



4 February 2019

Dear Applicant,

Many thanks for your interest in our Youth Worker – Outreach and Participation role at Redthread. This role is based at the Well Centre in Streatham and contributes to the youth work programme there, takes the lead on the Well Centre's schools work and plays a key role in Redthread's youth participation work.

We are looking for an enthusiastic and energetic youth worker who is passionate about helping young people, can take initiative and has the capacity to form effective working relationships with a wide range of partners and agencies. As well as schools and youth participation, duties currently associated with this post include one-to-one support and group work (including peer support). The post holder will be working three evenings a week, providing support at the Well Centre's drop-in.

It's an exciting time to join Redthread. We have an inspirational staff team, programmes which transform the lives of vulnerable young people, an excellent reputation and profile, and well-developed organisational structures and processes.

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, as well as giving us evidence for how you meet the criteria on the person specification.

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 25 February 2019. Interviews will be held on Wednesday 6 March at our office in Victoria, with a second interview for successful candidates on Wednesday 13 March at The Well Centre.

With kind regards,

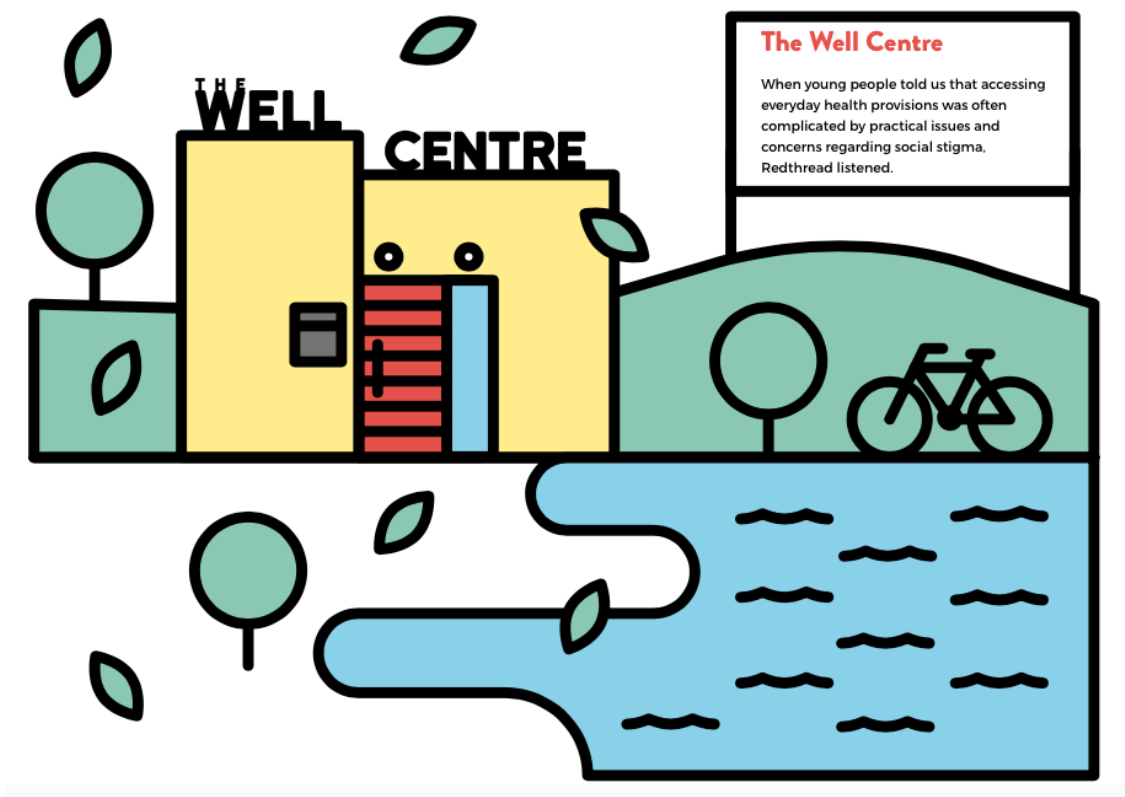
A handwritten signature in black ink that reads 'Jenny Baker'.

