

## **Self Employed Clinical Supervisor**

<b>Job Title:</b>	<b>Clinical Supervisor</b>
<b>Reporting to:</b>	<b>CEO</b>
<b>Based:</b>	<b>Ipswich (remote working will be considered)</b>
<b>Hours:</b>	<b>Minimum of 5 hours/week</b>
<b>Hourly rate:</b>	<b>£65 per hour</b>

The Clinical Supervisor will provide high quality individual and group supervision, offering a safe space for development and reflective practice for internal staff, sessional counsellors and volunteers. She will work in collaboration with the SRC management team to support, maintain and develop specialised and trauma-informed services for survivors.

### **About Suffolk Rape Crisis**

SRC is a specialist, feminist sexual violence service run by and for women. We work to support survivors of sexual violence and to challenge the underlying attitudes that allow Violence Against Women and Girls (VAWG) to continue. SRC provides support to all self-identified women and girls aged 14 and above who have experienced any form of sexual violence, at any point in their lives.

SRC provides a range of person-centred services to meet the needs of diverse women in Suffolk, including counselling, outreach, helpline and online support. SRC also takes part in both local and national feminist activism, including coordinating the annual Ipswich Reclaim the Night March.

Suffolk Rape Crisis operates services within an intersectional feminist approach to the provision of services for women and girls who have experienced male violence against women, in particular sexual abuse, rape, ritualised abuse, childhood sexual abuse and incest. At the heart of this approach is a desire to restore power, control and autonomy to women and girls and redressing structural harms arising from racism and patriarchy and other intersecting oppressive systems.

**Our Vision:** A world free from sexual violence and gender inequality

**Our Mission:** To work as part of a worldwide movement to ensure that women and girls experiencing any form of sexual violence in our community can access needed, specialist support. At the same time, we will challenge the underlying attitudes that allow sexual violence to continue.

**Our values:**

- Empowerment
- Diversity
- Transparency
- Change

An enhanced Disclosure Barring Service (DBS) certificate will be required for this role.

SRC is committed to quality, equality and diversity and welcomes applications from all sections of the community. SRC would welcome applications from BME women who are currently underrepresented within our team. This post is restricted to women due to the nature of the role. The Occupational Requirement under Schedule 9 (part 1) of the Equality Act 2010 applies.

**Main Responsibilities of the Clinical Supervisor**

1. Deliver specialist, consistent and high-quality clinical supervision to sessional counsellors, internal staff, and volunteers.
2. Deliver both individual and group supervision.
3. Support staff development by identifying learning needs, and nurturing skills and talent to enable people to grow and develop in their roles.
4. Contribute to the service with expertise, knowledge and experience of working with survivors of rape and sexual abuse.
5. Work with the SRC management team to ensure the quality of counselling service delivery is upheld and support the development of the counselling service based on needs identified in supervision.
6. Maintain accurate and up to date records which are kept appropriately confidential.
7. Ensure the correct information has been recorded on SRC's online data management system.
8. To work with the management team to ensure that the counselling service is sensitive and responsive to the needs of the people using them.
9. Ensure safety of clients through implementation of SRC safeguarding procedures.

10. To work within SRC's policies and procedures, ensuring that a high-quality, effective service is being provided and that case records are clear, professional, and up to date.
11. To recognize, respect and address the needs of service users who face particular barriers when seeking help to access the service, including those from different ethnic and cultural backgrounds, LGBT communities, disabled people, women with complex needs and other minoritized groups.
12. Maintain practice standards in line with organisational policies and procedures, the BACP Ethical Framework and Data Protection Act.
13. Participate in meetings, management meetings and service planning discussions as required.
14. Maintain safe and effective management of own workload. Maintain a flexible approach to working hours to accommodate evenings.
15. To be available to provide advice and guidance to staff with regards to casework as queries arise.

