



4 June 2019

Dear Applicant,

Many thanks for your interest in the Youth Worker, King's Adolescent Outreach Service, position within our youth work team. This is an exciting opportunity to help further develop an innovative service supporting young adults who are being treated on adult wards and outpatient clinics across King's College Hospital.

We are looking for an exceptional youth worker with proven ability to work with 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 1 July 2019. Interviews will be held on Monday 8 July at 156/158 Buckingham Palace Road, with a final interview for successful candidates at King's College Hospital on a date to be arranged.

Kind regards,

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

Jenny Baker  
Chief Operating Officer

## About Redthread

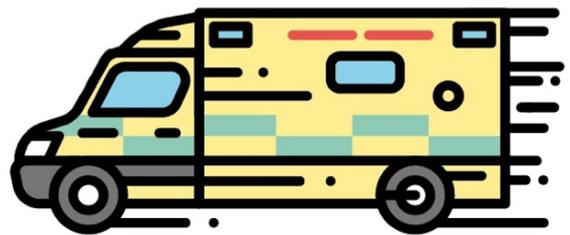
Redthread empowers young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Whether they have been the victim of a stabbing, are seeking support for anxiety, have suffered a sexual assault, or want to find a new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

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. We have teams of youth workers in King's College Hospital, St Mary's Hospital, St George's Hospital and at The Well Centre in Streatham, and we commission a service at the Royal London Hospital. Redthread's management and support services are based at our main office in Victoria.

## About the King's Adolescent Outreach Service (KAOS)

On any day, across King's College Hospital sites, at least 12 adult beds are occupied by young people aged 16 to 19. These young people have specific medical, emotional, legal and social needs which we know from user feedback are not being met. The KAOS team help support the medical and surgical teams on adult wards to care for young people in an age appropriate way.

KAOS is a new service which was launched at King's in April 2018. It comprises of a core team of two lead clinicians, a youth worker and a wider team of forty health care professionals from different backgrounds, all with an interest in optimising care for young people. The service operates in working hours and not at weekends. The team were recently successful in securing funding for expansion of the service, including recruitment of a 2<sup>nd</sup> youth worker. This is an exciting opportunity to help develop a much-needed service for vulnerable young people.



“You’ve helped me out in more ways than just one and I can’t thank you enough for your help and support in the time I was in hospital. It helped me when I was in a dark place”

## Young person’s feedback about the service

## Youth Worker, King's Adolescent Outreach Service - application pack

**Post Title:** Youth Worker, King's Adolescent Outreach Service (KAOS)

**Work area:** Well Centre and King's College Hospital

**Responsible to:** The KAOS team at King's College Hospital, and the Senior KAOS youth worker

**Salary:** £24,000 - £28,000 depending on qualifications and experience (including £3,300 London Weighting)

**Locations:** This post will be based at King's College Hospital

**Contract:** permanent

**Hours of work:** 37.5 hours per week. The nature of Redthread's work means that some evening and weekend working is required

**Closing date:** 10am, Monday 1 July 2019

**Interviews:** Monday 8 July 2019, 156 Buckingham Palace Road.

## Job description

### Purpose of role

- Be part of the youth work team at Redthread, working within the King's Adolescent Outreach Service at King's College Hospital to improve the services provided to young people on adult wards and in outpatient settings, helping to support medical and surgical teams to support young people in age-appropriate ways.
- Work flexibly across Redthread's projects as required.

### Main Duties and Responsibilities

1. Work with the KAOS team to develop an age-appropriate service for young people at King's, by embedding a culture of listening to young people through involving service users at every level of care and drawing on the expertise of professionals already involved in the care of young people throughout the Trust.

2. Attend KAOS and multi-disciplinary team meetings at King's College Hospital, working with other members of the KAOS team to engage young people.
3. Act as an advocate for young people on adult wards and outpatient settings, ensuring they remain engaged with health services, and provide feedback to clinicians on young people's views of the service.
4. Work on a 1:1 basis with a small caseload of identified hard-to reach young people and their families out in their community, to build engagement and support them in pursuing their values and goals.
5. Delivering a holistic health questionnaire "You and Your Health" to open up a discussion about additional health needs
6. Aid the team in identifying young people who are or may be at risk of becoming disengaged with their Health care issue/medical team.
7. Provide youth work support at the monthly adolescent clinic for 13 to 16 year olds, working with the clinical team to engage and support young people.
8. Facilitate young people in sharing their views through holding focus groups and providing other feedback mechanisms, and empower young people to continue to challenge and re-design service delivery for this user group.
9. Ensure information resources such as client forms, databases and contact files are kept fully up-to-date and secure, in line with the Data Protection Act and our Confidentiality Policy and Consent Policy.
10. 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.
11. Maintain a good level of professional knowledge of the issues affecting young people, particularly related to their health.
12. 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.
13. Actively participate in staff meetings, session evaluations, supervision and reviews, planning sessions and appropriate training, and to participate in Redthread's development by feeding back to managers on the needs of young people, ideas for new projects, and the ongoing development of existing projects.

14. 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.
15. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
16. 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.
17. 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.
18. 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
<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 developing a project or service</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 energy and enthusiasm 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 youth work or an appropriate related field</li> </ul>	<ul style="list-style-type: none"> <li>• A degree-level qualification in youth work or a 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>	