

Redthread.

TRANSFORMATIVE YOUTH WORK
IN HOSPITALS AND HEALTH SETTINGS.

Hello, thank you for considering a **Hospital Based Youth worker** role with Redthread.

About us

We are a team of compassionate, collaborative and courageous professionals. Every day, we challenge ourselves to keep learning, adapting and innovating, supporting vulnerable children and young people wherever they need us. Our vision is a society where all children and young people live healthy, safe and happy lives. We'll never stop until this is a reality. Please [click here](#) to visit our website and learn more about our approach and the services we provide. These clips, [Redthread animation](#), [C4 News - Young Women's Service](#), [BBC News](#), and ['A day in the life'](#) will give you a glimpse of what we do every day.

Sound good? Before making an application, please ensure that you've read through this job pack, including the important information on the final page on how to apply. For more about our recruitment process, benefits and our commitment to safeguarding, equity, diversity, and inclusion please check out our guidance for applicants on our [website here](#).

About the role

Post Title:	Hospital Based Youth Worker	Hours:	37.5 hours per week, with regular evening and weekend shifts required. Shifts will be scheduled to ensure team cover from 7:30 am to 9:00 pm daily.
Location:	Onsite, University College London. With regular travel to other Redthread sites and offices when required.	Salary:	£29,767.50 per annum + benefits
Contract type:	Permanent	DBS Level:	Enhanced with barring
Work area:	Services	Responsible to:	Team Leader

About the Role

As the Hospital Based Youth Worker, you will be supporting young people, aged 11-19, presenting at UCLH emergency department or who are inpatients within various areas of the hospital for whom there are safeguarding or there psycho-social support needs identified. The work with young people will be primarily hospital based, but you will also support some young people for longer term support in the community. You will engage with and support young people with their immediate needs and connect them with relevant community services for further support. Working in partnership with other professionals you will support young people's holistic needs to enable long term improvement of healthy behaviours and opportunities to thrive.

To succeed in this role, you need to be proactive, a people person and passionate about supporting young people. You will have extensive experience working with young people who are vulnerable and have a wide range of needs, and a strong understanding of the support they need. You will ideally have a thorough understanding and knowledge of services for young people in Camden and Islington and other London boroughs and both community and local authority-based partners. Resilience, self- reflection and flexibility are all essential to this role 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 in hospital and community-based partners. You'll be keen to keep learning, seizing training opportunities at Redthread and continuously reflecting upon and improving your practice.

Purpose of the post

- To be a part of the youth work team at Redthread, with a primary focus on the Hospital Based youth work service at UCLH.
- Be an embedded member of the Redthread team, working closely with the Team Leader to support the implementation and delivery of our new hospital based youth work service based within University College London Hospital, Camden.
- Provide short term support to young people (11 - 19 inclusive) with a wide range of needs presenting in the emergency department and accessing inpatient care from other departments within UCLH. In partnership with other services, support them to best meet their needs and access services that offer longer term provision in their local community to enable long-term healthy behaviours and create opportunities for them to thrive.
- Be part of the Redthread team, contributing to the development of our programmes and assisting with other projects and activities as required.

Main duties and responsibilities

- Hold a caseload and work with young people in a range of settings, including in A&E and on the wards, in the community, in face-to-face and group contexts, and promote their personal, educational, health and social development through all interactions.
- Assist with the on-going development of the service model to ensure that clients gain the maximum benefit from Redthread's interventions.
- Ensure information resources on Redthread and the hospitals systems, 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 and Consent Policies.
- Support the Team Leader with the set up and delivery of the new Hospital Based Youth Work service, supporting with its mobilisation and day to day delivery under the support and guidance of the Team Leader and Programme Manager
- Work in partnership with the rest of the Redthread team at UCLH to ensure a high quality and seamless service is offered to all eligible people presenting in the emergency department and across the hospital departments/services.
- Build and maintain relationships with staff in the hospital and relevant key safeguarding partnerships and professionals in the community, attending relevant multi-disciplinary team meetings, relevant stakeholder meetings and sharing information to support the safeguarding and support needs of young people and to ensure safe discharge and robust action plans of on-going support.
- Engage with and support young people who present in the emergency department and across departments of the hospital who present with safeguarding concerns and with a wide range of needs. Provide a brief intervention to meet their immediate needs and adequately safeguard them.
- Manage the range of pathways available for young people to ensure they are connected into appropriate services that meet their wider, longer-term needs – such as mental health, sexual health, housing, education, training and employment, and enrichment activities.
- Develop and maintain an excellent level of knowledge of services that young people can benefit from in their local community. Maintain good working relationships with these organisations to allow for suitable referral pathways and joint working to best support young people.
- Assist with the on-going development of the service model to ensure that young people gain the maximum benefit from Redthread's hospital based youth work and youth violence intervention programme.
- Collect and record evidence of project outputs, outcomes and young people's achievements, ensuring the completion of monitoring forms, project progress and evaluation reports as required. Contribute to the internal reflection and learning, and the demonstration of the effectiveness of the intervention to external stakeholders.
- Contribute to the training programme that Redthread provides for hospital staff, including informal micro teachings and more formal presentations.
- With guidance and support from the Team Leader, attend relevant training and development opportunities to develop your skills and knowledge working with, and the

