



13th July 2021

Dear Applicant,

Thank you for considering a **Clinical Supervisor** 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.

As a Clinical Supervisor based at Redthread's Head Office in Victoria, you will provide our frontline staff, who support young people in A&E departments experiencing trauma or tragedy, with high quality clinical supervision, support and training all within the context of a trauma-informed practice so that they can undertake their roles safely and effectively.

To succeed in this role, you need to be a people person; able to create a safe, confidential space for front line practitioners to explore their work in a reflective and honest way, with a thorough knowledge and understanding of the physical, social and emotional developmental needs of children, adolescents and young people and the drivers and causes of youth violence. You will be an advocate for a trauma-informed approach for the team and for the young people we support and have significant professional experience working with children and young people facing complex difficulties including serious youth violence and providing individual and group reflective practice to professionals experiencing stress and secondary trauma.

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

How 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 BeApplied, where you will be able 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 **9 am on Monday 2nd August 2021**.

Apply Now: <https://app.beapplied.com/apply/kizcy0fuox>

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.

- 1) Shortlisted candidates will be invited to an in-person panel interview with some of the Redthread team. Interviews will take place over the **10th August 2021**.

We would like this role to start as soon as possible. We will provide comprehensive training and induction.

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 in particular people from Black and Asian communities and other minoritised ethnic groups 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 or call our HR team on [020 3744 6888](tel:02037446888)

Kind regards,

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

Jenny Baker
Chief Operating Officer

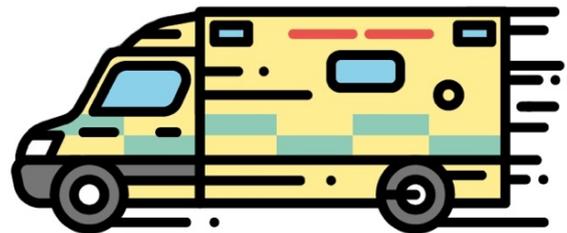
Youth Violence Intervention Programme

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.

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 and Queen Elizabeth Hospital, Woolwich this year during the pandemic.



King's Adolescent Outreach Service (KAOS)

On any day, across King's College Hospital sites, at least 20 adult beds are occupied by young people aged 16 to 24. 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 was launched at King's in April 2018. It comprises of a core team of two lead clinicians, two youth workers 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. This is an exciting opportunity to help develop a much-needed service for vulnerable young people.

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

"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 do our Youth Intervention Practitioner team 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 and Team Leaders 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

Clinical Supervisor Job Description

Post Title:	Clinical Supervisor
Work area:	Youth Violence Intervention Programme (YVIP), London.
Responsible to:	Head of YVIP
Salary:	<i>Negotiable</i> , depending on skills and experience
Location:	Redthread's Head Office in Victoria, London.
Hours of work:	15 hours a week (0.4 FTE) -preferably over two full days.
Contract type:	<i>Negotiable</i> – we are happy to consider either a part-time employee contract or a self-employed role, depending on the preference of the successful candidate

Purpose of the Post

- To deliver clinical input to the London-based Redthread teams, to support Redthread to provide its frontline staff with high quality clinical supervision, support and training, in the context of trauma-informed practice so that they can undertake their roles safely and effectively.

Main Duties and Responsibilities

- Provide fortnightly group-based clinical supervision to Redthread's London-based team leaders, programme managers, and other groups as required.
- Keep case notes and provide a monthly thematic report to the Head of YVIP, detailing any emerging themes arising from clinical supervision sessions to enable Redthread to refine its service to young people and effectively care for its staff.
- Immediately report any significant wellbeing or safeguarding concerns for team members or young people to the Head of YVIP or Director of Programmes.
- Provide one-to-one clinical supervision for London-based staff who request additional support around secondary trauma, or who need additional guidance.
- Attend and contribute to quarterly review and planning meetings with the Head of YVIP, Director of Programmes and other clinical supervisors.
- Contribute to the development of clinical supervision arrangements as Redthread grows, to ensure consistency in provision across the organisation.
- Provide clinical cover for Redthread's other Clinical Supervisors if required, one based in the Midlands; this work will be time-limited and will be discussed and agreed in advance.

