

**Job Title: BAM Support Counsellor**

**Salary: £34,625 pro rata**

**Reporting to: Counselling Manager**

**Hours: 25 hours part time**

**Location: Hybrid model**

**Contract: Permanent**

**Annual leave: 28 days per annum + Bank Holiday (pro rata)**

**Closing date: 2<sup>nd</sup> February**

**Interview dates: 7<sup>th</sup>, 8<sup>th</sup>, 14<sup>th</sup> and 15<sup>th</sup> February**

## **Context**

An estimated 12,000 men are raped every year and 76,000 sexually abused or assaulted. Yet just 4% of men will tell someone. Of those who do, it takes on average 26 years to do so.

Survivors UK provides specialist support to (cis and trans\*) men and boys, and to non-binary people, who have been raped, sexually assaulted or abused. Our aim is to help any man, boy, or non-binary person, to have the confidence to tell someone what's happened to them, and to know that it's OK to seek help. When they do, we want to ensure they have access to the right support so they can deal with the impact of their experiences.

We provide emotional support, information and signposting to survivors and anyone worried about someone they know, through a national website and webchat service (open till 8pm most evenings). Last year, 2,600 people contacted us via our webchat services and social media.

In London, we are the only organisation providing specialist services for men and boys, including individual counselling and therapeutic groupwork, available till 9pm six days a week. Across London, we provide the capital's only Independent Sexual Advisor (ISVA) Service that helps men and boys through the criminal justice system.

## **About the role**

This is an exciting and challenging new role at Survivors UK, that combines brief counselling and practical support, specifically to the (circa) 300 people who refer themselves for individual counselling with us each year. It is designed to deliver collaborative assessments and brief interventions to:

- Understand people's needs and work out the best sources of support for them
- Offer resources, coping strategies, and supported signposting to internal and external sources of expert help
- Determine whether it would be beneficial to add someone to the waiting list for 6 months of regular counselling at SurvivorsUK, and resource them to cope during the 2 year wait for counselling to start.

The people served include those with clinical mental health diagnoses, drug and alcohol dependencies, at risk of suicide, homelessness or involved in the sex industry. You will need to be a highly skilled counsellor/practitioner with experience of dealing with very vulnerable clients, willing to work flexibly and on your own initiative. Importantly, you will be a compassionate person, able to blend therapeutic work with practical support and care.

**This post is subject to an enhanced DBS Clearance**

## **Purpose**

- Provide counselling and practical support interventions to boys, men, trans people and non-binary people from the BAM community who have been raped, sexually abused or assaulted with high levels of need and who are most vulnerable.
- Collaborate with clients to discover what their needs are from our service
- Support the monitoring and reporting to funders on the development and delivery of the service.
- Support the Group work Manager in organising BAM groups for our clients
- A commitment to working and developing a therapeutic approach that is culturally attuned to Black, Asian and Multi and Dual Heritage clients.
- An ability, interest and commitment to working therapeutically were applicable with a Black, African and Asian centred approach embracing the client's full experience of life through the prisms of race, culture, gender and social values.
- A clinical understanding and a commitment to work with the risk and experience of fragmentation created by multiple traumas including racism, discrimination, rape and sexual abuse.
- A working understanding and awareness of a holistic therapeutic approach - exploring all dimensions or worlds of Black, Asian, and Multi-heritage clients - the inner world, the social world, the spiritual world and the physical world.
- An empathic understanding of the impact and experience of intersectionality for our BAM clients, with a particular focus on racial trauma, gender discrimination, Islamophobia, homophobia and transphobia when intersecting with sexual trauma and other abuse.
- An active interest in cultural and current affairs around society, race, nationality, communities and anti-oppressive practice.
- A reflective practice approach individually, alongside colleagues, within peer supervision and 'Sakhu' - the deep search, study and mastery of the process of, and illumination of, the human spirit'

- Commitment to outreach work, presenting and sharing our specialist/bespoke therapeutic service to external agencies, individuals and groups who may benefit from an understanding of and access to our unique counselling offer.
- An understanding of anti-racist practice and competence in working with or alongside people who have a legacy of European domination such as slavery, colonialism, primarily within the British context.
- Be a reflective practitioner who has worked on their own identity and personal process around race and racial identity.
- See working together as a community and not in isolation as paramount to healing

## Key outcomes

- Survivors who are highly vulnerable and distressed will have access to a service that meets their needs, with improvements in their overall health and wellbeing.
- A reduction in harmful behaviours, such as less suicidal ideation, reduced drug & alcohol use, reduced incidences of self-harm.
- Survivors who are leading chaotic lifestyles report feeling more stable, better able to cope and better supported.

## Responsibilities

### 1. Service Delivery

- Deliver counselling interventions by phone, video calling and face-to-face
- Maintain accurate and timely client case notes, ensuring adherence to confidentiality, safeguarding and data protection procedures.
- With clients, develop action plans to help them address emotional and practical needs and ensure clients can engage with a flexible service.
- Provide regular and timely communications with clients so that they are encouraged to remain with the service.
- Attend clinical supervision.

### 2. Liaison and Promotion

- Maintain good working relationships with other support services associated with the client.

### 3. Monitoring, evaluation and dissemination

- Collect and accurately record one-to-one contact data, including presenting issues, client notes, socio-economic demographics, using Survivors UK Salesforce database.

- Monitor individual client's progress through the outcomes monitoring framework.
- Where appropriate, and within safeguarding and data protection policies, collate qualitative client stories for reporting back to funders, evidencing need and service user opinion.
- Ensure all clients are aware of and have access to the organisation's complaints policy.

#### **4. General Duties**

- Be responsible for administrative functions associated with the role, including accurate record keeping and filing.
- Provide input and comment on the development of Survivors UK policies and procedures and ensure you follow established procedures.
- As a member of a small team, contribute to the development of new initiatives and services in response to client need.

The post-holder will be required to carry out additional duties from time to time. Such duties will be commensurate with the role.

## Person specification

### Experience and qualifications

- A BACP, UKCP or BABCP accredited counsellor or working towards, psychotherapist or CBT practitioner.
- At least 2-years' experience of working with highly vulnerable children and young people in a counselling and/or support service.
- Knowledge of trauma informed practice
- Demonstrable caseload management, with experience of undertaking initial counselling assessments.
- Proven track record in helping clients who are experiencing high levels of distress and/or chaotic lifestyles, to improve their health and wellbeing.
- Efficient and accurate use of outcomes monitoring frameworks, such as CORE, Outcomes Star, or similar

### Skills, knowledge and competences

- Strong understanding of the experiences, needs and impact of rape, sexual abuse or assault on (cis and trans\*) men and boys, and on non-binary people
- Self-motivated and a self-starter: high level of confidence to develop and deliver a new service.
- A mature, calm and empathic manner: able to engage with clients who have challenging needs and deal with highly emotional and stressful situations.
- Strong communication skills: able to build trusting relationships and rapport with clients and interact and engage effectively with external agencies.
- Adherence to confidentiality and boundary policies and practices.
- High degree of flexibility in approach to working with clients and the wider team.
- Positive attitude and willing to contribute to developments, improvements and changes more broadly within Survivors UK.
- Competent administrator and highly organised: committed to maintaining accurate client records and reporting on performance.
- Demonstrable commitment to equal opportunities, with a non-judgemental approach to helping men, non-binary and trans people
- A commitment to pursuing professional excellence, personal development and learning.

SurvivorsUK is committed to continually developing our practice as an equal opportunities employer.

We strongly encourage the applications of people from structurally oppressed communities, and those who share some of the identities of our service users. In particular, our organisation will benefit from increasing the representation of BAM (Black, Asian and Mixed Heritage) people, trans\* and non-binary people, and men in our staff teams.

## How to apply

To express an interest in the role and to be considered, please submit the following:

- An up-to-date CV.
- A supporting statement that addresses the person specification in the recruitment pack and outlines your motivation for applying.

Please email your completed expressions of interest to [leigh.graham@survivorsuk.org](mailto:leigh.graham@survivorsuk.org)

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