

Counsellor (Freelance)

Role Description

About Galop

Galop is the UK's LGBT+ anti-abuse charity. Founded in 1982, and have been championing the needs and safety of the LGBT+ community for nearly 40 years.

Galop works directly with thousands of LGBT+ people who have experienced abuse and violence every year. We specialise in supporting victims and survivors of domestic abuse, sexual violence, hate crime, and other forms of abuse including honour-based abuse, forced marriage, and so-called conversion therapies. We are a service run by LGBT+ people, for LGBT+ people, and the needs of our community are at the centre of what we do.

We run three national support helplines: for LGBT+ victims and survivors of domestic abuse, so-called conversion therapies and hate crime. We provide advocacy services, both in London and nationally, for LGBT+ victims who need longer-term support. We are person-centred, empowerment-based, and trauma-informed – meaning our focus is always on helping our clients decide what is best for them, and then supporting them through their journey.

We use what we learn through working on the frontlines with clients to work for national and local policy change to improve outcomes for LGBT+ victims and survivors of abuse and violence. We build evidence through key pieces of research, like our upcoming report into LGBT+ experiences

of sexual violence. We push for legislative change, improved statutory guidance for victims, and better understanding of the needs of LGBT+ people around the country.

About the freelance Counsellor role

The freelance counselling team will be joining Galop's new free-at-point-of-use counselling service, providing a range of therapeutic support for LGBT+ survivors of abuse and violence. The service works to address the barriers to counselling that some LGBT+ people experience and provides a safe, confidential and affirmative service for our clients.

You should have experience working in a counselling setting in the voluntary sector, and have a knowledge of the way the voluntary sector interacts with safeguarding and criminal justice frameworks. We will support you to use your developed empathy and insight to provide effective therapeutic interventions with LGBT+ individuals of all ages.

You will join a developing team with a commitment to respecting the strengths and coping strategies of victims and survivors of abuse, alongside identifying and mitigating needs and risks (including those that are internal, external, and relational).

You will carry a caseload which reflects the complex emotional and psycho-social needs of our client group. To support you in your work we will provide you with clinical supervision, line management, and the infrastructure necessary to support contained contracted counselling sessions.

To ensure an accessible service you will be required to work some evenings/weekends dependent on client demand.

You will be responsible for:

- Working as a member of the therapeutic team, protecting the confidentiality of clients and supporting service development as required
- Providing contracted therapeutic support to Galop clients which is trauma- and identity-informed and aims to help clients to recover from their experiences of violence and abuse

- Managing suicide risk in a professional and trauma-informed manner, working with other safeguarding professionals where appropriate both internally and externally
- Working collaboratively with Galop staff to manage ongoing risk and to support prevention of further and future harm in a transparent way
- Providing review and ending meetings with clients following the end of support
- Maintaining accurate records of all client work for the purposes of statistical data analysis for external funders, evaluation and monitoring
- Providing information and contributing to report writing when required
- Participate in meetings around assessment, allocations, clinical issues and continuing professional development
- Adhere to Galop's values and standards and act at all times in accordance with the BACP ethical framework

About you

We're looking for someone with a trauma informed approach to their work. You'll need to have good resilience and self-care, and a strong understanding of the needs of LGBT+ victims and survivors.

The below list is a guide for the kind of skills and experience we'd like you to have – but you don't have to have it all to be considered. We recognise that your experience may be from unpaid roles as well as formal employment. We want to know why you're the right person for this role, not whether you've been given the right opportunities.

There is an essential requirement under the Sexual Orientation Regulations 2003 that the post holder has experience of LGBT+ needs and the impact of discrimination. Candidates should demonstrate a thorough understanding of LGBT+ people's lives, including awareness of the issues that LGBT+ survivors might face.

Experience, skills and knowledge	Essential (E) or Desirable (D)
A recognised counselling qualification and at least two years' post-qualification experience (or 100 clinical hours)	E
Eligible for or working towards BACP accreditation or equivalent	E
Membership of a relevant professional body	E
Ability to maintain an adequate level of professional insurance	E
Experience of providing trauma informed counselling or therapeutic support	E
A good professional understanding of the range of issues facing LGBT+ communities, ease and comfort with the appropriate therapeutic approaches for this client group	E
A commitment to own self-care and ability to self-reflect on competency, support needs, and learning areas	E
Experience of using monitoring and evaluation tools to assess client's journey through the counselling process	E
Experience of using clinical supervision and working within BACP ethical framework	E
Excellent interpersonal skills with the ability to form relationships at depth with a range of backgrounds and ability to reflect on/manage difference in the counselling relationship	E
Ability to work in isolation and as part of a diverse team, demonstrating appropriate communication and advanced interpersonal skills	E
Excellent time management and caseload management skills and experience of prioritising competing demands with minimum support.	E
Strong understanding of discrimination and intersectionality	E

At Galop, we believe in anti-discrimination, and that includes the experiences of our staff in the workplace. We believe in equity and understand the importance of inclusion for staff with a wide range of lived experience. No matter your age, race, faith, orientation, gender identity, disability, or class, we want you to feel welcome here. To that end Galop has a multi-year EDI plan in place, currently focusing on equity and

inclusion for trans staff and staff of colour. In line with this plan, we actively welcome applications from trans and non-binary people and people of colour, as well as those from other minoritised communities of faith, class, or disability.

Location

Galop's offices are in central London. The Galop therapeutic service will be delivered at Galop's London office and online and so counsellors can work from the office, remotely or hybrid.

Hours

Flexible - approximately 10 clients per week

Contract

Freelance

Reports to:

Head of Therapeutic Services

Salary

£50 per session

Closing Date and Applications

Applications should be submitted by 10:00am on 2nd May 2022. Interview date TBC.

Questions?

If you have any questions or would like to discuss the role further prior to application, please contact our Deputy CEO, Amy, at amy@galop.org.uk.

Please send applications by email only to recruitment@galop.org.uk