

Job Description

Department:	Children and Young People Services
Division/Section:	Inspection, Improvement and Innovation
Job Title:	Restorative Practice Lead
Post No:	
Grade:	11
Reports to:	Family Valued Lead
Organisation Chart: Show immediate manager and any jobs reporting to this post.	<pre> graph TD A[Head of Inspection, Improvement and Innovation] --> B[Family Valued Lead] B --> C[Restorative Practice Lead] </pre>
DBS Check applicable?	Basic <input type="checkbox"/> Standard <input type="checkbox"/> Enhanced <input checked="" type="checkbox"/> None <input type="checkbox"/>
	Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Line Management responsibility for:	No. of direct reports: 0 No. of indirect reports: 0

Size of budget: (Per annum)	0
Job Purpose:	<p>To lead the development of and embed Relationship Based and Restorative based Practice across Children and Young People Services in Peterborough, in line with the Family Safeguarding model and in accordance with the governance arrangements around this project.</p> <p>The role will empower and develop Children's Services Practitioners to develop and embed Relationship Based and Restorative based Practice, where children are held at the heart of all we do, and families are valued.</p> <p>The role will support developments and innovations in practice, to enable Peterborough to flourish and become an employer of choice and enable practice to be held in the highest regard.</p> <p>The role will be based across Children and Young People Services and will support to deliver an effective service to children and families in accordance with relevant policies and procedures and aligned with the Implementation Plan.</p> <p>The role will be required to work collaboratively to ensure the Council's vision of enabling families through restorative and relational practice. The post holder will be required to lead, model and develop excellent practice in line with evidence-based practice, research and learning underpinned by the Post qualifying KSS knowledge and skills statements</p>

Main Duties and Responsibilities:

- To develop and deliver bespoke Family Valued learning and training to enhance individual, teams and service areas to develop good practice and performance.
- To develop relationship based and restorative based practice across Children's Services and the partnership which works alongside the Family Safeguarding model
- To be a champion for Family Valued in Peterborough and play a key role in the project implementation.
- To provide appropriate challenge to practice, ensuring focus is always on the child.
- To work with the Family Valued Lead to support the service development plan, including the development and delivery of Action Learning groups, workshops and bespoke training sessions.
- To play a critical role in the evaluation into the effectiveness of the quality of the work delivered through the project, including the effectiveness of lead professionals and relevant partners who undertake the full range of statutory social work tasks across the spectrum of need and in the most complex of cases for children in need and their families.
- To support multi-disciplinary teams around the child to ensure an integrated approach to safeguarding and child protection in order to establish high quality services across the service; to be committed to consistency through a cycle of audit and feedback.
- To establish, develop and deliver best practice collaborative working with multi-agencies, including integrated working with key partners.
- To lead in an area of expert practice, developing the knowledge and skills base and disseminating that expertise across the service.
- To provide high quality mentoring to a range of staff; achieve an appropriate balance between reflective case practice and accountability for performance standards.
- Take the lead on designated policy tasks, as negotiated with line manager. This will include maintaining up to date knowledge of policy and legislative developments. The development of

<p>policy positions will also include consulting with staff, including service users, writing and editing responses and articles, giving presentations and other relevant activities.</p> <ul style="list-style-type: none"> • To maintain and disseminate an excellent understanding of current research, evidence-based practice guidance, legislation and case law relating to children and families; to build and maintain a shared resource of materials adhering to excellent resources. • To formulate, implement, review and adapt training materials for staff and service-users; to co-produce and strive for excellence and support with the strategic goal of practice improvement; including implementing and contributing to reviewing relevant policies and action plans consistent with the Council's goals and values. • To promote and demonstrate the meaningful participation of children & families. As well as facilitate and co-ordinate communication with service-users, relatives, members of staff and allied partners in accordance with clear models and approaches being embedded in the Council • Be proficient in the use of data and audit, producing analytical reports and identify learning and actions required to drive improvements in service delivery. Provide regular reports to the Children's Services Leadership Team on the quality of practice as well as to drive and support the implementation of new policies and practices. 	
Generic Responsibilities:	<p>To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.</p> <p>To comply with all Health & Safety at work requirements as laid down by the employer.</p> <p>The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.</p>
Flexibility Clause:	Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.
Variation Clause:	<p>This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them, and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.</p> <p>In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.</p>

