



# SENIOR PRACTITIONER

## Job Description



Walney Extension  
Community Fund



Westmorland & Furness  
Council



Registered Charity No: 1109637 · Company Number: 5424196

# AN INTRODUCTION TO BIRCHALL

The Birchall Trust empowers people affected by rape, sexual abuse, sexual violence or exploitation to recover from their trauma so they can lead safe and fulfilling lives irrespective of gender identity, sexuality, ethnicity, culture, or religion. We believe that we should live in a society that is free of rape, sexual abuse, and sexualised violence and through a trauma informed approach we...

- Realise the potentially damaging consequences of traumatic experiences and the opportunities that exist for healing through safe relationships.
- Recognise the signs of trauma, and seek to address the underlying causes
- Respond with empathy, integrating the knowledge of trauma into our policies and practice.
- Resist retraumatising people and aim to deescalate the deep anxiety that adversity can cause.

Assisting people to recover from their trauma, by enabling them to live in the present without being overwhelmed by the thoughts and feelings of the past.

## OUR CORE TRAUMA INFORMED VALUES

Our values align to the core trauma informed principles around:

Safety	We recognise the impact of shame, we create safe spaces and make people feel safe, by building trusted relationships.
Trusted	We avoid judgement and understand shaming and blaming language can damage people and harm relationships. We are emotionally aware. We avoid blame. We believe and do not judge.
Choice	We ensure that the people using our services have a voice and their choices are important, we understand that everyone's experience matters, and that recovery is an individual experience and will be different for everyone.
Collaboration	We work together to achieve the best possible outcome, we are person centred and see the person's strengths, building upon them, we are reflective and learn together
Empowerment	We seek to make a difference, innovative and be the change we want to see. We make a difference, we are transparent, and take responsibility. We develop resilience enabling people to build on their strengths.

# JOB DESCRIPTION

<b>Job Title:</b>	Senior Practitioner
<b>Accountable to</b>	Head of Services
<b>Base:</b>	Lancaster, Morecambe or Barrow in Furness
<b>Salary:</b>	£28,728 rising to £32,678
<b>Hours:</b>	Full Time (Or minimum 30 hours, over 4 days)
<b>Leave:</b>	Starting at 25 days holiday per annum plus bank holidays (pro -rata for part time).

## ABOUT THE ROLE

We're looking for an experienced Practitioner with a background in either therapy/counselling, health and wellbeing service or social work. You will have experience of managing a diverse team, as you will manage a mix of employed counsellors, wellbeing practitioners, freelance staff, students and volunteers. You will have a passion for supporting people to reach their potential whilst delivering a trauma informed service to the people who need our services.

You will form part of the Birchall Operational Management Team supported by the Head of Services and benefiting from external clinical supervision and reflective practice sessions.

As a Senior Practitioner you will also hold your own case load of either Adults or Children and young People. Depending on your strengths and specialisms this could be counselling, specialist therapeutic support, assessments or group work, to people who have experienced sexual abuse, rape or sexualised violence.

## ABOUT YOU

Working within an ethical framework(s) or code of conduct of a recognised professional body, you will have experience of working with either Adults or Children and Young People who have experienced or are in trauma.

You will have a passion for delivering effective quality services and motivate your colleagues and team to support a continuous learning culture.

You should have experience of managing teams and supporting them through setting clear objectives, 121's, appraisals and other HR processes.

You will understand the importance of balancing the needs of the service, funders and clients and be able to monitor and report back on KPI's and outcomes.

You should have a good working knowledge of managing risk and safety planning and have exceptional communication skills and the ability to develop partnerships with other services and organisations.