Jenny Baker  
Chief Operating Officer

## About Redthread

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 they have been the victim of a stabbing, are seeking support for anxiety, have suffered a sexual assault, or need help to manage a long-term health condition, we support them to overcome the challenges they face through our dynamic youth work programmes.

Redthread has developed a successful model of working in partnership with statutory and other agencies to provide support for young people in day-to-day community settings and in supporting young people in crisis, in order to help young people improve their wellbeing. Our innovative service at The Well Centre provides easy access for young people to GPs, youth workers and mental health support. We have teams of youth workers in King's College Hospital, St Mary's Hospital, St George's Hospital and Homerton Hospital in London, at QMC in Nottingham and at Queen Elizabeth and Heartlands Hospital in Birmingham, and we commission a service at the Royal London Hospital. Redthread's management and support services are based at our main office in Victoria. The Well Centre was featured in a [Children in Need film](#) and our hospital-based work was featured in a recent [BBC news clip](#), both of which give a taster of what we do.



## Youth Worker – Outreach and Participation Job Description

<b>Post Title:</b>	Youth Worker – Outreach and Participation
<b>Salary:</b>	£24,000-£28,000 p/a
<b>Works to:</b>	Well Centre Team Leader
<b>Location:</b>	This post will be based at the Well Centre, 16 Wellfield Road, Streatham, SW16 2BP, with regular visits to the main Redthread offices, projects and external locations including schools and community centres.
<b>Hours:</b>	37.5 hours per week. The nature of Redthread’s work means that evening and weekend working is required, including the Well Centre drop-in sessions up to three evenings a week.
<b>Interview date:</b>	Wednesday 6 March, with a second interview for successful candidates on Wednesday 13 March
<b>Applications close:</b>	10 am, Monday 25 February 2019

### Purpose of role

- Be part of the youth work team at Redthread, with a focus on providing the youth work element for our Well Centre project.
- Work flexibly across Redthread’s projects as required.

### Main Duties and Responsibilities

1. Hold a case-load and work with young people in a range of settings, including face-to-face and group contexts, and promote their personal, educational, health and social development through all interactions.
2. Be a core member of the youth work team for the Well Centre, assisting with drop-in sessions, youth panel, educational outreach, and other activities as required.
3. Lead on Redthread’s education programmes and services including school drop-ins, lesson development and delivery.
4. Lead on youth participation at The Well Centre, and contribute to Redthread’s youth participation strategy across the organization.
5. Ensure information resources such as client forms, databases and contact files are kept fully up-to-date and secure, in line with GDPR and our Confidentiality Policy and Consent Policy.
6. 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.
7. Maintain a good level of professional knowledge of the issues affecting young people.

8. Support and supervise volunteers and sessional workers when delivering project services and events, enabling them to develop their skills.
9. With the Well Centre team and the active involvement of the young people (including Youth Panels), develop an imaginative programme of events, activities and other interventions which support Redthread's mission, including helping to organise and take part in supervised trips and other activities.
10. Actively research and network with other organisations working with young people in the local area 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.
11. Assist in maintaining good working relations with Redthread stakeholders, project partners and with other agencies working with young people and to represent Redthread at external meetings as required.
12. 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.
13. 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.
14. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
15. 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. Ensure that all young people have equality of access and that the programme promotes opportunities for all young people.
16. 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.
17. 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.

## Person Specification

	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• A minimum of three years' professional experience of working with 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> <li>• Experience of facilitating youth participation in an organisation</li> </ul>	<ul style="list-style-type: none"> <li>• Working with young people in a health and well-being context</li> <li>• Working in a London borough</li> <li>• Working in schools, health or criminal justice</li> <li>• Delivering training</li> </ul>
<b>Knowledge</b>	<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> <li>• Detailed understanding of health-related issues such as self-harm, drugs, smoking, diet, sleep, sexual health, STI screening</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <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>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A recognised qualification in either youth work or an appropriate related field</li> </ul>	
<b>Professional skills</b>	<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>	

### 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 and satisfactory references are 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.