



Job title: Project Indigo Counsellor/Psychotherapist

Service: Project Indigo, Off Centre

Salary: Grade 3 point 24-28

Hours: 14.8 hours per week

Location: Hackney

Responsible to: Clinical Lead

Project Indigo & the Role:

Project Indigo is the LGBTQIA+ youth service based at Off Centre in Hackney. It is open to anyone aged 16-25 who identifies as LGBTQIA+ or is exploring their sexuality or gender identity. Our weekly youth group is a safe, supportive space for LGBTQIA+ young people to meet each other and participate in workshops and activities, and targeted provision for children and young people of African, Caribbean and mixed heritage (ACH). In addition to the youth group, Project Indigo offers 1-to-1 support and advice sessions with the Project Lead. The group aims to support young people to build links with the local LGBTQIA+ community, build meaningful relationships and get support around issues that are impacting them. Project Indigo maintains a youth-led and person-centred approach, with this role being developed in consultation with our members to address the barriers they face in accessing sensitive and non-judgmental therapeutic support.

The Project Indigo Counsellor/Psychotherapist role will expand Project Indigo's offer to include 1-to-1 counselling, including sessions up to 24 weeks and therapeutic drop-ins.

Aside from Project Indigo, Off Centre's offer includes: individual, counselling and psychotherapy, individual and group art psychotherapy, key-work support, out of hours drop-in service on Thursday evenings; this role will include an Off Centre therapeutic caseload alongside Project Indigo clients.

Key tasks and responsibilities:

1. You will maintain a caseload of Project Indigo service users accessing individual counselling sessions for up to 24 weeks with young people aged 16 to 25 who identify as LGBTQIA+ or exploring their sexual orientation gender identity. You will also facilitate weekly therapeutic drop-ins for Project Indigo members, undertaking associated case management and administrative work.
2. You will provide high quality support with the aim of providing the best possible interventions in all areas of clinical practice, applying specialist knowledge and techniques of counselling/psychotherapy where appropriate.
3. You will be able to engage with potentially distressing or emotional circumstances arising from therapeutic contact with clients, practise emotional self-regulation, and deliver appropriate therapeutic responses within professional boundaries.
4. You will carry out initial assessments of service users' needs, including assessing risk and safeguarding issues, and co-design outcome focused treatment plan with young adults, utilising agreed assessment and outcome tools.
5. You will share Project Indigo's values of respecting young people's autonomy and will work alongside young people to support them in their journey, drawing on relevant psychological theory, specialist training and your experience in a counselling or clinical setting.



6. You will be required to provide evening sessions, up until 8pm for one evening per week (Monday or Thursday)
7. You will be required to keep excellent and up-to-date records of work with service users at all times, adhering to confidentiality and information sharing protocols in conjunction with safeguarding requirements.
8. You will ensure all data, outcome measurements and monitoring information is provided to the service's Clinical Lead/Operational Manager in a timely manner for reporting requirements and actively contribute towards the design, delivery and evaluation of the service.
9. You will take responsibility for maintaining relevant theoretical knowledge and up-to-date training, particularly as it relates to working with LGBTQIA+ young people at the intersections of race, gender, class, disability and neurodiversity. To keep informed of and adhere to the BACP / UKCP code of ethics (or equivalent) to ensure best practice in relation to LGBTQIA+ young people.
10. You will maintain an understanding of intersectionality and the multiple oppressions faced by our diverse group members.
11. You will actively participate in team, clinical and working group meetings and Family Action's supervision and appraisal processes. You will be required to regularly attend and actively participate in clinical supervision. You will be expected to be responsive to critical challenge, advice and feedback to continue to deliver high quality support to our young people.
12. You will be required to adhere to all quality and safeguarding standards as set out in Family Action's policies and procedures, promoting and safeguarding children / young people and vulnerable adults.
13. You will ensure the implementation of Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
14. You will be required to comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
15. You will be required to work flexibly as may be required by the needs of the service, delivering sessions up to 8.00pm on one evening per week (Monday or Thursday) and carry out any other reasonable duties as required.

