

Title:	Qualified Therapist/ Counsellor
Location:	London (Stratford and Islington)
Reward band:	DL (starting scale £26,182 – £29,902) Pro Rata
Hours and contract length	22.2 hours (3 days) Permanent with Funding
Reporting to:	Senior Therapist & Clinical Lead
Job purpose:	<p>To provide one-to-one therapy / counselling and therapeutic group work to children and young people who have unmet mental health needs and have experience of care, the criminal justice system, school exclusion, homelessness and the immigration system. Because of disproportionality within these complex systems, we work predominantly with young people from BAME backgrounds who have experienced some form of trauma.</p> <p>The post-holder will work under a partnership between The Children's Society and Just for Kids Law and will provide therapeutic support to children and young people aged between 10 – 25 years old.</p>
Key activities:	<ol style="list-style-type: none"> 1. To provide one-to-one therapy/ counselling and interventions to children and young people aged between 10-25 years old. 2. To undertake therapeutic assessments (non-diagnostic) with new clients. 3. To refer onto other sources of help as appropriate 4. To co-deliver regular therapeutic group work 5. To attend monthly managerial supervision and engage in continuing professional development 6. To attend monthly 1.5 hours of one-to-one clinical supervision by our external clinical supervisor 7. To closely work together with Just for Kids Law practice staff (Advocates, Lawyers and Youth Projects teams), and other agencies and individuals to help make changes based on the issues raised

	<ol style="list-style-type: none"> 8. To work to agreed targets, an anticipated case load of 8 young people, seeing approximately 40 young people per annum. 9. To keep records and use reporting tools, including well-being scales to measure the impact of our work. 10. To deliver therapeutic training internally to the Just for Kids Law Team, to ensure the trauma-informed approach is implemented teams, and develop resources that build staff knowledge 11. To undertake administrative tasks 12. To work with children and young people to enable them to have a voice and influence in our work 13. To co-design mental health resources for young people 14. To work collaboratively with Just for Kids Law practice staff to ensure joined-up support for children and young people
<p>Attainments:</p>	<p>In order to be considered for this post you will have to demonstrate that you already have:</p> <p>Experience <i>Essential:</i></p> <ol style="list-style-type: none"> 1. Relevant experience in working with vulnerable children and young people as a counsellor/ therapist, particularly in working with young people from BAME backgrounds. 2. Relevant experience in safeguarding children and young people from risk of abuse, suicide, and self-harm. 3. Relevant experience in working therapeutically with trauma. <p>Desirable:</p> <ol style="list-style-type: none"> 1. Lived experience of systemic racism 2. Lived experience relevant to clients' experiences (school exclusion, experience of care, criminal justice system, homelessness and the immigration system) <p>Qualifications <i>Essential:</i></p> <p>Relevant counselling or therapy qualification at Diploma level or above such as Diploma in Counselling, Psychotherapy or Clinical Psychology and be registered with BACP, UKCP, NCS or HCPC.</p>

Work Based Knowledge

Essential:

4. Delivering a range of therapeutic/ counselling and evidenced based interventions with children and young people in 1-1 settings, face-to-face, as well as online/ telephone.
5. Co-running therapeutic group work.
6. Knowledge and understanding of systemic racism and other forms of discrimination BAME young people may experience
7. Knowledge and understanding of the diverse range of needs of children and young people who have experienced trauma (abuse, exploitation, domestic violence, etc.)
8. Relevant childcare and welfare legislation. Knowledge of neglect, child abuse and different types of harm affecting children and young people.
9. Safeguarding and child protection procedures
10. An understanding of the impact of systemic inequality and how this negatively impacts the children and young people Just for Kids Law works with

Desirable:

11. Experience delivering professionals' training
12. Knowledge of intersectionality and oppression and how this affects children's access to services, to their rights and their ability to disclose
13. Casework related consultation with other professionals

Skills

Essential:

1. A non-judgemental approach
2. Excellent observation and listening skills
3. Patience, tolerance and understanding
4. An understanding of your own attitudes and responses, and reflective approach to work with children and young people
5. An understanding of confidentiality issues

