

Job Title – Counsellor (Redthread)

Job Description and Personal Specification

Role:	Counsellor – Redthread Youth Violence Intervention Programme
Place of work:	This post will be primarily based at Queen Elizabeth Hospital Birmingham (QEHB) and Birmingham Heartlands Hospital (BHH), as well as travel across Birmingham to attend appointments with young people. A car is recommended to support travel to appointments across Birmingham. This post will also require occasional travel to London and other projects in the UK.
Hours of work:	21 hours per week, including occasional evening and weekend working.
Contract type	Permanent
Salary/Grade	£35,000 pro rata
Reports to:	Team Leader
Level of screening:	Enhanced DBS – Children and Adults

Who we are

Catch22 exists to help build a society where everyone has a good place to live, good people around them, and a fulfilling purpose. We call these our '3Ps'.

We achieve this in two ways. First, we improve lives on the frontline through delivery of public services. Secondly, we use our knowledge to change 'the system', to fix the complex web that can trap and disempower those it was set up to help. With the heart of a charity and the mindset of a business, we are uniquely placed to deliver on this challenging agenda.

Our Young People & Families (YP&F) Operational Hub delivers a wide range of integrated support services designed to help resolve complex difficulties experienced by young people and their families/carers.

Support is provided to people who find themselves in a range of circumstances; they may be missing from home or have emotional, housing or substance misuse issues. We also support families where parents/carers are experiencing domestic abuse, substance misuse, emotional issues, homelessness or unemployment. Whatever the situation, we work alongside young people and their carers to find a way of stabilising their lives.

Where you fit in

Redthread is a hospital based youth work service, working alongside NHS staff and other professionals in emergency departments.

Our experienced, specialist youth workers engage with and support young people, aiming to reduce serious youth violence. Redthread supports young people aged 11-25 years old, who are victims of/at risk of serious youth violence and/or exploitation. We often meet young people at a moment of change and work with them to find a positive way forward.

We provide long-term, holistic support. We consider every aspect of a young person's life and build support around them.

The Counsellor will work as part of the youth work team within the youth violence intervention programme delivered in Birmingham health care settings. The Redthread Counsellor will provide therapeutic support to young people aged 11-25 years old, who have been referred to and worked with the Redthread service. They will provide therapeutic interventions to young people who have been victims of or impacted by violence/ exploitation and provide a in house counselling service for young people working with Redthread. The counsellor will undertake relevant assessments and deliver 1-2-1 sessions with young people, meeting them either online or face to face, whatever best suits the young person's needs.

This role is part of our Youth Violence Intervention Programme (YVIP) in Birmingham and will work across two hospital sites – Queen Elizabeth Hospital (QE) and Heartlands Hospital.

Main Duties & Accountabilities

- Provide assessment and counselling services to young people who have experienced serious youth violence and exploitation, through a variety of therapeutic models, such as EMDR, CBT, and regularly review the progress of counselling and empower young people to find their own solutions.
- To build positive relationships with young people to support them to engage in interventions/counselling
- Provide a flexible counselling service in accordance with professional ethics, national standards and guidelines and within the remit of the service contract
- Work in a multi -disciplinary team including healthcare, youth work, education, criminal justice and community settings to provide joined up psychological care for young people.
- Represent the Redthread team at relevant hospital safeguarding meetings, multi- disciplinary meetings and other services that support children and young people. Attend relevant safeguarding meetings for young people you support, ensuring the safeguarding of children and young people is paramount by feeding into strategy and safeguarding meetings for individual cases and

scaffolding strong relationships with other professionals.

- 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, Thread, 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/ Adult Exploitation. Provide consultation, training and guidance for Redthread staff around the emotional and mental health needs of the children and young people the team support.
- Support with the co-working of complex cases with youth workers to enable them to develop their practice, and bringing a clinical lens to team case management meetings.
- Working with the Service Manager and Team Leader, develop strong partnerships with local mental health services and with Psych liaison across all two hospital sites.
- Contribute to the training programme that Redthread provides for hospital staff, including informal microteachings and more formal presentations.
- Ensure meaningful participation and active co-production with service users and stakeholders.
- To maintain good professional standards in all aspects of work and work within the BACP ethical framework and attend supervision and training as required.
- Promote services at local and national level, taking every opportunity to advertise positively the work of Catch22.
- Maintain and update professional knowledge and competencies ensuring that you are up-to date on all relevant Catch22 policies and procedures and are working in line with local and governmental frameworks.
- To manage your time and activities safely and effectively, to meet with the priorities and delivery requirements of Catch22; contributing to achieving the standards of care, quality and positive outcomes required
- To ensure effective communication and liaison with partner agencies and local groups.
- To ensure that young people, parents/carers/families have ease of access to a range of support mechanisms and services.
- To act as an ambassador for Catch22, upholding and promoting our corporate values.
- To support the work of the Redthread service, including within other hospitals and settings as required.

What does good look like for this role?

- Service is delivered in line with contract requirements and all targets are met.

- Service is delivered safely, and risks/areas of underperformance are identified and managed appropriately.
- Outcomes are achieved.
- Service users have a positive experience and achieve their goals.

: Person Specification			
COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified and registered counsellor/therapist with BACP, UKCP or NCPS • EMDR, CBT or Trauma specialism 	<ul style="list-style-type: none"> - CAT, CPT, Narrative or any other NICE guidance recommended trauma based modality. - Additional training around exploitation, criminal and sexual violence. - Additional training around neurodivergence - Additional training music, art / play therapy modalities 	Application form and certificates
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Substantial professional experience of working with the mental health needs of, and providing counselling to, high-risk, vulnerable young people in a range of activities and settings. • Working in creative and flexible ways to increase accessibility for YP who face systemic barriers and marginalisation within the mental health system • Substantial experience of working with PTSD, cPTSD and trauma symptoms • Substantial experience of working therapeutically with neurodivergence and adapting therapies to work with this cohort of YP • Proven experience to lead and manage a complex workload in a busy environment, preferably in a healthcare setting • Experience of developing a bespoke counselling service provision. 	<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 working in a health-based environment • The Ambit model, solution-focused brief therapy or a similar counselling methodology • Trauma Informed Training/Specialism 	Application form/Interview

	<ul style="list-style-type: none"> • Experience of working within a multi-disciplinary team • Experience of working autonomously and taking initiative in a demanding role • 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 on current best practice within the youth work sector • A knowledge and experience of best practice in case recording • Strong understanding of a range of different therapeutic models appropriate for vulnerable young people. • Detailed understanding of Children's Act 1989, Care Standards Act 2000, the Mental Health Act and other relevant legislation 		
SKILLS & ABILITIES	<ul style="list-style-type: none"> • Resilient and reflective • Ability to manage boundaries effectively and safely in challenging environments • 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, holding a high risk case load • Accurate data entry and record keeping and monitoring processes • Ability to use up-to-date IT systems • Ability to write reports to evidence service outcomes and write recommendations to services and other professionals to support young people's needs 		Application form/Interview

OTHER	Personal Qualities <ul style="list-style-type: none"> • Enthusiasm for Catch22'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 Catch22's work. • Awareness of and commitment to Equality and Diversity 		
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