



Dear applicant,

Re: Therapeutic Support roles at Peer Power Youth

Thank you for your interest in working with Peer Power Youth. This application pack contains information about who we are looking for, the role requirements and how to apply.

We are requesting Expressions of Interest for three roles:

**2 x Accredited Psychotherapists or Counsellors
1 x Clinical Supervisor**

I founded Peer Power as a response to what children, teenagers and young adults across England and Wales said needed to change to improve support services like youth justice, mental health and social care.

Our empathy based and relational charity creates system change and individual change for young people. We are supporting young people with lived expertise to make tangible changes in support services for their peers, increase their positive peer networks and improve their wellbeing.

You can learn more about our work and our vision and mission and values by exploring our website www.peerpower.org.uk.

We are a small, warm and open team, and people working with us can expect to work in a positive, emotionally responsive and flexible environment. It is a real opportunity for someone to make a difference through supporting the people in our charity.

We are all really looking forward to welcoming you

With my best wishes,

Anne-Marie Douglas
Founder & CEO

About Peer Power

At Peer Power we believe in an empathic world where children, teenagers and young adults can achieve their dreams and lead their best lives.

The young people who are engaged through Peer Power's work experience injustice and inequality through a range of social and economic factors, including race, housing, poverty and disabilities in addition to childhood adversity and trauma (individual, societal and system trauma). Our holistic model of participatory youth engagement expresses this experience as 'strengths and assets'. Our Peer Leaders train their peers to use their experiences of injustice and inequality to identify their resilience, strengths and assets to help them to support each other to campaign, and change the system.

Our mission is to disrupt, influence and change youth support services to be more empathic, to improve individual wellbeing and create future leaders.

We seek to affect change in two areas:

1. Individual change for the young person

We support young people using empathy, positive psychology and person-centred approaches to improve their health and wellbeing and develop future leaders. We support the development of trusting, supportive and consistent relationships to maximise every individual's potential.

2. Transforming services for children, teenagers and young adults.

We work with our partners to transform services for children, teenagers and young adults. We create platforms for the voices of those with lived experience to improve empathy, public perception, understanding, care and compassion for those who rarely have a stake in society. We develop higher standards of empathy, inclusion and diversity within organisations, achieving whole system transformation. We believe this will have a positive impact on the services young people receive at a preventative level, and better services will result in improving their long-term outcomes.

Our team: Our team consists of Peer Power Experts, Young Campaigners and a central operations team of six. Our young partners are aged 16-26. We share power, decision making, and action - and therefore we don't differentiate between adults and young people when we talk about our work. There is no "us" and "them".

You can learn more about our work at www.peerpower.org.uk

The Roles

We want to provide psycho-therapeutic support for our team and young partners, and require:

2 x Accredited and Experienced Psychotherapists or Counsellors: The maximum clients per month would be 3 per therapist. Each client will be able to have 4, 8 or 12 sessions. In exceptional circumstances therapy can be extended to six months at a maximum (hourly rate to be agreed)

The aim is to provide members of our team who are in acute and/or immediate distress with therapeutic support either while they are on an NHS waiting list for therapy or when they only require short and fixed term support to work through issues. Clients can discuss *any* issues confidentially, they do not have to be work related.

1 x Clinical Supervisor: We are looking for a qualified clinical supervisor to provide wellbeing and therapeutic support to our youth engagement staff team through facilitating regular small group supervision, usually consisting of groups of 2-4 people, and individual sessions. Maximum of 40 sessions over 9 months (hourly rate to be agreed)

Your Experience, Qualities and Approach

- Counsellor and Psychotherapist applicants must have accreditation, with a minimum of five years post qualification experience. It is essential that you are a member of a professional body such as BACP, UKCP, BAPT.
- Clinical Supervisor applicants must be UKCP/BACP/HCPD registered, have more than five years post qualification experience and ideally at least two years supervisory experience.
- Applicants must be a caring and positive member of the Peer Power team, contributing to our mission, living our values, and modelling healthy working practices and consistent, long term relationships.
- Applicants must be passionate about supporting people who experience trauma and mental health difficulties, in particular issues faced by young people in London, many of whom are 'system experienced'.
- Applicants must be 'culturally competent', and able to build rapport and trust with a range of different people.

