



Job Advert

JOB TITLE:	Senior Restore Practitioner
START DATE:	March 2026
SALARY:	£44,399 - £48,189 - which includes a £5,460 Restore management allowance, as well as £6,792 unsocial hours payment per annum (subject to eligibility criteria) plus Local Government Pension Scheme
LOCATION:	Oasis Restore in Rochester, Medway, Kent.
WORKING PATTERN:	Full-time shift work including days, evenings, nights, and weekends
DISCLOSURE LEVEL:	Enhanced

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- ***Can you see yourself in a senior role, taking responsibility for the children and staff within one of our three residential houses?
Do you want to be part of a revolution in Youth Justice?***
 - ***Are you passionate about working with children who are on remand or sentenced?***
 - ***Do you have a gift for balancing kindness with structure?***

If you said yes to any of the above, then we have an opportunity for you like no other!

Following a period of internal building works coupled with a comprehensive learning review with all our staff over our therapeutic processes and what we have learnt so far on this revolutionary journey; we are offering a hugely exciting opportunity for people with relevant personal and professional experience to come and join our team of Senior Restore Practitioners. This will be an amazing opportunity for those with the correct skillset to come and work with our new cohort of students.

The role and what we are looking for?

Your role as First Line Manager, will be to inspire and develop Restore Practitioners, manage and partake in activities, and provide and sustain a sense of safety, care and boundaries. You will be an important figure for children and staff in each of the houses, representing a caring, fair and structured source of authority, who is present and involved in daily life. You will be someone who can work well in complex, demanding and emotive situations. You will have excellent relational skills and will be someone who can think well under pressure and who can empower and contain others in their work. You will have a powerful belief in the value of restorative work and will be able to hold your hope and

compassion for the children in the face of the challenges they will bring within our agreed operating procedures and systems.

You will report into the middle leadership team and will work within a team which includes experienced social care managers and therapists as well as working with teaching staff to support the children's engagement in education and wider school activities. You will play an active role in the school's enrichment programme, delivering sessions which promote the development of the whole child.

In addition to delivering and supporting enrichment programs, you'll ensure our safeguarding standards are rigorously upheld and keep our systems updated. Your attention to these protocols will play a crucial role in keeping our children safe and supported.

You will have responsibility for ensuring the healthy functioning of the whole school (including the home), chairing handovers, coordinating and ensuring the allocation of staff, providing support, presence and decision-making across the day, and working with staff to embed and sustain our restorative culture.

You will be a champion of therapeutic practice, placing relationships at the heart of everything you do and be responsible for ensuring excellent standards of care throughout the school. You will be someone who cares about developing others, working on organisational, team, group, family and individual levels to foster real understanding, good relationships, accountability and communication, within our culture of benign enquiry. You will have a mature, reflective approach that aligns with the Restore Framework, our model of practice, aware of the conscious and unconscious impact of this very challenging work and the value of discovering its meaning. You will be committed to finding a way through, and never giving up.

Our offer to you

As a newly established subsidiary of the Oasis Charitable Trust, you will enjoy the benefit of being part of a national organisation that aims to support all staff to reach their full potential and a once in a lifetime opportunity to create, develop and grow a new collaborative and innovative values-based organisation. As well as this you will also benefit from the following opportunities:

- A mixture of one to one and group reflective practice, coaching & regular line management/supervision sessions
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on staff feedback.
- We have recently recognised Unison to collectively bargain on behalf of all our non-teaching and non-leadership staff
- Access to the Local Government Pensions Scheme (a competitive, defined benefit pension scheme)
- Access to a funded cash plan health scheme
- Access to an EAP service
- 33 days annual leave including bank holidays, rising to 35 days after two years.
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)

- Have a structured and bespoke induction training plan plus a training offer bespoke to our context leading to a level 3 qualification in the therapeutic care of adolescents.
- Comprehensive de-escalation and restraint training (front line roles only)
- Supportive sick leave pay (based broadly on the length of service framework in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Blue Light Card (subject to meeting their eligibility criteria)
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to free car parking, season Ticket Loans, Specsavers eye care vouchers and a cycle to work scheme (subject to meeting their eligibility criteria).

Do you Dare to care? What are you waiting for? Apply today!

Make sure you download and complete our 'Application Form' including the voluntary 'Equal opportunities form*' and submit both documents to recruitment@oasisrestore.org today.

If you would like some more information or to have an informal conversation with someone, please contact us at recruitment@oasisrestore.org.

Safeguarding and Pre-Employment Checks

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

Equality, Diversity, and Inclusion at Oasis Restore

We recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success.

Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students.

We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with vulnerable children who sometimes have multiple and complex needs.
- Personal experience of the criminal justice system, or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.
- Ability to actively listen and motivate young people.
- Personal experience of the Care system
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at recruitment@oasisrestore.org. *The Equal Opportunities Form will not be shared with anyone involved in processing your application.

Please complete this as part of the application process though it is voluntary.

Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team