

Person Specification

Community Based Bereavement Support Worker / Community Based Bereavement Counsellor

Quality	Essential	Desirable
Attainments and previous experience	Experience of supporting children and young people in a professional setting. Experience of working directly with families and/or professionals supporting children and young people. Experience of delivering group work or group-based interventions. Experience of managing a caseload, appointments or client-based workload. For appointment as Community Based Bereavement Counsellor: recognised counselling qualification For appointment as Community Based Bereavement Support Worker: relevant transferable qualification and/or experience (for example teaching, psychology, youth work, social work or similar). For appointment as Community Based Bereavement Counsellor: current registration/membership with British Association for Counselling and Psychotherapy (BACP) or equivalent professional body.	Experience of supporting bereaved children and young people. Experience of working within charitable or community-based services. Experience of delivering support within schools or community venues. Experience of assessment and pathway decision-making. Additional training in bereavement, grief, trauma or loss. Accreditation with BACP or equivalent professional body.

Knowledge	Knowledge of the needs of children and young people experiencing bereavement, loss or change. Knowledge of safeguarding, minimising the risks of harm to children's welfare and current safeguarding guidance. Understanding of confidentiality, professional boundaries and ethical practice. Understanding of UK GDPR and secure record keeping. Understanding of lone working good practice.	Knowledge of local support pathways across Coventry and Warwickshire. Knowledge of early help and multi-agency working. Knowledge of therapeutic models relevant to grief and loss.
Skills and abilities	Ability to build positive and professional relationships with children, young people and families. Ability to communicate sensitively and clearly with children, parents/carers and professionals Ability to facilitate group work with children and young people. Ability to provide one-to-one support or counselling appropriate to qualification and experience. Ability to assess need and identify suitable support pathways. Good written communication skills and ability to maintain accurate records. Good organisational skills and ability to manage caseload effectively. Ability to work independently in a community based role while remaining connected with the wider team. Proficient in the use of MS Teams, digital systems and ICT in the workplace. Ability to maintain the highest standards of confidentiality.	

Disposition	Warm, approachable and able to build trust with children and families. Emotionally resilient and able to work with sensitive bereavement-related situations. Calm, professional and reliable. Reflective and open to feedback and supervision. Able to handle sensitive situations empathetically, with tact and discretion.	
Commitment and Flexibility	A commitment to Guy's Gift vision, mission, values and objectives. A commitment to safeguarding, child protection and the wellbeing of service users and staff. Willingness to travel regularly across Coventry and Warwickshire. Willingness to undertake occasional early evening working to support group programmes, with time flexed accordingly. Willingness to undertake training, supervision and ongoing professional development.	