



Join our Team

Self-Employed Contracted Counsellors



Making a difference to children and young people's lives everyday

A welcome from our CEO

Thank you for your interest in joining the YCT team and for requesting information about the self-employed contracted counsellor vacancies within our charity.

The aftermath of the pandemic has continued to impact children and young people's mental health. Children and young people who are anxious, depressed, or self-harming are reaching out to overstretched CAMHS services and are often turned away due to capacity issues. Anyone who has struggled to access social care, been concerned about their family, or is anxious about the unprecedented rise in the cost of living, will know that effective support is scarce but urgently needed and that is where YCT comes in.

Our team of employed, self-employed and volunteer staff have remained devoted and hard working to deliver our work throughout the pandemic, where we saw an increase of over 71% in service delivery across our regions.

We work with young people aged 5-25, splitting our service between community-based delivery and school delivery. Those counsellors working in community settings will typically work 4-7pm as we tend to deliver sessions after the school day has finished. Those working in schools will generally work throughout the school day between 9am-3pm.

Counsellors working in the community are supported by a full back-office staff. Appointment setting and coordination is managed for you. We offer full safeguarding support and our clinical team is always at hand to offer clinical advice and guidance when needed. Community-based clients are fully assessed prior to being allocated to a counsellor.

Counsellors working in one of our partner schools are supported by our School's Coordinator to embed into the pastoral team. We help schools to establish their counselling processes and we manage the ongoing relationship within each school. While schools hold ultimate safeguarding responsibility, our school counsellors have the full back-up of YCT staff if they need further support.

We offer a number of CPD trainings throughout the year, often at a much-reduced cost than can be accessed individually. We hold an Annual Lecture with guest speakers each year. Previous speakers have included Professor Mick Cooper and this year we will be joined by Carolyn Spring. This event is another opportunity for our therapists to come together and feel part of our organisation.

While counsellors are expected to arrange their own private supervision, YCT offer free monthly group supervision. Again, this is an opportunity for our counsellors to meet and learn from each other.

Any questions, or if you want to have an informal chat about the role, or YCT in general or simply to find out more about what working at YCT is like then email katy.bradbury@yctsupport.com



Katy Bradbury CEO





Invitation to Tender* for Individual Self-Employed Contracted Counsellors

YCT

YCT is a charity that provides counselling and a range of other therapeutic support services to children and young people (plus their family/carers and those who work with them) across Essex, Hertfordshire and North London.

Background Information

Since 1988 YCT has enabled children and young people to work towards brighter, happier futures. It provides 1:1 counselling to 5-25-year olds plus therapeutic support such as self-esteem and anxiety courses. This is delivered predominantly in education settings and outside of school/college hours in community-based locations. Project work is always being planned and this is increasingly being delivered in partnership with colleagues in schools, colleges and other children and young people's organisations.

YCT offers bespoke and tailored training to professionals and young people, supervision and counselling to professionals and consultancy work.

YCT continues to look at new ways of expanding its services both geographically and in the range of services it offers. It is an organisation focused on growth and development to ensure its sustainability and resilience to constantly changing external landscapes.

The YCT team currently includes 31 sessional contracted self-employed counsellors and therapeutic personnel, plus 9 staff members based in our centre in Harlow.

YCT has a reputation for being a quality organisation highly regarded by its stakeholders, but one even with growth that has retained its friendly, warm and adaptive approach. As an organisation YCT is an organisational member of the British Association for Counselling and Psychotherapy and all of its counsellors and therapeutic staff are registered with the BACP or equivalent.

Self Employed Contracted Counsellors

We are now looking to recruit to our pool of caring, flexible contracted professional counsellors, in order to support our work as it expands. In particular we are seeking:

- BACP/UKCP (or equivalent) registered counsellors or counsellors who have completed at least 250 supervised client hours
- Counsellors who have experience of counselling children of primary and/or secondary school age, preferably in a school setting and/or experience of counselling young people aged 11-25 years in community or college-based settings
- Counsellors who have experience working therapeutically with children/young people systemically with their family members, such as through parent-child dyads
- Counsellors who have experience of delivering group work
- Applicants who will be available to offer appointments at school during the 'school day' and/or be able to offer counselling outside of these times including on a Saturday or evenings

*The term 'Invitation to Tender' is used rather than 'Apply' to reflect the self-employed status of prospective counsellors.

YCT are committed to helping children and young people achieve and develop as individuals along with fulfilling their potential into the future. Further information can be accessed on our website – www.yctsupport.com

Role description

Fee Scale £28.00 per hour

Location Based as required in primary and/or secondary schools, specialist schools, alternative education establishments, colleges and community-based settings in Essex, Herts or possibly elsewhere.

Accountable to CEO

Hours of work Variable

Notice required 6 weeks

We see this role to have a range of priorities: -

- Working to a professional code of ethics and practice to provide therapeutic counselling - referring clients on as and where appropriate
- In consultation with the Clinical Lead or in his/her absence the CEO, to liaise when appropriate with GPs, Psychiatrists, Social Workers, Youth Workers, Teachers, Tutors and other professionals
- To keep and maintain appropriate client records
- To undertake initial consultation and assessment of new clients
- To contribute to the work of the YCT, ensuring that its aims and values are promoted and adhered to
- To receive professional external supervision and undertake continuing professional development (CPD) in accordance with BACP/UKCP (or equivalent) guidelines

Essential Criteria

Individuals must clearly demonstrate that they meet the following criteria:

- A qualification in counselling to a minimum of Level 4 diploma
- At least 250 supervised practice hours (including hours accumulated during training and within 2 years of completing a formal course in counselling)
- Be registered on the BACP Register of Counsellors & Psychotherapists or equivalent

