



3rd June 2022

Dear Applicant,

Thank you for considering the **Violence Against Women and Girls (VAWG) Manager** 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, and you can see more about the Young Women's Service in this clip from [Sport Relief](#).

We are looking for an outstanding, experienced professional to join our Service Support Team, accountable for Redthread's Violence Against Women and Girls (VAWG) Strategy. Championing the role of Redthread in leading innovative approaches within the VAWG sector, and influencing and supporting policy development both within Government and the sector to ensure the delivery of high-quality services responding to VAWG and ensure that Redthread is recognised by partner agencies as an expert organisation.

To do this role well you need a strong level of knowledge of the issues around VAWG; passionate about supporting young women, and excited at the prospect of working in a fast-paced and exceptionally busy environment. You'll need an understanding of the impact intense, short- and longer-term interventions can have. You must be a strong communicator, able to use a high level of interpersonal and leadership skills to manage partnership working, building relationships with key stakeholders, external partner organisations and a range of other professionals to ensure effective collaborative working on key VAWG issues. You'll be keen to keep learning, seizing training opportunities at Redthread and continuously reflecting upon and improving practice.

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 discounts and blue light schemes too. The offer of employment is conditional on satisfactory pre-employment checks.

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 Wednesday 22nd June 2022**.

Apply Now: <https://app.beapplied.com/apply/g3rnt4nx6a>

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.

Shortlisted candidates will be invited to interview with some of the Redthread team on the 30th of June 22. 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)

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

Kind regards,



John Poyton

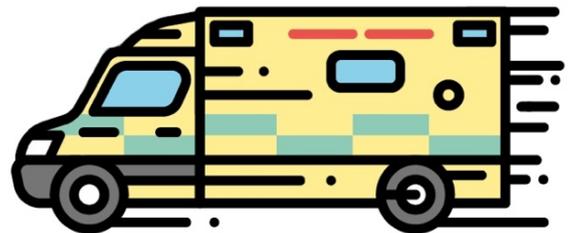
Youth Violence Intervention Programme

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 Young Women's Workers do?

We already provide a specialist Young Women's Service at a number of our sites (Kings College Hospital, St George's Hospital and St Mary's Hospital), this role will expand the service to Homerton Hospital. Our Young Women's Workers (YWW's) provide up to a year of individual tailored support for girls and young women aged 11-24 who we meet through Emergency Departments, associated sexual health clinics or Havens. In the majority of cases, our specialist Young Women's Workers meet young women at their bedside in hospital. Initial conversations are always about getting to know that young woman and her experiences through a safety planning lens. Our Young Women's Worker then support the young women throughout their time in hospital (be that hours, days or weeks) and use this time to plan for how we can best support them in the community post-discharge.

Where it isn't possible to meet the young woman in the hospital or when the young woman is referred to Redthread by a sexual health team, we will then make contact with the young woman in the way that she has stated is safest and arrange to meet her as soon as possible (where safe) to fully explain our offer of support.

We support young women with their immediate health concerns as well as with on-going recovery and work as part of their network moving from an approach of advocacy to one of self-advocacy. Main areas of support include (but are not exclusive to) benefits, housing, ETE, exploring identity, exploring relationships (peer, intimate and familial) as well as ensuring that the young woman is able to seek support for all aspects of her health (this includes both physical and mental health).

Young Women's Workers hold a caseload of young women, 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 practitioners have to be courageous and tenacious, 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

Violence Against Women and Girls Manager Job Description

Post Title:	VAWG Manager
Work area:	Young Women Service
Responsible to:	Director of Services
Location:	This post works from our Head Office in Victoria and in the respective hospital sites of the Young Women's Service, and with regular visits to Redthread's projects and locations in the UK, including the Midlands. This post has essential worker status and during the pandemic will do some work from home as well as visiting the hospitals regularly.
Hours:	37.5 hours per week. The nature of Redthread's work means that regular evening and weekend working is required.
Salary:	£42,074 per annum + benefits (includes London Weighting)
Contract type:	Permanent

Purpose of the Post

- To be accountable for Redthread's Violence Against Women and Girls (VAWG) Strategy.
- Champion the role of Redthread in leading innovative approaches within the VAWG sector, influencing and supporting policy development both within Government and the sector To ensure the delivery of high-quality services responding to VAWG and ensure that Redthread is recognised by partner agencies as an expert organisation.

Main Duties and Responsibilities

- Responsible for leading on the production, on-going maintenance, and delivery implementation of Redthread's VAWG strategy. Working with relevant leaders and managers and external partners, ensuring that the leadership team is always informed and up to date on progress and challenges.
- Manage Redthread's involvement in VAWG evidence submissions, external advisory panels, task forces and similar groups, developing our policy positions and external position in collaboration with relevant leaders across the organisation.
- Maintain a strong level of knowledge of the issues around VAWG to ensure that Redthread is aware of best practice and developments in the field.
- To respond to legislative changes relating to VAWG, providing briefings to our leadership and management teams, Head Office Teams and Hospital based teams, and coordinate consultation
- Represent Redthread at external meetings and events, develop and deliver appropriate training

and presentations in a variety of contexts, and work in collaboration with relevant leaders and managers on media opportunities.

