



11 January 2021

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.

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 (HH). The role will be based at QE and will visit and take referrals from the other sites on a regular basis. As a Youth Intervention Practitioner based in the A&E departments you will support young people who are experiencing trauma or tragedy and their families. You’ll be part of a team that is fully embedded in the hospital and that is highly valued by clinicians and community partners alike.

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.

During the Covid-19 outbreak, our teams are still working from the hospitals as we are classed as essential workers. You will need to do shifts at the hospital, as well as working some days from home, depending on the needs of the team and the service.

In return, the successful candidate will receive a competitive salary, a supportive and flexible working environment, excellent staff training and development package and access to a range of employee benefits including; access to enhanced employee assistance programme services, employer pension scheme contribution, enhanced annual leave and family leave entitlements and more.

In this application pack you will find a job description with a person specification including details of the terms and conditions of the post. Please read through the person specification carefully as we will be shortlisting applications using these criteria.

**To apply:**

If this sounds like the right role and organisation for you, apply by following the link below. This will take you to our recruitment platform Applied, where you will need to fill in a short application and upload a CV. To ensure we fairly assess applications, CV’s will not be reviewed initially.

We will accept applications until **10am on Monday 25<sup>th</sup> January 2021.**

**Apply Now:** <https://app.beapplied.com/apply/tz5gvztxvr>

**Please note:** If we receive a high number of applications, we reserve the right to close the advert before the closing date. Therefore, early applications are encouraged.

### **The shortlisting process**

There are three parts to our assessment process. The first two parts will be conducted by video call.

- 1) Shortlisted candidates will be invited to a short panel discussion with our Youth Ambassadors, the Team Leader and Programme Manager for the hospital. This will take place from the week commencing **1<sup>st</sup> February 2021**.
- 2) Successful candidates from this round will then be invited to attend a more formal panel interview, which will include a clinician from the hospital.
- 3) If you are appointable, you will be invited to a final discussion with one of our clinical supervisors.

### **Equity, Diversity and Inclusion**

Redthread are proud to be an equal opportunities employer that values the contribution each individual makes to our work. We strive to build a diverse and inclusive working environment where all staff feel valued, respected and empowered to be who they are at work.

We aim to achieve a workforce that is diverse regardless of age, disability, neurodiversity, gender identity, marriage and civil partnership status, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or criminal record status and one which reflects the communities and young people we support.

We recognise that people from Black, Asian and minority ethnic communities are under-represented in the charity sector, as are those with disabilities. We welcome and encourage people from these historically excluded groups as well as those who identify as male to apply for this opportunity.

**We are committed to taking an inclusive approach to recruitment and selection whilst ensuring there is no discrimination in our processes and that our team and prospective employees are treated fairly, with respect and without bias.**

Reasonable adjustments to the interview process can be made to accommodate additional requirements. Applicants are encouraged to highlight any specific adjustments needed to enable participation in the recruitment process. For more information, please contact [applications@redthread.org.uk](mailto:applications@redthread.org.uk) or call our HR team on [020 3744 6888](tel:02037446888)

Kind regards,



Jenny Baker  
Chief Operating Officer

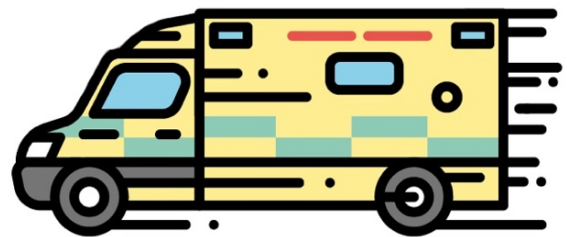
## Youth Violence Intervention Programme

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. We expanded our service to UCLH in early 2020, and have launched in Croydon University Hospital, University Hospital Lewisham, Birmingham Children's Hospital, Kings Mill Hospital and Queen Elizabeth Hospital, Woolwich this year during the pandemic.



Redthread also provides an additional service in King's College Hospital where two of our youth workers are part of the King's Adolescent Outreach Service (KAOS), which provides support to young people who are admitted to adult wards.

Outside of the hospital, we deliver The Social Switch Programme in partnership with Social Business Catch22- amongst other things, this programme trains frontline professionals to understand and address social media in their work with young people.

"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?

