



Empowerment, healing and transformation for women moving on from violence

October 2024

Dear Applicant,

Women and Girls Network Application Pack for the role of Specialist Counsellors (Female Applicants Only)

This pack includes information about WGN, the Specialist Counsellors 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 recruitment@wgn.org.uk by 9am on Monday 25th November 2024.

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,

Iffy Williams
Director 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, EAWW 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 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 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

Specialist Counsellors (Female Applicants Only)

Starting salary of £34,000 per annum, pro rata | Part-Time (between 14 to 21 hours per week) | Permanent

These posts will be based in various West London locations and may involve some remote working dependent on client and service delivery requirements

Women and Girls Network (WGN) is a specialist therapeutic service leading in developing and delivering innovative and effective counselling services for women and girls who have experienced all forms of gender-based violence. We aim to ensure that we are proactive in developing specialist services which meet the needs of all the women and girls who access our services.

We seek Specialist Counsellors who will thrive in a multi-cultural feminist environment. We are particularly keen to hear from applicants who have experience of working with one or more of the following:

- 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
- Working with young people
- Delivering counselling in person and via web chat and online platforms

Applicants must be BACP, UKCP or HCPC accredited (or eligible) and a commitment to providing a range of counselling interventions for women and girls who have been subjected to gender-based violence. The successful candidates will be able to demonstrate an understanding of the following: gender responsive approach, trauma focused, holistic therapeutic responses and multicultural competencies. Facilitating recovery and responding to a diverse client group with multiple cultural identities.

We will be offering between 14 to 21 hours (2 to 3 days) a week, dependent on service requirements and the skill-sets of successful candidates.

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

For further information about this opportunity, please visit www.wgn.org.uk/support-us/work-with-us where you can download an application pack.

Completed applications should be emailed to recruitment@wgn.org.uk by 9am on Monday 25th November 2024.

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 is exempt under the Equality Act 2010, Schedule 9 and Part 1



Specialist Counsellor – Job Description

Job Title:	Specialist Counsellor
Team:	Clinical Team
Reporting to:	Therapeutic Services Delivery Manager
Contract type:	Permanent
Location	Based in various West London locations and may involve some remote working dependent on client and service delivery requirements

Overall Job Purpose

To deliver meaningful and inclusive therapeutic responses, engaging women years who have been subjected to sexual violence and abuse. The role is part of Women and Girls Network's (WGN) well-established counselling service, which facilitates innovative, responsive, trauma-informed and culturally responsive services for survivors of violence against women and girls (VAWG).

Service Delivery

1. To provide counselling to survivors subjected to all forms of violence and abuse.
2. Offer a therapeutic rationale that is developmentally, age appropriate, and responds to the complex clinical presentations such as; Development Trauma, Complex Traumatic Stress and presentations of acute distress.
3. Provide a range of interventions, facilitating safety and stabilisation aiming to manage distress, interrupt self-injurious behaviour and provide alternative coping strategies.
4. To deliver clinical work framed within WGN's trauma informed approach, strength based practice, employing multimodal interventions and address multiple areas of risk.
5. Work from a gendered perspective and analysis to understand the root causes of violence against women and girls, integrating WGN's specialist Holistic Empowerment Recovery Model for survivors of VAWG and offer therapeutic opportunities, which elicit empowerment and personal growth.
6. Carry out assessments and provide an appropriate therapeutic response to the needs of survivors with varied presenting issues.
7. To maintain confidentiality, up to date and accurate records of all sessions and safety plans, carefully considering the sensitive nature of the work, regarding statutory investigations and court proceedings and in compliance with WGN policy.
8. Completing and maintaining timely individual routine clinical administration systems in relation to clinical practice and data protection policies.
9. Attend individual and group supervision and actively contribute to quarterly clinical team meetings.



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

10. Undertake WGN's mandatory training programme, including safeguarding and diversity training.

General

1. At all times to work to in accordance with WGN's values and ethos and maintaining an inclusive and non-oppressive environment for service users and team members.
2. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains excellence in service provision and distinctive positive reputation.
3. 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.
4. Work within WGN's specialist Holistic Empowerment Recovery Model for survivors of VAWG.
5. All work to be held within a feminist intersectional framework.
6. Be responsible for ensuring clinical interventions comply with recognised clinical protocols and good practice guidelines recommended by NICE, BACP, UKCP and HCPC.
7. Attend individual supervision and contribute to team meetings.
8. Be self-servicing and work flexibly as a member of the team.
9. Undertake any other duty commensurable with the post as required by Therapeutic Services Delivery Manager and WGN's senior clinical team.

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

WGN reserves the right, following full and reasonable consultation with the member of staff concerned, to vary, add or alter 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

Specialist Counsellor – Person Specification

Person Specification	Criteria
Professional qualification in counselling or psychotherapy	E
A minimum of two years post qualifying clinical experience with at least 150 supervised clinical hours.	E
Accredited and membership of a relevant therapeutic professional body or eligible for accreditation with BACP, UKCP or HCPC.	E
Have a rationalisation and framework for understanding gender-based violence.	D
Be able to identify clients at risk and offer appropriate strategies of intervention.	E
Ability to engage clients from diverse communities in therapeutic processes and deliver counselling with cultural sensitivity.	E
Commitment and ability to work within an anti-discriminatory anti-oppressive framework.	E
Understanding of complex trauma and its impacts and the experience to work with issues of risk.	D
Commitment to attending Clinical Supervision and willingness to make effective use of supervision.	E
Ability to work within time limits, including short-term clinical contracts.	E
Experience of providing varied therapeutic interventions such as EMDR.	D
Experience of using clinical data systems such as COREnet.	D
Experience of providing a professional, flexible and client -focused approach to work.	E
Ability to work as part of a team.	E
Ability to work regular evenings.	D
Ability to deliver counselling in a community language.	D
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