



Empowerment, healing and transformation for women moving on from violence

October 2023

Dear Applicant,

Women and Girls Network Application Pack for the role of Senior Counsellors

This pack includes information about WGN, the Senior Counsellor opportunity and the recruitment process for this position. Further information can be found by visiting www.wgn.org.uk/support-us/work-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 by 9am on Friday 3rd November 2023. Interviews will be held on Thursday 16th or Friday 17th November 2023.

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:

- Late applications
- CVs
- Application Forms without a completed Equal Opportunities Monitoring Form

WGN has many people who wish 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 two weeks of the date when receipt of your application is confirmed, please assume that your application has not been successful on this occasion.

To receive regular information about WGN's services, news and future employment and volunteer opportunities please visit www.wgn.org.uk to sign up for our newsletter or to follow us on social media.

This post is subject to satisfactory references and a DBS check.

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

Yours sincerely,

Akima Thomas
CEO of Services



Empowerment, healing and transformation for women moving on from violence

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, EAW 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.

The London Survivors Gateway for Sexual Violence Services

WGN lead the London Survivors Gateway, a collaboration between the four London Rape Crisis Centres, SurvivorsUK, Galop, Respond and the Havens. The Gateway provides



Empowerment, healing and transformation for women moving on from violence

tailored advice and support on accessing the most suitable services for survivors of sexual violence and abuse 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 (11-25 years) who have experienced or 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.



Empowerment, healing and transformation for women moving on from violence

Senior Counsellors (Female Applicants Only)

Starting salary £38,000 per annum | 2 x Full-time posts (35 hours per week) | Permanent

These are hybrid roles involving office based (in various West London locations) and remote working. This may evolve overtime in line with Service User, service and organisational requirements

Women and Girls Network (WGN) is a leading specialist therapeutic service with women and girls at the heart of the development and delivery of innovative, creative and effective counselling services for survivors who have experienced all forms of gender-based violence.

We're now looking for two Senior Counsellors to join us who will thrive in a multi-cultural feminist environment. Our Senior Counsellors are a pivotal part of our Senior Clinical Team. Creating a supportive, productive and collaborative team environment, which facilitates clinical excellence, and is, embedded in WGNs clinical governance protocols.

We want to hear from you if you're passionate about, as well as have experience of, working with:

- Women and girls from Black, Minority, and Global Majority communities - ensuring that issues related to diversity and identity are effectively understood and sensitively worked with, or
- Working with young people, or
- Delivering counselling in person as well as via web chat and online platforms

You will require a professional qualification in Counselling or Psychotherapy and be BACP / UKCP/ HCP or BPS accredited. You will have an excellent working knowledge of safeguarding procedures, protocols and risk management strategies. You will also have knowledge and theoretical understanding of recognised phased trauma, strengths and evidence based clinical models.

We offer clinical supervision as well as excellent training and development opportunities within a supportive multi-cultural feminist organisation. WGN's employee benefits include: 3% pension contribution, enhanced leave entitlement and an Employee Assistance Scheme.

We welcome and encourage applications from women of all backgrounds. We particularly welcome applications from Black, Asian, Minority and Ethnic communities.

For further information please visit www.wgn.org.uk/support-us/work-with-us.

Application deadline: 9am on Friday 3rd November 2023. **Interviews will be held on** Thursday 16th or Friday 17th November 2023.

All applicants who are invited to interview will be required to provide original documentary evidence of the clinical qualifications and / or professional body membership.

These posts are subject to satisfactory references and a DBS Check.

WGN is an equal opportunities employer.

The above post are exempt under the Equality Act 2010, Schedule 9 and Part 1



Empowerment, healing and transformation for women moving on from violence

Senior Counsellor – Job Description (Female Applicants Only)

Job Title:	Senior Counsellor
Responsible To:	Head of Clinical Services
Type of contract	Permanent
Hours:	Full-time (35 hours per week), including some evenings as required by service delivery requirements
Location:	This role involves office based (in various West London locations) and remote working. This may evolve overtime in line with Service User, service and organisational requirements.

Overall Job Purpose

To support the day-to-day delivery of Women and Girls Network's (WGN) therapeutic practices, enabling a safe, responsive, trauma-informed and culturally appropriate service for survivors of violence and abuse.

The Senior Counsellor role is a pivotal part of the Senior Clinical Team (SCT). Responsible for creating a supportive, productive and collaborative team environment, which facilitates clinical excellence, and is, embedded in WGNs clinical governance protocols.

