



August 2022

Dear Applicant,

Women and Girls Network Application Pack for role of Freelance Clinical Supervisor

This pack includes information about WGN, the role of Freelance Clinical Supervisor and the recruitment process for this opportunity. 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 email a copy of your current CV, along with a completed Equal Opportunities Monitoring form to humanresources@wgn.org.uk. Please note, currently this opportunity is available on a rolling basis, with applications being considered as they are received. We reserve the right to close this selection round once these opportunities have been successfully filled. Therefore, interested candidates are encouraged to submit their applications as soon as is possible.

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.

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.

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,

Dr Foziha Hamid
Clinical Manager



Empowerment, healing and transformation for women moving on from violence

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, EAW 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 Centre's, 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.

Freelance Clinical Supervisors (Female Applicants Only)

£50 per hour | Sessions will be available as and when required

West and South London and remote (as required by service provision / delivery)

Women and Girls Network (WGN) is a specialist service leading in developing and delivering innovative and effective services for women and girls who have experienced all forms of violence against women and girls (VAWG).

We seek freelance Clinical Supervisors to join our team, who will thrive in a multi-cultural feminist environment. We are particularly keen to hear from applicants who have experience of working with one or more of the following:

- Women and girls from Black, Minority, and Global Majority communities - ensuring that issues related to diversity and identity are effectively integrated to practice.
- Delivering clinical supervision to multi-disciplinary teams.

Applicants must be BACP, UKCP or HCPC or BPS accredited.

The successful candidates will be able to demonstrate an understanding of the following: gender responsive approach, trauma focused, holistic therapeutic responses and multicultural competencies.

The times of the sessions available will vary in accordance with the demands of service provision / delivery. Individual clinical supervision sessions are usually 1 hour and group clinical supervision sessions are usually 1.5 hours.

WGN offers its team of freelance Clinical Supervisors induction training and other training (relevant to this role).

Please visit www.wgn.org.uk/support-us/work-with-us for further information. To apply for this opportunity, please email your CV and completed Equal Opportunities Monitoring Form to humanresources@wgn.org.uk.

Please note, currently this opportunity is available on a rolling basis, with applications being considered as they are received. We reserve the right to close this selection round once these opportunities have been successfully filled. Therefore, interested candidates are encouraged to submit their applications as soon as is possible.

These posts are subject to satisfactory references and a DBS Check.

WGN is an equal opportunities employer.

The above posts are exempt under the Equality Act 2010, Schedule 9 and Part 1

Clinical Supervisor – Role Description

Role title:	Clinical Supervisor
Employment status:	Freelance Worker (Self Employed)
Remuneration:	£50 per hour (individual clinical supervision sessions are usually 1 hour and group clinical supervision sessions are usually 1.5 hours)
Hours / sessions:	Hours / sessions will vary. Clinical Supervisors will be paid to attend WGN Induction training and other training (relevant to this role). The rate paid for attending these sessions will be dependent on the nature and duration of this training and will differ to the usual level of remuneration for clinical supervision delivery.
Location	West and South London and Remote (as required by service provision / delivery)
Responsible to:	Therapeutic Services Delivery Manager

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

Overall role purpose:

WGN's team of freelance Clinical supervisors provide clinical supervision to individuals and groups for multidisciplinary teams across (WGN). WGN's clinical supervision integrates innovative, trauma-informed and culturally responsive approaches for our team members working directly and indirectly with survivors of violence against women and girls (VAWG).

The role of the clinical supervisor is to assist in the development of reflexive practice, to support team members to maximise the effectiveness of their interventions and support, to monitor and safeguard the interests of the survivors we work with in accordance with WGN's policies and our ethical standards of practices. As well as to encourage and promote self-care and build professional resilience.

Key Responsibilities

1. To provide individual and group supervision for WGN's multidisciplinary teams.
2. To work within WGN's specialist 'Holistic Empowerment Recovery Model', delivering Clinical Supervision that is trauma informed, a strength based approach, underpinned by notions of intersectionality and principles of social justice.
3. To ensure responses to safeguarding concerns are in line with WGNs policies and procedures.

4. To work from a gendered perspective and analysis to understand the root causes of VAWG, integrating an intersectional and holistic framework and offer a space for reflection and opportunities, which elicit empowerment, personal growth and build professional resilience.
5. To contribute to and develop a culture that values and respects diversity, learning, improvement; striving for high quality and best practice.
6. To maintain the highest possible professional standards in the provision of supervision and to act in accordance with the BACP Ethical Framework and WGNs ethos and values.
7. To attend clinical supervision once a month.
8. To inform WGN's probation and performance management processes or in the case of Honorary Counsellors to contribute to feedback required by training institutions.
9. To maintain a record of attendance at supervision in accordance with WGN's data collection systems.
10. Actively contribute to the values, principles and ethos of WGN and models of best practice for working within intersectional feminist protocols and principles.

General Duties

1. Work in line with WGN's ethos, values, aims, objectives, policies and procedures at all times: promoting empowerment and modelling anti-oppressive and anti-discriminatory practices.
2. Strive to meet and exceed quality standards in relation to every aspect of the work to ensure that WGN maintains its distinctive positive reputation.
3. Promote the aims and objectives of WGN.
4. Follow procedures and protocols to ensure the health and safety and work in accordance with WGN's related policies and relevant legislation.
5. Take all possible steps to ensure the safety and confidentiality work in accordance with WGN's related policies and relevant legislation.
6. Share information and expertise to build a strong team and enhance the knowledge base of WGN.
7. Be self-servicing and work flexibly as a member of the wider team.
8. Carry out duties appropriate to the role that are necessary for the delivery of the clinical supervision service and the effective functioning of WGN.

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).

Clinical Supervisor - Person Specification

No.	Requirement:	Assessed by:
1	Professional qualification in Counselling or Psychotherapy.	Application
2	Professional qualification in Clinical Supervision to at least Diploma level.	Application
3	BACP / UKCP/ HCPC or BPS accredited.	Application
4	Experience of providing individual and group clinical supervision to multidisciplinary teams.	Application and interview
5	Experience of supporting supervisees to integrate principles of self-care and build professional resilience.	Application and interview
6	Expertise / specialist in the issues affecting women who have experienced VAWG or willingness to participate in related training.	Application and interview
7	Demonstrable experience of providing clinical supervision to multidisciplinary teams who work with clients with multiple disadvantages and complex or high-risk presentations.	Application and interview
8	Demonstrable capacity to deliver a range of interventions and strategies to reduce and mitigate risks.	Application and interview
9	Commitment to Women and Girls Network's vision and values and feminist protocols and ability to make a positive contribution to the charity.	Application and interview
10	High level of self-awareness and commitment to own personal and professional continuous development.	Application/ interview and references
11	Ability to respect the confidentiality nature of this role and work within the BACP ethical framework.	Application and interview
12	Demonstrable record of accomplishment of combating discrimination and actively promoting diversity.	Application & interview