### **Professional Requirements**

- The post requires an enhanced DBS disclosure.
- Minimum 3 years post-qualification counselling experience.
- Supervision qualification.
- The post holder is expected to maintain their own professional body Membership e.g., British Association for Counselling and Psychotherapy (BACP) membership.
- The post holder should be accredited by the BACP or other professional body equivalent.
- Attend clinical supervision.
- Demonstrate a commitment to ongoing personal and professional development.
- Excellent understanding of the Ethical Framework for Counselling (BACP)
- Substantial experience of working with women who have experienced sexual violence.
- Substantial experience of Safeguarding.
- Excellent record keeping skills.
- Able to communicate and work with senior staff to support staff development.
- Experience of offering group supervision.
- A demonstrable commitment to anti-oppressive practices.

### **General**

- To adhere in full to all SRC's organisational policies and procedures.
- To be administratively self-servicing.
- To ensure that security of sensitive information is maintained and complies with the requirements of GDPR (General Data Protection Regulations) and other legislation.

- To report to the CEO and Trustees as required.
- To undertake any other related activities as required by the CEO or the Board of Trustees.

The job description is a general outline of the job duties and responsibilities and may be amended as SRC develops.

## Person Specification

Short-listing and subsequent selection for this post will be determined by the extent to which you meet the requirements detailed in this person specification. You should try to demonstrate on the application form the extent to which you satisfy each of the points of this specification, where possible in terms of experience.

Specification	Essential or Desirable	Assessment Method*
<b>Education and qualifications</b>		
<ul style="list-style-type: none"> <li>• A recognised counselling diploma or degree</li> <li>• To be accredited with BACP/UKCP or equivalent</li> <li>• Supervision qualification- Diploma or equivalent</li> </ul>	E E E	A A A
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Minimum 3 years post-qualification counselling experience</li> <li>• Substantial post-qualification experience of providing counselling to women who have experienced rape and sexual violence and trauma</li> <li>• Substantial experience of providing both individual and group supervision</li> <li>• Experience of providing online supervision</li> <li>• Experience of managing complex casework, including issues such as child abuse, mental health, substance abuse, working with trauma and crisis intervention</li> <li>• Knowledge of the legal context of working with clients who have been sexually abused including considerations around pre-trial therapy</li> <li>• Proven experience of safeguarding children and/or vulnerable adults</li> <li>• Experience of working collaboratively with an organisation to achieve outcomes</li> </ul>	E E E E E E	A/I A A/I A/I A/I

<ul style="list-style-type: none"> <li>• Experience in assessing risk and taking appropriate action</li> <li>• Experience of working with diverse communities and of reflecting with supervisees on how to work with all aspects of difference in the therapeutic space</li> </ul>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>Abilities/skills/ knowledge</b>		
<ul style="list-style-type: none"> <li>• Evidence of an awareness of the dynamics and impact of sexual violence and other forms of violence against women and girls and how best to support survivors</li> <li>• Understanding of ethical issues as defined by BACP/UKCP/ other relevant accredited body</li> <li>• Experience of providing high-quality, safe online services</li> <li>• Evidence of the ability to communicate and work in accordance with SRC's values</li> <li>• Evidence of the ability to manage casework effectively with evidence of a methodical and well organised approach</li> <li>• Evidence of the ability to build and develop positive and supportive relationships with staff, and maintaining professional boundaries</li> <li>• Demonstrable knowledge and understanding of the needs of women who face additional barriers including BME, LBT and disabled women experiencing violence against women and girls and how discrimination affects them</li> <li>• Demonstrable knowledge of using online platforms, communication and databases</li> <li>• Ability to keep clear, factual notes for the organisation</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

<ul style="list-style-type: none"> <li>• Commitment to ongoing CPD</li> </ul>	E	A/I
	E	A/I
	E	A/I
	E	A/I
<b>General</b>		
<ul style="list-style-type: none"> <li>• A commitment to follow the policies and procedures of SRC</li> <li>• A commitment to the feminist ethos and values of SRC</li> <li>• Ability to work evenings and weekends as required</li> </ul>	E	I
	E	I
	E	I

**\*Assessment method:**

A: Application I: Interview T: Test

**Notes**

- 1) This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. Due to the nature of our work it will be necessary for an enhanced disclosure to be made to the Disclosure and Barring Service for details of any previous criminal convictions which are not protected under the Act.
- 2) Occupational Requirement under Schedule 9 (part 1) of the Equality Act 2010 applies.