

## Reparation and Participation Officer Job Profile

**Job Title: Reparation and Participation Officer - Youth Justice Service**

**Job Grade: Level 4 Zone 1**

**Salary Range: £43,004 - £49,131**

### **About Camden**

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. We're not just home to UK's fast-growing economy, we're home to the most important conversations happening today, and we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### **About the team/service**

Camden's Youth Justice Service is rated Outstanding, and we aim to keep it that way by finding the best staff to join us. The team sits within the Integrated Youth Support Services (IYSS) which also includes the Youth Service, Youth Early Help, Connexions, FWD (substance misuse) and Evolve (Reducing Serious Youth Violence & Exploitation). The YJS is forward-thinking, innovative, trauma informed, and child focussed. We seek collaboration with staff, partners, children, and families at all key stages to check the Service is on the right track.

### **About the role**

We are looking for someone who can engage children, set and maintain clear boundaries, build relationships and positively influence change. As the Reparation and Participation Officer you will develop, deliver and oversee Reparation and Unpaid Work Programme in accordance with the Unpaid Work for young people guidance; ensuring that risk and safety and wellbeing is effectively managed at all times. You will also facilitate the delivery of group work programmes in line with restorative approaches and work alongside the Participation Lead to implement a Participation framework across the Integrated Youth Support Service with hard to reach/vulnerable children in order to inform and improve service delivery. Another part of the role is the co-ordination of regular participation sessions with groups of children and ascertain feedback on a variety of subjects which will be collated and presented to the YJS Management Team and the YOJS Management Board.

### **About you**

- You will have had Restorative processes training and/or be educated to degree level.
- You will be responsible for the organisation and placement of children on reparation and unpaid work activities taking into account safety questionnaire information and other diversity issues
- You will embed accreditation and active citizenship, engaging creatively with children to ensure good outcomes in terms of behaviour and compliance
- You will co-ordinate group work programmes and arrange workers to flexibly cover activities including evening and weekends supporting and supervising children

- You will be responsible for ensuring the child's safety by carrying out dynamic risk assessments on new and existing projects and reviewing these according to regulation and guidance
- You will continually review and evaluate the effectiveness of reparation and unpaid work, and group work projects using information from children, colleagues and others and to strive for improved quality and service delivery and provide written and statistical reports as and when required
- You will manage a small budget
- You will record on the YJS case management system in line with National Standards and communicate children's engagement, participation and compliance with colleagues
- You will have Restorative processes training and/or be educated to degree level and have knowledge of the AQA accreditation process
- You will be an excellent communicator both verbally and in writing and be able to write clear and concise reports
- You should have excellent negotiation and influencing skills with an ability to develop successful partnerships with agencies, developing and delivering joint work to a high quality standard
- You will have substantial experience of working with children and their families who are considered to be at risk
- And experience of delivering group interventions with children

#### **People Management Responsibilities:**

- This role will require the post holder to hold a small budget to secure equipment and parts for the various reparation sites.
- Line Manage and supervise 3 sessional workers in accordance with Camden's policies.

#### **Relationships:**

The post holder will be required to liaise and work effectively with various teams and services across the directorate and with external agencies. Camden teams are supported to work within a family framework that builds on developing resilience with children and their families. This begins with staff teams feeling empowered to drive improvement and deliver excellent services.

#### **Work Environment:**

Flexibility is necessary in this post due to the range of activities and the types of children who are required to undertake reparation and unpaid work. The post holder may also be required to work evenings and weekends to meet the requirements of the post. Some of the activities are physical in nature and may require active participation. Post holder will be required to work with children who are deemed to be high risk.

#### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.