



Counsellor for Children and Young People (13-21)

Permanent Contract

30 hours a week (to include Wednesday evenings)

Salary: £28,285 FTE

Responsible to: CYP Service Team Leader

Based: Central Exeter / homeworking

Pension: 6% employer contribution

Annual leave: 25 days plus bank holidays pro rata

Other Information

- This post is restricted to female applicants only under Schedule 9, part 1, Equalities Act 2010
- Applicants will undergo an enhanced Disclosure and Barring Service (DBS) check

Equal opportunities statement

Devon Rape Crisis Service (DRCS) is striving to be an equal opportunities employer and we welcome applications from women from all sections of society.

Purpose of role:

1. To provide specialist time-limited counselling for young people (aged 13-21) who have been raped or experienced any form of sexual abuse at any point in their lives.
2. To work as part of a team, promoting the ethos and values of Devon Rape Crisis & Sexual Abuse Services.

Key Responsibilities:

Operational

1. Work within the DRCSAS team to provide a high quality counselling service to anyone aged 13-21 who has been raped or experienced sexual abuse at any time in their lives.
2. Carry out needs assessments and support planning, and provide an appropriate service to clients with varying presenting issues and levels of distress.
3. Signpost or refer young people on to more appropriate services as necessary.
4. To form effective therapeutic alliances whilst maintaining professional boundaries.
5. Appropriately use different therapeutic tools, depending on the needs of individual clients, to help young people cope with and recover from sexual abuse.
6. Regularly review the counselling work with service users in line with the DRCSAS outcomes framework.
7. Maintain confidential, up-to-date and accurate records of all counselling sessions, carefully taking into account the sensitive nature of this work in particular regarding statutory investigations and court proceedings.
8. Ensure that all service activity is recorded and inputted appropriately onto our case management system.
9. Facilitate the contribution of service users to service development via feedback and consultation exercises.
10. Positively promote the service in the wider community and represent DRCSAS in an appropriate way, consistent with the organisation's values and objectives.
11. To be part of an on-call system for out of hours work by volunteers and to use agreed processes to make safeguarding decisions as necessary.
12. Liaise with referrers, other professionals and agencies as appropriate.

Supervision and Professional Development

1. Attend DRCSAS training and induction and participate in future training and development opportunities that support the role.
2. Engage with DRCSAS line management and annual appraisal processes.
3. Engage with external clinical supervision on a monthly basis.

4. Attend regular organisational meetings.
5. Work closely and effectively with the Team Leader and Head of Service Delivery, contributing to the effective provision of services.
6. Maintain up to date knowledge of relevant legislation and clinical practice guidelines to contribute to the highest professional counselling standards.

Policy and Procedure

1. Adhere to BACP Ethical Framework for Good Practice in Counselling and Psychotherapy.
2. Ensure that all DRCSAS policies and procedures are adhered to at all times.
3. Maintain DRCSAS Confidentiality Policy.
4. Ensure that all work is clearly within Safeguarding Children and Vulnerable Adults and Data Protection guidelines as laid down in DRCSAS policies.
5. Uphold and work within the DRCSAS Equality and Diversity Policy.
6. Maintain safe working practices and spaces through working within the Health and Safety Policy of DRCSAS.
7. Work within the Lone Working policy of DRCSAS.

Person Specification

Qualifications and Experience

1. Registered or Accredited member of BACP or other appropriate professional body such as UKCP.
2. Educated to minimum Diploma level in Counselling or Psychotherapy.
3. Significant clinical experience of working therapeutically with young people who have experienced rape and sexual abuse.
4. Significant experience of providing time-limited counselling.
5. Experience of building positive and empathic relationships with clients.
6. Relevant experience of making comprehensive assessments and understanding referral pathways.
7. Experience of multi-disciplinary working, in particular working alongside statutory services such as police and social services.
8. Experience of and commitment to working with diversity.

9. Experience of participating in clinical supervision.
10. Experience of following safeguarding processes and making professional decisions.

Skills and abilities

1. A sensitive, mature approach to working within a specialist service.
2. Skills in working with the impact of trauma.
3. Clear and effective verbal and written communication skills and ability to engage with young people.
4. Ability to manage lone working and maintain communication within a team.
5. Ability to manage a complex caseload demonstrating good organisational and planning skills.
6. Ability to keep up-to-date records and monitoring and evaluation data in order to support organisation self-evaluation and reporting to funders.

Knowledge

1. Knowledge of a recognised trauma model and the impact of rape and sexual abuse.
2. Knowledge of safeguarding principles, practice and issues.
3. Legal and ethical issues around working with young people.
4. Equality and diversity issues, in particular with regards to age, disability, faith or belief, gender identity, race, sex and sexual orientation.
5. The implications of working alongside statutory investigations and court proceedings especially with regards to record-keeping, confidentiality and data protection.
6. Knowledge of other key agencies and services.

Other requirements

- 1 I.T. skills and willingness to use the DRCSAS web-based database.
- 2 Creative and flexible and able to work with others in a team, with a willingness to contribute to organisational meetings, discussions and events.
- 3 Understanding and commitment to the feminist ethos of DRCS.
- 4 Commitment to Continuing Professional Development.
- 5 Enthusiasm and passion for the nature of this work.
- 6 Awareness of the possible impact on oneself of the work and commitment to looking after own personal wellbeing.