

April 2022

Dear Applicant,

Women and Girls Network Application Pack for the part-time role of High Intensity Practitioner.

This pack includes information about WGN, the part-time role of High Intensity Practitioner and the recruitment process for this position. Further information can be found by visiting www.wgn.org.uk/support-us/work-us

If you would like to apply for this role please return completed Application and Equal Opportunities Monitoring forms by emailing them to humanresources@wgn.org.uk by 9am on Tuesday 7th June 2022. Interviews will be held on Monday 13th and Tuesday 14th June 2022.

Please ensure you submit a completed Equal Opportunities Monitoring form. WGN is committed to actively promoting equal opportunities in all aspects of our work. To ensure that our selection procedures remain appropriate and fair, we ask all applicants to submit completed Equal Opportunities Monitoring forms. The information provided on this form is confidential, used for monitoring and not selection purposes.

Please note we will not consider:

- Late applications
- CVs
- Application Forms without a completed Equal Opportunities Monitoring Form

WGN has many people who wish to work with us, so if your application is not shortlisted for interview we hope you will understand why, as a charity with limited resources, we are unable to offer feedback. If you do not hear from us again within two weeks of the closing date, please assume that your application has not been successful this time.

To receive regular information about WGN's services, news and future employment and volunteer opportunities please visit www.wgn.org.uk to sign up for our newsletter or to follow us on social media.

This post is subject to satisfactory references and a DBS check.

Thank you again for your interest in WGN. We look forward to receiving your application.

Yours sincerely,



Louisa Mensah
Counselling Team Leader

Women and Girls Network Information for Applicants

Women and Girls Network (WGN) is a pan-London charity which supports women and girls affected by all forms of gender-based violence. WGN's services are aimed at providing a holistic, integrated healing journey that involves the diverse aspects of self: body, mind and spirit. WGN promotes total and sustainable recovery, supporting women who have survived so they can thrive.

Established 1987 WGN celebrated her 30th birthday in 2017.

WGN is proud to be a member of the London Violence Against Women and Girls (VAWG) Consortium (Ascent), Angelou Partnership, EAWW Coalition and various other partnerships.

Further information about WGN can be found by visiting www.wgn.org.uk where you can also sign up to receive our regular newsletter or follow us on social media.

WGN Services

Advice

The Advice Service provides information, advice, advocacy and casework support for women and girls (age 14+) affected by gender-based violence. WGN's Advice Line also offers consultation and support for professionals working with cases involving gender-based violence.

Counselling

The Counselling Service is provided to women and girls who have experienced any form of gender-based violence. Services are divided into different projects offered in various London boroughs.

Group Work

The Group Work Service provides a range of groups for women across London.

Independent Sexual Violence Advocate (ISVA) Service

The ISVA Service supports women who have experienced any form of recent or historic sexual violence, including support going through the criminal justice system.

The London Survivors Gateway for Sexual Violence Services

WGN lead the London Survivors Gateway, a collaboration between the four London Rape Crisis Centres, SurvivorsUK, Galop, Respond and the Havens. The Gateway provides

tailored advice and support on accessing the most suitable services for survivors of sexual violence and abuse in London.

Sexual Violence Helpline

The Sexual Violence Helpline provides emotional and practical support and advice to women and girls who have experienced recent or historic sexual violence. Advice and support is also provided to those supporting women or girls affected by sexual violence.

Training

The Training service provides specialist (including accredited) courses for professionals. The Training Team also offers bespoke courses, Expert Led Seminars and workshops.

West London Rape Crisis Centre (WLRCC)

The WLRCC provides counselling and support for women and girls who have experienced any form of recent or historic sexual violence. Part of Rape Crisis London this service is provided in Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

Young Women's Service

The Young Women's Service works with young women (11-25 years) who have experienced are at risk of or vulnerable to sexual violence and / or sexual exploitation including those involved in gangs. The service runs support groups and workshops for young women in West London.

High Intensity Practitioners (Female Applicants Only)

£32,000 per annum pro rata | Part-time (14-21 hours per week)

These posts will be based in various West London locations

Women and Girls Network (WGN) is a specialist therapeutic service leading in developing and delivering innovative and effective counselling services for women and girls who have experienced all forms of gender-based violence. We aim to ensure that we proactively provide services, which meet the needs of the women, and girls who access them.

We are now seeking additional High Intensity Practitioners to join our Clinical Team's Safeguarding Hub to facilitate innovative, responsive, trauma-informed and culturally responsible services for survivors of violence against women and girls (VAWG). Our High Intensity Practitioners deliver a therapeutic response which engages survivors considered at high risk due to coping strategies such as acute or chronic self-injurious behaviour or suicidality that presents a threat to the client's wellbeing.