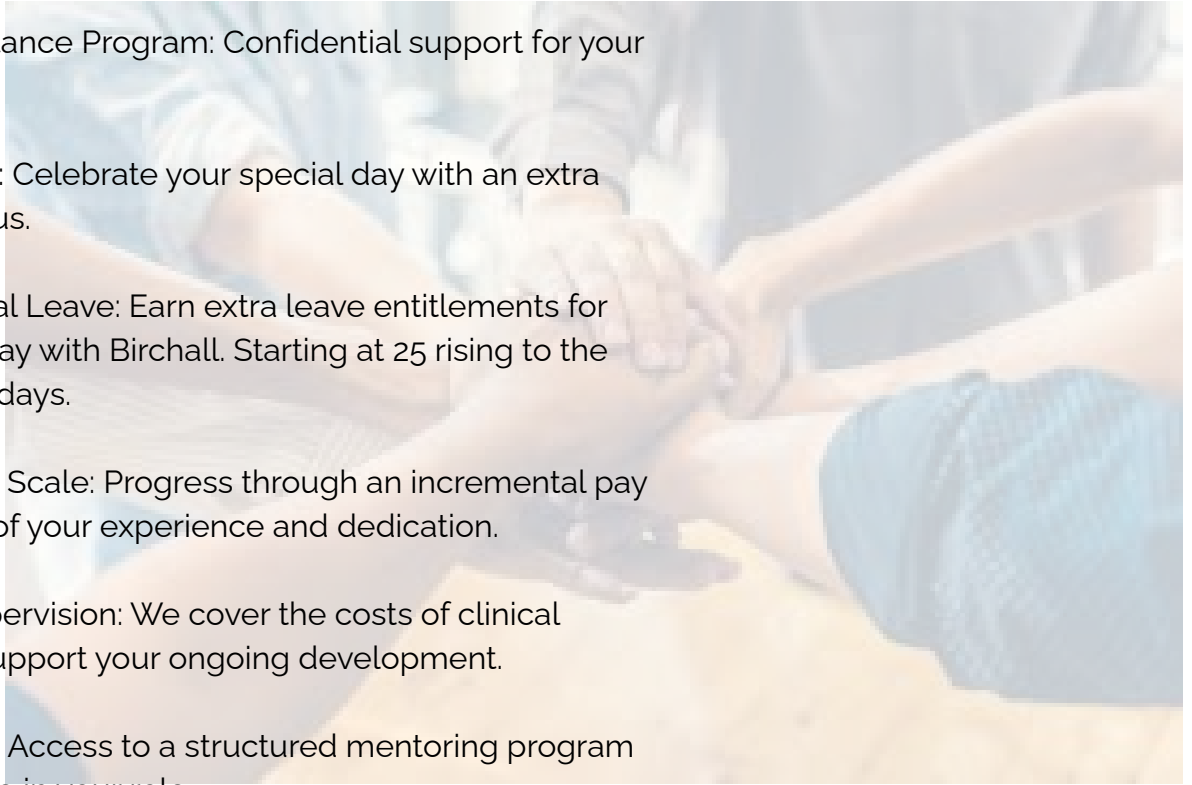
# PERSON SPECIFICATION

Specialist Knowledge & Qualifications	Essential	Desirable
Significant experienced Practitioner with a background in either therapy/counselling, social work or health and wellbeing services, working with people who have experienced trauma.	E	
Experience of managing/leading a team – either in a paid or voluntary capacity.	E	
A robust understanding of safeguarding and protection processes as applicable to the voluntary sector preferably as a designated safeguarding lead.	E	
An excellent understanding of legislative framework including: <ul style="list-style-type: none"> <li>• Confidentiality</li> <li>• Professional boundaries</li> <li>• Data protection and GDPR principles</li> <li>• Equal opportunities</li> </ul>	E	
Demonstrate a thorough understanding of issues surrounding rape and sexual abuse.	E	
Experience of working with people who have experienced Trauma and be committed to working within the Trauma Informed Principles.	E	
Experience of delivering contracts and working to KPIs, analysing data and producing reports.		D
Membership of a recognised regulatory body and an understanding and adherence to their ethical framework.		D
Commitment to raise awareness in the community and challenge wider issues affecting the people who use our services.	E	
Commitment to supporting people using our services to be involved through feedback and having a platform to amplify their voices.	E	
Able to act with integrity and take personal accountability for your work.	E	
Able to use reflective practice to continually improve performance by learning from mistakes and celebrating success.	E	

# WHAT WE CAN OFFER YOU

At Birchall, we value our staff and are committed to supporting your well-being and professional growth. When you join us, you'll enjoy a range of fantastic benefits, including:

- Employee Assistance Program: Confidential support for your well-being.
- Birthday Day Off: Celebrate your special day with an extra day of leave on us.
- Additional Annual Leave: Earn extra leave entitlements for each year you stay with Birchall. Starting at 25 rising to the maximum of 30 days.
- Competitive Pay Scale: Progress through an incremental pay scale reflective of your experience and dedication.
- Paid Clinical Supervision: We cover the costs of clinical supervision to support your ongoing development.
- Mentor Scheme: Access to a structured mentoring program to help you thrive in your role.
- Staff Rewards: Recognition and rewards to celebrate your achievements and commitment.
- Join Birchall and be part of a supportive, rewarding environment where your growth and well-being are our priorities.



## HOW TO APPLY

Thank you for showing an interest in applying for a role with The Birchall Trust.

