



Counsellor
15 hours per week
Fixed contract until 11th January 2023
£30,000 pa FTE (£12,000 pa for 2 days),
Job Share x 2 days a week

The Daisy Programme is grateful to the Office of the Police Crime Commissioner Norfolk for awarding us a contract to deliver a pilot to support survivors of Sexual Abuse. The pilot launched on 1st February 2021 and has been well received, so much so that we are looking to recruit an Accredited counsellor to join the team in a job share capacity to implement, manage and develop the pilot to work with survivors of Sexual Violence either current or historical aged 16+. The Counsellor will work with up to 8 clients at any one time.

About the Daisy Programme

The Daisy Programme is a Domestic Abuse charity covering Breckland in Norfolk. Our charity has grown organically over the last 6 years and is a busy, well-established charity for people across the area. We provide a wide range of therapeutic interventions to our clients including counselling.

We are looking for a candidate who enjoys working as part of a team, would be keen to develop and grow an exciting new service and who has the ability to create positive working relationships, alongside a passion for improving the response to sexual abuse across statutory and voluntary services. The ideal candidate will have 3 years post qualifying experience of delivering counselling with experience in working with clients adopting a trauma led response.

The successful postholder will also work with our counsellor already in place and work also with our Administration Support role for this pilot (30 hours). One evening per week will be required.

The role will be based in Watton, Norfolk. Currently the role is working remotely due to Government restrictions

For further information or to apply, please email: programmedirector@daisyprogramme.org.uk
Tel: 07572 654808.

Closing date for applications Monday 26th April 2021. Interviews will be held w/c Tuesday 4th May 2021

Previous applicants need not apply. 3 year's post-qualification experience is essential for this role.



Job Purpose:

To provide specialist support for women, men and those identifying as male or female, young people (boys and girls) aged 16 years and over who have been victims of sexual abuse/violence/rape and/or current/historic child sexual abuse. This specialist service will be free of charge, confidential and non-discriminatory and provided to residents within the Breckland District of Norfolk.

This pilot will extend provision to those whose primary need is counselling to cope and recover from the harm they have experienced from rape and serious sexual offences and childhood sexual abuse current/historic. (adult victims + 16 years and over).

Service delivery will be sensitive to the needs of different demographic groups in Breckland and comprise of a variety of methods, including telephone, face-to-face and digital platforms (Zoom/WhatsApp/Skype etc).

The service will work in partnership with a range of other service providers, including Norfolk and Suffolk Victim Care and Norfolk and Waveney Health and Well-being Service, to create holistic and integrated support for people who either do not meet the threshold for counselling, (defined as not emotionally equipped) and require support with other issues before they are ready for counselling or who are on a waiting list to start their counselling.

Those clients who have also experienced domestic abuse will be able to access other Daisy programme activities, such as psycho-educational group programmes, peer support and social and creative activities once their counselling is completed within the SV pilot.

Main Responsibilities:

You will:

- Provide an initial assessment to determine suitability for therapy and assess levels of distress.
- Provide specialist, professional one-to-one counselling as appropriate conducted within the BACP or UKCP ethical framework.
- Support clients to access services provided by other organisations as specific needs arise and to maintain their well-being following the end of their counselling
- Support clients to feedback on service and contribute to service improvement plans
- Provide monthly statistics on client engagement, outputs and CORE10 score aggregate.
- Maintain robust management of client records to assure confidentiality, adherence to data protection legislation and where appropriate facilitate the sharing of information.
- Promote the service in the local community, working to reduce the stigma of sexual violence by encouraging survivors to come forward for support. Work with GP practices in Breckland to promote the service and provide information on suitability of referral for the pilot.
- Manage safe exit at end of therapy and clients in service at end of funding of pilot.

- Promote service and referral routes to service through Daisy digital platforms, statutory sector organisations, DA Provider Forum, Norfolk and Suffolk Victim Care Services and services either commissioned by the OPCCN or those who are not but where there is direct correlation with victims so sexual abuse/violence/rape and or child sexual abuse current/historic for adult victims and children/young people of 16 years and over.
- Manage the safeguarding of vulnerable adults and children in line with Daisy policy, in discussion with the Programme Director Manager and with Children and Families and Adult Services.

