

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

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

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| Post Title: | Youth Violence Intervention Practitioner |
| Location: | The post will work across all Birmingham service sites but be based primarily at Queen Elizabeth Hospital Birmingham. All Redthread team members must have a flexible approach to supporting other sites when needed. There will be a need for regular visits to Redthread's main offices in London 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 work is required. You will be required to work shifts to ensure that the team covers from 7:30am to 9pm each day between them. |
| Salary: | £26,302.50 per annum + benefits |
| Contract type: | 12-month fixed term, with the possibility of extension subject to funding. |
| DBS Check Required: | Enhanced with barring (Child and Adult Workforce) |
| Work area: | Youth Violence Intervention (Hospital Based) |
| Responsible to: | Team Leader |

Purpose of the Post

- To be part of the youth work team at Redthread, with a primary focus on the Youth Violence Intervention Programme.
- To assist with Redthread's other 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 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 Policy and Consent Policy. Maintain high quality recording of interventions with young people on our database, Salesforce, in line with Redthread's best-practice requirements. (Training will be provided.)
- 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.
- Maintain a good level of knowledge of the issues around youth violence and Child Sexual Exploitation.
- With guidance and support from the Team Leader, and with attendance on appropriate training courses, develop skills to further your work with the young people.
- Under the direction of the Team Leader, develop an imaginative programme of events, activities and other interventions which support Redthread's mission.
- Actively research and network with other organisations working with young people in the area served by the hospital 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.
- Help organise and take part in supervised trips and other activities in the community.
- Contribute to the training programme that Redthread provides for hospital staff, including informal microteaching and more formal presentations.

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 • Experience of working as an effective team member • Experience of working within a multi-disciplinary team • Experience of working autonomously | <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 • Experience of health-based environmentf working in a London borough • Experience working in a |
| 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 and safeguarding issues 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 |

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| 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 ● Ability to plan and manage own workload ● Accurate data entry and record keeping and monitoring processes ● Ability to use up-to-date IT systems ● | <ul style="list-style-type: none"> ● A degree-level qualification in social work, youth work, social science, education or another relevant field |
| 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 Friday, the 14th of June, 2024.**

Apply Now: <https://app.beapplied.com/apply/yssomxcf2o>

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 some of our Youth Ambassadors, a hospital clinician and the Redthread team on the **19th of June, 2024**
- 2) The second round an in-person interviews will take on site on the **25th of June, 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)