

Restorative Youth-led Conversations Internships (CAP 12)

These roles are subject to funding being awarded

RJ Working is a charity serving the communities of Cornwall. We support young people's leadership through Restorative Practice, to enable their voices, participation and empowerment. Restorative Practice helps to build relationships and the skills to better look after self and others. This creates a foundation for building fairer communities and tackling inequalities.

As the RJ Working team learns more about the harms caused by the Climate Crisis, and the consequent entrenching of inequalities, we are also learning more about potential solutions using Restorative approaches for community developments. These roles will support and enable local young people to offer leadership using Restorative Approaches beyond their education settings in wider communities, specifically supporting new relationships & connections in CAP 12 (Camborne, Redruth & surrounding area).

Terms: these are temporary roles for up to 7 months from end May to end December 2024.

Hours: flexible by negotiation, on occasion it may be necessary to work evenings or weekends

Pay: £12.09 per hour (£10.90 + £1.19 holiday pay)

Role Purpose: These roles will support the Restorative Co-ordinator of Youth-led conversations in Camborne and Redruth to organise and inspire local young people using Restorative Practice, which includes supporting and facilitating conversations in circles. This will involve helping to plan and deliver 20 events in this 7-month period, in which local young people will have the opportunity to practice and develop their teamwork and leadership skills. Building on existing strong relationships with schools, colleges, Councils and other organisations, these roles will help to develop and strengthen the communities in this geographic area. As opportunities arise, Climate Education will be enabled, in partnership with others, using Restorative approaches.

Key Responsibilities:

The Restorative Youth-led Conversations Interns will

- Help to strengthen relationships between local young people and their communities through delivery of training to engage others in community conversations
- Help to develop local understanding of how the Restorative model can support the stated aims of key partners (Town and Parish Councils, school and college Sustainability commitments)
- Help to research and collate resources for developing and facilitating targeted Climate Education in consultation with the wider RJ Working team
- Help to lead coordination of events & workshops in CAP 12 which will lay the foundations for a network of local young people committed to Climate Education using Restorative approaches
- Help to support local young people to build a vision for the Project and enable the design and delivery of events in Camborne, Redruth and surrounding areas
- Help to organise community events, drawing on local expertise and relationships
- Help to capture the knowledge generated by community events and contribute to evaluation

Key relationships:

The Restorative Youth-led Conversations Interns will:

- Work closely as part of a team with the Youth-led Conversations Co-ordinator
- Report to Nicky Abrahams (RJW Schools Lead, CAP 12 locality Lead & Social Worker)
- Work collaboratively as part of RJ Working’s Youth-led Climate Action Team (YCAT) to deliver this project, including training, workshops and events.
- Relate supportively to our key partners in Camborne & Redruth and the surrounding areas.

Training and Support: The young people appointed will be given a full induction, relevant training, regular meetings and support. They will participate in developmental Restorative Practice training and work within the policies of RJ Working including our Safeguarding policy. Interns will access personal development and experiential opportunities that will see them get to know their own strengths and capabilities better and gain better knowledge and understanding of how to describe these and apply these in planning their next steps.

Person Specification: The young people appointed will demonstrate:

Values:

- Ability to prioritise relationships in which respect is exchanged and responsibilities shared
- Commitment to active anti-discriminatory practice and ongoing learning about this
- Commitment to ‘making things better’ through Restorative practice (ie communication and problem-solving in community) and commitment to climate education

Experience:

- Multi-tasking
- ‘Speaking up’ when something is wrong
- Presenting information to others
- Working to deadlines
- Working in a team

Knowledge:

- Self-knowledge. Ability or willingness to learn how to describe and discuss identity in several ways (eg in terms of family, peer group and educational journey)
- Some knowledge of social issues including environmental and climate issues.
- Commitment to ongoing learning including self-directed learning

Skills and Qualities:

- A positive can-do approach to problem-solving & willingness to learn
- Good organisational skills
- Good communication and interpersonal skills
- Willingness to discuss issues as they arise
- Openness to talking with people from a variety of age-groups and backgrounds
- Capability of sharing learning with other people
- Willingness to look at issues from a range of angles
- Understanding and empathic
- Adaptability to varied roles and environments