COUNSELLING:

- Maintain practice standards in line with organisational policies and procedures. All of those practices being delivered to the BACP/UKCP Framework and the Data Protection Act
- Deliver clinical assessments of clients who have referred or been referred into the service including assessment of client's suitability to access our service, carry out risk assessments and offer appropriate contracts, or referral on to other interventions or services.
- Ensure safety of clients through implementation of Daisy Programme safeguarding procedures.
- To work with Daisy Programme policies and procedures, ensuring that a high-quality service is being provided and that case records are clear, professional, and up to date.
- To ensure that the counselling service is sensitive and responsive to the needs of the people using them, that user feedback is gathered systematically, recorded, and acted upon.
- Maintain accurate and up to date records.
- Ensure the correct information has been recorded on Daisy Programme online data management system.

Supporting the Management of Services

- Contribute to the planning and development of the counselling service alongside the Programme Director.
- Maintain safe and effective management of own workload. Maintain a flexible approach to working hours to accommodate 1 evening a week.
- Support and work within the Daisy Programme policies and procedures
- Contribute to the ongoing evaluation and effectiveness of the pilot
- Participate in meetings, management meetings and service planning discussions as required.

Professional Requirements

- The post requires an enhanced DBS disclosure.
- The post holder(s) are expected to maintain their own Professional Body Membership i.e., BACP/UKCP membership.
- Work to the BACP/UCKP Ethical Framework for Good Practice in Counselling and Psychotherapy.
- The postholder(s) will be accredited by the BACP or other Professional Body equivalent
- Demonstrate a commitment to maintaining a high level of clinical practice by attending clinical supervision (funding provided for this by the charity)
- Demonstrate a commitment to ongoing personal and professional development.

Please note this job description is intended to outline the main duties of the post and may change as the post and service develop.



Person(s) Specification

Education and qualifications	Essential	Desirable
A recognised counselling diploma or degree	✓	
To be Accredited with BACP/UKCP	✓	
Knowledge and Experience	Essential	Desirable
Substantial experience of providing counselling to those who have experienced rape and sexual violence and trauma	✓	
Minimum 3-year post counselling qualification	✓	
Experience of providing online counselling	✓	
Experience of sensitively assessing and responding to the needs and risks of men and women subjected to sexual violence or other strands of violence against them	✓	
Experience of managing complex casework, including issues such as child abuse, mental health, substance abuse, working with trauma and crisis intervention.	✓	
Proven experience of safeguarding children and/or vulnerable adults	✓	
Experience of supporting staff		✓
Experience of undertaking, monitoring and evaluation of service delivery		✓
Experience of carrying out service user assessments within a counselling setting	✓	
Experience in assessing risk and taking appropriate action	✓	
Evidence of an awareness of the dynamics and impact of sexual violence and other forms of sexual violence against men and women and how best to support survivors	✓	
Understanding of ethical issues as defined by BACP/UKCP other relevant accredited body.	✓	
Evidence of the ability to be an ambassador for Daisy Programme and to communicate and work in accordance with Daisy Programme values	✓	
Evidence of the ability to manage casework effectively with evidence of a methodical and well organised approach	✓	
Evidence of the ability to build and develop supportive relationships with service users maintain professional boundaries	✓	

Demonstrate ability to use Microsoft Office (word, excel, outlook) and to collect and analyse statistics using databases	✓	
Demonstrable knowledge of using online platforms, communication, and databases	✓	
Ability to keep clear, factual notes for the organisation	✓	
Key Skills and Strengths	Essential	Desirable
Skilled in engaging with and assessing service user needs	✓	
Managing	✓	
Managing crisis situations calmly and positively	✓	
Experienced in developing trusting relationships with clients	✓	
Interpreting assessments to support a safety plan	✓	
Creatively involving clients to lead the direction of their support and set realistic goals	✓	
Hold values that inspire a client-led approach and culture of working together creatively and in a whole family approach	✓	
Non-judgemental, non-directive communication and proactive approach to problem solving	✓	
Self-motivated, self-reflective and responds positively to challenging situations	✓	
Highly skilled in teamwork, developing self and others and ensuring customer excellence	✓	