



21 January 2019

Dear Applicant,

Many thanks for your interest in the Youth Intervention Specialist position for our Youth Violence Intervention Programme (YVIP) at Queen Elizabeth Hospital in Birmingham. We launched our service in QE and Heartlands Hospitals in Birmingham in July 2018, and it has been exciting to see the difference we are able to make to both vulnerable young people and the hospital teams. Our work was featured on [BBC News](#) which gives a taster of what we do.

We are looking for an exceptional professional who is keen to learn, with proven ability to work with high risk, vulnerable young people, and the capacity to form effective working relationships with a wide range of partners and agencies.

In this application pack, you will find a job description with a person specification and the terms and conditions of the post. Please read through the person specification carefully as we will be shortlisting applications using these criteria. Make sure you tell us why you want to work for Redthread in your supporting statement.

You will find a copy of our application form and equalities monitoring form on our website at <http://www.redthread.org.uk/join-the-team/> Please send your completed application form and equalities monitoring form to [applications@redthread.org.uk](mailto:applications@redthread.org.uk).

We will accept applications until 10am on Monday 18 February. Interviews will be held in Birmingham on Wednesday 27 February, with a second round of interviews for successful candidates on Tuesday 5 March in the afternoon.

Kind regards,

A handwritten signature in black ink that reads 'Jenny Baker' with a long horizontal stroke extending to the right.

Jenny Baker  
Chief Operating Officer

## YOUTH VIOLENCE INTERVENTION PROGRAMME

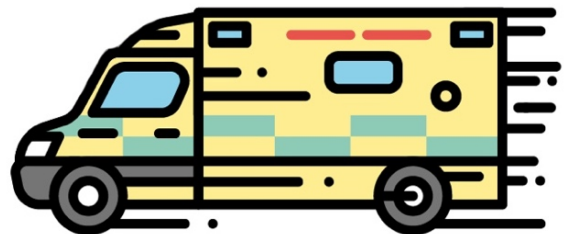
Redthread empowers young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Whether a young person has been the victim of a stabbing, is seeking support for anxiety, has suffered a sexual assault, or wants to find a new home beyond the reach of a gang, we support them to overcome the challenges they face through our dynamic youth work programmes.

Every year thousands of young people find themselves in hospital A&E departments as the victim of serious youth violence. Redthread's Youth Violence Intervention Programme embeds youth workers in hospitals to intervene with these young people. The teams meet the young patients as soon as they can: in the A&E waiting room, on the ward, or even in the resuscitation bay. We believe that this moment of intense crisis, when the young person is nursing a serious injury in the daunting environment of a busy hospital, often alone, can be a catalyst for pursuing positive change – a 'teachable moment'.

Our teams build rapport with the young people, mentor and advise them, and support them to make long-term positive plans to break away from cycles of violence and offending. Problems include exclusion from education, employment or training, a lack of stability in housing, mental health concerns, unstable relationships and reprimands due to criminal activity. Redthread capitalise on our partnerships to ensure long-term work and change is possible for each young person. The teams make well-judged referrals on their behalf and accompany them to initial meetings to ensure transition is smooth. This work disrupts the cycle that can too easily lead to devastated communities and an exhausted healthcare and justice system.

We work with young people in three of London's four Major Trauma Centres, in Homerton Hospital in Hackney, QMC in Nottingham and QE and Heartlands Hospitals in Birmingham.

"I need this don't I, this is an opportunity for me; to be able to work with you, any of you, could change things for me. I'm ready for that. I'm in! You don't need to ask me again - I'm 100% on board, whatever I have to do. I'm doing it."



### **A young person's reaction to being introduced to the service**

"Redthread youth workers are doing an incredible job helping young victims to move away from the circles that led to them getting hurt"

**Sadiq Khan, Mayor of London**

## Youth Intervention Specialist Application Pack



<b>Post Title:</b>	Youth Intervention Specialist
<b>Work area:</b>	Youth Violence Intervention Programme
<b>Responsible to:</b>	Team Leader
<b>Location:</b>	This post will be based at Queen Elizabeth Hospital, with occasional travel to Redthread's central offices and other projects in London and Nottingham
<b>Hours:</b>	37.5 hours per week. The nature of Redthread's work means that regular evening and weekend working is required. You will be required to work shifts to ensure that the team cover from 7:30am to 9pm each day between them.
<b>Salary:</b>	£20,700-£24,700 depending on qualifications and experience
<b>Contract type:</b>	Permanent
<b>Closing date:</b>	10am, Monday 18 February 2019
<b>Interview:</b>	Wednesday 27 February with a 2nd interview on Tuesday 5 March for successful candidates

### Purpose of the Post

- To be part of the youth work team at Redthread, with a primary focus on the Youth Violence Intervention Programme.
- To assist with Redthread's other activities as required.