We are particularly keen to hear from you if you have experience of working with one or more of the following or providing: specialist therapeutic support specifically addressing crisis presentation, a range of interventions, facilitating safety and stabilisation aiming to manage distress, interrupting presentation of suicidality, self-injurious behaviour and providing alternative coping strategies, creative solutions in working with survivors of VAWG that are affected by problematic substance use and mental ill health and / or from applicants who speak various community languages.

Applicants must be BACP, UKCP or HCPC accredited (or eligible) and demonstrate an understanding of the following: gender responsive approach, trauma focused, holistic therapeutic responses and multicultural competencies.

We provide clinical supervision, access to an on-going CPD programme and the opportunity to work in a leading multi-cultural feminist organisation. Employee benefits include: 3% pension contribution, enhanced leave entitlement and an Employee Assistance Programme.

We welcome and encourage applications from women of all backgrounds. We particularly welcome applications from Black, Asian, Minority and Ethnic communities.

Please visit www.wgn.org.uk/support-us/work-with-us to download an application pack. Completed applications should be emailed to humanresources@wgn.org.uk.

Application deadline: 9am on Tuesday 7th June 2022.

Interviews will be held on: Monday 13th and Tuesday 14th June 2022.

Please note: Applicants who have not received a response to their application within 2 weeks of the closing date should assume their application has not been successful on this occasion.

These posts are subject to satisfactory references and DBS checks.

WGN is an equal opportunities employer.

The above post is exempt under the Equality Act 2010, Schedule 9, Part 1

High Intensity Practitioner - Job Description

Job Title:	High Intensity Practitioner
Team:	Clinical Team
Reporting to:	Counselling Team Leader
Location:	West London

Overall Job Purpose

To deliver a therapeutic response engaging survivors considered at high risk due to coping strategies such as acute or chronic self-injurious behaviour or suicidality, which presents a threat to the client's wellbeing. This post is part of WGN's Clinical Team's Safeguarding Hub, which facilitates innovative, responsive, trauma-informed and culturally responsive services for survivors of violence against women and girls (VAWG).

Service Delivery

WGN's high intensity counselling provision is an expansion of our therapeutic services for women and girls who have complex, high-risk needs primarily associated with experiences of VAWG. High Intensity Practitioners provide specialist, holistic care pathways to support survivors at critical crisis points. Care pathways include the following activities:

1. Specialist therapeutic support specifically addressing crisis presentations.
2. Providing a range of interventions, facilitating safety and stabilisation aiming to manage distress, interrupt self-injurious behaviour and providing alternative coping strategies.
3. Employing a narrative approach to suicidality and support survivors with strategies and interventions to increase protective factors and mitigate risk levels in the longer-term.
4. Providing robust safety plans aimed at responding to and diminishing warning signs, building on survivors personal resources, restoring and promoting resilience.
5. Ensuring survivors are sufficiently stable to continue or engage with therapeutic work.
6. All clinical work is framed within WGN's trauma informed approach, strengths based practice, employing multimodal interventions and address multiple areas of risk.

Safeguarding and Risk Management

1. To assess safeguarding concerns, discussing concerns with members of the Senior Clinical Team and taking appropriate and timely action in accordance with WGN's safeguarding procedures.
2. To be involved in sharing appropriate information and case management with the Safeguarding Hub to ensure continuity in client care.
3. Responsible alongside WGN's senior clinical team for reviewing and addressing ongoing mitigation of variable risk(s)

4. Proven safeguarding practitioner experience of working on complex cases with women and girls subjected to, or at risk of, violence, abuse and sexual exploitation, including an understanding of the Mental Health Act and Care Act.
5. To ensure continuity in safeguarding responses, retaining the ethos of WGN and operate in line with WGN's Safeguarding Policy and risk protocols.
6. To ensure safeguarding interventions offered are client centred, tailored, proportionate, empowering, collaborative, and transparent and protect the best interests of individual survivors.
7. Maintain confidentiality for clients in line with WGN's Safeguarding and Confidentiality Policies.
8. High Intensity Practitioners are responsible for supporting survivors throughout their safeguarding journey, offering post crisis support and comprehensive handover to teams.

Service Monitoring, Evaluation, Research and Data Management

1. To ensure accurate, confidential and timely record keeping is maintained, ensuring compliance in data collation and recording in line with best practice and data protection legislation (e.g. GDPR).
2. Involvement in collating monitoring data and information for monitoring and service development purposes.
3. Ensure that COREnet and other evaluation tools and outcome measures are implemented and uploaded within agreed time frames.