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**

"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**



## Youth Intervention Practitioner Job Description

<b>Post Title:</b>	Youth Intervention Practitioner
<b>Work area:</b>	Hospital-based Violence Intervention Programme
<b>Responsible to:</b>	Team Leader
<b>Location:</b>	This post will be based at Queen Elizabeth Hospital in Birmingham, and will work in Heartlands (HH) and Birmingham Children's Hospitals (BCH), with occasional travel to Redthread's central offices in London and other projects in the UK
<b>Hours:</b>	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.
<b>Salary:</b>	£23,700 per annum + benefits.
<b>Contract type:</b>	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

- Hold a caseload 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.
- Assist with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.
- 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.)
- 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.
- Maintain a good level of knowledge of the issues around youth violence and Child Sexual

Exploitation.

- 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.
- Under the direction of the Team Leader, develop an imaginative programme of events, activities and other interventions which support Redthread's mission.
- 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.
- Help organise and take part in supervised trips and other activities.
- Contribute to the training programme that Redthread provides for hospital staff, including informal microteachings and more formal presentations.

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

- 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.
- 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.
- Assist in maintaining good working relations with Redthread's stakeholders, project partners and with other agencies and represent Redthread at external meetings as required.
- 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.
- 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.
- 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"> <li>• Significant professional experience of working with vulnerable 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> </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> <li>• Experience of working in a London borough</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 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> </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>• 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>
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>	



## EMPLOYEE BENEFITS AND TERMS AND CONDITIONS

### Salary

Circa £23,700 per annum + benefits (includes London weighting). We offer competitive salaries which are regularly reviewed, and we're proud to be a living wage employer.

### Contract

Permanent

### Place of work

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

### 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.

### Probationary period

The post is subject to a six-month probationary period.

### Annual leave

The holiday entitlement is 26 days leave each year, plus the bank holidays. An extra one day's holiday per year is given for each full year worked, up to a maximum of five additional days. Employees can also carry over three days leave entitlement (pro-rata for part-time employees) into the next holiday entitlement year.

### Enhanced family leave entitlements

We offer employees enhanced maternity, paternity, shared parental and adoption leave and pay after one year of completed service.

### Workplace Pension Scheme

We offer membership of a workplace pension set up with The People's Pension, and employees are eligible to be auto enrolled after three months' service. The employee's minimum pension contribution rate is currently 3%. Redthread's contribution rate is 5% higher than the employee up to a maximum of 8%.

### Enhanced Sick Pay

The entitlement to enhanced sick pay is service-related, starting with one-week full pay and one-week half pay.

### Employee Assistance Programme (EAP)

We offer an *enhanced* Employee Assistance Programme, which provides free, 24/7 confidential helpline services (accessed either by phone and/or online) including structured counselling services and practical resources aimed to support your work-life balance. In addition, some aspects of the EAP service are also available to share with an employees' dependants including their partner.

### Tax-free Childcare scheme

You are entitled to sign up to the Government's Tax-Free Childcare (TFC) scheme at <https://www.gov.uk/tax-free-childcare>



### **Cycle to Work Scheme**

We offer a Cycle to Work scheme which enables savings on the cost of a new bike and accessories for employees wishing to cycle to work for all or part of their journey. Employees can sign up after one month's service.

### **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.

### **Work-based learning and Professional Development**

We aim to build a culture and environment for staff to learn, develop and achieve their full potential, whilst delivering services through a skilled and competent workforce. To achieve this, Redthread have a comprehensive staff training programme which provides individuals with resources, training and support to learn and develop their skills. We also encourage our staff to undertake work-based learning and provide support for continuous professional development, whilst helping staff achieve a work-life balance.

### **Equal Opportunities**

Redthread is committed to the fair treatment of its staff, potential staff or users of its services, regardless of age, disability, neurodiversity, gender identity, marriage and civil partnership status, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation or criminal record status. 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.

At Redthread, we're currently exploring new ways in which we can improve our overall approach to equality, diversity and inclusion, whilst continuing to build an organisational culture where all colleagues feel valued, respected and empowered to be who they are at work.

Our Equity, Diversity and Inclusion (EDI) networking group provides opportunities for staff to contribute to the future development of Redthread's new organisational EDI strategy and initiatives. The forum also supports the organisation to coordinate and deliver actions around equity, diversity and inclusion such as bias training, inclusive leadership, virtual workshops, events, accreditations and more.

From January 2021, we're trialling a recruitment system called Applied designed to improve candidate experience and remove multiple types of bias. You can find more information about the platform [by clicking here](#).

### **Please note:**

Any offer of employment will be subject to continuous eligibility to work in the UK and satisfactory pre-employment screening which for frontline staff includes an Enhanced DBS Check. Full details on the pre-employment screening process can be requested from [applications@redthread.org.uk](mailto:applications@redthread.org.uk)