



SENIOR PRACTITIONER

Job Description



Registered Charity No: 1109637 · Company Number: 5424196

AN INTRODUCTION TO BIRCHALL

The Birchall Trust empowers people affected by rape, sexual abuse, sexual violence or exploitation to recover from their trauma so they can lead safe and fulfilling lives irrespective of gender identity, sexuality, ethnicity, culture, or religion.

We believe that we should live in a society that is free of rape, sexual abuse, and sexualised violence and through a trauma informed approach we...

- Realise the potentially damaging consequences of traumatic experiences and the opportunities that exist for healing through safe relationships.
- Recognise the signs of trauma, and seek to address the underlying causes
- Respond with empathy, integrating the knowledge of trauma into our policies and practice.
- Resist retraumatising people and aim to deescalate the deep anxiety that adversity can cause.

assisting people to recover from their trauma, by enabling them to live in the present without being overwhelmed by the thoughts and feelings of the past.

OUR CORE TRAUMA INFORMED VALUES

Our values align to the core trauma informed principles around:

Safety	We recognise the impact of shame, we create safe spaces and make people feel safe, by building trusted relationships.
Trusted	We avoid judgement and understand shaming and blaming language can damage people and harm relationships. We are emotionally aware. We avoid blame. We believe and do not judge.
Choice	We ensure that the people using our services have a voice and their choices are important, we understand that everyone's experience matters, and that recovery is an individual experience and will be different for everyone.
Collaboration	We work together to achieve the best possible outcome, we are person centred and see the person's strengths, building upon them, we are reflective and learn together
Empowerment	We seek to make a difference, innovative and be the change we want to see. We make a difference, we are transparent, and take responsibility. We develop resilience enabling people to build on their strengths.

JOB DESCRIPTION

Job Title:	Senior Practitioner
Accountable to	Head of Services
Base:	Blackburn, Lancaster or Barrow.
Salary:	£28,000 rising to £31,650
Hours:	Full Time (Or minimum 30 hours- pro rata £22,400)
Leave:	25 days holiday per annum plus bank holidays (pro -rata for part time).

ABOUT THE ROLE

We're looking for an experienced Practitioner with a background in either therapy/counselling, health and wellbeing services, or social work. You will have experience of managing a diverse team, as you will manage a mix of employed counsellors, wellbeing practitioners, freelance staff, students and volunteers. You will have a passion for supporting people to reach their potential whilst delivering a trauma informed service to the people who need our services.

You will form part of the Birchall Operational Management Team supported by the Head of Services and benefiting from external clinical supervision and reflective practice sessions.

As a Senior Practitioner you will also hold your own case load of either Adults or Children and young People. Depending on your strengths and specialisms this could be counselling, specialist therapeutic support, assessments or group work, to people who have experienced sexual abuse, rape or sexualised violence.

ABOUT YOU

Working within an ethical framework(s) or code of conduct of a recognised professional body you will have experience of working with either Adults or Children and Young People who have experienced or are in trauma.

You will have a passion for delivering effective quality services and motivate your colleagues and team to support a continuous learning culture.

You should have experience of managing teams and supporting them through setting clear objectives, 121's, appraisals and other HR processes.

You will understand the importance of balancing the needs of the service, funders and clients and be able to monitor and report back on KPI's and outcomes.

You should have a good working knowledge of managing risk and safety planning and have exceptional communication skills and the ability to develop partnerships with other services and organisations.

