

# Role Profile

Version V001 / Date Authorised by Chief Executive Officer: 27.08.24

**Job Title:** Trauma Informed Therapist **Dept:** Criminal Justice

**Reports to:** Service Manager **Direct Reports:** N/A

## Role Purpose

*To deliver the organisation's quality assured, prison-based trauma-informed therapy services.*

## Main Duties and Responsibilities

- Adhere to the organisation's trauma-informed / survivor-centric model and pathway, including those aligned to the NHS (locally, regionally, and nationally) and IAPT pathways.
- Deliver quality assured trauma-informed / survivor-centric therapy services, in line with the organisations model and pathways.
- Engage in peer-support of OUT Spoken Services staff.
- Accurately record OUT Spoken interventions.
- Attend internal meetings in line with organisational requirements.
- Engage with and attend relevant external meetings engage, influence and input accordingly.
- Keep informed of changes in policy at local and national levels.
- Undertake specific OUT Spoken projects as directed by the Criminal Justice Services Director and/or Service Manager.

## Organisational Core Responsibilities

- Stringently uphold the organisation's values of transparency, integrity, understanding and responsiveness throughout your work and your representation of We Are Survivors.
- Honour a commitment to diversity, inclusion, and anti-oppressive practice and work positively and inclusively with everyone so that We Are Survivors provides a workplace that does not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender, or disabilities.
- Ensure 100% of the work you carry out is for the achievement of the mission *"to break the silence of the sexual abuse, rape and sexual exploitation of boys & men and support them and their loved ones to engage in positive healing, free from the impact of abuse"* and vision *"a society where no male survivor is left behind"*.
- Maintain strict confidentiality boundaries as you have access to sensitive, restricted, and classified information; and ensure that you are fully compliant with all information governance policies set by the organisation and/or Information Commissioners Office.
- Respect individuals right to anonymity within and outside of the organisation.
- Fully comply with all professional external frameworks, charters or practice standards that We Are Survivors subscribes to, is a member of, or carries.
- Fully comply with the organisations standard operating procedures / quality assurance, guidelines, policies, and procedures, including all accurate recording of information and ensuring you do not act to compromise the organisational standards or any formal QA Accreditation.



- Remain aware at all times of your responsibilities for your own health and safety, for the Health and Safety of those directly responsible to you, your work colleagues and any others who may be affected by the operations under your responsibility or control.
- Ensure you comply with all requirements identified within infection control measures and risk management, both nationally and locally.
- To work flexibly in the interests of the organisation, which may include undertaking other duties provided that these are appropriate to your background, skills and abilities.

**Organisational Governance**

- Our organisational governance map is designed to enable the workforce to understand reporting and responsibility structure and will be provided as an appendix to this document.

**Job Description / Profile Acknowledgement**

- I have read and understood the functions and requirements of this position. I understand this is not to be considered an exhaustive statement of duties, responsibilities or requirements and does not limit the assignment of additional duties for this position.
- I agree to comply with the General Role Requirements and Organisational Core Responsibilities outlined above and to report any violations to my line manager.

<b>Employee Name:</b>	
-----------------------	--

<b>Employee Signature:</b>	
----------------------------	--

<b>Date:</b>	
--------------	--

## Person Specification

The following attributes are **Essential** for this role:

Registration:

- BACP, NCS, UKCP (or similar).

Qualifications:

- Diploma in Counselling / Psychotherapy (or equivalent)
- Safeguarding Children / Adults Level 1
- English (GCSE/similar or above)

Knowledge and Experience:

- Understanding of issues relating to RASSO (Rape and Serious Sexual Offences), particularly those relating to boys and men.
- Experience of providing 1:1 support or advocacy to adults and/or young people with vulnerabilities.
- Experience of processing data at a strict confidentiality level.

Skills:

- Ability to prioritise own work load.
- Ability to manage competing priorities to meet deadlines.
- Good written, verbal and interpersonal communication skills.
- Proficient in the use of Microsoft Office Suite, or equivalent, and electronic database system.

Values:

- Ability to hold and demonstrate in your conduct the adherence to the organisational values of *Transparency, Integrity, Understanding and Responsiveness*.
- A commitment to respecting diversity, inclusion and ant-oppressive practice.

The following attributes are **Desirable** for this role:

Registration:

- BACP Accreditation (or similar).

Qualifications:

- Masters Degree in counselling, psychotherapy.
- Certificate / Diploma in EMDR.
- PG Cert / Diploma in CBT.

Knowledge and Experience:

- Experience of working within the Criminal Justice System, particularly in a prison setting.
- Experience of providing formal mentoring relationship.
- Experience of working within a highly confidential setting, adhering to information governance.
- Understanding of issues relating to rape and sexual assault, particularly those relating to boys and men.
- Experience of working within the voluntary, community or social enterprise (VCSE) sector.

# **WE ARE SURVIVORS.**

Skills:

- Coaching.

Values:

- Non applicable.