



5 October 2020

Dear Applicant,

Thank you for considering a **Youth Intervention Practitioner** role with Redthread. We are a team of compassionate, collaborative and courageous professionals, committed to empowering young people to change their lives. This clip from [BBC News](#) will give you a taster of what we do every day.

Our Youth Violence Intervention Programme at Queen's Medical Centre launched in February 2018, and was the first YVIP service outside of London. Since then, the team have become fully embedded in the hospital and are highly valued by clinicians and community partners alike.

As a **Youth Intervention Practitioner** based in the A&E department of QMC, you will support young people who are experiencing trauma or tragedy and their families. To do this well you need to be a people person; passionate about supporting young people, and excited at the prospect of working in a fast-paced and exceptionally busy environment. You'll need a proven ability to work with high risk, vulnerable young people and an understanding of the impact intense, short term work can have.

You must be a strong communicator: as comfortable building a relationship with a young person as you are liaising with our clinical colleagues. You'll be keen to keep learning, seizing training opportunities at Redthread and continuously reflecting upon and improving your practice.

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. We have suggested a structure for your supporting statement to help you tell us why you have the experience, knowledge and skills that we are looking for.

You will find a copy of our application form and equalities monitoring form on our website at 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 2nd November 2020.

Interviews for this role will take place online. There will be an initial interview conducted by our youth ambassadors, a panel interview and written task, and a final interview for the successful candidate at QMC. First round interviews will be held on 9th November 2020.

We would love to interview a diverse range of candidates for this role, and we particularly welcome applications from BAME communities and from male applicants.

Kind regards,

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

Jenny Baker
Chief Operating Officer

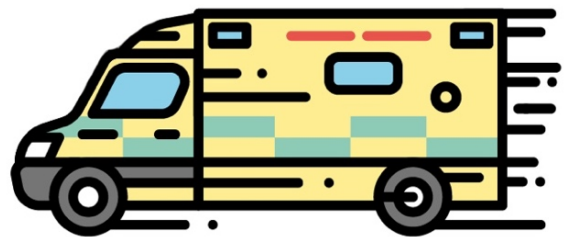
Youth Violence Intervention Programme

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.

During lockdown we provided telephone and online support to young people remotely. Over the last couple of months, our teams have returned to the hospitals and are working in a Covid-secure way. We know we are most effective when we meet young people in A&E and we will continue working in the hospitals while it is safe to do so.



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. This year we expanded our service to UCLH in London in January, and have just launched in Croydon, Lewisham and Woolwich hospitals in spite of the pandemic. In addition, two of our youth workers are part of the King's Adolescent Outreach Service at King's College Hospital in London which provides support to young people who are admitted to adult wards.

"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

"I've seen first-hand how our hospitals provide a unique moment to engage with young people. Redthread have helped thousands of Londoners - and I'm proud to support their work."

Sadiq Khan, Mayor of London, June 2019

What does a Youth Intervention Practitioner do?

Youth Intervention Practitioners use the principles and power of youth work in the setting of a busy emergency department. We meet young people who have experienced injury or trauma while they are in the hospital, and work alongside our clinical colleagues to offer them support at a time when they are feeling very vulnerable. Our first contact with the young person may be to offer them a drink, or to ring their parent, or to check they understand what's happening to them. When their immediate medical needs have been met, we will talk to them some more and explain how we can support them. We will do a safety plan with them before they leave the hospital.

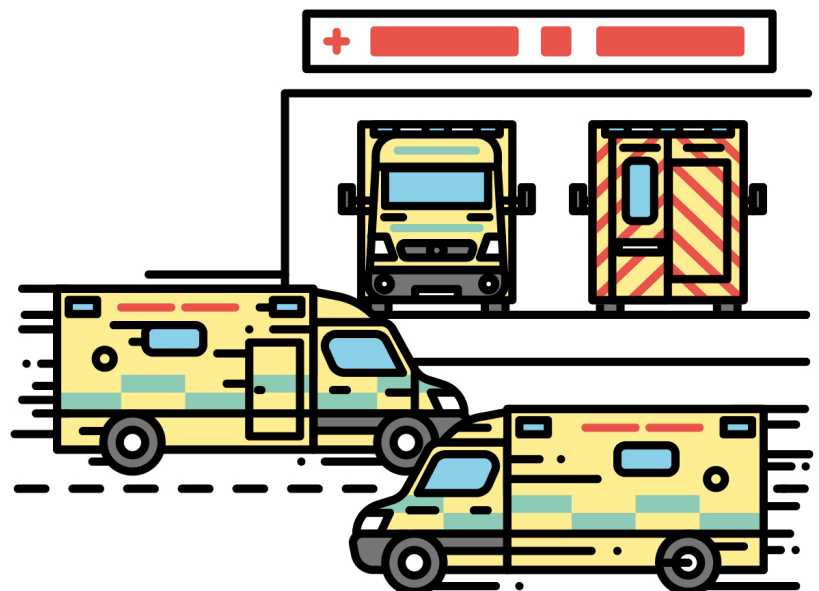
If a young person chooses to engage with us, we will then work with them for eight to twelve weeks on a plan of action that's tailored to their needs. We work closely with the hospital safeguarding team every day and frequently have to escalate concerns. We contact any other agencies who know the young person so we're not duplicating their work, and often arrange to meet them with the young person. We regularly have to strongly advocate for young people, for example with housing agencies. We look for organisations who can work with them towards their longer-term goals and we do relational referrals, transferring the trust that young people have built with us.

Youth Intervention Practitioners hold a caseload of young people, supported by their team leader, and need to be good at recording their work, and discussing and reflecting on their practice. We provide an intensive induction at the start of the role, ongoing training and CPD throughout your time at Redthread and fortnightly clinical supervision. Our Youth Intervention Practitioners have to be courageous and tenacious, and because ours is a short intervention, we don't always see first-hand the impact of our work. But we know from talking to the young people we work with that we make a huge difference.

Our Youth Intervention Practitioners are resilient, able to work calmly in a challenging environment with young people experiencing trauma, injury or exploitation. They have a good level of self-awareness, the ability to reflect on how the work is impacting them, and a willingness to engage in regular clinical supervision that helps them develop their practice and emotional literacy.

"That could have been the worst thing that happened in my life, but you made it one of the best."

A young person's comment on their experience of our service



Youth Intervention Practitioner Job Description

Post Title:	Youth Intervention Practitioner
Work area:	Hospital-based Violence Intervention Programme
Responsible to:	Team Leader
Location:	The post will be based primarily at Queen's Medical Centre in Nottingham. There will be the need for occasional visits to Redthread's main offices and other projects and activities that take place at various locations across London and the UK.
Hours:	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.
Salary:	£22,700 - £26,700
Contract type:	Permanent

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.

General responsibilities of all Redthread staff

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.

Person Specification

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

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.