



Dear Applicant,

12 November 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 Nottinghamshire, leading on work at Kings Mill Hospital (KMH) which serves Mansfield, Ashfield and wider county areas and with occasional support to the team at Queens Medical Centre Nottingham (QMC). The role will be primarily based at KMH and will take a lead in establishing our new service there and be the main point of contact for referrals. As a **Senior Youth Intervention Practitioner** based in the A&E department you will support young people who are experiencing trauma or tragedy, and their families. You'll work with them in the Emergency Department, on the wards and once they are discharged into the community. During lockdown, our teams moved to providing remote support to young people but are now back working in the hospital. We need someone with substantial experience of working with young people in high-risk settings.

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 and trauma setting. You'll need a proven ability to work with high risk, vulnerable young people, be able to build strong partnerships and take initiative, and have the self-awareness to understand the impact intense, short term work can have. Resilience, self-reflection and flexibility are all essential to this role in Redthread and you will participate regularly in clinical supervision to broaden your practice and emotional literacy.

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 with excellent youth work skills, 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/ Please send your completed application form and equalities monitoring form to applications@redthread.org.uk. We will accept applications until 10am on Monday 25th November. Interviews will be held over 2 stages from the week commencing 30th November 2020.

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

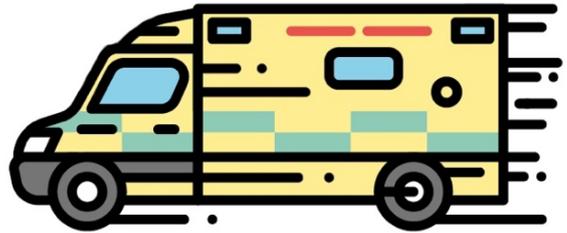
YOUTH VIOLENCE INTERVENTION PROGRAMME

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 were delighted to expand our service to UCLH, Croydon, Lewisham, Birmingham Children's Hospital and Queen Elizabeth Woolwich Hospitals in 2020.



During our successful time supporting hundreds of young people requiring support at the QMC in Nottingham, conversations began with Kings Mill Hospital to adopt the Redthread's London model of YVIP programmes in Major Trauma Centres and Local Emergency Departments. A comprehensive research and scoping exercise took place to understand the needs of the hospital and presentations. Following these consultations with staff and what the data displayed is the requirement for a specialist worker to be based in the Emergency Department who specialises in supporting high risk young people affected by (but not exclusively to) criminal exploitation along with skills and knowledge in supporting those affected by domestic abuse and an extensive local knowledge of the community and its services.

"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

What does a Youth Intervention Practitioner do?

Our 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 emergency department or on the wards, 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.

Our 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

Senior Youth Intervention Practitioner job description

Post Title:	Senior Youth Intervention Practitioner
Work area:	Youth Violence Intervention Programme
Responsible to:	Team Leader
Location:	This post will be based at Kings Mill Hospital in Mansfield with occasional travel to QMC Nottingham, Redthread's central offices in London and other projects in the UK
Hours:	37.5 hours per week. The nature of Redthread's work means that regular evening and weekend working is required.
Salary:	£26,700-£29,700 depending on qualifications and experience
Contract type:	12 Month Fixed Term Contract, with a view to extend dependent on funding.
Interview date:	2 stages. Week commencing 30 th November 2020.
Applications close:	10am, Wednesday 25 th November 2020.

Purpose of the Post

- To be part of the youth work team at Redthread, with a primary focus on leading the Youth Violence Intervention Programme at Kings Mill Hospital (KMH) which serves Mansfield, Ashfield and wider county areas.
- Occasional work to support Queens Medical Centre Nottingham (QMC).
- To assist with Redthread's other activities as required.

Main Duties and Responsibilities

1. Be the main point of contact for Redthread within KMH, building strategic relationships with stakeholders and embedding the service within the hospital.
2. Support children and young people presenting at KMH – this would include, where possible, meeting young people in ED, and where not possible, supporting by remote youth work.
3. To case work these children and young people under the direction of the Team Leader.
4. When required, to support young people at other hospital sites.
5. Be the main representative for Redthread team within KMH, attending relevant hospital meetings, and other services that support children and young people attending with violence related injuries.
6. Deliver training across the hospital sites to upskill clinicians – including the regular rotation of new clinicians and inductions across the hospitals.

7. Raise awareness of Redthread's work by attending weekly safeguarding meetings at KMH ensuring the safeguarding of children and young people is paramount in Redthread's work to ensure their safety, wellbeing and security both in the hospital and the community.
8. To undertake community visits to young people on their discharge home from hospital to build an ongoing relationship with them.
9. To scaffold strong relationships with other professionals working with each individual.
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 which you will feed back into KMH data collection.
11. To write quarterly reports on the work at KMH with emphasis on the quantitative data and case recording to inform the ongoing delivery of work at KMH.
12. Maintain a good level of knowledge of the issues around youth violence and all forms of exploitation, including Child Sexual Exploitation and criminal exploitation.
13. 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.
14. Ensure strong working relationships between Redthread hospitals to feel part of the wider Redthread family.
15. Contribute to the training programme that Redthread provides for hospital staff, including informal microteachings and more formal presentations.

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. To actively be engaged in Redthread's Youth Ambassador programme by encouraging and enabling 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.
18. To ensure that all young people have equality of access and that Redthread promotes opportunities for all young people.
19. 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.
20. Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.

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, 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"> • Substantial and sustained professional experience of working with high-risk, vulnerable young people in a range of activities and settings – at least five years. • Demonstrable experience of working in the context of exploitation. • Proven experience to lead and manage a complex workload in a busy fast paced environment, preferably in a healthcare setting • Experience of setting up and developing a project • Experience of working within a multi-disciplinary team • Experience of working autonomously and taking initiative • Proven ability to work with vulnerable children as well as teenagers 	<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
Knowledge	<ul style="list-style-type: none"> • Strong understanding of the local Nottinghamshire landscape including violence, victimisation and support services. • 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, safeguarding, 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 • Proven ability to work with vulnerable children (11 and over) as well as teenagers • Ability to plan and manage own workload, holding a high-risk case load at a fast pace • 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 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 • An initiative taker who can work independently when required • A commitment to and understanding of equal opportunities issues as they apply to all aspects of Redthread's work 	