

CRCC Counselling Person Specification

Female* Sessional Children and Young People's Counsellor (Luton)

Essential:

- To have completed a recognised Counselling Diploma and to be a member of the BACP or equivalent.
- Qualification or training in counselling with relation to children/young people.
- To have at least 450 hours post-qualifying experience.
- To have experience of working in the field of sexual violence, and an understanding of the complex issues involved.
- A demonstrable commitment to CRCC's ethos.
- A proven commitment to equal opportunities.
- A strong and demonstrable commitment to supporting people who have experienced child sex abuse, child sexual exploitation, rape and sexual violence, and a clear understanding of the particular difficulties facing them.
- A thorough understanding of safeguarding and confidentiality.
- Experience of working in a team; comfortable working in an all-female environment.
- Excellent spoken and written English.
- An ability to work creatively.
- To be reliable and flexible in your attitude to this work.
- An awareness of your own strengths and limitations, and an understanding of the need for an ongoing process of self-awareness.
- To thrive in an environment of continuous improvement.
- Commitment to and enthusiasm for ongoing training and development.
- The competence to be administratively self-sufficient, and ability to use a range of Information Technology.
- Use of own vehicle.

Desirable:

- Qualification or training in counselling via phone or video call.
- Capacity for evening and/or weekend appointments.
- Qualification or training in counselling with relation to sexual violence, dissociative identity disorders, self-harm, suicidal thoughts.
- Experience of working in the voluntary sector especially in the field of violence against women, sexual violence, mental health, or with a vulnerable client group.



CRCC Counselling Job description

Female* Sessional Children and Young People's Counsellor (Luton)

I. COUNSELLOR

- The Counsellor is to provide counselling in an atmosphere of respect, honesty and confidentiality, and to work within the aims, objectives and ethos of CRCC.
- The Counsellor will carry a caseload of up to three clients initially, and will work professionally and appropriately with those clients. Children and/or young people will be between the ages of 5 and 25. Both the number and age range of clients allocated will be negotiated with the Counselling Services Manager.
- The Counsellor will abide by CRCC's Confidentiality Policy and ensure appropriate client confidentiality in line with GDPR regulations.
- The Counsellor will work to the standards set by CRCC's Policies and Procedures, including CRCC's Safeguarding Policy, and the BACP Code of Ethics and Practice.
- The Counsellor will notify the Counselling Services Manager of any issue that requires reporting to relevant authorities in order to ensure safeguarding and child protection procedures are followed in line with government regulations, local guidelines and CRCC policies.
- The Counsellor will keep up to date with relevant legislation, policy and practice issues.
- The Counsellor will travel to appropriate community buildings in Luton, and will ensure the counselling room is left clean and tidy after sessions.
- The Counsellor will carry out an initial assessment with clients.
- If a Counsellor is unavoidably unable to attend a counselling session, 24 hours' notice should be given to the Counselling Services Manager and the client should be informed.
- The Counsellor will be responsible for her own Supervision and will attend this regularly.
- The Counsellor will be responsible for her own liability insurance and BACP membership (or equivalent).
- The Counsellor will undertake ongoing personal and professional development.
- The Counsellor will complete all applicable paperwork according to CRCC's policies and procedures. Administration, and any other additional tasks surrounding an individual client (e.g. safeguarding) are included within the sessional fee.
- The Counsellor will attend regular team meetings.
- The Counsellor will be administratively self-sufficient. Administration tasks will be completed within a reasonable timeframe.
- The Counsellor is engaged on a self-employed basis and is responsible for her own tax and NI payments.

II. CRCC

- CRCC will endeavour to provide the Counsellor with appropriate clients.
- CRCC will provide a safe and adequate space to work with clients.
- CRCC will provide additional training for counsellors when funding allows.
- Counsellors will have the opportunity to attend quarterly Counsellors Meeting with the other CRCC counsellors to receive updates on the wider organisation, receive updates on the counselling service, discuss best practise and raise feedback. Attendance is not compulsory but strongly recommended.
- CRCC will provide access to yearly training on Safeguarding Adults, Safeguarding Children, and GDPR and data protection.



RAPECRISISPARTNERSHIP
CAMBRIDGE & PETERBOROUGH

We listen and believe.

III. CLIENTS

- Clients are offered counselling for up to 12 sessions.
- Every week, clients are offered a one-to-one fifty-minute session in the same location (ideally), at the same time (ideally), and with the same Counsellor.

*We require the post holder to be female - Genuine Occupational Requirement (GOR), Schedule 9 (Work; Exceptions), Part 1 (Occupational Requirements), of the Equality Act (2010) applies.



RAPECRISISPARTNERSHIP
CAMBRIDGE & PETERBOROUGH

We listen and believe.