Working closely with the Head of Clinical Services, WGN's Senior Counsellors play a key role within the charities clinical safeguarding hub, delivering responses for women and girls with multiple disadvantages and high-risk presentations. Liaising with third parties and ensuring responses to risk are followed within WGNs protocols and policies.

You will provide case management and clinical expertise at each stage of survivor engagement with WGN's clinical services, including; referral, assessment and throughout the duration of clinical contracts. You will also be part of the clinical triage system and hold a small case load.

You will be responsible for delivering training to new members of the clinical team, and be directly involved with their CPD programme.

You will also produce quarterly reports and updates for monitoring and evaluation including service highlights and identifying emerging needs.

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.

Main Duties and Responsibilities

Clinical Practice:

1. Contribute to WGNs clinical services, in terms of expertise, knowledge and experience of working with survivors of violence and abuse. Ensuring the quality of clinical practice at each stage of the process.
2. Senior Counsellors provide clinical case management, support and expertise to therapists, identify and plan interventions and strategies to reduce, mitigate safeguarding concerns and associated risks.
3. Act as first point of contact for safeguarding within the clinical team, to identify risks and respond to safeguarding concerns and to liaise, update, inform third parties as per WGN's safeguarding policy and protocols.
4. Review risk and safeguarding reports submitted by therapists, ensuring all risks are recorded, a suitable safety plan is in place, and provide case management support.
5. Review all completed clinical assessments and apply expertise and knowledge to support the allocation of clients across therapy services.
6. Initiate, manage or respond to enquiries from, therapists, Therapeutic Services Delivery Manager and the Bookings and Administration Team providing guidance and instruction in relation to clinical queries.
7. Uphold WGN's commitment to anti-discriminatory practice and engage survivors from Black and Minoritised communities and other marginalised communities in therapeutic processes with cultural sensitivity.
8. Providing a range of interventions, facilitating safety and stabilisation aiming to manage distress, interrupt self-injurious behaviour and provide alternative coping strategies to a small caseload of up to four clients.
9. Manage the clinical services day-to-day data entry ensuring therapist are compliant with all procedures, including; client notes, confidentiality, WGN protocols, BACP Ethical Framework and the Data Protection Act and other related professional body or quality standard for services.
10. Provide and share therapeutic knowledge and skills across all WGN's services.
11. Actively participate with mandatory clinical and line management supervision.
12. Actively participate in SCT meetings and case management as required.

General

13. At all times to work to WGN's values and ethos and maintain an inclusive and non-oppressive environment for clients and team members.
14. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains its distinctive positive reputation.
15. Take all possible steps to ensure the safety and confidentiality of service users, team members and stakeholders in accordance with GDPR and other data protection legislation.
16. Work within WGN's specialist 'Holistic Empowerment Recovery Model' for survivors of VAWG
17. All work to be held within a feminist intersectional framework
18. The post holder will be responsible for ensuring clinical interventions comply with recognised clinical protocols and good practice guidelines recommended by NICE, BACP and UKCP.



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

19. Other duties (consistent with the seniority of the post) may be added from time to time to achieve WGN's objectives in consultation with the post holder.

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, time off in lieu (TOIL) will be accrued for any overtime 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).

Senior Counsellor - Person Specification

No.	Requirement:	Assessed by:	Essential – E Desirable – D
1	Professional qualification in Counselling or Psychotherapy.	Application	E
2	BACP / UKCP/ HCP or BPS accredited.	Application	E
3	Professional qualification in Clinical Supervision to at least Diploma level.	Application	D
4	Experience of providing individual and group clinical supervision to multidisciplinary teams.	Application and interview	D
5	An excellent working knowledge of safeguarding procedures, protocols and risk management strategies	Application and interview	E
6	Expertise / specialist in the issues affecting women who have experienced gendered abuse and violence.	Application and interview	E
7	Knowledge and theoretical understanding of recognised phased trauma, strengths and evidence based clinical models.	Application and interview	E
8	Commitment to WGN’s vision and values and feminist protocols and ability to make a positive contribution to the charity.	Application and interview	E
8	High level of self-awareness and commitment to own personal and professional continuous development.	Application / interview and references	E
9	Ability to respect the confidentiality nature of this role and work within the BACP ethical framework.	Application and interview	E
10	Demonstrable record of accomplishment of combating discrimination and actively promoting diversity.	Application & interview	E