



21 December 2018

Dear Applicant,

Many thanks for your interest in the clinical supervisor at Redthread. We are looking for an outstanding and experienced professional to join us and provide clinical supervision to our team of practitioners who are based in health-settings. Our work was featured on [BBC News](#) which gives a taster of what we do.

We are looking for a skilled professional who can provide fortnightly clinical supervision to our team leaders, youth workers and programme coordinators in the context of trauma-informed practice so that they can undertake their roles safely and effectively. We are proud of the skilled and motivated practitioners who work for us, and we want to provide high-quality support to enable them to thrive in their roles. You will enable them to reflect on their experience, learn from each other, accept challenge and become better practitioners.

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. We will accept applications until 10am on Monday 14 January. Interviews will be held in the afternoon on Thursday 24 January at our Victoria office.

Kind regards,

A handwritten signature in black ink that reads "Jenny Baker". The signature is written in a cursive style with a long horizontal stroke at the end.

Jenny Baker
Chief Operating Officer

REDTHREAD'S YOUTH WORK PROGRAMMES

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'. The programme is well established at London's Major Trauma Centres, and in 2018 we launched our work in QMC, Nottingham, QE and Heartlands Hospitals in Birmingham and Homerton Hospital in Hackney. We also provide support to young people who have been admitted to adult wards through our involvement in KAOS – King's Adolescent Outreach Service. Our work was featured on [BBC News](#) which gives a taster of what we do.

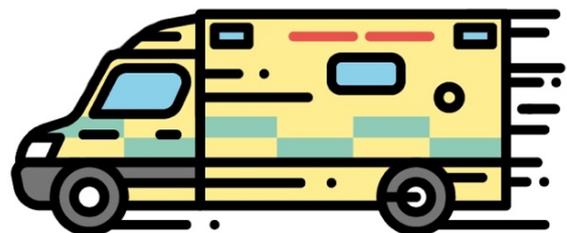
The Well Centre is our unique partnership with a GP service, Herne Hill Group Practice, that provides young people, aged 13-20, with drop in access to GPs, CAMHS counsellors, and Redthread's experienced team of specialist youth workers. Whether in crisis or wanting a chat over a hot chocolate, young people have a safe place to raise their concerns and receive helpful and appropriate support and advice. 98% of young people who have visited the Well Centre say they would recommend it to their friends. The Well Centre receives some funding from Children in Need who filmed our work for [a TV advert](#).

"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 YVIP

"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, July 2016



Clinical Supervisor (part-time)

Post Title:	Clinical Supervisor
Work area:	Youth Violence Intervention Programme (London)
Responsible to:	Director of Programmes
Salary:	<i>Negotiable</i> , depending on skills and experience
Location:	Redthread's Head Office in Victoria
Hours of work:	15 hours a week (0.4 FTE) -preferably two full days.
Contract type:	<i>Negotiable</i> – we are happy to consider both a part-time employee contract or a self-employed role, depending on the preference of the successful candidate

Purpose of Role

- To deliver clinical input to the London-based Redthread teams, to support Redthread Youth to provide its frontline staff with high quality clinical supervision, support and training, in the context of trauma-informed practice so that they can undertake their roles safely and effectively.

Main Duties and Responsibilities

1. Provide fortnightly group based clinical supervision to Redthread's London-based youth workers, team leaders and programme coordinators, in groups of up to six (there are currently five groups, but this number may expand).
2. Keep case notes and provide a monthly thematic report to the Director of Programmes, detailing any emerging themes arising from clinical supervision sessions to enable Redthread to refine its service to young people and effectively care for its staff.
3. Immediately report any significant wellbeing or safeguarding concerns for team members or young people to the Director of Programmes or other SMT member.
4. Provide one-to-one clinical supervision for London-based staff who request additional support around secondary trauma, or who need additional guidance.
5. Attend and contribute to quarterly review and planning meetings with the Director of Programmes.
6. Contribute to the development of clinical supervision arrangements as Redthread grows, to ensure consistency in provision across the organisation.
7. Provide clinical cover for the Redthread's Midlands-based Clinical Supervisor if required; this work will be time-limited and will be discussed and agreed in advance.
8. Be a knowledge lead for trauma-informed practice within Redthread, staying up to date with developments and disseminating information appropriately to the SMT and across the organisation.

9. Contribute to the organisational culture of trauma-informed practice.
10. Develop and deliver training on trauma-informed practice to current members of staff as appropriate, for example leading youth worker workshops.
11. Actively participate in session evaluations, supervision/reviews, participate in Redthread's development and ideas for new projects.
12. Assist in maintaining good working relations with Redthread's stakeholders and project partners.
13. Report any concerns regarding Health and Safety, Safeguarding, Data Protection and Equal Opportunities to an appropriate member of the SMT.
14. Maintain registration and accreditation with Professional Regulator (BPS, BACP, etc).
15. Maintain independent clinical supervision arrangements.
16. Carry out any other reasonable duties that may be required to meet the needs of the organisation and its projects.

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"> • Significant professional experience working with children and young people facing complex difficulties • Experience of providing individual and group reflective practice to professionals working with children and young people • Experience of implementing best practice safeguarding practice into supervision • Experience of providing direct support to frontline practitioners experiencing stress and secondary trauma • Experience of providing thematic reports • Experience of working autonomously • Experience of monitoring and evaluating mechanisms for own practice delivery 	<ul style="list-style-type: none"> • Working with children and young people impacted by trauma, violence and exploitation • Supervising staff who support young people impacted by violence • Supervising non-clinical staff in a reflective way • Experience of supervising high risk case work • Experience supporting staff displaying signs of secondary trauma or compassion fatigue
Knowledge	<ul style="list-style-type: none"> • A thorough knowledge and understanding of the physical, social and emotional developmental needs of children, adolescents and young people • Knowledge and understanding of the drivers and causes of youth violence • Understanding of effects of exposure to violence on children, young people and vicariously through front line practitioners • Strong knowledge of child protection and safeguarding issues and of current best practice within third sector and statutory settings • Extensive knowledge and interest in adolescent development • Trauma informed understanding 	<ul style="list-style-type: none"> • Understanding of shame and violence, victim/perpetrator dynamics • Understanding of the Teachable Moment • AMBIT Model
Skills	<ul style="list-style-type: none"> • Ability to provide safe, confidential space for front line practitioners to explore their work in a reflective and honest way • Ability to support staff to recognise their limitations in their work, while providing scope for practice development • Ability to identify signs of burnout/compassion fatigue or secondary trauma and support staff in a sensitive way • Ability to challenge practice that could be considered unsafe, unethical or lacking professional boundary • Ability to manage emotional temperature of a reflective space discussing emotive and powerful material • Able to reflect on work with colleagues (Director of Programmes, London Clinical Supervisor) in a collaborative fashion 	
Qualifications	<ul style="list-style-type: none"> • A qualified and fully registered clinical qualification (Child, Adolescent/Family Psychotherapist, Psychologist etc) 	
Professional Skills	<ul style="list-style-type: none"> • Self-motivated and committed to developing practice • Flexible and committed with effective time management skills • A commitment and understanding of equal opportunities issues as they apply to all aspects of Redthread's work • A commitment to own professional supervision 	