



March 2020

Dear Applicant,

Application Pack for the part time role of Young Women's Specialist Counsellor

Thank you for your interest in working with Women and Girls Network (WGN) and this part time role of Young Women's Specialist Counsellor.

This pack includes information about WGN, and the recruitment process for this position. Further information can be found by visiting www.wgn.org.uk/join-us

If you would like to apply for this role please return completed Application and Equal Opportunities Monitoring forms by emailing them to humanresources@wgn.org.uk or posting them (marked 'private & confidential') to Human Resources, Women and Girls Network, PO Box 13095, London, W14 0FE by 10am Monday 6th April 2020. Interviews will be held on Thursday 16th & Friday 17th April 2020.

Please ensure you submit a completed Equal Opportunities Monitoring form. WGN is committed to actively promoting equal opportunities in all aspects of our work. To ensure that our selection procedures remain appropriate and fair, we ask all applicants to submit completed Equal Opportunities Monitoring forms. The information provided on this form is confidential, used for monitoring and not selection purposes.

Please note we will not consider:

- Application Forms without a completed Equal Opportunities Monitoring Form
- Late applications
- CV's

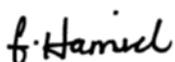
WGN has many people who want to work with us, so if your application is not shortlisted for interview we hope you will understand why as a charity with limited resources we are unable to offer feedback. If you do not hear from us again within four weeks of the closing date, please assume that your application has not been successful this time.

To receive regular information about our services, news and future employment and volunteer opportunities please visit www.wgn.org.uk or follow us on social media.

This post is subject to satisfactory references and an Enhanced DBS check.

Thank you again for your interest in WGN. We look forward to receiving your application.

Yours sincerely,



Dr Foziha Hamid
Clinical Manager



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Women and Girls Network Information for Applicants

Women and Girls Network (WGN) is a pan-London charity which supports women and girls affected by all forms of gender-based violence. WGN's services are aimed at providing a holistic, integrated healing journey that involves the diverse aspects of self: body, mind and spirit. WGN promotes total and sustainable recovery, supporting women who have survived so they can thrive.

Established 1987 WGN celebrated her 30th birthday in 2017.

WGN is proud to be a member of the London Violence Against Women and Girls (VAWG) Consortium (Ascent), Angelou Partnership, EVAW Coalition and various other partnerships.

Further information about WGN can be found by visiting www.wgn.org.uk where you can also sign up to receive our regular newsletter or follow us on social media.

WGN Services

Advice

The Advice Service provides information, advice, advocacy and casework support for women and girls (age 14+) affected by gender-based violence. WGN's Advice Line also offers consultation and support for professionals working with cases involving gender-based violence.

Counselling

The Counselling Service is provided to women and girls who have experienced any form of gender-based violence. Services are divided into different projects offered in various London boroughs.

Group Work

The Group Work Service provides a range of groups for women across London.

Independent Sexual Violence Advocate (ISVA) Service

The ISVA Service supports women who have experienced any form of recent or historic sexual violence, including support going through the criminal justice system.

Indigo Project

The Indigo Project provides counselling and mental health advocacy to women who have experienced gender-based violence and have been diagnosed with multiple high risk needs. This service is provided to women who live in Ealing or Hammersmith and Fulham.

The London Gateway for Sexual Violence Services

WGN lead the London Gateway for Sexual Violence Services. The project is a collaboration between the four London Rape Crisis Centre's, Survivors UK, Galop and the Havens and is funded by MOPAC via the Home Office and NHS England.

The Gateway accepts online and telephone referrals from survivors of sexual violence, their supporters and professionals. Once received the survivor is contacted by specially trained 'Navigators' who provide advice on options in accessing support across London. If the survivors chooses, the Gateway can make referrals into any one of the other partner agencies through specially arranged referral pathways. The service is designed to address the difficulties survivors face in finding and accessing specialist support in London.

Sexual Violence Helpline

The Sexual Violence Helpline provides emotional and practical support and advice to women and girls who have experienced recent or historic sexual violence. Advice and support is also provided to those supporting women or girls affected by sexual violence.

Training

The Training service provides specialist (including accredited) courses for professionals. The Training Team also offers bespoke courses, Expert Led Seminars and workshops.

West London Rape Crisis Centre (WLRCC)

The WLRCC provides counselling and support for women and girls who have experienced any form of recent or historic sexual violence. Part of Rape Crisis London this service is provided in Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

Young Women's Service

The Young Women's Service works with young women (11-18 years) who have experienced are at risk of or vulnerable to sexual violence and / or sexual exploitation including those involved in gangs. The service runs support groups and workshops for young women in West London.

Young Women's Specialist Counsellor (Female Applicants Only)

Starting salary £28,000 per annum, pro rata | 14 hours per week (part-time)

This post is based in West London (and includes travel across London)

We are looking for an experienced and dynamic practitioner who is experienced in providing direct and dedicated therapeutic support to minority young women and girls (YWG) at risk and / or experiencing all forms of violence against women and girls (VAWG) and intersectional disadvantage.

