



Dear Applicant,

6<sup>th</sup> Nov 2020

Thank you for considering a 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.

This role is part of our Youth Violence Intervention Programme (YVIP) in Birmingham and will work across three hospital sites – Queen Elizabeth Hospital (QE), Birmingham Children’s Hospital (BCH) and Heartlands Hospital. We are seeking a qualified and registered Counsellor in Birmingham to provide comprehensive psychological assessments and formulations for young people who access Redthread’s services. This role will also provide counselling to some of the young people we work with and will support the youth work team in developing and delivering a therapeutic and clinically safe environment within the hospital setting. You will work in a multi-disciplinary team and will liaise with a wide range of psychological services both internal and external to the hospitals to ensure young people can access the coordinated psychological input they need.

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 busy environment. You need expertise in a wide range of counselling models, and substantial experience of working with vulnerable young people with complex needs. You will have experience of helping young people through crisis and reducing their risk of further harm, while achieving improved emotional health and wellbeing. You will be competent at upskilling and supporting colleagues to assess and support young people with psychological needs.

You will need to feel comfortable and confident working alongside clinical staff, young people, police, parents and a multitude of professionals in the community. You will be a strong communicator, and able to be a compassionate presence for anxious young people who are in crisis, seeking to bring change in their lives. 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. 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 [www.redthread.org.uk/join-the-team/](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 23<sup>rd</sup> November 2020. Interviews will be held online from the 30<sup>th</sup> November 2020, with a second round of interviews for successful candidates within the same week.

We recognise that people from Black and Asian communities and other minoritised ethnic groups are under-represented in the charity sector, as are those with disabilities. We particularly encourage people from under-represented groups to apply for this opportunity.

Kind regards,

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

Jenny Baker, Chief Operating Officer

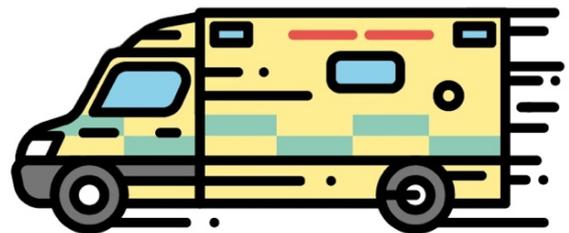
## YOUTH VIOLENCE INTERVENTION PROGRAMME

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 (YVIP) 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. This moment of intense crisis, when the young person is hurt and often alone, can be a catalyst for pursuing positive change – a 'teachable moment'.

Our teams build rapport with young people and support them to make long-term positive plans. Problems include exclusion from education, employment or training, a lack of stability in housing, 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 and ensure transition is smooth. This work disrupts the cycle that leads 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. We are delighted to have expanded our service to UCLH, Croydon, Lewisham and Queen Elizabeth Woolwich Hospitals in London in 2020.



During the lockdown period of the COVID-19 pandemic, our teams worked from home and provided remote support to young people. This change in working pattern gave us an opportunity to reimagine how we deliver our YVIP service in Birmingham, particularly as Heartlands Hospital has needed to focus on supporting COVID-19 patients. We will now have one Birmingham YVIP team, largely based at QE, but working across Heartlands and Birmingham Children's Hospitals as well. This role will work across all three hospitals.

Redthread are very supportive of continuing professional development and there will be time within this role to complete the training required for professional registration. We offer regular clinical supervision for this role, as we do for all our practitioners.

"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**

## Counsellor (hospital-based) job description

**Post Title:** Counsellor (20% direct work; 60% supervision of Youth Workers; 20% training)

**Work area:** Youth Violence Intervention Programme

**Responsible to:** Programme Manager

**Location:** This post will be primarily based at Queen Elizabeth Hospital in Birmingham, and will also work in Birmingham Children's Hospital (BCH) and Heartlands (HH), with occasional travel to Redthread's central offices in London and other projects in the UK

**Hours:** 22.5 hours per week (0.6FTE). Core hours of 10am to 3pm (with half hour lunch break) on five days preferred, but willing to explore 4 days a week. The nature of Redthread's work means that occasional evening and weekend working is required.

