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DEPUTY CYP LEAD

Responsible to:	Deputy CYP Lead
Line management of:	CYP counsellors & therapists
Salary	£41,000 - £44,379.72
Type of Contract	Permanent
Hours of work	Full time (35 hours) or job share
Location	Croydon Office
Hybrid/Remote/Office based	Hybrid – minimum 3 days per week in the office
Closing Date	Until filled (We reserve the right to close the advert if we have enough applicants)

ABOUT US

As a registered charity Rape Crisis South London (RCSL) are a specialist provider for victims of sexual violence across twelve South London Boroughs. Our services and programmes are available in person at Croydon centre or through six additional satellite locations, as well as remote sessions across 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 2022, 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 Services and ARCH Teesside. We are a member of Rape Crisis England & Wales.

Our services include responding to the needs of survivors and the disproportionate nature of sexual violence committed by men against women and girls. We believe sexual violence to be both a cause and a consequence of gender inequality and are committed to a feminist, empowering model of working.

JOB PURPOSE

Accountable to the CYP Clinical Lead, the Deputy CYP Lead(s) will support the development and delivery of the CYP therapeutic services at RCSL. They will provide support for therapists in the team to deliver high-quality support to survivors that meet regulatory, ethical and organisational standards while responding to the needs of young people and communities.

They will ensure services are delivered in line with funded contracts. This is an opportunity to shape and embed high-quality therapeutic services during a key phase of development at RCSL.

KEY RESPONSIBILITIES

1. Clinical Leadership & Case Oversight

- Collaborate with the CYP Clinical Lead to oversee initial assessments, allocations, and case distribution across all service pathways
- Provide clinical support and guidance to therapists to ensure safe, ethical, and high-quality practice
- Support the delivery of consistent clinical standards in line with organisational and professional requirements
- Ensure appropriate record-keeping, risk management, and client safety

2. Service Delivery & Development

- Hold a limited clinical caseload which serves the more complex children and young people in the service and those which present with increased risk
- Support the CYP Clinical Lead in the development and delivery of therapeutic services for children and young people
- Ensure services are delivered in line with contractual requirements, outcomes, and performance expectations
- Oversee delivery of group work programmes, including family support groups
- Contribute to service improvement, innovation, and embedding best practice during a key phase of development

3. Team Leadership & Workforce Development

- Provide line management and day-to-day support to allocated CYP staff
 - Support the recruitment, induction, and ongoing development of therapists and counselling team members
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- Promote a culture of reflective practice, learning, and staff wellbeing
 - Ensure staff are supported to deliver trauma-informed and survivor-centred care

4. Safeguarding & Risk Management

- Undertake the role of Designated Safeguarding Officer (DSO) for the CYP team
- Deputise for CYP Clinical Lead as Deputy Designated Safeguarding Lead (DSL) as part of the rota when required
- Provide guidance on safeguarding concerns and complex cases, ensuring appropriate escalation
- Ensure safeguarding practices are robust, consistent, and in line with policy and legislation

5. Partnership & Multi-Agency Working

- Support the CYP Clinical Lead in multi-agency collaboration to ensure coordinated support for young people
- Build and maintain effective relationships with key partners and stakeholders
- Represent the service in relevant meetings and forums where required

6. Contract & Performance Support

- Support oversight of funded contracts, ensuring delivery aligns with agreed outputs and outcomes
- Contribute to monitoring, reporting, and evaluation of service performance
- Assist in identifying and addressing risks to delivery or performance

7. General Responsibilities

- Promote and uphold the vision, values, and feminist ethos of RCSL internally and externally
- Contribute to a culture of equity, inclusion, continuous learning, and best practice
- Uphold the rights of survivors and ensure all work is survivor-centred, trauma-informed, and safeguarding-led
- Maintain accurate and timely records and contribute to reporting as required
- Take responsibility for continuous professional development, staying up to date with relevant research, legislation, and practice
- Participate in supervision, training, and service development activities
- Ensure compliance with data protection, health & safety, and equality legislation
- Deputise for the CYP Clinical Lead when required
- Undertake any other duties appropriate to the role

PERSON SPECIFICATION

Required Qualifications	<ul style="list-style-type: none"> • A degree level qualification in counselling/psychotherapy – (diploma with accompanying relevant experience will be considered) • Professional membership of an accredited counselling and/or Psychotherapy body.
Required Skills and experience	<ul style="list-style-type: none"> • Minimum of 200 hours of post qualification experience of supervised client work. • At least 3 years' experience of working with children and young people affected by rape and sexual violence. • Experience of leading and supporting a team • Experience of working in the specialist violence against women and girl's sector. • In depth working knowledge of safeguarding legislation in relation to safeguarding children and adults. • Minimum level 3 safeguarding training • Experience of recruitment induction and training (desirable)
Required Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of trauma informed therapeutic support. • Knowledge and understanding of the effects and impact of sexual violence on women and girls. • Knowledge, understanding and commitment to a feminist approach and feminist analysis of gender-based violence • Knowledge of working with diversity including across ethnic communities, age, LGBTQ+, disability and religion and neurodiversity • Awareness of BACP or similar accreditation and ethical framework
General	<ul style="list-style-type: none"> • Consultative, influential and collaborative management style • Excellent communication skills across a range of audiences. • Ability to use and interpret data to report on service performance.

	<ul style="list-style-type: none"> • Ability to manage, develop and motivate a team of CYP counsellors. • Ability to provide trauma informed therapeutic support • Monitor the effectiveness of counsellor output and performance.
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APPLICATION PROCESS

Please provide a CV **and** cover letter (maximum 1000 words) which sets out your suitability for the role against the job description and person specification.

BENEFITS

- Annual leave entitlement is 27 days a year plus 8 bank holidays (pro rata)
- Additional benefit of 3 days (pro rata) gifted to staff between 27 to 31 December
- 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
- Being part of a dynamic, creative and innovative team where all staff are empowered to achieve their very best
- Hybrid working opportunities
- Enhanced maternity
- Induction and supervision
- The successful candidate will be supported in their professional development

MONITORING & EVALUATION OF THE POST

There will be a **6-month** probation period for this role.

The performance of the post holder will be monitored through regular supervision by the CYP Clinical Lead. The post itself may be subject to regular reviews.

OUR COMMITMENT TO INCLUSION

We are proud to be an inclusive employer and welcome applications from women of all backgrounds, identities, and life experiences. We particularly encourage applications from women who are underrepresented in the violence against women and girls' sector. We know that diversity strengthens our organisation and helps us better reflect and serve the communities we support.

SAFEGUARDING STATEMENT

Rape Crisis South London is committed to providing a safe, supportive, and empowering environment for all survivors who access our services. We recognise our responsibility to protect the welfare of adults, children, and young people and to promote their rights, dignity, and wellbeing always.

We uphold a zero-tolerance approach to all forms of abuse, exploitation, and harm. Our staff, volunteers, and trustees are trained to recognise safeguarding concerns, respond appropriately, and follow clear reporting procedures in line with statutory guidance and best practice. Safeguarding is embedded across all aspects of our work, from service delivery to partnership working and organisational governance.

We work collaboratively with survivors, placing their needs, autonomy, and safety at the centre of all decisions. When necessary, and always with consideration for the survivor's wishes and confidentiality, we share information with relevant agencies to protect individuals from significant harm.

Rape Crisis South London is committed to continuous improvement in safeguarding practice, regularly reviewing our policies, training, and risk management processes to ensure the highest standards of safety and care. A DBS check will be required for this role and will be funded by RCSL.

VARIATIONS

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 with your line manager annually and may need to be revised according to the priorities of current workload.

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.