General

1. At all times to work to in accordance with WGN's values and ethos and maintaining an inclusive and non-oppressive environment for team members and service users.
2. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains excellence in service provision and distinctive positive reputation.
3. Take all possible steps to ensure the safety and confidentiality of service users, team members and stakeholders in accordance with GDPR and other data protection legislation.
4. Work within WGN's specialist Holistic Empowerment Recovery Model for survivors of VAWG.
5. All work to be held within a feminist intersectional framework.
6. The post holder will be responsible for ensuring clinical interventions comply with recognised clinical protocols and good practice guidelines recommended by NICE, BACP and UKCP.
7. Attend and make best use of support and supervision sessions and training.
8. Be self-servicing and work flexibly as a member of the team.
9. Undertake any other duty commensurable with the post as required by the Counselling Team Leader and Clinical Manager.

Other duties (consistent with the seniority of the post) may be added from time to time to achieve WGN's objectives in consultation with the post holder.

Variation Clause

WGN reserves the right, following full and reasonable consultation with the member of staff concerned, to vary, add or alter the terms and conditions of employment.

Flexibility Clause

In order to deliver services effectively, a degree of flexibility is required and the post holder may be required to perform work not specifically outlined above and / or outside of specified working hours. Overtime will not be paid, TOIL will be accrued for hours worked and staff will be supported to take that time. This post includes regular early evening work.

Exemption

Due to the nature of the role, we will only accept applications from female candidates.
Exempt under the Equality Act 2010, Schedule 9, Part 1



High Intensity Practitioner Therapist – Person Specification

Requirement		Assessed By
1.0	Experience	
1.1	Expert knowledge of psychotherapy and therapeutic disciplines.	Application, Interview & Test
1.2	Professional qualification in psychotherapy and other relevant therapeutic discipline.	Application
1.3	Accredited and membership of a relevant therapeutic professional body.	Application, Interview & Test
1.4	A minimum of three years post qualifying clinical experience with at least 300 supervised clinical hours.	Application, Interview & Test
1.5	Proven track record of working therapeutically with acute high risk presentations.	Application, Interview & Test
2.0	Knowledge	
2.1	Sound knowledge of current issues in the care of women and girls with high-risk presentations including clinical presentations and interventions.	Application & Interview
2.2	A clear understanding of the options available to women who are subjected to all forms of violence and abuse, including up to date knowledge of the Mental Health and Care Act and processes in order to safeguard clients.	Application & Interview
2.3	An understanding of the issues, challenges and barriers faced by women from diverse communities and backgrounds in accessing appropriate support.	Application & Interview
2.4	A gender responsive approach with a gendered analysis of VAWG and knowledge of and commitment to integrating feminist protocols and thinking.	Application & Interview
2.5	Knowledge and theoretical understanding of recognised phased trauma, strengths / and evidence based clinical models.	Application & Interview
2.6	An excellent working knowledge of safeguarding procedures, protocols and risk management strategies.	Application & Interview
2.7	Experience of collaborative working practices in the management of risk.	Application & Interview
2.8	Experience of client monitoring and evaluation.	Application & Interview

3.0	Skills & Attributes	
3.1	Competent at assessing risk and developing an appropriate and individualised therapeutic responses.	Application & Interview
3.2	Ability to deploy skills and deliver a range of therapeutic approaches in accordance with the needs of the client.	Application & Interview
3.3	Is self-motivated, with ability to plan, prioritise and manage own workload effectively to meet deadlines and targets.	Application & Interview
3.4	Commitment to WGN's organisation's vision and values and feminist protocols and to making a positive contribution to the charity.	Application & Interview

4	Personal Qualities	
4.1	Hold an uncompromising analysis of gendered violence in all its forums, and commitment to challenging social attitudes and structures, which result in the prevalence of violence against women and girls.	Application & Interview
4.2	Commitment to working within a feminist, intersectional framework, ensuring inclusion and diversity are at the heart of all client centred services offered.	Application & Interview

5	Other	
5.1	High level of self-awareness and commitment to own personal and professional continuous development.	Application & Interview
5.2	Commitment to actively challenge discrimination and oppression and to work within WGN's values, ethos, principles and policies.	Application & Interview
5.3	Motivated to work towards ending violence against women and girls.	Application & Interview
5.4	Willingness and ability to critically reflect on and actively and continuously develop own practice.	Application & Interview
5.5	Desire to take responsibility for own learning, and contribute to the learning of others (individually, collectively and organisationally).	Application & Interview