Person Specification

Requirements		E s s e n t i a l	D e s i r a b l e
Education, Qualifications & Background			
1.	Educated to level four or above, with a recognised professional Counselling or Psychotherapy qualification.	✓	
2.	Hold individual BACP /UKCP (or equivalent) registration with a proven commitment to continuing learning and professional development in relation to working with young people, including active participation in clinical supervision, line management supervision and performance appraisals.	✓	
3.	Hold a recognised qualification and/or have undertaken appropriate CPD/training in working therapeutically with young people		✓
4.	Certificate and/or training in trans awareness		✓
5.	Certificate and/or training in autism awareness		✓
Experience			
4.	Minimum 2 years and/or minimum of 450 hours post qualification experience as a counsellor/psychotherapist working with young people.	✓	
5.	Evidence of substantial clinical experience working affirmatively with LGBTQIA+ young people, in particular trans and gender diverse young people and/or an in-depth knowledge of how to effectively support this client group	✓	
6.	Experience of monitoring, evaluating and reviewing treatment in progress, adapting delivery to maximise client engagement, applying clear knowledge of counselling and psychotherapeutic theory and practice to support best possible interventions and outcomes in all areas of clinical practice.	✓	
Knowledge & Skills			
7.	Understanding of what comprises best practice when working therapeutically with young people. Ability to implement counselling and therapeutic practice to at least the minimum standards required by the BACP CYP competence framework.	✓	
8.	Evidence of acquiring appropriate skills/knowledge to deliver therapeutic support to LGBTQIA+ young people, particularly trans, non-binary and gender diverse young people from a range of communities and backgrounds.	✓	



9.	Ability to articulate empathy with the needs of young people from a range of communities and backgrounds. Working knowledge of the intersectional social issues that affect young people and impact upon their mental health and well-being.	✓	
10.	Excellent interpersonal and communication skills, both written and verbal. Ability to work as part of a team from different theoretical backgrounds and identify with organisational and service goals.	✓	
11.	Excellent knowledge and understanding of risk management, health and safety issues. Ability/willingness to work according to pan-London Child Protection procedures and Working Together to Safeguard Children, as well as with local and organisational Child Protection and Safeguarding policies and procedures (for both children and adults).	✓	
12.	Experience of prioritising own workload, plan and undertake action under own initiative, manage time and competing priorities effectively.	✓	
13.	Experience of inputting and maintaining up-to-date client records in accordance with organisational policies, privacy policies and GDPR requirements		✓
Values			
14.	<p>Able to evidence Family Action's values at all times, which underpin our mission of 'building stronger families' by:</p> <ul style="list-style-type: none"> ● Being people focused ● Reflecting a 'can do' approach ● Striving for excellence in everything we do ● Having mutual respect for everyone we work with, work for and support through our services 	✓	
15.	Be committed to equal opportunities and uphold and comply with Family Action's Equality, Diversity & Inclusion policy in all aspects of your work, promoting its principles amongst colleagues, service users and other members of the community.	✓	
In addition			
16.	Willing to work hours in a flexible way, including evenings and weekends as required to meet the needs of the service.	✓	
17.	In accordance with Schedule 9 of the Equality Act 2010, there is a Genuine Occupational Requirement for the successful candidate to identify as a member of the LGBTQIA+ community.	✓	



If your application is successful, Family Action's Safer Recruitment Policy requires the following pre-employment checks before starting the role:

- References covering the last 36 months and all employment within that time with a minimum of 2 references including the current or most recent employer, plus references to cover any employment gaps.
- A DBS check for Enhanced with Barred List(s).
- A health check by an independent occupational health provider to ensure any reasonable adjustments are put into place to support a new starter with disabilities, or physical or mental health conditions and ensure they are not substantially disadvantaged at work.
- Evidence of right to work in the UK
- Evidence of required qualifications and professional body registration

Please note: the above requirements are applicable to all new starters at Family Action.

There are sensitive pathways for providing this information, including the DBS sensitive applications route and if you have any difficulty providing any documentation, we will endeavour to support you as best as we can to take up the role – we will offer a confidential call before starting the pre-employment checks, and during the checks, you will be supported by a dedicated Recruitment Administrator.

If you have any questions about the recruitment process or the pre-employment checks, please email in confidence to Angie, Recruitment Team Lead – angie.eaves@family-action.org.uk