



Job Description

Job Title: Reparation Supervisor

POSCODE: 1117

Grade: G

Overall Purpose of Role

This role involves working directly with children and young people open to NYJS, supporting them to complete meaningful reparation activities and restorative interventions across Northamptonshire. The post holder will work collaboratively with colleagues, families, victims and community partners to ensure that interventions are constructive, purposeful and tailored to the individual needs of each young person.

The role requires the post holder to supervise and motivate young people throughout reparation projects, including transporting them to activities when required. The postholder will act as a positive role model, encouraging young people to develop practical skills, confidence, accountability and a greater understanding of the impact of their actions, helping them to make more positive choices and reduce the likelihood of further offending behaviours'.

Main Accountabilities

1	To manage and contribute towards Reparation activities carried out by young people as part of a planned programme of intervention as agreed with the Reparation Co-ordinator, case holders, Courts and Victims of crime.
2	To pick up the young person from home, transport to activity and return home as required.
3	To act as a positive role model, promote restorative practice and develop a professional befriending role with young people imparting skills and knowledge
4	To liaise with victims and community payback partners and act as an ambassador for the YJT in the community
5	To liaise with and support colleagues to ensure the smooth running of the Reparation Order and Community Payback Scheme.

6	To liaise with victims, partners, young people's families and other professionals as required.
7	To be aware of health and Safety requirements of any activity or tasks set and undertake a Health and Safety induction at the start of each session with the young person.
8	To promptly inform reparation colleagues of successful pick ups, failures to attend, progress during sessions and completion.
9	Supervise, motivate and encourage young people to engage in a restorative intervention during their reparation hours.
10	Ensure tasks to be carried out are safe, achievable and suitable for the young person and themselves.
11	To assist line manager in the development and ongoing improvement of the Northamptonshire Reparation scheme.
12	To take an active part in their own development through processes such as supervision and PADP.
13	Contribute towards YJT and team objectives.
14	Carry out support roles as required such as assisting duty officer and other colleagues.

Safeguarding commitment We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Essential	Desirable
	GCSE level or equivalent in Maths & English OR (numeracy and literacy skills)	Relevant professional qualification in working with young people

Minimum levels of knowledge, skills and experience required for this post

Identify	Details	Essential/Desirable
Knowledge:		
	Experience of direct work with children and young people in the community. Experience of undertaking practical reparation type work. Able to demonstrate responsibility and accountability e.g. small project work. Experience of lone working with young people	Experience of working in a Youth Offending Team or Social Services or Probation or similar relevant setting. Experience of Health & Safety in the workplace
Skills:		
	Excellent written and verbal communication skills Clear thought and ability to differentiate between priorities Creativity and planning skills. Ability to travel effectively to different locations and have use of a car. Recognise the importance of maintaining confidentiality. Good interpersonal skills, maintaining respect with young people and parents	Skills in woodwork or mechanics, gardening or painting and decorating. Art and craft skills. Computer skills

	Ability to work co-operatively and negotiate effectively with a variety of other agencies. Able to organise own work, work in and with a team. Able to liaise and negotiate with other agencies/organisations.	
Equal Opportunities:	Ability to demonstrate an awareness/understanding of equal opportunities and of other people's behaviour, physical, social and welfare needs.	
Health & Safety:	Able to demonstrate a clear understanding of and commitment to Health and Safety and a willingness to undertake training to enable implementation of procedures. Able to apply it effectively.	Experience of implementing Health and Safety procedures with young people.
Disclosure Level		

What DBS Level is required for this post?	
None	☐
Standard	☐
Enhanced Child Only	☐
Enhanced Child/Adult Bar	X

Working Arrangements

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	☒
Flexible	☐
Field	☐
Home	☐