**Salary:** £31,000 to £34,000 (pro rata; equivalent but not subject to Band 6, NHS Agenda for Change pay scale) depending on qualifications and experience

**Contract type:** Permanent (Funding secure)

**Interview date:** Week commencing 30<sup>th</sup> November 2020. (3 stages over 1 week).

**Applications close:** 10am, Monday 22<sup>nd</sup> November 2020.

### Purpose of the Post

- To be part of the youth work team at Redthread, with a primary focus on ensuring young people in crisis get the therapeutic support they need
- To assist with Redthread's other activities as required.

### Main Duties and Responsibilities

1. Provide counselling services to young people who have experienced serious harm using a variety of models, such as EMDR and CBT
2. Lead on developing a psychological formulation for identified young people to guide further assessment, and prioritise intervention needs from the wider clinical team.
3. Liaise with the care and education team and outside agencies/professionals in order to provide co-ordinated psychological care for young people and ensure that therapeutic practices are integrated into children and young people's action plans.
4. Provide teaching and training to colleagues, clinicians and care and education staff members around attachment, psychological and mental health issues.
5. Provide consultation, training and guidance for YVIP staff around the emotional and mental health needs of the children and young people, co-working complex cases with youth workers to enable them to develop their practice, and bringing a clinical lens to team case management meetings.

6. Develop an emotional wellbeing toolkit for youth workers to use with young people.
7. Write authoritative letters of support to agencies involved in the care plans of individual young people.
8. Working with the Programme Manager, develop strong partnerships with Forward Thinking Birmingham (FTB) and other mental health services and with Psych liaison across all three hospital sites. .
9. Work in a multi -disciplinary team including healthcare, youth work, education, criminal justice and community settings.
10. Assist with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.
11. Represent the Redthread team at relevant hospital safeguarding meetings, multi- disciplinary meetings and other services that support children and young people. Raise awareness of our work and ensure the safeguarding of children and young people is paramount by feeding into strategy and safeguarding meetings for individual cases and scaffolding strong relationships with other professionals.
12. 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.)
13. Collect and record evidence of project outcomes and young people's achievements, to ensure the completion of monitoring forms and project progress reports and to feed into data collection across the hospitals.
14. Maintain a good level of knowledge of the issues around youth violence and all forms of exploitation, including Child Sexual Exploitation and criminal exploitation.
15. With guidance and support from the Programme Manager, and with attendance on appropriate training courses, develop skills to further your work with young people.

#### **General responsibilities required of all Redthread staff**

16. 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. Contribute to building strong working relationships with other teams as part of the wider Redthread family.
17. 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.
18. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.

19. 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.
20. 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.
21. Work as a member of the Redthread team, assisting as required across the organisation's projects, including carrying out any other duties that may be required.

### **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>Substantial and sustained professional experience of working with the mental health needs of, and providing counselling to, high-risk, vulnerable young people in a range of activities and settings.</li> <li>Proven experience to lead and manage a complex workload in a busy environment, preferably in a healthcare setting</li> <li>Experience of setting up and developing a new counselling service provision.</li> <li>Experience of working within a multi-disciplinary team</li> <li>Experience of working autonomously and taking initiative</li> </ul>	<ul style="list-style-type: none"> <li>Working with people impacted by violence, trauma or tragedy</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>Thorough knowledge and understanding of the physical, social and emotional developmental needs of young people</li> <li>Strong understanding of a range of different therapeutic models appropriate for vulnerable young people.</li> <li>Thorough knowledge of child protection, safeguarding, and knowledge of current best practice within the youth work sector</li> <li>Detailed understanding of Children's Act 1989, Care Standards Act 2000, the Mental Health Act and other relevant legislation</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>Resilient and reflective</li> <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>Proven ability to work with vulnerable children (11 and over) as well as teenagers</li> <li>Ability to plan and manage own workload, holding a high-risk case load at a fast pace</li> <li>Accurate data entry and record keeping and monitoring processes</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>Qualified and registered counsellor/therapist with BACP, UKCP or NCS</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>	