Requests from our Peer Power Experts: Support relationship building through -

- Honesty - we should be able to be completely honest
- Empathy - we need to be understood
- Active listening
- Attentive, not preoccupied
- Care - includes facial expressions and body language to build good relationships
- Trustworthy
- Patient
- Boundaries

- Clear communication – no decision about me; without me
- Passion and drive for their job
- Interpersonal skills – relational
- People over Paper
- Knowledge – good training and understanding of young people's rights, services on offer and who should be in conversations
- Consistent
- Actions speak louder than words
- Lived experience / commonality is helpful but not essential

Key Responsibilities:

- Work in partnership with the whole team as to how the service operates, including referral mechanisms, a booking system and clear guidelines and process for missed appointments
- Manage referrals and a case-load of ongoing weekly psychotherapy or counselling for teenagers, young adults, and staff team
- Be clear around your availability, with some sessions available in the evenings to support access across our team
- Have your own regular supervision in place as part of your ethical practice
- Participate in evaluation of the psychotherapy or counselling service provided
- Maintain records consistent with the current legislation, and as part of your ethical practice
- Act on any safeguarding concerns regarding the welfare of any child, teenager, young adult or vulnerable person and to report them to the Safeguarding Lead at Peer Power
- To comply with all organisational policies and procedures (including Safeguarding, Confidentiality and Equal Opportunities), and to ensure safe, fair and responsible working practices
- To keep accurate and appropriate data (non-confidential) and provide information for monitoring and evaluation as required

Payment: We are open to discussion around regularity of sessions, number of clients and booking and payment processes, whether that be a retainer fee, contract or session by session basis. We have funding for the role at this capacity until March 2021.

Location: The role is usually based at our London office in Vauxhall with occasional working from home. If there are travel restrictions or health and safety concerns due to the Coronavirus pandemic the role will be entirely from home. Sessions should be able to be run confidentially and ethically via a digital platform suitable for use with teenagers and young adults.

How to apply

Please send CV and cover letter to info@peerpower.org.uk outlining suitability for the role, considering the section above around qualities and approach. Please let us know your preferred therapeutic approach, why you utilise this approach, and how it is suitable for the people in our charity. Please also indicate your hourly rate, preferred method / proposal payment.

We may request an informal chat with our team, which will include young people and some of our core team staff. This won't be a formal interview but a relational meeting (likely via Zoom) to test the values fit. It is really important to us that we appoint the right people relationally and from a values perspective, to support us in our work.

Deadline: Rolling Application Period – please apply as soon as possible. We will appoint as we find the suitable persons.

Equal Opportunities: We are committed to equal opportunities and welcome applications from all sections of the community, including those from under-represented groups in the therapeutic community, those with criminal records, and those with protected characteristics. We especially welcome applications from people who have overcome significant adversity in their lives and are now able to inspire others positively through their journey and progress.

Reasonable adjustments will be made for disabled applicants where required. If you need any reasonable adjustments please contact: Lucy Hill, Office Manager
lucyhill@peerpower.org.uk.

Queries: If you have any queries about the post, or require any documents related to the application process in an alternative format, please email Anne-Marie Douglas, CEO
amdouglas@peerpower.org.uk.

Safeguarding: We recognise our responsibility to safeguard the welfare of all children and young people and commit to recruitment practices which protect them. We require all contractors to provide us with a recent enhanced DBS certificate and to provide references. If you do not have a recent DBS, we can process one for you and deduct the cost from your first invoice. Any information will be limited to those who are entitled to see it as part of their duties in compliance with the Disclosure and Barring Service Code of Practice.

If appointed to the role, you will also need to complete our e-learning safeguarding training or provide evidence of recent training in this area.

Our Policy Statement on Recruiting Applicants with Criminal Records can be found [here](#)

Declaration of Criminal Records form: You will only need to complete this form if you are offered a post, and it can be returned under separate cover for confidentiality. Before completing please re-read our policy statement on Recruiting Applicants with Criminal Records and note that posts at Peer Power involve regulated activity with children, young people and vulnerable adults, therefore are exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). You are not entitled to withhold information about police cautions, bind-overs, or any criminal convictions that would otherwise have been considered “spent” under the Act.