PERSON SPECIFICATION

Specialist Knowledge & Qualifications	Essential	Desirable
Significant experienced Practitioner with a background in either therapy/counselling, social work or health and wellbeing services, working with people who have experienced trauma.	E	
Experience of managing/leading a team – either in a paid or voluntary capacity	E	
A robust understanding of safeguarding and protection processes as applicable to the voluntary sector preferably as a designated safeguarding lead.	E	
An excellent understanding of legislative framework including. <ul style="list-style-type: none"> Confidentiality Professional boundaries Data protection and GDPR principles Equal opportunities 	E	
Demonstrate a thorough understanding of issues surrounding rape and sexual abuse	E	
Experience of working with people who have experienced Trauma	E	
Experience of delivering contracts and working to KPIs, analysing data and producing reports		D
Membership of a recognised regulatory body and an understanding and adherence to their ethical framework.		D
Commitment to raise awareness in the community and challenge wider issues affecting the people who use our services	E	
Commitment to supporting people using our services to be involved through feedback and having a platform to amplify their voices	E	
Able to act with integrity and take personal accountability for your work	E	
Able to use reflective practice to continually improve performance by learning from mistakes and celebrating success	E	

Our Trauma Informed Behaviours

I do what matters

I ensure that I work to trauma informed principles and best H practice in all W aspects of my work.

I take action to build and nurture trusted relationships, in order to understand, support and guide others at all times

I am always myself

I bring the best version of myself to work. I contribute to the difference Birchall makes to people's lives

I act as a role model in terms of trauma informed principles, inspiring others to engage and trust me.

I focus on succeeding together

Collaboration is what makes us different, we're better and stronger when we work together

I am a connector, forging relationships across teams, sharing knowledge and talent to deliver our goals

I show that I care

I care about Birchall, all my colleagues, the people using our services and the wider communities in which we work

I ensure that I support my team members to feel safe, included and accountable by providing clarity around Birchall's values, vision and mission

HOW TO APPLY

Thank you for showing an interest in applying for a role with The Birchall Trust. Please fill out our online [Application Form](#). Alternately, go to our [Vacancies Page](#) on our website, select the job you would like to apply for and click the Apply Here button.

Top Tip: Please leave up to 20 seconds for the form to submit. You will be redirected to the Equal Opportunities Form once it has been submitted. You will need to attach your most recent CV and you can upload any additional documents that you think will help with your application.

If you require any further advice on any of the above, please phone [01229 820828](tel:01229 820828)

Birchall in Numbers

WHAT WE'VE ACHIEVED

2022-23

4711 counselling and wellbeing support sessions were delivered by the team.

229 people received adult counselling (an average of 21 sessions)



249 children attended our education programme with **192** children and young people accessing our services

33 children accessed play therapy (an average of 27 weeks)

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To the future people who walk through the doors of the Birchall Trust I would like to say well done, because like me you may well be doing the best thing of your life, because I finally found my self worth and an overwhelming feeling of finally wanting to live.

Previous Client

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WHY BIRCHALL?

Being a part of team Birchall is a rewarding and exciting experience. With full time and freelance team members across Cumbria, North Lancs, East Lancs, and the Fylde Coast, With numerous volunteers and people with lived experience, you'll join a strong team dedicated to supporting people affected by rape and sexual abuse.

Each year we campaign, fundraise and offer educational programmes as well as wellbeing services and group work activity sessions.

Our Volunteers

We have had some amazing people raise money and awareness for Birchall this year. From Running the Great North Run, talking to students at freshers' events, Walking the 3 peaks in one day and even joining us at the Keswick to Barrow Walk... we want to thank everyone who helps us support people affected by rape and sexual abuse this year!

What we offer

We recognise that each person using our services is an expert on their own emotional process and we aim to create an environment where people can develop trust in their own intuition and safety in a space where they can begin to explore their feelings and thoughts about their experience.



Our framework consists of 3 stages:

1. Stabilisation & Understanding

2. Processing & Acceptance

3. Integration & Engagement

Counselling

Education & Training

Wellbeing

Peer Support

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“I can now understand why I feel and behave the way I do. I have learned grounding techniques which are invaluable. The relationship between my counsellor and I has been priceless. Thank you for giving me my life back.”

Previous Client

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USEFUL LINKS



[@TheBirchallTrust](#)



[@BirchallTrust](#)



[@thebirchalltrust](#)



[The Birchall Trust](#)



[www.birchalltrust.org.uk](#)



[The Charity Commission
- GOV.UK \(www.gov.uk\)](#)