

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Reparation and ISS Sessional Worker	Grade: Scale 6
Section: Youth Justice Service	Directorate: Children's Services
Responsible to following manager:	Responsible for following staff: N/A
Post Number/s: TBC	Last review date: August 2025

Working for the Richmond & Wandsworth Better Service Partnership

We're Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children's services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We're here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That's why, at Richmond & Wandsworth Better Service Partnership, you'll be at the forefront of innovation in local government, and we'll invest in you and offer you opportunities to grow in a way only our unique organisation can.



Job Purpose

We are seeking a committed and compassionate Reparation Sessional Worker to support the delivery of meaningful reparation activities for young people involved in the Youth Justice System. This role is vital in helping young people understand the impact of their actions, make amends, and positively contribute to their communities.

Specific Duties and Responsibilities

- To support the planning and delivery of community-based reparation project and ISS programmes that reflect the needs of victims and the community.
- To build relationships with young people demonstrating a commitment to Child First and trauma-informed principles.
- To respond effectively to challenging behaviour or non-engagement, using appropriate de-escalation techniques and safety planning.
- To promote restorative justice, helping children and young people to understand the consequences of their actions and support them to make safe and constructive decisions.
- To accurately document attendance, progress, and outcomes of reparation sessions.
- To regularly assess and report on young people's engagement, behavioural changes, and skill development throughout the reparation process, providing feedback to Reparation and ISS Coordinator.
- To maintain strict confidentiality of all sensitive information relating to young people, victims, and their families, ensuring appropriate information sharing

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection, handling complaints and health and safety.
- To adhere to security controls and requirements as mandated by Richmond and Wandsworth procedures and local risk assessments to maintain

confidentiality, integrity, availability and legal compliance of information and systems

- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Person Specification

Job Title: Reparation and ISS Sessional Worker	Grade: Scale 6
Section: Youth Justice Service	Directorate: Children's Services
Responsible to: Reparation and ISS Coordinator	Responsible for: N/A
Post Number/s: TBC	Last Review Date: August 2025

Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Understanding of Child First principles and trauma-informed ways of working	X		A/I
Knowledge of restorative justice principles and how these are applied to working with young people who may have caused harm		X	A/I

Commitment to equality, diversity, and inclusion and knowledge of anti-racist practice	X		A/I
Experience	Essential	Desirable	Assessed
Experience working with vulnerable children and young people, preferably in a youth justice, social care, or education setting	X		A/I
Experience building positive and respectful relationships with young people, encouraging participation, accountability and personal growth	X		A/I
Experience working as part of a multi-agency team	X		A/I
Skills	Essential	Desirable	Assessed
Strong interpersonal and communication skills	X		A/I
Ability to manage challenging behaviour with empathy and professionalism	X		A/I
Ability to conduct dynamic risk assessments before and during planned activities	X		A/I
Qualifications	Essential	Desirable	Assessed
Relevant qualification in youth work, social work, education, or a related field		X	A/I/C
Comprehensive UK driving licence and own vehicle desirable, though not essential.		X	A/I/C

A – Application form / CV

I – Interview

T – Test

C - Certificate