



25 March 2019

Dear Applicant,

Many thanks for your interest in the Team Leader position for our Youth Violence Intervention Programme (YVIP) in Birmingham at Heartlands Hospital. We launched our Birmingham service in July 2018 and are looking for an outstanding individual with strong leadership skills who can take it forward. This is an exciting opportunity to develop a distinctive approach in Heartlands where we see fewer cases of serious youth violence and meet more young people before they experience serious harm or critical injury. Watch [this video](#) about Redthread from our win at the recent Charity Awards which gives a taster of what we do.

We are looking for an experienced team leader with proven ability to work with high risk, vulnerable young people, and the ability to form effective working relationships with a wide range of partners and agencies. The team leader will manage two youth workers and a programme coordinator.

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 Tuesday 23 April 2019. Interviews will be held in Birmingham on Monday 29 April, with a second round of interviews for successful candidates at Heartlands in the afternoon of Tuesday 7 May.

Kind regards,

A handwritten signature in black ink that reads 'Jenny Baker' with a flourish underneath.

Jenny Baker  
Chief Operating Officer

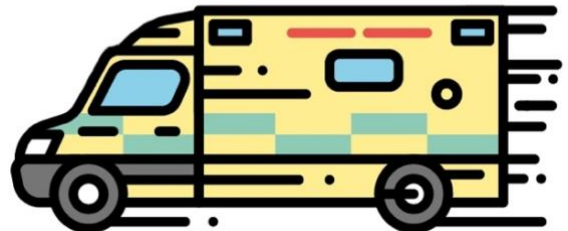
## YOUTH VIOLENCE INTERVENTION PROGRAMME

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 have teams in three of London's four Major Trauma Centres and commission a service in the fourth. In 2018 we launched services in Queen's Medical Centre in Nottingham, in Queen Elizabeth and Heartlands Hospitals in Birmingham, and in Homerton Hospital in Hackney.



"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**

## Team Leader Application Pack

**Post Title:** Team Leader

**Work area:** Youth Violence Intervention Programme (YVIP)

**Responsible to:** Midlands YVIP Programme Manager

**Salary:** £27,700 - £31,700 depending on qualifications and experience

**Locations:** This post will be based at Heartlands Hospital in Birmingham, with occasional travel to Redthread's central offices in London and other projects and locations in the UK.

**Contract:** Permanent contract

**Hours of work:** 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.

**Closing date:** 10am, Tuesday 23 April 2019

**Interviews:** First round Monday 29 April; second round Tuesday 7 May.

## Team Leader Job Description

### Purpose of the Post

- Establish and lead the Youth Violence Intervention Programme team at Heartlands Hospital and ensure that Redthread's model of intervention is delivered consistently and appropriately to all young people accessing the service.
- Build and maintain strong working relationships with a broad range of partners and agencies, including clinical teams, hospital staff, Redthread's stakeholders, project partners, and voluntary and statutory agencies working with young people.
- Be part of the team at Redthread, contributing to the development of our programmes and assisting with other projects and activities as required.

### Main Duties and Responsibilities

1. Work with the Midlands YVIP Manager and Director of Programmes to develop the Redthread service at Heartlands Hospital, adapting the best-practice structure and processes developed in the London Major Trauma Centre network as appropriate for a local A&E.
2. Lead the Youth Violence Prevention Programme at Heartlands Hospital overseeing the day-to-day management of the service and any specialist projects, assisting the SMT with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.

3. Be responsible for consistent oversight of all cases within the team, fostering reflective practice and promoting effective multi-agency risk management. Provide intensive joint casework to the youth workers as required, particularly with high-risk complex cases, modelling trauma-informed and relational modes of practice. Ensure that all young people receive high quality, rigorous risk and needs assessments and tailored interventions.
4. Line manage a multi-disciplinary team of practitioners including youth workers and a programme coordinator. Provide regular 1:1 supervision as well as facilitating group case management meetings and reflective spaces. Support staff to identify and address areas of improvement and opportunities for professional development.
5. Ensure that details of all the teams' cases are accurately recorded to a high standard on Lamplight and kept up to date, modelling best practice and providing quality assurance of youth workers' recording.
6. Set up and lead regular team meetings in order to share information, monitor services and foster effective and supportive team working.
7. Assist the SMT in ensuring that the working practises of the team comply with Redthread's policies, procedures and other working documents.
8. Build and maintain strong working relationships within Heartlands Hospital, ensuring that Redthread youth workers are fully embedded in the Emergency Department and are working with clinical staff to deliver a service that meets the needs of young people, including promoting the service within the hospital and attending appropriate internal meetings.
9. Build and maintain strong working relationships with Redthread stakeholders, project partners and with statutory and other agencies working with young people to ensure the best outcomes for the young people we work with. Represent Redthread at external meetings as required.
10. Organise and equip the YVIP team to deliver regular training sessions for hospital staff on issues relevant to young people and youth violence.
11. Work with the Midlands Programme Manager to actively research and network with other organisations working with young people in the area covered by the hospital to ensure that Redthread has a good knowledge of other services and projects that may be appropriate for us to refer young people to or of interest to the young people we work with.
12. Assist the Midlands Programme Manager in ensuring the effective management, monitoring and delivery of all Service Level Agreements, contracts and grant agreements relating to Heartlands' Youth Violence Intervention Programmes, and any other Redthread projects you are involved in.
13. Work with the Director of Programmes and Impact and Evaluation Manager to continue to develop the programme's monitoring and evaluation in order to facilitate internal reflection and learning, and to demonstrate its effectiveness to external stakeholders. Ensure effective participation in any Midlands research and evaluation projects.
14. Work with the Programme Managers and other YVIP Team Leaders to provide ongoing opportunities for the hospital youth work teams to share best practice and learn from each other, including input into YVIP meetings and HIVE calls.

15. Work with the Business Development Manager, Fundraising Manager and others within Redthread, to plan, develop and fundraise for new projects and initiatives that expand or enhance service delivery.
16. Maintain a good level of knowledge of the current issues around youth violence and Child Sexual Exploitation, and with guidance and support from the Director of Programmes, develop skills to further your work with the young people and team members.
17. 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.
18. Assist where possible with general 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.
19. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
20. 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.
21. 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.
22. 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 5 years' professional experience of working with young people in a range of activities and settings</li> <li>• Experience of leading, managing, supporting and motivating a team in their work</li> <li>• Experiencing of developing a project's processes, procedures and policies</li> <li>• Experience of developing and maintaining excellent relationships with partner organisations</li> <li>• Experience of working with young people in a health and well-being context</li> <li>• Experience of working within a multi- disciplinary team</li> <li>• Experience of planning and delivering training</li> <li>• Experience of working autonomously</li> <li>• Experience of monitoring and evaluation systems to measure programme impact</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 and rural areas</li> <li>• Strong knowledge of child protection and safeguarding issues and of current best practice within the youth work and statutory sectors</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>• Excellent leadership skills to enable the team to have a clear sense of direction, feel motivated and have a clear understanding of how their own roles contribute to and enhance the work of the YVIP programme</li> <li>• Able to provide high quality supervision, guidance and support to youth work teams, particularly around task allocation, setting priorities and personal development.</li> <li>• Able to analyse and evaluate information and provide effective management oversight of high risk complex cases.</li> <li>• Able to oversee cases using an electronic database</li> <li>• Well-developed 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> </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</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>	