

Role Profile

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| **Job Title**  | **Primary School Counsellor/Therapist**  |
| **Place of Work**  | Primary Schools |
| **Reports to**  | Child & Youth Team Lead |
| **Salary**  | £30,401 pro rata |
| **Hours of work** | To be agreed |
| **Clinical Support** | Individual monthly clinical supervisionReflective Group Supervision available on a monthly basis |

### Background

### Relate NI is the leading relationship support charity in Northern Ireland and has been working to support people and their relationships since 1948. We provide a range of therapeutic services and education programmes to people throughout Northern Ireland. Our vision is of a future where healthy relationships are at the heart of a thriving society, and our mission is to make expert information and support for healthy relationships available to everyone.

### Overall Job Purpose

This post supports delivery of Relate Kids counselling service for Primary School Aged children. Relate Kids helps children to deal with any issues they may be having at home or in school or in any of their relationships.

This may be delivered through a range of therapeutic disciplines including Play, Music, Clay, Art, or Integrative children’s therapeutic approaches.

The service meets a diverse range of emotional and psychological needs that can be addressed through therapeutic support. Children present with a wide range of psychological, emotional, or social issues. The overarching aim is to increase pupils’ emotional well-being and improve their learning potential, be responsive to pupils’ needs and operate as an integral part of a school’s pastoral care provision. The primary mode of delivery is face-to-face. However, it may also be delivered by webcam were deemed appropriate and where therapists have completed relevant webcam training.

**Main Duties and Responsibilities**

*THERAPEUTIC SERVICE DELIVERY*

* To work as part of Relate NI’s team of trained child therapists who take a child-centred approach to counselling and supporting the children, their parents, carers, and teachers.
* To assess requests for counselling from teachers, parents, or carers, by engaging with parents/carers to build an understanding of the child, their family and school situation while identifying therapeutic goals to best support the child.
* To ensure an initial assessment will be completed with the child’s parent(s), caregiver(s) or legal guardian(s) to determine if this is the most appropriate service for the child.
* To be familiar with assessing for informed consent for counselling given by those with parental responsibility for the child in accordance with Gillick Competence guidelines.
* To use a range of modalities including play, art and music therapies helping children to reduce stress and process feelings to help children develop and facilitate communication skills improve self-confidence and independence; enhance self-awareness and awareness of others.
* To deliver face to face safe and confidential counselling sessions on a flexible basis meeting the needs of Primary school aged clients in a Primary school setting
* To attend monthly individual clinical supervision.
* To promote and manage effective communication with clients and related agencies whilst maintaining boundaries of confidentiality.
* To agree with the client and their caregiver a therapeutic contract for the work. This includes regularly reviewing progress through outcome measures recorded throughout counselling and through discussion with the client and parent/caregiver during parental reviews.

*SERVICE QUALITY*

* Be familiar with and comply with Health and Safety procedures and policy.
* Comply with legislative frameworks relevant to the work.
* Ensure adherence to the Ethical Framework for good practice in counselling.
* Achieve the highest standards of safeguarding for families, children, young people, and vulnerable adults who encounter our services.
* Maintain and ensure storage of records in accordance with Relate NI’s professional and confidential procedures.

* Promote equal opportunities in all areas of work.
* To implement monitoring and evaluation systems and procedures to ascertain user/ stakeholder satisfaction and service impact. Child reporting tools are completed by all child clients and their caregivers/parents or significant other adults using the appropriate outcome measures and procedure.
* Contribute to information used to inform and evaluate the Relate Kids counselling service for reporting on feedback for funders, stakeholders, and annual reports
* The Chief Executive on behalf of Relate NI may from time to time determine such other duties which are consistent with the post.

*PERSONAL DEVELOPMENT*

* To continue to participate in ongoing professional/ personal development opportunities.
* To attend a personal review and appraisal meeting.
* To keep abreast of new research, developments in practice and in the operating environment / social policy framework.
* To attend clinical supervision, line management meetings, team meetings etc.

* To maintain levels of mandatory training requirements.

This job description is neither exhaustive nor exclusive and the post holder will be expected to undertake duties within competence which are required in line with the overall job purpose. The role profile may be reviewed and amended in the future to include any other reasonable duties, projects or tasks as may be requested from time to time and to reflect changing organisational requirements, strategic or operational priorities, and changing staffing levels.

**PERSON SPECIFICATION – PRIMARY SCHOOL COUNSELLOR/THERAPIST**

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| **ESSENTIAL CRITERIA** |
| **Qualifications** | Practitioners delivering this service must have:* **Professional qualification in Child Psychotherapy** (e.g. Play therapy, Art Therapy, Drama Therapy, Music Therapy) to Diploma level or equivalent from a recognised or a relevant validating organisation e.g. Counselling and Psychotherapy Central Awarding Body (CPCAB). Art, Drama and Music Therapists must be trained to Masters level or equivalent, registered with the Health and Care Professions Council and meet professional and conduct requirements.
* Practitioners should hold or intend to work towards accreditation with the British Association for Counselling & Psychotherapy (BACP), Irish Association for Counselling & Psychotherapy (IACP), Professional Standards Agency (PSA), Health Care Professions Council (HCPC), accreditation. This must be completed within 12 months of the commencement date. Any Art, Drama and Music Therapists must be registered and accredited (or working towards accreditation) with the Health and Care Professions Council (HCPC) and meet the regulatory requirements and competencies. Play therapists must be registered and accredited with the Professional Standards Agency (PSA).
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| **Experience** | * Experience of counselling/therapy with children (preferably at least one year) in line with your training up to the age of 18 and understand child development and an awareness of issues impacting children.
* Counsellors/therapists must be mindful of the current BACP competencies for working with children and young people 4-18 years and its relevance to their counselling context.
* An understanding of equal opportunities issues
* Comply with Relate NI Policies, Procedures and Specification Guidelines
* Minimum 150 post qualifying supervised clinical practice hours (which can be accrued as part of recognised training)
* Therapists must have the relevant level of clinical supervision to meet their professional regulatory requirements.
* All practitioners delivering this service will be Access NI checked to an enhanced level and maintain evidence of a level of CPD
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| **Skills** | * Listening and problem solving skills
* Ability to maintain strict confidentiality
* Ability to manage personal and time boundaries
* Excellent oral and written skills
* Ability to use ICT
* Team player
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| **Availability**  | * Flexible working in terms of days and location
* Attendance at clinical supervision, line management meetings, team meetings etc.
* Full valid driving licence and / or access to transport to enable you to fulfil work responsibilities
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| **DESIRABLE CRITERIA** |
| **Qualifications/****Experience** | * Speak languages other than English
* Training in online counselling and/or experience of delivering online counselling
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*Relate NI reserves the right to enhance the criteria for short-listing purposes in the event of a large number of applications being received.*