



**NETWORK** *Empowerment, healing and transformation for women moving on from violence*

## **Honorary Counsellors Expectation**

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The role of the Honorary Counsellors with Women and Girls Network (WGN) is to provide a holistic counselling service for women and girls who have experienced any form of gender based violence. Our aim is that Honorary Counsellors work within the framework and counselling philosophy of WGN. The work is a fusion of a number of differing counselling models ensuring that the individuality of a woman's life is valued and sets the context, pacing and structure of the work. Counselling work within WGN also encourages creative expression in the form of art therapy, writing, music and movement.

### **What Women and Girls Network Offers:**

- ❖ A training programme which provides a comprehensive introduction to the issues involved in counselling women recovering from experiences of violence
- ❖ Access to accredited training courses
- ❖ Travel expenses
- ❖ Ongoing training and continuous professional development (CPD) programme
- ❖ Regular clinical counselling supervision and support
- ❖ Reference for any future employers / further training
- ❖ Cover under WGN professional indemnity insurance
- ❖ The opportunity to work as part of an innovative and unique organisation

### **What we are looking for in Honorary Counsellors:**

- ❖ Commitment and concern for women and girls experiences of violence
- ❖ A commitment to your placement for a minimum of twelve months
- ❖ Completion of a minimum of 150 client hours
- ❖ At least undertaking the second year of a counselling Diploma Course
- ❖ A commitment and ability to offer one day a week within placement
- ❖ Commitment to regular attendance at supervision, support sessions and volunteer clinical meetings
- ❖ Commitment to attendance at one hour individual supervision & one and half hour group supervision monthly
- ❖ Commitment to provide required clinical and monitoring data
- ❖ Commitment to adhere and contribute to WGN's Equal Opportunities Policy
- ❖ Commitment to monitoring and evaluation processes
- ❖ Adherence to WGN's confidentiality and counselling policy
- ❖ Skills, knowledge and / or experience that support our objective of engaging with women from diverse London communities

The Volunteer Agreement and WGN Honorary Counsellor Expectations & Responsibilities do not constitute a contract but form part of a working agreement; subject to agreed variation. We welcome and encourage applications from women of all backgrounds.

We particularly welcome applications from black, minority and ethnic communities. backgrounds. We particularly welcome applications from black, minority and ethnic communities.

## **Honorary Counsellors Responsibilities**

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### **1. Key responsibilities**

- To provide short or longer-term counselling to clients (subject to clinical need)
- To ensure that equality and anti-discriminatory practice is modelled in the therapeutic work
- To work from a gender responsive, trauma focused feminist framework
- To provide individualised therapeutic work from a strengths based perspective
- To provide a holistic therapeutic response
- To be able to work with the unique needs that clients bring
- To offer therapeutic opportunities that elicit empowerment and personal growth
- To be able to work and adhere to professionally agreed guidelines such as BACP / UKCP
- To be aware of, and comply with WGN's policies, procedures and service standards
- To comply with WGN's ethos and clinical model
- To undertake regular supervision
- To provide WGN a minimum notice at least 8 weeks if leaving placement
- To provide WGN a minimum notice of 4 weeks for holidays or any planned breaks
- To attend and contribute to team clinical meetings (a maximum of 4 a year)
- To assist with the evaluation of the service by accurate data completion
- To maintain adequate records of clinical work and provide appropriate statistical returns as required
- To participate in research as required
- To maintain training and continue professional development
- To attend all WGN mandatory training events and maintain a training portfolio of continuous professional development attendance

### **2. Key relationships**

- Individual and group clinical supervision
- Liaison with the Admin team
- Liaison with Clinical Supervisors, Senior Counsellors, Clinical Manager & Line Manager

## Honorary Counsellors Personal Qualities Specification

When completing your application please ensure you address the outlined specification and demonstrate how you meet the criteria by providing relevant examples.

Please note: Only applicants who are successful at interview will be offered a place on the induction training (which they will need to pass in order to be offered a placement WGN).

Personal Qualities Specification	Essential	Desirable	Assessed
Undertaking of at least a second year counselling diploma course or on a equivalent level	E	In final year of diploma or qualified	Application form / Interview / Certificates & References
A minimum of at least 150 hours of clinical counselling experience	E	Experience of working with client group  Experience in working with survivors of gendered violence  Experience of conducting counselling assessments	Application form / Interview
An understanding of emotional and practical issues which may arise in relation to survivors of gender based violence	E	An understanding of the psychological effects of trauma	Application form / Interview / Induction training
Demonstrate ability to develop good therapeutic relationships	E		Application form / Interview
Awareness of the needs of women from a range of cultures, backgrounds, sexual orientations, disability and religious beliefs.  Ability to engage clients with different language and cultural needs	E	Experience of engaging clients from BAMER communities in therapeutic processes, and delivery of counselling which is culturally sensitive	Application form / Interview / Induction training
Commitment to a one year counselling placement which requires availability of one day a week	E		Application form / Interview

Personal Qualities Specification	Essential	Desirable	Assessed
Commitment to provide counselling to 3-4 clients a week as agreed by WGN	E		Application form / Interview
Commitment to attend required clinical supervision & ability and willingness to make use of counselling supervision	E		Application form / Interview
Self-awareness and ability to reflect upon own internal process	E		Application form / Interview / Induction training
Ability to work independently	E		Application form / Interview
Commitment and ability to work within an anti-discriminatory anti-oppressive framework	E		Application form / Interview
Commitment to work within agreed guidelines, models, policies and procedures of WGN	E		Application form / Interview
Commitment to support the aims and objectives of WGN	E		Application form / Interview
Ability to work as part of a team	E		Application form / Interview
Willingness to work in different venues across London	E		Application form / Interview
Ability to manage the demands of working in a satellite venue, separate from WGN's central offices	E		
Ability to complete all clinical and administration forms as required	E	Experience of using clinical evaluations tools such as CORE	Application form
Ability to deliver counselling in a community language	D		Application form / Interview
Member of a Professional Body: BACP/UKCP or BPS	E		Application form / interview / Certificate
Completion and clearing of Enhanced Disclosure Barring Service (DBS) Checks & satisfactory references	E		Following passing of induction