The successful candidate will provide a wrap around, one to one therapeutic support, complimenting the interventions provided by the YWG's Integrated Multiple Disadvantage Advocates.

You will provide long-term age-appropriate intensive support. You will work within a modal that consists of trauma focused, multi-modal interventions addressing the acute and chronic mental health needs of YWG. The objective of your therapeutic work will be to optimise YWG's functionality, personal assets and resilience aimed at facilitating sustainable recovery.

This post is funded by the Mayors Office for Policing and Crime.

WGN's employee benefits include: 3% pension contribution, generous annual leave entitlement and an Employee Assistance Scheme.

Completed applications should be emailed to humanresources@wgn.org.uk or posted (marked 'private & confidential') to Human Resources, WGN, PO Box 13095, London W14 0FE (ensuring they arrive by the deadline).

**Closing Date for Applications: 10am on Monday 6th April 2020
Interviews: Thursday 16th & Friday 17th April 2020**

Successful candidates will be required to attend 5 days of WGN Induction training – dates to be confirmed.

Please note if you have not received a response to your application within 2 weeks of the closing date you can unfortunately assume your application has not been successful on this occasion.

This post is subject to satisfactory references, Enhanced DBS check and evidence of right to work in the UK.

WGN is an equal opportunities employer.
The above post is exempt under the Equality Act 2010, Schedule 9, Part 1

Young Women's Specialist Counsellor (Female Applicants Only) - Job Description

Job Title:	Young Women's Specialist Counsellor
Team:	Young Women's Team
Reporting to:	Young Women's Services Manager (YWSM)
Hours	14 hours per week (Regular evening and some weekend work required)
Location	West London

Role Description

The YWG Specialist Counsellor will be responsible for:

The Therapeutic Offer

1. Providing a wrap around, one to one, therapeutic support through working with and complimenting the interventions provided by the YWG's Integrated Multiple Disadvantage Advocates.
2. Selecting and delivering a range of developmentally appropriate, trauma informed, therapeutic interventions in collaboration with YWG. These may include: creative techniques, therapeutic play, trauma focused CBT, narrative therapy, solution focused therapy, relational attachment focused and EMDR.
3. Working from a gendered perspective and analysis to understand the root causes of violence against women and girls (VAWG).
4. Offering a therapeutic rationale that is developmentally and chronologically age appropriate and responds to the following: Developmental Trauma, Complex Traumatic Stress, PTSD and youth presentations of trauma related symptoms such as depression, anxiety, self harming and OCD.
5. Providing YWG focused assessments, including risk assessment which then inform appropriate therapeutic responses to YWG's.
6. Working as part of an integrated multidisciplinary team. Undertaking joint work with YWG Advocates specifically in relation to risk assessment and management protocols, to develop robust strategies to support and mitigate risk for self-injurious and suicidal clients.
7. Working in a client-centred way and integrate a holistic and feminist framework.
8. Offering therapeutic opportunities which elicit empowerment and personal growth.
9. Working with an awareness of the process of change, and engaging clients with harm minimisation techniques and movement towards safe coping mechanisms.
10. Working from a strengths based approach with clients to facilitate resilience and recovery.
11. Working within and adhere to professionally agreed guidelines such as BACP / UKCP.

Voice

12. Working in a collaborative way that focuses on mutuality and choice for YWG's.
13. To encourage and engage YWG's to feel confident and enabled to be involved within



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the 'Experts by Experience' platforms for their voices to be heard and influence the service.

Safeguarding

14. Maintaining confidentiality for YWG, in line with WGN Safeguarding Policy.
15. Assessing safeguarding concerns and to discuss these concerns with the YWSM and to take appropriate action as required by WGN's safeguarding procedures.
16. Supporting the YWG through this process where appropriate and to ensure that they are kept informed at all times.

Widening Access

17. Working within an intersectional framework, considering the diverse and sometimes conflicting needs of YWG across all protected characteristics and tailoring the service to widen access and ensure individual and community needs are met.
18. Identifying potential barriers to engagement and propose engagement strategies tailored to young women, BME women and clients with problematic substance use.
19. Using innovative and holistic approaches to engaging with YW.

Strengthening Practice

20. Actively contributing to the development and creation of a trauma-informed working environment and a feminist ethos of care and support.
21. Developing and sharing good practice with other professionals and contribute to the development of service policies, protocols, guidelines and strategies within the area of practice in collaboration with YWSM and WGN Senior Management Team.
22. Developing and maintaining working knowledge of local services, strategies and guideline procedures in relation to YWG.
23. Developing and maintaining updated working knowledge of relevant legislation including but not limited to social welfare, child rights, criminal and civil law and immigration.