Individuals must also:

- Have experience of working therapeutically with children/young people
- Have a clear understanding of their own core model of therapeutic practice
- In addition to the latter understand the Person-Centred Approach and its core principles
- Have an ability to offer strategies and techniques to address specific issues such as communication difficulties, anxiety or anger management difficulties
- An ability to keep and maintain appropriate client records
- An ability to demonstrate a commitment to valuing diversity
- Understand how current legislation effects counselling practice with children/young people, especially in terms of safeguarding children/young people and confidentiality
- Be able to arrange own transport
- Be able to work at various locations in Essex, Hertfordshire– possibly in other locations too

It would also be desirable if individuals have:

- Experience of counselling children/young people with Autistic Spectrum Disorder
- Experience in facilitating/help to facilitate group-work and/or training

The tender format is as follows:

- Applicants must demonstrate how they meet all elements of the essential criteria. Please note it is important to address each criterion listed above in your application
- Applicants must be able to demonstrate a flexible approach to service delivery
- Applicants must include a full and up to date CV accompanied by a letter of application and including 2 referees
- Applicants must include a copy of all relevant certificates
- Applicants must include evidence of membership/accreditation of BACP or equivalent body
- Applicants must include evidence of Professional Indemnity Insurance
- Applicants must include evidence of their right to work in the UK
- YCT will use the information supplied to score all tender applications- please see below
- Applicants scoring above 80 on the tender criteria will be invited to attend an interview

Copies of tender proposals should be submitted to katy.bradbury@yctsupport.com marked 'Tender – Counselling'

Any tender applications not including all information above will be discounted as incomplete and will not move to scoring.

If you require further information please contact the CEO on 01279 414090 or email katy.bradbury@yctsupport.com

Award Criteria	Score out of 100
A qualification in counselling to Level 4 Diploma standard or higher	10
At least 250 supervised practice hours (including hours accumulated during training and within 2 years of completing a formal course in counselling)	10
Experience of working therapeutically with children/young people	10
Be registered on the BACP Register of Counsellors & Psychotherapists or equivalent	10
A clear knowledge and understanding of own core model of therapeutic practice	10
Knowledge and understanding of Person-Centred counselling	10
Ability to use other counselling strategies and techniques when appropriate	10
Ability to demonstrate a commitment to valuing diversity	10
An understanding of how current legislation effects counselling practice with children/young people, especially in terms of safeguarding children /young people and confidentiality	8

Ability to arrange own transport and work at various locations in Essex, Hertfordshire– possibly in other locations too	4
Experience of counselling children/young people with ASD	4
Experience in facilitating/helping to facilitate group-work and/or training	4



**APPLICATION FORM
Self-Employed Contracted Therapist**

Once completed, please return to: Katy Bradbury, CEO at katy.bradbury@yctsupport.com

Surname/Family name:
First name(s):
Address:
Email:
Telephone Number/s:
BACP Membership number: If not registered with BACP, which professional body are you registered with?
Number of clinical hours delivered with children Number of clinical hours delivered in total

Counselling Training Please provide details of your initial counselling training, including: Training organisation: Counselling model studied: Level of qualification achieved: Training dates: CPD Please provide details of relevant CPD, including dates:

Other qualifications and training

Please provide details of other qualifications or training which you feel is relevant:

REFERENCES

Please give the names, addresses and status of two referees who may be approached now, one of whom must be your present or most recent employer. References from friends or relatives are not acceptable. Please let your referees know that we may be in touch.

Name:	Name:
Position:	Position:
Address:	Address:
Telephone:	Telephone:
Email address:	Email address:
Capacity known:	Capacity known:

CURRENT OR MOST RECENT EMPLOYMENT

Employer	
Position	
Dates of Employment	
Brief description of role - duties and responsibilities	

PERSONAL STATEMENT

Please explain why you feel you are appropriate for this role. Shortlisting will be based on how well you demonstrate that you meet the requirements of the Invitation to Tender document.

Please continue on further sheets if necessary

CRIMINAL RECORDS CHECK- DISCLOSURE AND BARRING SERVICE (DBS)

From 1st December 2012, the criminal Records Bureau (CRB) merged with the Independent Safeguarding Authority (ISA) to form the Disclosure and Barring Service (DBS) and new disclosure certificates are now referred to as DBS. If you are appointed, you will be required to complete a disclosure application which will be sent to DBS. The DBS will provide a report to you and to YCT on whether you have any history of criminal convictions, including cautions and bind-overs. This post is exempt from the Rehabilitation of Offenders Act 1974; this means that you must declare all convictions, including those that would generally be regarded as "spent". The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

If you think you are likely to have a conviction identified by DBS you are encouraged to include a disclosure to us using a separate sealed envelope. This will only be opened after and if you are shortlisted to prevent discrimination.

THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006

In accordance with the Immigration, Asylum and Nationality Act 2006, we will require all new members of staff to provide documentary evidence that they are entitled to undertake the position applied for by having ongoing entitlement to live and work in the UK. Therefore, on offer of and before commencing the position, candidates should provide documentary evidence of their right to live and work in the UK.

DECLARATION

I certify that the information given above and overleaf is correct to the best of my knowledge.

I understand that an offer of appointment will be subject to satisfactory references, DBS clearance, proof of identity and right to live in the UK and relevant qualifications.

I give consent for personal information provided as part of this application to be held in accordance with the Data Protection Act 1988

I accept that if any of the enclosed information is found to be untrue or misleading after my appointment, I may be liable for dismissal without notice.

Signature:

Date: