



Role profile for	Counselling Support Practitioner – Students and Young Peoples Service
Salary	£34,070.40 pro rata
Hours	28 hours per week, which may include evenings up to 7pm
Location	Edinburgh or outreach venues in East Lothian, Midlothian or Edinburgh
Responsible to	Head of Young Peoples Service
Benefits	<ul style="list-style-type: none">• <u>Holiday entitlement</u>: 25 days annual leave; 10 days public holiday (pro rata)• <u>Pension entitlement</u>: Employer contribution at 8% to Pensions Trust Flexible Retirement Scheme
Supervision and Training	<ul style="list-style-type: none">• <u>Supervision</u>: Internal supervision provided every 4-6 weeks. External clinical supervision provided at a frequency agreed with your line manager• <u>Training</u>: Standard training budget (£600) applies to this post

ERCC operates under a Schedule 9, Part 1 exemption of the Equality Act 2010, which means that all our roles require staff to fall within the legal definition of a woman.

Role purpose

The post-holder will be responsible for delivering ERCC's specialist counselling support services, including practical and advocacy support as required, to children and young people and adults of all genders aged 12-25 who have experienced any form of sexual violence at any time in their lives, including, rape, sexual assault, child sexual abuse or commercial sexual exploitation.

The post-holder will take a trauma informed approach and will be required to work across the different functions of the service including initial assessment, short- and long-term support and referral and intake tasks.

Key responsibilities

Delivery of support service / Working with survivors

- Delivering regular counselling support sessions to the survivors of sexual violence and harm. This includes any safety and stabilisation support that may be required.
- Have a reflective and reflexive practice.
- Working with immediacy and assessing and monitoring risk with young people and safety planning.
- Provision of practical assistance to overcome any barriers to accessing support through an intersectional feminist lens.
- Conducting initial assessments with survivors to identify their needs, goals and outcomes from support, and to assess ERCC's suitability to meet those needs.
- Provision of support from outreach venues as required.
- Co-facilitation of group work.
- Provision of information and support through other communication methods such as email, telephone or text.
- Management of intake tasks, including processing of referrals, arranging of appointments and maintenance of accurate records.

Recording and reporting

- Keep accurate records of support provided via the OASIS database management system, ensuring records are updated in a timely manner, and in accordance with ERCC's note keeping policy.
- Contribute qualitative and quantitative data which allows ERCC to monitor and evaluate its services appropriately. This includes case studies.
- Support survivors to complete service evaluation forms at the appropriate times in the support journey.

Development work

- Contribute to service development to ensure ongoing responsiveness to survivors' needs, leading on appropriate tasks as agreed with line manager.
- Networking and creating referral links and partnerships with other relevant services.

Working with others

- Develop and maintain effective and active working relationships with staff from other agencies, including the police and other statutory agencies, and other voluntary / 3rd sector organisations, to ensure survivors' holistic needs are met in line with GIRFEC principles and values.
- Work effectively, collaboratively and accountably with the ERCC paid and volunteer worker team.
- Attend internal and external meetings as required, representing ERCC as required.

Sustaining and supporting volunteering

- Offering support and debriefing sessions to volunteers as required.
- Provision of shadowing opportunities to volunteers during day-to-day administrative, development and teamwork tasks.
- Contributing to volunteer training and development sessions.

Working effectively and safely

- Able to provide reliable and consistent support to survivors in accordance with ERCC's policies.
 - Actively engage with internal and external supervision sessions, case load discussions and peer support.
 - Attend internal training and practice development sessions, including any necessary training for the role as identified by self or by management.
 - Adhere to all relevant and current legislation and organisational policies, including: GDPR, child and adult protection procedures, GIRFEC, health and safety, lone working etc.
 - Work in accordance with ERCC's policies on equality and diversity and inclusion.
 - Contribute positively to the overall work and aims of ERCC.
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PERSON SPECIFICATION

KEY COMPETENCIES	Essential	Desirable
Supporting survivors	Experience and skills in providing practical individual support - including psychoeducation, with children and young people.	Experience of providing individual support for the survivors of sexual violence.
	A recognised qualification in counselling or psychotherapies or equivalent or be in the placement stage of working towards this or have extensive relevant experience.	Experience and skills in facilitating group support.
	Experience of delivering emotional / psychological therapeutic support work involving mental health and / or trauma, including complex trauma, with children and young people.	Training and experience in delivering trauma-focused interventions, following Judith Herman's model of support.
	Experience of working to a trauma-informed approach with service users.	Experience of working with people in domestic violence situations, suicidal ideation and self-harm.
	Intermediate or advanced knowledge of the impacts of complex trauma.	Knowledge of the criminal justice system, including reporting to the police and the legal system.
	Experience of working with a spectrum of complexity and risk, and high-risk cases, including safeguarding procedures and escalation.	Experience of working with vulnerable service users
Understanding of the issues related to sexual violence	Able to explain an intersectional feminist analysis of gender inequality and sexual violence.	An understanding of how sexual violence presents and can be experienced in a variety of settings including online and in schools.
	Understanding of the gendered dynamics and broad ranging impacts of rape and sexual abuse.	

KEY COMPETENCIES	Essential	Desirable
Outreach working	This role requires you to be able to offer support in venues in Edinburgh, East Lothian and Midlothian, and to travel to outreach venues to provide support.	To have your own transport.
Partnership working	Experience of multi-agency working with a broad range of services / partners.	
Equalities	Demonstrate a clear commitment to equality, diversity and inclusion and anti-discriminatory and anti-oppressive practice.	
	Deeper understanding of intersectional identities, oppression and trauma and a commitment to own cultural competency.	Experience of working with diversity such as the LGBTQ+ community, neurodiversity and / or learning disabilities and cultural and religious barriers.
Working with others	Experience of collaborative working.	Ability to incorporate creative thinking approaches.
Managing yourself	A resilient approach and clear strategies for managing self at work, including being able to demonstrate self-care, self-awareness and the ability to be reflective.	Recently completed Adult and Child protection training.
	Understanding of vicarious trauma and the impacts of working with trauma, with own strategies to mitigate the effects.	
Keeping yourself and others safe	Understanding of the importance of adhering to legislation, policy and procedures.	
	Understanding of relevant and current legislation (vulnerable adults, child protection, GIRFEC, sexual offences, adults with incapacity)	
	Able to set and hold both professional and therapeutic boundaries with service users in line with our organisational service delivery framework and line management instruction	
	Ability to receive feedback and act upon it.	

KEY COMPETENCIES	Essential	Desirable
Values and ethical practice	Ability to demonstrate a commitment to ERCC values	To be a member of an accredited association (like COSCA, BACP, HCPC or equivalent)
	Ability to follow ERCC's Code of Conduct.	
	Follow good practice guidelines and ethical practice guidelines	
Organisational and IT skills	Competent Microsoft user (Outlook, Excel, PowerPoint and Word)	Familiarity with using online case management / outcomes recording systems.
	Effective organisational skills and able to prioritise tasks effectively	
	Ability to keep own and shared calendars up to date at all times.	