	<ol style="list-style-type: none"> 6. Resilience in working therapeutically with stressful material. 7. A strengths-based approach to working with children and young people 8. Ability to be adaptable and creative in solving problems
<p>KEY BEHAVIOURS</p> <p>Leaders We must lead the sector, setting new standards for excellence and inspiring others through our innovation and initiative.</p>	<p>In order to be successful in this role you will be able to demonstrate that you have the ability to:</p> <ol style="list-style-type: none"> 1. Be an active ambassador for The Children’s Society and Just for Kids Law both internally and externally. 2. Be relied on as a Subject Matter Expert in own field. 3. Be an engaged and positive team member. 4. Strive for and deliver excellence in own work. 5. Think creatively and be open to new ways of doing things.
<p>Authentic We are known for speaking the truth and keeping our promises. We are dependable, transparent and eager to stand up for what we believe in.</p>	<ol style="list-style-type: none"> 1. Contract, in advance, with others where resources need to be deployed from other areas of the organisation. 2. Practice what we preach and actively review own work to ensure that we say what we do and do what we say. 3. Be reliable and dependable always ensuring that appropriate action is taken to keep issues on track, escalating where this is appropriate.
<p>Accountable Our decisions are based on facts not opinions. We hold ourselves to account for our decisions and we monitor and evaluate our work, always focussed on taking action to improve the lives of children and young people.</p>	<ol style="list-style-type: none"> 1. Be impact-oriented, evidence-based and results-focussed in own work, considering the difference actions will make. 2. Taking ownership for own actions, delivering on time to budget and learning from mistakes and striving for self-improvement. 3. Support the development of evidence bases for decisions and/or new pieces of work. 4. Support on-going monitoring and evaluating of what we do in a meaningful and constructive way.
<p>Collaborative</p>	

<p>We are generous and inclusive in the way that we work together with both each other and our partners. We are joined up both internally by working across the organisation and externally by working in partnership; always listening, understanding and engaging.</p>	<ol style="list-style-type: none"> 1. Work effectively with colleagues across the organisation and wider team members to contribute to team goals and wider organisational outcomes. 2. Engage in, and actively seek out, new information from across the organisation. 3. Investigate presenting issues and work with others to co-create and co-produce effective solutions. 4. Communicate in an appropriate, inclusive way. Treat all individuals encountered on a professional basis in a non-judgemental basis and with respect and warmth. 5. Understand and demonstrate agreed organisational behaviours.
<p>Committed We are tenacious and driven, making hard choices for long term benefits. We have consistently dedicated ourselves to exceeding our best through our determination and resilience.</p>	<ol style="list-style-type: none"> 1. Be self-motivated and consistently deliver on own objectives. 2. Be receptive to feedback and deliver agreed actions on time to budget. 3. Recognise, respect and support difficult decisions. 4. Comes up with solutions and holds one to account.
<p>Challengers We push ourselves to do more, working outside our comfort zones; we challenge perceptions, behaviours and attitudes.</p>	<ol style="list-style-type: none"> 1. Be open to constructive feedback and personal improvement. 2. Support successes in direct peer group and beyond. 3. Be willing to work outside of own comfort zone, including being flexible and adaptable to change. 4. Positively challenge and engaging others in discussions.
<p>Enterprising We see opportunity in all areas of life and we are skilled enough, confident enough, creative enough and disciplined enough to go after it and seize it. We are constantly looking for advantages and</p>	<ol style="list-style-type: none"> 1. Use initiative and creatively look for alternative ways of working while utilising resources and data already available. 2. Be change-oriented and embrace new ways of working. 3. Actively participate in areas outside of immediate environment and respond positively to new opportunities. 4. Engage with confidence in positive conversations about the work that we do.

<p>opportunities that will make a difference. Always seeing the future in the present, always with the courage to lead the way.</p>	
<p>Other competencies:</p>	<p>None</p>
<p>Special job circumstances:</p>	<p>This post has the following special circumstances:</p> <ol style="list-style-type: none"> 1. Working with children and young people who have experienced trauma can be stressful and regular personal supervision is available to staff with a high priority placed on staff health and safety. 2. The post involves regular travel and outreach into the community 3. Counselling sessions will mainly take place in the Just For Kids Law offices in Islington and The Children’s Society Office in Stratford. 4. Late afternoon/ early evening hours may be considered for 1:1 and therapeutic group work. <p>(Please note: if you have difficulty meeting these conditions because of a disability or family circumstances the appointing manager will discuss it with you in order to consider reasonable adjustments to the job or working conditions)</p>
<p>Relevant personal characteristics:</p>	<p>So that you personally can succeed in this role and The Society you will require:</p> <ol style="list-style-type: none"> 1. An understanding and acceptance of the principles and values of the organisation 2. At all times to carry out your responsibilities with due regard to the Children’s Society’s commitment to keeping children and young people safe. 3. Have a commitment to diversity and equality in working relationships. 4. Be flexible, adaptable and able to cope with changing priorities and demands.

	<p>5. Maintain confidentiality in all aspects of the Society's work.</p> <p>6. Work unsupervised at times, and to use own initiative</p>
<p>Job description agreement</p>	<p><i>This job description is a guide to the work you will be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment.</i></p> <p>Job holder's signature:</p> <p>Date:</p> <p>Manager or Director of department signature:</p> <p>Date:</p>