### Main Duties and Responsibilities

1. Hold a case-load and work with young people in a range of settings, including in A&E and on the wards, in the community, in face-to-face and group contexts, and promote their personal, educational, health and social development through all interactions.
2. Assist with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.
3. Ensure information resources such as client forms, databases and contact files are kept fully up-to-date and secure, in line with GDPR, the Data Protection Act and our Confidentiality Policy and Consent Policy. Maintain high quality recording of interventions with young people on our database, Lamplight, in line with Redthread's best-practice requirements. (Training for Lamplight will be provided.)
4. Collect and record evidence of project outcomes and young people's achievements, to ensure the completion of monitoring forms and project progress reports as required.
5. Maintain a good level of knowledge of the issues around youth violence and Child Sexual

Exploitation.

6. With guidance and support from the Team Leader, and with attendance on appropriate training courses, develop skills to further your work with the young people.
7. Under the direction of the Team Leader, develop an imaginative programme of events, activities and other interventions which support Redthread's mission.
8. Actively research and network with other organisations working with young people in the area served by the hospital to ensure that the organisation as a whole has a good knowledge of other services and projects that may be of interest to the young people we work with or appropriate for us to refer to.
9. Help organise and take part in supervised trips and other activities.
10. Contribute to the training programme that Redthread provides for hospital staff, including informal microteachings and more formal presentations.
11. Actively participate in staff meetings, session evaluations, supervision/reviews and planning sessions and in Redthread's overall development, including input on the needs of young people, ideas for new projects, and the on-going development of existing projects.
12. Assist where possible with fundraising events and fundraising, including the maintenance and growth of the regular supporter network, and to assist in promoting the organisation's work with young people to the wider community.
13. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
14. Encourage and enable young people to participate in all forms of decision-making and management of Redthread's projects, with the ultimate aim of empowering them to shape the services and activities provided for them. To ensure that all young people have equality of access and that the programme promotes opportunities for all young people.
15. Assist the team in ensuring that all Redthread policies and procedures are followed, including Health and Safety, Safeguarding, Data Protection and Equal Opportunities. Report any concerns to an appropriate member of the SMT.
16. Work as a member of the Redthread team and assist as required across all the organisation's projects, including carrying out any other duties that may be required to meet the needs of the organisation.



### **Safeguarding**

Redthread puts safeguarding at the forefront of all its activities. The successful applicant will demonstrate their firm commitment to effective safeguarding practises and high professional standards around all safeguarding issues. An enhanced DBS check is required for this role.

### **Equal Opportunities**

Redthread is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

## Person Specification



	Essential	Desirable
Experience	<ul style="list-style-type: none"> <li>• A minimum of two years' professional experience of working with vulnerable young people in a range of activities and settings</li> <li>• Experience of working as an effective team member</li> <li>• Experience of working within a multi-disciplinary team</li> <li>• Experience of working autonomously</li> </ul>	<ul style="list-style-type: none"> <li>• Working with people impacted by violence, trauma or tragedy</li> <li>• Experience of working with projects that seek to address the issue of gang membership, youth offending, knife crime, etc</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• A thorough knowledge and understanding of the physical, social and emotional developmental needs of young people</li> <li>• Understanding of the issues faced by young people living in inner city areas</li> <li>• An awareness of child protection and safeguarding issues and knowledge of current best practice within the youth work sector</li> <li>• A knowledge of best practice in case recording</li> </ul>	<ul style="list-style-type: none"> <li>• The Ambit model, solution-focused brief therapy or a similar counselling methodology</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Resilient and reflective</li> <li>• Well-developed verbal and written communication skills and an ability to interact with both young people and adults on a one to one basis and in small groups, within a range of contexts</li> <li>• Ability to plan and manage own workload</li> <li>• Accurate data entry and record keeping and monitoring processes</li> <li>• Ability to use up to date IT systems</li> </ul>	<ul style="list-style-type: none"> <li>• Working on Mac-based IT systems</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>• A degree-level qualification in social work, youth work, a social science, education or another relevant field, or equivalent experience</li> </ul>	
Professional skills	<ul style="list-style-type: none"> <li>• Self-motivated and committed to personal development</li> <li>• Flexible and committed</li> <li>• Effective time management skills and an ability to prioritise tasks and work flexibly to deadlines</li> <li>• A commitment to and understanding of equal opportunities issues as they apply to all aspects of Redthread's work</li> </ul>	