- Be a knowledge lead for trauma-informed practice within Redthread, staying up to date with developments and disseminating information appropriately to the SMT and across the organisation.
- Participate in final round recruitment interviews for frontline staff.
- Contribute to the organisational culture of trauma-informed practice.
- Develop and deliver training on trauma-informed practice to current members of staff as appropriate, for example leading youth worker workshops.
- Report any concerns regarding Health and Safety, Safeguarding, Data Protection and Equal Opportunities to the Director of Programmes
- Maintain registration and accreditation with Professional Regulator (BPS, BACP, etc).
- Maintain independent clinical supervision arrangements.
- Carry out any other reasonable duties that may be required to meet the needs of the organisation and its projects.

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, 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"> Significant professional experience working with children and young people facing complex difficulties including serious youth violence. Experience of providing individual and group reflective practice to professionals working with children and young people Experience of implementing best practice safeguarding practice into supervision Experience of providing direct support to frontline practitioners experiencing stress and secondary trauma Experience of providing thematic reports Experience of working autonomously Experience of monitoring and evaluating mechanisms for own practice delivery 	<ul style="list-style-type: none"> Working with children and young people impacted by trauma, violence and exploitation Supervising staff who support young people impacted by violence Supervising non-clinical staff in a reflective way Experience of supervising high risk case work Experience supporting staff displaying signs of secondary trauma or compassion fatigue
Knowledge	<ul style="list-style-type: none"> A thorough knowledge and understanding of the physical, social and emotional developmental needs of children, adolescents and young people Knowledge and understanding of the drivers and causes of youth violence Understanding of effects of exposure to violence on children, young people and vicariously through front line practitioners Strong knowledge of child protection and safeguarding issues and of current best practice within third sector and statutory settings Extensive knowledge and interest in adolescent development Trauma informed understanding 	<ul style="list-style-type: none"> Understanding of shame and violence, victim/perpetrator dynamics Understanding of the Teachable Moment AMBIT Model
Skills	<ul style="list-style-type: none"> Ability to provide safe, confidential space for front line practitioners to explore their work in a reflective and honest way Ability to support staff to recognise their limitations in their work, while providing scope for practice development Ability to identify signs of burnout/compassion fatigue or secondary trauma and support staff in a sensitive way Ability to challenge practice that could be considered unsafe, unethical or lacking professional boundary Ability to manage emotional temperature of a reflective space discussing emotive and powerful material Able to reflect on work with colleagues (Director of Programmes, London Clinical Supervisor) in a collaborative fashion 	
Qualifications	<ul style="list-style-type: none"> A qualified and fully registered clinical qualification (Child, Adolescent/Family Psychotherapist, Psychologist etc) 	
Professional Skills	<ul style="list-style-type: none"> Self-motivated and committed to developing practice Flexible and committed with effective time management skills A commitment and understanding of equal opportunities issues as they apply to all aspects of Redthread's work A commitment to own professional supervision 	

EMPLOYEE BENEFITS AND TERMS AND CONDITIONS

Salary

Negotiable, depending on skills and experience. We offer competitive salaries which are regularly reviewed, and we're proud to be a living wage employer.

Contract

Negotiable, we are happy to consider both a part-time employee contract or a self-employed role, depending on the preference of the successful candidate.

Place of work

The post will be based primarily at Redthread's Head Office in Victoria. There may be the need for occasional visits to other projects and activities that take place at various locations across London and the UK.

Hours of work

15 hours a week (0.4 FTE), preferably over two full days.

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 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 offers 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.

Learning and Development

We are committed to supporting everyone who works for Redthread to develop their professional skills and to achieve their full potential. Alongside a Professional Development Plan's (PDP) all staff are offered up to six Continuing Professional Development (CPD) days per year to meet their goals. Redthread run a comprehensive curriculum of in-house core training for all frontline staff.

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 EDI networking forum provides opportunities for staff to contribute to the future development of Redthread's new EDI strategy. 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.

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