



Registered Office: The Elms, 61 Green Lane, Redruth, Cornwall TR15 1LS Charity no: 1197378

Information for Applicants

RJ Working is a Cornwall-based charity with the mission of creating a more compassionate and fair society by equipping young people with the principles, language, and confidence to lead and effect positive change in their communities, using Restorative approaches.

Restorative Practice is essentially a practice of 'making things better', a creative approach to dealing with harm proactively and constructively, through an everyday culture of problem-solving and communication.

Restorative Justice is both a reparation process and an outcome: a safe and voluntary communication achieved through third-party support, between the parties in a conflict, for the purpose of repair and recovery.

As well as informing interpersonal relationships and community-building, these approaches can be understood as a global movement, engaging global citizenship.

At RJ Working we:

- **Believe** every young person should have the right to access Restorative principles as part of their education.
- **Use** Restorative Practice training to equip young people to better look after themselves and each other, in person and online.
- **Recognise** the value of young people's lived experience and the potential of Restorative practice to empower their leadership.
- **Support** young people's commitment to tackle harms to identity, such as racism, and their commitment to climate justice.

Our Mission is REDUCING INEQUALITY through four related STRATEGIC AIMS:

1. To empower young people's leadership of Restorative Practice and Restorative Climate Action developments in education and in geographic communities
2. To use and promote Restorative Practice to develop understanding, knowledge and skills for tackling identity-related harm, both interpersonal and systemic, including through Active Anti-racism.
3. To demonstrate young people's inclusion and participation increasing, through Restorative Practice and Restorative Climate Action, in education, geographic and peer communities, via a whole system approach in Cornwall.
4. To influence policy and practice, regionally, nationally and internationally, by integrating youth-led Restorative Practice and Restorative Climate Action with other models, networks and learning initiatives.



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Our work in action

Young people in education: Through our flagship primary and secondary school programmes, as well as initiatives for young people aged 16+, we facilitate interactive and experiential sessions using Restorative approaches. Young people engaging in these programmes learn to better look after self and others, strengthening relationships and deepening connections in schools and colleges.

Young people in community: The power of restorative practice to build community is evident in all our work, most importantly in response to the climate and ecological crisis which will affect all young people's lives. Cascading Restorative practice to other young people reinforces & extends learning.

Training adults to support young people: We facilitate multiagency intergenerational training for adults, enabling them to effectively guide and nurture young people's teamwork and leadership whilst fostering a culture of restorative practice.

Tackling harm to identity: We take a proactive approach to facing up to identity-based harms. This includes tackling racism using Restorative practices to promote learning, dialogue, and community engagement.

Restorative approaches to nature, environment, and climate action: We pioneer collaborative efforts with young people and wider community to nurture a harmonious relationship with the natural environment, inspiring meaningful climate campaigns and action for a better future.

We welcome your application: please do contact Deborah Mitchell deborah@rjworking.co.uk if you have any questions. You are also invited to browse our website www.rjworking.co.uk and social media on Instagram, facebook, Linked-in and twitter @RJWorking.

Equality Statement

RJ Working promotes equity, diversity and inclusion. We value current knowledge of the issues facing young people and identity attributes which inform understanding of discrimination and prejudice. For our full Policy please see our website footer. We treat all job applications equally, regardless of age, disability, gender identity or gender expression, race, ethnicity, religion or belief, sex, sexual orientation, or any other equality characteristic.

Safer Recruitment:

The safety and wellbeing of children and young people is of paramount importance to RJ Working. This means that all team members hold safeguarding responsibilities, individually and collectively. All appointments are dependent on completing *an Enhanced DBS check*, and confirmation of suitability to work with children and young people. A copy of our *Safeguarding Policy* is provided as part of the Safer Recruitment process, and Safeguarding is a core part of induction to our work. It is an offence to apply for this role with RJ Working if the applicant is barred from engaging in regulated activity relevant to children. As part of Safer Recruitment policy and practice we are providing the relevant *forms for disclosure* as part of this application pack and ask that they are returned to nicky@rjworking.co.uk with the Application Form.