

Young Women's Worker Job Description and Personal Specification

Job title:	Young Women's Worker
Place of work:	Onsite – Homerton University Hospital, London.
Hours of work:	37 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 9am to 9pm each day between them. Weekend shifts will be 9am-5pm
Salary/Grade:	£29,768 per annum + benefits
Reports to:	Team Leader
Level of screening:	Enhanced DBS

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 (aged 11-25), aiming to reduce serious youth violence and 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 Young Women's Worker role is to be part of the youth work team within Redthread with primary focus on youth violence interventions in a health care setting. Our Young Women's Workers support young women affected by violence, exploitation and gang

activity by working intensively with them to help them secure a positive future. The role will be based in the A&E Department of Homerton Hospital, where you will see young women in hospital and then continue to offer longer term care in the community post discharge. The Young Women's workers are able to offer long term support and can work with a young women for up to a year.

Please note: We are only accepting applications from female applicants for this role due to the nature of this role and the successful applicant only working with young women. The recruitment of a female only worker for this post is exempt under the Equality Act 2010 Schedule 9, Part 1.

Main Duties & Accountabilities

- Hold a caseload and work intensively with vulnerable young women in A&E, on the wards, and in the community, 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 and record evidence of project outcomes and young people's achievements, to ensure the completion of monitoring forms and project progress reports as required.
- 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.)
- Contribute to the training programme that Redthread provides for hospital staff, including informal microteachings and more formal presentations.
- 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.
- Ensure meaningful participation and active co-production with service users and stakeholders.
- 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 and are up-to date on all relevant Catch22 policies and procedures and are working in line with local and governmental frameworks.
- To ensure effective communication and liaison with partner agencies and local groups, being the voice of the young women's service for Homerton.
- Ensure that project activities have been appropriately risk-assessed and authorised by your line manager.

- Maintain an excellent level of knowledge of the issues around vulnerable young people, gangs, violence against women and girls (VAWG) and child sexual exploitation (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.
- 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.

Job Title: Person Specification			
COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
QUALIFICATIONS		<ul style="list-style-type: none"> A degree-level qualification in social work, youth work, social science, education or another relevant field 	Application form and certificates
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 		Application form/Interview
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 	Application form/Interview
SKILLS & ABILITIES	<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 		Application form and certificates

	<p>and adults on a one-to-one basis and in small groups within a range of contexts</p> <ul style="list-style-type: none"> • 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 		
OTHER	<ul style="list-style-type: none"> • Share Catch22 values • Awareness of and commitment to Equality & Diversity • Willing to travel and work flexibly • Desire to develop and undertake training as required 		