

Job Description

Job title:	School Wellbeing Counsellor
Responsible to:	Clinical Lead for Children and Young People
Salary	£34,000
Type of Contract	Part-time until March 2025
Hours of work	Part-time – 3 days per week between the core hours of 9am – 8pm fixed term to March 2025, possibility of extension subject to funding outcome 21 working hours plus 3 hours unpaid lunch breaks
Location	Hybrid – at least 2 days in-person in educational sectors and hubs across either: Southwark, Lewisham, Wandsworth and our Croydon office

This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

Organisational Context

As a registered charity and a member of Rape Crisis England and Wales, we are a specialist sexual violence centre providing an exceptional standard of therapeutic support for women and girls who have experienced rape and/or childhood sexual abuse.

Our services for female survivors of sexual violence are delivered in on our Croydon location and cover 12 South London Boroughs.

Our programmes comprise of:

- Counselling
- Group therapy
- Play therapy
- Self Esteem Workshops
- Training and Consultancy for professionals on the impacts of sexual violence
- Prevention and education workshops with young people.
- Advocacy support & information for survivors going through the Criminal Justice System.
- Outreach for survivors for who face additional marginalisation. or additional barriers to accessing support, and ISVA Services.



In 2021, we became a partner for the delivery of the Rape Crisis England & Wales 24/7 Rape and Sexual Abuse Support Line, alongside Lincolnshire Rape Crisis & Sexual Abuse and ARCH Sexual Violence Services in Teesside.

Job Purpose

Accountable to the Clinical Lead for Children and Young People, this role has the responsibility for providing high quality therapeutic support to girls and young women in educational settings.

Key Responsibilities	<ul style="list-style-type: none">• To deliver a high standard of therapeutic counselling within educational settings and other venues in South London Boroughs.• To provide trauma-informed support and work within the Rape Crisis South London trauma informed safeguarding model.• To ensure accurate, confidential and timely record keeping is maintained, ensuring compliance in data collation and recording in line with best practice and data protection legislation (e.g. GDPR).• Ensure that all evaluation tools and outcome measures are implemented and uploaded within agreed time frames.• To work with the Rape Crisis South London safeguarding team and external DSLs to safeguard and promote the welfare and girls and young women.• To build partnerships with key stakeholders in educational settings to ensure a high standard of therapeutic support is offered and appropriate processes are in place for survivors to access this support.• To be flexible to the needs of professionals and survivors in educational settings, and offer drop-ins, psycho-educational workshops, group sessions, parent/carer support and educational staff support if required.• To attend and participate meaningfully in regular line management meetings, departmental meetings, the Rape Crisis South London appraisal process and Clinical Supervision.
General	<ul style="list-style-type: none">• Promoting the vision, values and feminist ethos of Rape Crisis throughout the whole organisation and externally



	<ul style="list-style-type: none">• Contributing and developing a culture that values and respects diversity, learning, improvement, striving for quality and best practice.• Uphold the rights of survivors of rape & sexual abuse and proactively assess the needs and safety of survivors to ensure that any risks/needs identified are addressed, having full regard to the relevant Safeguarding policies.• Be responsible for personal learning and development and keep up to date on research, relevant legislation, policy and practice, and other literature relevant to the role.• Participate in supervision, training and meetings as required and assist in the development of services in line with agreed development plans.• Maintain clear and adequate records of work done, and to produce reports on work programmes and activities as required by the CEO.• Work within the values, policy and practices of the feminist anti-violence movement.• Responsible for undertaking any other duties appropriate to the post.
--	---

Benefits

- Annual leave entitlement is 27 days a year plus 8 bank holidays (pro rata)
- 3 days off between 25th December and 1st January
- NEST pension scheme; 3% employer contribution and 5% employee contribution
- Benefits package including life assurance, healthcare plan, Employee Assistance Programme, and cycle to work scheme.
- There will be a 6-month probation period for this role

Monitoring and Evaluation of the Post

The performance of the post holder will be monitored through regular supervision by the Clinical Lead for Children and Young People. The post itself will be reviewed at three months and six months.

Variation Clause

Rape Crisis South London reserves the right, following full and reasonable consultations with the member of staff concerned and with her trade union or other representatives, to vary, add to or alter any of the terms and conditions of employment attached to this post.



This job description will be reviewed annually and may need to be revised according to the priorities of current workload with the agreement of the Board.

Qualifications, Skills & Experience

Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • Diploma or higher-level qualification in counselling/psychotherapy <p>Desirable:</p> <ul style="list-style-type: none"> • Registration with relevant professional body
Experience	<p>Essential:</p> <ul style="list-style-type: none"> • Minimum 150 hours of post-qualification provision of therapeutic support to children and young people. • Experience of a range of therapeutic methods and techniques to enable children to fully engage in the therapeutic process including working with risk issues • Experience of working individually as well as part of a team • Experience of facilitating group work • Experience of multi-agency working • Experience of maintaining client records and a database. • Experience of client monitoring and evaluation. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience of working with survivors of sexual violence. • Experience of play therapy. • Experience working with neurodivergent, ASD children and young people.
Knowledge	<p>Essential:</p> <ul style="list-style-type: none"> • Knowledge and understanding of the issues, challenges and barriers faced by girls and young women from diverse communities and backgrounds in accessing appropriate support. • An understanding of safeguarding reporting procedures. • Knowledge and understanding of sexual violence and its effects on children and young people.
Skills and Abilities	<p>Essential</p> <ul style="list-style-type: none"> • Excellent verbal and written communication skills • Ability to work on own initiative and as part of a team.



	<ul style="list-style-type: none">• Ability to provide trauma-informed therapeutic support.• Ability to build strong therapeutic relationships• Ability to hold professional boundaries• Ability to use basic databases and complete administrative tasks in accurate and timely way. <p>Desirable:</p> <ul style="list-style-type: none">• Ability to provide EMDR therapeutic interventions.
General	<p>Essential:</p> <ul style="list-style-type: none">• Commitment to intersectional feminist and anti-racist practices.• Commitment to supporting survivors of rape and sexual violence in line with Rape Crisis South London’s values and ethos.