issues facing, young people.

- Assist the Team Leader and other Redthread staff in ensuring the effective management, monitoring and delivery of all relevant service level agreements, contracts and grant agreements relating to the Redthread services at UCLH.

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 ongoing 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 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 Leadership Team.
- 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 criteria below do not necessarily have to have been in paid work. Please think about other experiences such as voluntary, personal lived experiences when considering them

	Essential	Desirable
Experience	<ul style="list-style-type: none">• Significant professional experience of working with young people from different backgrounds in a range of activities and settings• Significant professional experience of managing a caseload of young people, assessing their needs and creating co-produced support plans	<ul style="list-style-type: none">• Experience of working with vulnerable young people with a range of complex needs• Experience of social prescribing or equivalent models• Experience of working in a hospital or other health setting• Experience of establishing a

	<ul style="list-style-type: none"> • Experience of supporting young people with their mental health and young people who have low level poor mental health • Experience of developing and maintaining excellent relationships with partner organisations and key stakeholders • Experience of promoting services and presenting to groups of people • Experience of working as an effective team member and working within a multi-disciplinary team • Experience of case recording and administrative tasks related to case management • Experience of working autonomously 	<p>new service and setting up new processes and systems</p>
<p>Knowledge</p>	<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 • Excellent knowledge of child protection and safeguarding issues and knowledge of current best practice within the youth work sector and an ability to work within safeguarding policies and procedures • Excellent knowledge of different support services for young people, providing support across different areas of need • Excellent knowledge and understanding of effective youth work practice • Knowledge and understanding of contextual safeguarding • Experience of attending equality, diversity and inclusion training and being culturally competent • 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 • Knowledge of Camden and Islington and the local community and organisations providing services for young people
<p>Skills</p>	<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 	

	<ul style="list-style-type: none"> • Ability to be adaptable in working to meet the needs of the service and young people • Able to oversee cases using an electronic database • Ability to plan and manage own workload and to work autonomously • Accurate data entry, record keeping and monitoring processes • Ability to use up to date IT systems 	
Qualifications	<ul style="list-style-type: none"> • Mental Health First Aid Training or equivalent training or experience to support young people's mental health needs 	<ul style="list-style-type: none"> • A degree-level qualification in social work, youth work, a social science, education or another relevant field for this role
Professional Attributes	<ul style="list-style-type: none"> • Enthusiasm for Redthread's work • Approachable, self-motivated and committed to continuous personal development • A commitment to and understanding of equal opportunities as they apply to all aspects of Redthread's work 	

IMPORTANT INFORMATION

Pre-employment checks

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

- a satisfactory criminal record check to include a Disclosure and Barring Service (DBS) check and/or an International Criminal Record Check (If applicable)
- receipt of satisfactory references covering the last 5 years of employment/education
- at least one face-to-face interview
- proof of continuous eligibility to work in the UK
- Any hospital-based role will require you to meet any applicable legal vaccination requirements unless medically exempt, as set by the CQC and NHS Trust.

How to apply

If this sounds like the right role and organisation for you, apply by following the link below. We will accept applications until **10 am on Wednesday, the 11th of September 2024**.

In August and September 2024, in addition to our usual [recruitment process](#) that focuses on short-sift questions, we will be piloting a CV review stage. All CVs will be automatically anonymised by our recruitment system, BeApplied.

Apply Now: <https://app.beapplied.com/apply/nglexvgzs3>

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 online interview with the Redthread team on **Wednesday, the 18th of September 2024**
- 2) The second round of in-person interviews will take on-site on **Thursday, the 26th of September 2024.**

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 or to request reasonable adjustments, please contact applications@redthread.org.uk or call our HR team on [020 3744 6888](tel:02037446888)

Redthread is not a Home Office-licensed visa sponsor; evidence of the right to work in the UK will need to be provided.