DATE: 08/08/24

COMPLETED BY: Charlotte Edwards

Person Specification

Job title:	Restorative Practice Lead	Directorate:	Children and Young People Services
Grade:	11	Service / Team:	Inspection, Improvement and Innovation
Date:	08/08/24	Completed by:	Charlotte Edwards

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> Substantial experience of working with children, young people, families, carers and communities Knowledge of social work practice frameworks A good understanding of the Family Safeguarding model. Relevant post qualifying experience in Children's Statutory Services Relevant experience of effectively managing the most complex cases with little requirement for support and being responsible for decision making and meeting timescales Working knowledge of current legislation 	<ul style="list-style-type: none"> Knowledge of relationship based practice and/or Family Valued projects in other local authorities.
SKILLS & ABILITIES	<ul style="list-style-type: none"> Ability to collate, analyse, write, and present complex reports and information about performance and quality of practice to diverse audiences and deliver the same information verbally in a confident manner Ability to form effective working relationships with users of the service, to help clarify and express their needs and contribute to service planning. Ability to create innovative ways of working with and engaging staff and partners and to communicate complex information in an understandable format. 	

	<ul style="list-style-type: none"> • Ability to challenge others in a constructive manner and undertake case discussions on sensitive issues with understanding and sensitivity. • Ability to work independently, managing a programme of work and to respond independently to unexpected problems and identify possible opportunities. • Demonstrate the ability to undertake and manage expert and effective practise and caseloads in complex situations • Ability to work closely with others and carry out effective joint assessments. • Ability to use the opportunities at formal supervision effectively and work as a team member • Ability to use best evidence to support staff and service-users build capacity in line with strategic goals for excellent service. • Willingness to engage in national forums and contribute to discussions. • To be IT literate, capable of using Microsoft packages and use case management systems with confidence • Ability to communicate both orally and in writing to a wide range of audiences (including the ability to write clear and concise reports and presentations) • Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet strict deadlines. • Ability to source, integrate and present complex information from reliable sources (such as research) to lead evidence- based change • Show excellent leadership skills in the sourcing, processing, presenting and action-planning of practice change by building and engaging with partners and networks within and outside of the Council as appropriate • Ability to apply learning and research to practice and empower others to follow. 	
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EXPERIENCE	<ul style="list-style-type: none"> • Experience of undertaking assessments, planning and reviews in both court and within statutory social work settings including the single assessment and analyse information gained to inform risk assessments. • Experience of chairing a range of meetings and panels • Experience influencing, negotiating and managing complex conversations. • Experience of quality assurance and effective closure of own and others Casework • Experience of developing, contributing and implementing strategies, policies and service procedures and ensuring compliance • Experience of implementing cultural and strategic change in services, across teams. • Excellent time management and experience successfully balancing conflicting priorities. • Minimum 3 years post qualifying experience in social work, working with children and families. 	
QUALIFICATIONS	<ul style="list-style-type: none"> • Professional Social Work Qualification (e.g. Degree, DipSW, CQSW as relevant) with at least 3 years experience practising as a social worker/practitioner. 	Experience of working in a project or change management environment
PERSONAL CIRCUMSTANCES	Able to work in Peterborough, attend meetings including with children and young people and families that suit them. Ability to work flexibly.	
EQUALITY	Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A & I)	
CUSTOMER CARE	Knowledge and understanding of effective customer care (A & I)	

[At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (AI) Application / Interview, (P) Presentation, (W) Written Test.]