- To manage relationships with key stakeholders, external partner organisations and a range of other professionals to ensure effective collaborative working on key VAWG issues. To use a high level of interpersonal and leadership skills to manage partnership working. Responsible for the delivery of related areas of the business plan feeding into Redthread's 5-year strategy. Areas of responsibility include VAWG, practitioner development, assessment frameworks, clinicians' approach and understanding as well as evidencing impact of work.
- Responsible for complex safeguarding decision-making, organisation wide across all roles (including Programme Managers and Team Leaders), on all matters pertaining to VAWG.
- Provide safeguarding cover and support on any other safeguarding concerns across all roles as required.
- Contribute to Redthread's Safeguarding provision under the guidance of the Director of Services. Actively contribute to the quarterly safeguarding review to ensure ongoing organisational learning.
- Work collaboratively with the Head of Fundraising in aligning Redthread's VAWG Strategy to drive donations and new business.
- Work collaboratively with Business Development and Senior Management Team on expansion and mobilisation of the Young Women's Service across new and existing Redthread sites.
- Oversee the efficient collection and management of robust programme data and information, undertaking regular analysis to inform programme development and reporting to stakeholders and funders.
- To be responsible for effective and consistent programme delivery, performance and quality assurance across the Young Women's Service working with leaders and managers across the organisation to enhance and develop the programme.
- Work with Youth Participation Leads to establish and maintain regular Young Women's Youth Forums. Explore opportunities to participate in external research and events with young women, championing their voices in all relevant spaces.
- Build wide-ranging positive relationships with diverse partner organisations and external agencies across all Redthread localities to establish and maintain effective referral pathways and ensure our teams are able to access appropriate services for the young women we work with.
- Develop best practice organisation wide in relation to VAWG to ensure Redthread is delivering high quality, safe interventions with high-risk, vulnerable young women and continually learning to improve our practice and processes through development and implement of such forums as VAWG Champions. This will also include participating in external groups and panels to 'benchmark' our practice with others across the VAWG sector.

- Lead on the development and delivery of Redthread's VAWG Core training programme, and actively contribute to the ongoing practice development of all staff. Lead, develop and deliver on an annual VAWG training provision.

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.

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"> • Significant professional experience of working with vulnerable young women in a range of activities and settings • Extensive experiencing of managing and developing a service, and its processes, procedures, and policies Experience of working within a multidisciplinary team, and of working alongside NHS Trusts, government bodies, police, probation, PCCs, local authorities • Experience of monitoring and evaluation systems to measure programme impact 	<ul style="list-style-type: none"> • Working with people impacted by violence, trauma, or tragedy
Knowledge	<ul style="list-style-type: none"> • Excellent first-hand knowledge of service provision for young people across the voluntary and statutory sectors in relation to VAWG • A thorough knowledge and understanding of the physical, social, and emotional developmental needs of young people, and of young women in particular • Strong knowledge of child protection and safeguarding issues and of current best practice within the youth work sector, gained through working with vulnerable young people. • A knowledge of best practice in case recording 	<ul style="list-style-type: none"> • Excellent knowledge of statutory and voluntary sector and services for vulnerable young people specific to cities Redthread is located in.
Skills	<ul style="list-style-type: none"> • Able to analyse and evaluate information and provide effective management oversight of high-risk complex cases • Excellent leadership skills, with confidence to make decisions • People management skills including the provision of high-quality supervision, managing performance, and ensuring staff morale and wellbeing. • Well-developed communication skills and an ability to interact with a wide range of people within diverse contexts Ability to develop and maintain mutually beneficial partnerships with external agencies. • Ability to create and present training courses and presentations, for a range of audiences 	
Qualifications		<ul style="list-style-type: none"> • A degree-level qualification in social work, youth work, a social science, education, or another relevant field
Professional skills	<ul style="list-style-type: none"> • Self-motivated and committed to personal development • Effective time management skills and an ability to prioritise tasks and work flexibly to deadlines • A commitment to and understanding of issues relating to equality, diversity, and inclusion as they apply to all aspects of Redthread's work 	

EMPLOYEE BENEFITS AND TERMS AND CONDITIONS

Salary

Circa £42,074 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 works from our Head Office in Victoria and in the respective hospital sites of the Young Women's Service, and with regular visits to Redthread's projects and locations in the UK, including the Midlands. This post has essential worker status and during the pandemic will do some work from home as well as visiting the hospitals regularly.

Hours of work

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