



6th June 2022

Dear Applicant,

Thank you for considering a **Senior 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 [animation](#) was created with our Youth Ambassadors and 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. The role will be primarily based at Heartlands Hospital and take a lead in establishing our work there, being the main point of contact for referrals whilst also working with the wider team across our two other hospital sites – Queen Elizabeth Hospital (QE) and Birmingham Children's Hospital (BCH). As a **Senior Youth Intervention Practitioner (Exploitation)** 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.

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 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.

As this role requires an NHS honorary contract, as well as Redthread benefits, you'll also have unique access to generous NHS discount and blue light schemes. The offer of employment is conditional on satisfactory pre-employment checks which includes meeting any applicable legal vaccination requirements, unless medically exempt, as set by the CQC.

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 **10am on Tuesday 28th June 2022**

Apply Now: <https://app.beapplied.com/apply/jkk2ffgv13>

Shortlisted candidates will be invited to interview with the Redthread team. Interviews will take place over the **7 th & 8 th July 2022**. We would like this role to start as soon as possible. We will provide comprehensive training and induction.

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.

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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)

Safeguarding

Redthread puts safeguarding at the forefront of all its activities. The successful applicant will demonstrate their firm commitment to effective safeguarding, child protection practices and high professional standards around all safeguarding issues.

Any Employment with Redthread will be subject to the following pre-employment checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International Criminal Record Check (If applicable)
- receipt of satisfactory references
- at least 1 face to face interview for frontline roles
- proof of and continuous eligibility to work in the UK

Full details on the pre-employment screening process can be requested from applications@redthread.org.uk

We look forward to receiving your application.

Kind regards,



John Poyton
CEO

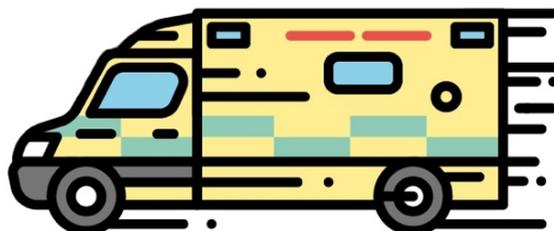
Youth Violence Intervention Programme

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 Birmingham, and in Homerton Hospital in Hackney. We expanded our service to UCLH in early 2020, and have



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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

Senior Youth Intervention Practitioner (Exploitation)

Job Description



Post Title:	Senior Youth Intervention Practitioner (Exploitation)
Work area:	Hospital-based Violence Intervention Programme
Responsible to:	Team Leader
Location:	This post will be based at Heartlands Hospital in Birmingham and will work in Queen Elizabeth (QE) and Birmingham Children's Hospitals (BCH), with occasional travel to 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. You will be required to work shifts to ensure that the team cover from 7:30am to 9pm each day between them.
Salary:	£28,302 per annum + benefits
Contract type:	Permanent

Purpose of the Post

- To be part of the youth work team at Redthread, with a primary focus on leading Redthread's work at Birmingham Heartlands Hospital with exploitation cases; supporting with cases at QE Hospital and Birmingham Children's Hospitals also when required.
- To assist with Redthread's other activities as required.

Main Duties and Responsibilities

- Be the main point of contact for Redthread within Heartlands Hospital, building strategic relationships with stakeholders and embedding the service within the hospital.
- Represent Redthread at relevant hospital meetings, and other services that support children and young people attending hospital with violence or exploitation related injuries or concerns;
- Assist with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.
- Support children and young people presenting at Heartlands Hospital, including, where possible, meeting young people in the Emergency Department, and where not possible, supporting by remote youth work.
- To case work these children and young people under the direction of the Team Leader.
- When required, to support young people at other hospital sites, including BCH and QE Hospitals
- Deliver training across all 3 hospital sites to upskill clinicians, including the regular rotation of new clinicians and inductions across the hospitals.
- Raise awareness of Redthread's work by attending weekly safeguarding meetings at Heartlands Hospital 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.

- To undertake community visits to young people on their discharge home from hospital to build an ongoing relationship with them.
- To scaffold strong relationships with other professionals working with each individual.
- To work as a key partner to the Empower U exploitation hub, attending daily briefings and multi-agency meetings when required.
- 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 Heartlands data collection.
- To write quarterly reports on the work at Heartlands with emphasis on the quantitative data and case recording to inform the ongoing delivery of work at Heartlands Hospital.
- Maintain a good level of knowledge of the issues around youth violence and all forms of exploitation, including Child Sexual Exploitation and criminal exploitation.
- Ensure information, 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 & Consent Policy.
- Ensure strong working relationships at Redthread hospitals to feel part of Redthread
- Actively research and network with other organisations working with young people in the area served by the hospital to ensure that the organisation 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.
- Contribute to the training programme that Redthread provides for hospital staff across all three sites, including informal microteachings and more formal presentations, and including the regular rotation of new clinicians and Trust inductions across the hospitals.

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 project
- 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

This job description is not exhaustive and is subject to review in consultation with the post holder and according to future changes/developments within the organisation

Person Specification

The below criteria do not necessarily have to have been in paid work, please do think about your voluntary, family and lived experience when considering them.

	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. Demonstrable experience of working in the context of exploitation. Proven experience to lead and manage a complex workload and people in a busy environment, preferably in a healthcare setting Ability to manage a high-risk case load at a fast pace Experience of working within a multi-disciplinary team Experience of working autonomously and taking initiative 	<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"> 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 	
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 A commitment to and understanding of equal opportunities issues as they apply to all aspects of Redthread's work 	

EMPLOYEE BENEFITS AND TERMS AND CONDITIONS

Salary

Circa £28,302 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

This post will be based at Heartlands Hospital in Birmingham and will work in Queen Elizabeth (QE) 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 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