



23rd September 2021

Dear Applicant,

Thank you for considering a **Senior Youth Worker** role with Redthread. We are a team of compassionate, collaborative and courageous professionals, committed to empowering young people to change their lives.

As the Senior Youth Worker based at Kings College Hospital, you will take the lead in developing the King's Adolescent Outreach Service (KAOS), acting as an advocate for young people, and working with medical and surgical teams to support and engage young people in age-appropriate ways. You will hold a small caseload of young people staying on adult and paediatric wards, outpatient settings and in the community, once discharged. You will line manage the KAOS Youth Worker, providing them with regular one-to-one supervision and identifying opportunities for professional development, cultivating team working within the project, provide case management support and the opportunity for them to reflect on their work with young people.

To succeed in this role, you need to be a people person; passionate about supporting young people, who advocates for a trauma-informed approach for the team and for the young people we support. You'll have extensive experience working with young people who are vulnerable, an understanding of the impact youth work can have, and a good understanding of the support eco-system they need. 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 must also be a skilled 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; enhanced annual leave and family leave entitlements, employer pension scheme contribution, access to clinical supervisions, 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 11<sup>th</sup> October 2021**

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

**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 a first round interview that will take place on Friday 15<sup>th</sup> October.

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](mailto:applications@redthread.org.uk) or call our HR team on [020 3744 6888](tel:02037446888)

Kind regards,



John Poyton  
CEO



## About the 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.

"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**

All of Redthreads practitioners need to be resilient, able to work calmly in challenging environments and good at recording their work and reflecting on their practice. 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. We provide an intensive induction at the start of the role, ongoing training and CPD throughout your time at Redthread and fortnightly clinical supervision.



"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

## About Redthread

Redthread empowers young people to thrive as they navigate the challenging transition to adulthood by integrating trauma-informed youth work into the health sector. Alongside KAOS, our Youth Violence Intervention Programme runs in 13 hospital emergency departments across London and the midlands. There, our innovative service aims to reduce serious youth violence, and has revolutionised the support available to young victims of violence.

Outside of our KAOS and YVIP services, we also 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.

## Senior Youth Worker Job Description

**Post Title:** Senior Youth Worker

**Work area:** King's Adolescent Outreach Service (KAOS)

**Responsible to:** The KAOS team at King's College Hospital, and the YVIP Senior Youth Worker

**Location:** The post will be based primarily at King's College Hospital in Denmark Hill. There will be the need for regular 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 evening and weekend working may be required.

**Salary:** £30,000 per annum + benefits (includes £3,300 London Weighting)

**Contract type:** Permanent

### Purpose of the Post

- Be a senior member of the youth work team at Redthread, taking the lead on the King's Adolescent Outreach Service at King's College Hospital to improve the services provided to young people on adult wards and in outpatient settings, helping to support medical and surgical teams to support young people in age-appropriate ways.

### Main Duties and Responsibilities

- Be the lead youth worker for KAOS, working with the KAOS team to develop an age-appropriate service for young people at King's, by embedding a culture of listening to young people through involving service users at every level of care and drawing on the expertise of professionals already involved in the care of young people throughout the Trust.
- Line-manage the KAOS youth worker, providing them with regular one-to-one supervision and identifying opportunities for professional development, cultivating team working within the project. Provide case management support and the opportunity to reflect on the work with young people.
- Ensure that the necessary data is being collected across the KAOS project to record evidence of project outcomes and young people's achievements, ensuring the completion of monitoring forms and project progress reports as required. Work with the Data team to provide reports on the outcomes of KAOS to the KAOS Board and Redthread's SMT.
- Attend KAOS and multi-disciplinary team meetings at King's College Hospital, working with other members of the KAOS team to engage young people.
- Act as an advocate for young people on adult wards and outpatient settings, ensuring they remain engaged with health services, and provide feedback to clinicians on young people's views of the service.
- Work on a 1:1 basis with a small caseload of young people and their families out in their community, to build engagement and support them in pursuing their values and goals.

- Deliver a holistic health questionnaire “You and Your Health” to open up a discussion about additional health needs
- Aid the clinical teams in identifying young people who are or may be at risk of becoming disengaged with their Health care issue/medical team.
- Provide youth work support at the monthly adolescent clinic for 13 to 16 year olds, working with the clinical team to engage and support young people.
- Facilitate young people in sharing their views through holding focus groups and providing other feedback mechanisms and empower young people to continue to challenge and re-design service delivery for this user group.
- Ensure information resources such as client forms, databases and contact files are kept fully up-to-date and secure, in line with the GDPR and Redthread’s Confidentiality Policy and Consent Policy.
- Maintain a good level of professional knowledge of the issues affecting young people, particularly related to their health.
- Actively research and network with other organisations working with young people in the local area 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.

### **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"> <li>• Significant professional experience of working with young people in a range of activities and settings</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>• Experience of line-managing and developing staff</li> <li>• Working with young people in a health and well-being context</li> <li>• Working in a London borough</li> <li>• Working in schools, health or criminal justice</li> <li>• Experience of developing a project or service</li> <li>• Experience of collecting and analysing data to demonstrate the impact of a service or project</li> <li>• Delivering training</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> <li>• Detailed understanding of health-related issues such as self-harm, drugs, smoking, diet, sleep, sexual health, STI screening</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Well-developed verbal and written communication skills, and an ability to interact with energy and enthusiasm 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> </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 recognised qualification in youth work or an appropriate related 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 £30,000 per annum + benefits. We offer competitive salaries which are regularly reviewed, and we're proud to be a living wage employer.

### Contract

Permanent.

### Place of work

The post will be based primarily at King's College Hospital in Denmark Hill. There will be the need for regular visits to Redthread's main offices and other projects and activities that take place at various locations across London and the UK.

### Hours of work

37.5 hours per week. The nature of Redthread's work means that regular evening and weekend working may be required.

### 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](mailto:applications@redthread.org.uk)