, and prevention to reduce unnecessary criminalisation.

Operating within a child-first, trauma-informed approach, the service addresses the underlying causes of offending, including exploitation, education exclusion, substance misuse, mental health needs, and family adversity. Public protection and victim confidence are central to all decision-making.

The service works in close partnership with Police, Courts, Children's Social Care, Education, Health, Probation, and the voluntary sector to deliver coordinated, effective interventions. It is committed to tackling disproportionality, promoting inclusion, and using evidence-based practice to achieve better outcomes for children, families, and communities.

Purpose of this Post

To support the development, implementation and review of restorative practices within the Youth Justice Services (YJS) for children, their families and victims(s) which meet their assessed needs. To signpost and support children, their families and victims(s) through a range of restorative processes and interventions which improve life.

Contribute towards improving the delivery of the victim RJ service in YJS, ensuring the post holder is familiar with the Victim and Prisoner Act 2024; Victim Code of Practice; HMIP Inspection standards; YJB Case Management Guidance; Key Performance Indicators (KPIs) and Service development plan.

Establish connections with the local victim support services, considering specialist need where appropriate. Understanding their referral processes and support that they can offer victim(s) as part of Court administrations process; YJS intervention and exit plans.

Key Job Specific Accountabilities

- Ensure victims are listened to, informed, and supported to make safe, voluntary, and informed choices about their involvement in restorative justice, with their needs, safety, and wellbeing prioritised at all times and in line with the Victims' CodeAssess suitability for restorative involvement, including complex cases, manage referrals and caseloads, and facilitate safe, meaningful restorative meetings and processes that support harm repair, accountability, and reintegration.
- Lead on the design, delivery and evaluation of individual and group victim-awareness interventions, ensuring they are evidence-informed, restorative, and responsive to the needs of children and young people.
- Lead on the planning, coordination and oversight of reparation activities and projects, ensuring they provide safe, meaningful opportunities for children and young people to make amends to victims and communities and take responsibility for their actions.
- Work collaboratively with Youth Justice Service staff, police, probation, victim support services, and specialist partners to ensure the victim's voice informs assessments, reports, and interventions, and that restorative approaches are embedded across the system.
- Lead the development, implementation, and review of restorative practice across the Youth Justice Service, ensuring compliance with Youth Justice Board guidance, national standards, and restorative justice policy.
- Provide specialist advice and guidance to practitioners, contribute to staff and partner training, stay up to date with restorative justice practice, and use service-user feedback to continuously improve service quality.
- Maintain accurate, timely records of victim contact, satisfaction, and outcomes, monitor service delivery and reparation projects, and contribute to evaluation, performance monitoring, and inspection processes.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities**: None
- **Staff Management Responsibilities:** None
- **Other:** N/A

Essential Criteria

- **Qualifications:**
  - Educated to NVQ3 or equivalent qualification, or equivalent relevant experience within the relevant work area.
  - RJC approved accreditation or willingness to undertake all training linked to restorative justice.
- **Knowledge:**
  - Knowledge of current legislation and guidance in Youth Justice, Crime and disorder work with victims.
  - Knowledge of the principals underpinning restorative justice
- **Experience:**
  - Experience of making clear risk assessments and using effective resources
  - Experience of working with victims in the Criminal Justice setting.
  - Experience of working with young people and families.
  - Experience in co-ordinating restorative justice conferences, family group conferences or mediation sessions.
  - Basic Microsoft Office IT skills.
- **Expertise:**
  - Ability to keep accurate and timely records

- Ability to work independently demonstrating confidentiality, flexibility and professional judgement.

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.

- The level of check required is
  - DBS Enhanced – Children

Job Working Circumstances

- **Emotional Demands:**
  - Working with young people and families who are experiencing or have experienced trauma. An understanding of how to manage the emotional impact of secondary trauma.
- **Physical Demands:**
  - Normal
- **Working Conditions:**
  - There may be occasions where young people and their families are struggling to regulate their emotions due to the trauma they have experienced. They may feel anxious or overwhelmed, which may be displayed through anger or aggression.

Other Factors:

- Work outside normal office hours where required to deliver services in a flexible and accessible manner.
- Work in a variety of locations across the Westmorland and Furness footprint in order to deliver services, including lone working e.g. home visits, schools, prisons.
- Driving with a full driving licence with entitlement to drive in the UK and access to a vehicle is essential