General Duties

24. Working in line with WGN's ethos, values, aims, objectives, policies and procedures at all times, promoting empowerment and modelling anti-oppressive and anti-discriminatory practices.
25. Striving to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains its distinctive positive reputation.
26. Following procedures and protocols agreed with partners to ensure the health and safety of clients.
27. Taking all possible steps to ensure the safety and confidentiality of service users, staff and stakeholders.
28. Attending and make best use of support and supervision sessions and training.
29. Participate in fortnightly group and individual clinical supervision and quarterly clinical team meetings.
30. Sharing contacts, information and expertise to build a strong team and enhance the knowledge base of WGN.
31. Developing and maintaining appropriate information, record keeping, case recording and monitoring systems; and maintain administrative and reporting systems to ensure accountability.
32. Be self-servicing and working flexibly as a member of the team.
33. Carrying out duties appropriate to the role that are necessary for the delivery of this service and the effective functioning of the organisation.

34. Due to the nature of the client group, regular evening work and occasional weekend work are key requirements of this role.
35. Compliance with all WGN clinical evaluations tools such as CORE.
36. Be responsible for completing and maintaining timely individual routine clinical administration systems in relation to clinical practise.

This job description is accurate as at the date shown below. It does not form part of contractual terms and may be varied to reflect or anticipate changes in or to the role.

Variation Clause

Women and Girls Network reserves the right, following full and reasonable consultation with the member of staff concerned, to vary, add or alter any of the terms and conditions of employment.

Flexibility Clause

In order to deliver services effectively, a degree of flexibility is required and the post holder may be required to perform work not specifically outlined above and / or outside of specified working hours. Overtime will not be paid, TOIL will be accrued for hours worked and staff will be supported to take that time.

Exemption

Due to the nature of the role, we will only accept applications from female candidates. Exempt under the Equality Act 2010, Schedule 9, Part 1

**Young Women’s Specialist Counsellor (Female Applicants Only) -
Person Specification**

Experience and Qualifications	Criteria
Hold a UK recognised professional qualification to at least diploma level in counselling / psychotherapy and / or youth counselling.	E
A minimum of three years post qualifying clinical experience with at least 300 supervised clinical hours.	E
Accredited by professional body or eligible for accreditation.	E
Experience of assessing and working therapeutically with YW (aged 11-21) from a range of backgrounds and needs especially those who may be socially excluded.	E
Experience of working with young people around one or more of the following issues: <ul style="list-style-type: none"> • gender-based violence • sexual violence • family issues • mental health issues • harmful practices • substance misuse • or who present with trauma related symptoms 	E
Experience of collaborative, creative, youth-led approach and evidence based practice with YW.	D
Experience of providing varied therapeutic interventions such as CBT and EMDR.	D
Experience of developing and delivering dynamic workshop / group work programmes aimed at increasing self-esteem, promoting awareness and understanding of the issues that impact on YW, improving self-care strategies and increasing support mechanisms through the development of peer networks.	D
Knowledge	
Understand the causes and impacts of gendered violence and how the experience of violence impacts on YW’s behaviour and choices.	E
Knowledge of, and competency in, a recognised trauma model.	E
Awareness of therapeutic issues and themes in working with clients experiences of harmful practices.	D
Understand the issues, challenges and barriers faced by YW from diverse communities and backgrounds in accessing appropriate support.	E
Knowledge of the issues and themes in working with young women who utilise complex coping strategies including substance use and self harm.	E
Working knowledge of policy, legislation and services relevant to YW who have experienced gendered violence.	E
Working knowledge of relevant safeguarding legislation and practice.	E
Attitudes	
Commitment to work within agreed guidelines, models, policies and procedures of WGN.	E
Commitment to support the aims and objectives of WGN.	E

Commitment to actively challenge discrimination and oppression and to work within WGN's values, ethos, principles and policies.	E
Motivated to work towards ending violence against women and children.	E
Willingness and ability to critically reflect on and develop own practice.	E
Desire to take responsibility for your own learning, and contribute to the learning of others (individually, collectively and organisationally).	E
Commitment to providing a professional, flexible and client -focused approach to work.	E
Skills and Abilities	
Ability to present an uncompromising analysis of gendered violence in all forums.	E
Ability and aspiration to work within a feminist framework.	E
Ability to deliver creative and meaningful interventions and services that engage, motivate and effect change in YW's lives.	E
Ability to maintain accurate and client-focused records.	E
Ability to maintain confidentiality.	E
Ability to contribute to the project's and WGN's development through active participation in team and organisational meetings.	E
To be self-starting, work autonomously with support from a distance and to remain accountable to WGN and the team through regular distance reporting.	E
Competency in the use of IT, including Word, Excel, Outlook and databases	E
A commitment to upholding the policies, procedures and values of WGN and in particular, a commitment to ensuring Equality of Opportunities in all areas of practice and performance.	E
Ability, willingness to regularly work evenings, and occasional weekends as required for this specific role.	E
Ability to deliver counselling in a community language.	D