



SPECTRA CIC

JOB DESCRIPTION – Counsellor (LGBTQ+ Young People and Trans adults)

Post details

Job Title: Counsellor/Psychotherapist: working with young LGBTQ+ young people for 2.5 days per week, plus 1 day per week working with trans and non-binary adults.

Line Manager: CEO and Clinical Lead for Mental Health (for clinical oversight)

Salary: £31,166 FTE (pro rata for 3.5 days per week)

Main purpose of the job

To provide individual counselling and workshops to improve the health and wellbeing of LGBTQ+ people in London;

- Provide therapeutic support to LGBTQ+ young people (2.5 days per week), and trans adults (1 day per week).
- Provide therapeutic support to the parents/carers of LGBTQ+ young people
- Support individuals to express themselves in a safe space, identify issues, develop coping techniques;
- Delivering to 16-18 year olds immediately, and adult trans people.
- Developing a new counselling provision for LGBTQ+ 13-15 year olds to start in Year 2.
- Monitor and report on all activity, identifying emerging need and case studies.

Main responsibilities and tasks

Provide counselling to LGBTQ+ young people seeking therapeutic support;

Provide psychological support with lesbian, gay, bisexual, trans, non-binary and questioning young people and, where requested, their parents/carers.

Ensure high standards of safeguarding for all client group, liaising with the Designated Safeguarding Lead as appropriate

Co-ordinate and report on therapy sessions, ensuring consistent and high-quality therapy services aligned to Spectra's counselling protocols.

Identify ways of supporting LGBTQI young people to develop effective, evidence-based services.

Deliver counselling to 16-18 year olds immediately.

Develop and deliver new counselling provision for LGBTQ+ young people aged 13-15 years of age to start in Year 2.

Maintain efficient records and protection of client records.

Report on programme effectiveness

Refer and signpost individuals whose needs cannot be met by Spectra.

Provide counselling to trans adults seeking therapeutic support

Provide psychological support to trans, non-binary and questioning people.

Ensure high standards of safeguarding for all client group, liaising with the Designated Safeguarding Lead as appropriate

Co-ordinate and report on therapy sessions, ensuring consistent and high-quality therapy services aligned to Spectra's counselling protocols.

Maintain efficient records and protection of client records.

Report on programme effectiveness

Refer and signpost individuals whose needs cannot be met by Spectra.

Signposting and working with teams

Liaise with individuals, teams and agencies working in the health sector, developing relationships and pathways.

Identify emerging issues for young people and their carers, and ways to improve services

Ensure learning is shared across the broader Spectra team.

Contribute to Spectra's Counselling Team

Job Knowledge and Skills

Relevant recognised qualification(s) at a minimum of Level 4 Diploma level in the field of psychotherapy, counselling and/ or psychology. In addition, you must be a current accredited or registered member of a professional body (i.e. BACP, HPC, UKCP or BPS).

Understand the mental health support needs of LGBTQ+ young people and children, with a detailed understanding of their broader support needs.

Ability to develop new counselling provision for young people aged 13-15, ensure robust policies, protocols, and referral pathways are in place.

Understand how LGBTQ+ young people can access other key services.

Know your own limits of skills, competences and responsibilities, and work within them.

Identify, assess and manage risks, including close liaison with Spectra's Designated Safeguarding Lead and Clinical Lead.

Additional training (or willingness to undertake additional training) in counselling young people commensurate with new BACP competency requirements working with this client group if core training is working with adults,

Manage your time, organisational resources and prioritise workload in liaison with line manager.

Participate and contribute to ongoing appraisal and learning.

Responsibility for resources

Ensure adequate supplies and written resources are available for those seeking or accessing therapy and support.

Other

1. To maintain personal and professional development in order to keep up to date with current theory and practice in the sexual health, mental health, gender identity and psychotherapy fields.
2. To be available for work outside normal office hours and locations
3. To contribute to Spectra projects and initiatives as identified by line manager.

Spectra standards

Equal Opportunities

Spectra has a strong commitment to achieving equality of opportunity and expects all employees to implement and promote its policy in their own work.

Health and Safety

Spectra is committed to a healthy and safe working environment and expects all its employees to implement and promote its policy in all aspects of their work.

Confidentiality and Data Protection

Spectra is committed to maintaining protection of data and privacy of staff and clients. It expects all staff to handle individuals' personal information in a sensitive and professional manner. All staff are under an obligation not to gain accesses to information they are not authorised to have.

Systems

To use Spectra computers and other technology as directed to ensure their full and proper use and to undertake any necessary training.

Signature –job holder

Signed:.....

Dated:.....

The duties of this post will change over time and will be reviewed and amended as necessary.

EMPLOYEE SPECIFICATION

Job Title: Counsellor/Psychotherapist (LGBTQ+ young people), Spectra CIC

No	Criteria/Competences	To be Tested at:	
		Form	Interview

Skills/Abilities/Knowledge			
1	Relevant qualification(s) in providing one to one counselling to LGBTQ+ young people.	√	√
2	Strong understanding and experience of safeguarding young people	√	√
3	Knowledge of the diversity of LGBTQ+ young people, including trans, non-binary and questioning identities	√	√
4	Knowledge of legal and medical issues for people of LGBTQ+ young people, including transitioning for trans people.	√	√
5	Excellent time management skills and ability to organise self	√	√
6	Experience of providing workshops to support young people and their carers	√	√
7	Computer literacy and knowledge of data/records systems. Ability to process and analyse data and write reports, including case studies.	√	√
8	Ability to problem solve, work independently and manage time efficiently.	√	√

Experience			
1	Experience of delivery counselling to LGBTQ+ young people	√	√
2	Lived experience of the complex issues facing LGBTQ+ people	√	√
3	Experience of working with trans and non-binary people as service users.	√	√

Other Factors (e.g. Genuine Occupational Qualifications)

1 Ability to work in languages other than English common to the diverse communities in London (desirable)