Please fill out our [online Application Form](#).

Alternately, go to our [Vacancies Page](#) on our website, select the job you would like to apply for and click the Apply Here button.

Top Tip: Please leave up to 20 seconds for the form to submit. You will be redirected to the Equal Opportunities Form once it has been submitted. You will need to attach your most recent CV and you can upload any additional documents that you think will help with your application.

If you require any further advice on any of the above, please phone [01229 820828](tel:01229820828)

Birchall in Numbers

# WHAT WE'VE ACHIEVED

2023-24

**2022** people accessed advice and information at our community events.

**310** children accessed our schools programme work.



**1490** individuals contacted our services for information, advice, support and counselling.

**190** people received wellbeing support

**371** People received adult counselling.

**44** children access play therapy.



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To the future people who walk through the doors of the Birchall Trust I would like to say well done, because like me you may well be doing the best thing of your life, because I finally found my self worth and an overwhelming feeling of finally wanting to live.  
Previous Client

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# WHY BIRCHALL?

Being a part of team Birchall is a rewarding and exciting experience. With full time and freelance team members across Cumbria, North Lancs, East Lancs, and the Fylde Coast, With numerous volunteers and people with lived experience, you'll join a strong team dedicated to supporting people affected by rape and sexual abuse.

Each year we campaign, fundraise and offer educational programmes as well as wellbeing services and group work activity sessions.

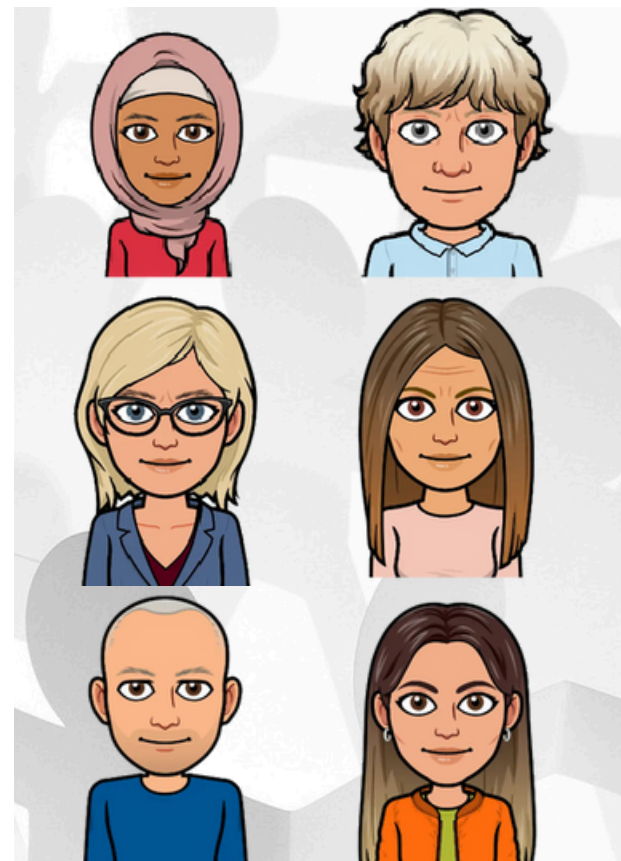
## Our Volunteers:

We've been incredibly lucky to have some amazing people raise both money and awareness for Birchall this year. From walking the With Her Lancaster Half Marathon (13.1 miles) to joining us for the Keswick to Barrow Walk – we want to say a huge thank you to everyone who has supported us in helping people affected by rape and sexual abuse this year.

## What we offer:

We recognise that each person using our services is an expert on their own emotional process and we aim to create an environment where people can develop trust in their own intuition and safety in a space where they can begin to explore their feelings and thoughts about their experience.

Our framework consists of 3 stages:



1. Stabilisation & Understanding

2. Processing & Acceptance

3. Integration & Engagement

Counselling

Education & Training

Wellbeing

Peer Support

“

“I can now understand why I feel and behave the way I do. I have learned grounding techniques which are invaluable. The relationship between my counsellor and I has been priceless. Thank you for giving me my life back.”

Previous Client

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## USEFUL LINKS



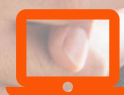
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[www.birchalltrust.org.uk](http://www.birchalltrust.org.uk)



[The Charity Commission](#)  
[- GOV.UK \(www.gov.uk\)](http://www.gov.uk)

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East Lancs Telephone: 01254 919505

North Lancs Telephone: 01524 239595

Fylde Coast Telephone: 01253 201946