

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

Please note we are recruiting a female worker. This role is exempt under the Equality Act 2010 Schedule 9, Part 1.

Please check out our [website](#) for more information on the services we provide and learn more about us, including our commitment to safeguarding, equity, diversity and inclusion. Here is an [animation](#) that was created with our Youth Ambassadors, and these clips, [C4 News- Young Women's Service](#), [BBC News - YVIP](#) and ['A day in the life'](#) will give you a taste of what we do every day.

Job Description

Post Title:	Young Women's Worker
Location:	The post will be based primarily at Kings College Hospital. However, all Redthread team members must have a flexible approach to supporting other sites across London when needed. There will be a 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 regular evening and weekend working is required. You will be required to work shifts to ensure that the team covers from 7:30 am to 9 pm each day between them.
Salary:	£29,767,50 per annum + benefits
Contract type:	12-month Fixed Term, with the possibility of extension.
DBS Check Required:	Enhanced with barring (Child and Adult Workforce)
Work area:	Young Women's Service
Responsible to:	Team Leader

Purpose of the Post

Work intensively with vulnerable young women in a trauma-informed way to promote their well-being, safety and personal development.

Main Duties and Responsibilities

- Hold a caseload and work intensively with vulnerable young women in a range of settings, including face-to-face and group contexts, to promote their wellbeing, safety and development.
- Support service users with wide-ranging practical issues such as healthcare, housing, managing difficult emotions, relationships, substance misuse and financial independence through a holistic and solution-focused approach. This will include helping service users successfully access specialist services in these areas.
- Explore the personal resources and abilities of service users and frame their engagement in support in a way that sees them as partners in their own well-being and progression.
- Collect, record and monitor evidence of project outcomes and young women's achievements, to ensure the completion of bespoke risk assessments, data collection, administrative material, monitoring forms and project progress reports as required.
- Ensure information resources such as client forms, databases, risk assessments and contact files are kept fully up-to-date and secure, in line with GDPR and our Confidentiality Policy and Consent Policy.
- Help plan and to deliver training about vulnerable young women and best practice to other professionals.
- Actively research and network with other organisations working with young women in the local area to ensure that the project has a good knowledge of other services that may be of interest to the young women we work with or appropriate for us to partner with or to refer service users to.
- Assist in maintaining good working relations with Redthread stakeholders, project partners and with other agencies working with young women and to represent Redthread at external meetings and presentations as required.
- Ensure that project activities have been appropriately risk-assessed and authorised.
- Maintain an excellent level of knowledge of the issues around vulnerable young people, gangs, VAWG and CSE.
- Assist with the on-going development of the project model and its processes to ensure that service users gain the maximum benefit from the intervention.
- With guidance and support from senior staff, and with attendance on appropriate training courses, develop skills to further your work with the young women.

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 experience when considering them.

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Significant professional experience of working with vulnerable young people in a range of activities and settings • Building new relationships and working alongside diverse agencies, organisations and individuals – adapting your approach for different audiences • Experience of working as an effective team member • Keeping high-quality records, data and monitoring information • Experience of working within a multi-disciplinary team • Experience in working autonomously 	<ul style="list-style-type: none"> • Working with young women affected by exploitation, gangs, trauma or tragedy • Working with projects that seek to address the issue of gang involvement • Delivering training to groups of other professionals • Working in a London borough • Working in a health-based setting
Knowledge	<ul style="list-style-type: none"> • A thorough knowledge and understanding of the physical, social and emotional developmental needs of young people • An awareness of child protection and safeguarding issues and knowledge of current best practices within the youth work sector • A knowledge of best practice in case recording 	<ul style="list-style-type: none"> • The Ambit model, asset-based working, solution-focused brief therapy or a similar counselling methodology

Skills	<ul style="list-style-type: none"> ● Highly organised, resilient and reflective ● Ability to manage own workload effectively and take initiative when working independently ● 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 ● Able to present information appropriately and clearly to various individuals and professional audiences ● Accurate data entry and record keeping and monitoring processes ● Ability to use up-to-date IT systems and programmes 	
Qualifications		<ul style="list-style-type: none"> ● A degree-level qualification in social work, youth work, social science, education or another relevant field
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 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 covering the last 5 years of employment/education
- at least one face-to-face interview for service roles
- proof of and continuous eligibility to work in the UK
- Any hospital based roles will require you to meet any applicable legal vaccination requirements, unless medically exempt, as set by the CQC and NHS Hospital 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 Monday, the 4th of July, 2024.**

Apply Now: <https://app.beapplied.com/apply/kmx1ldvdhb>

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 an in-person interview at our Head Office in Brixton, London, with the Redthread team on **the 12th of July, 2024**.
- The second round of interviews will take on-site on the **16th of July, 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.

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

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)