

TRAUMA INFORMED WELLBEING PRACTITIONER

Job Description



Walney Extension
Community Fund



Registered Charity No: 1109637 · Company Number: 5424196

AN INTRODUCTION TO BIRCHALL

The Birchall Trust empowers people affected by rape, sexual and domestic abuse, sexualised or domestic violence 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

Job Title:	Trauma Informed Wellbeing Practitioner
Accountable to	Senior Practitioner
Base:	<u>1x Barrow, 1x Morecambe/Lancaster (Maternity Cover)</u>
Salary:	£25,547 - £28,625 FTE
Hours:	3 days per week/ 22.5 hours
Leave:	25 days holiday per annum plus bank holidays (currently 8 per year). This is pro-rated for any employees working less than 37.5 hours per week.

ABOUT THE ROLE

We're looking for a Wellbeing Practitioner to join our team and support people to reach their potential, while delivering a trauma-informed wellbeing service.

We have two vacancies available: one permanent position based in Barrow, and one maternity cover position based in Morecambe/Lancaster, starting in August 2025.

Providing practical support, advice, and guidance you will support a client's recovery and enable them to develop self-help strategies to manage the impact of their abuse. This may include support around housing, benefits, court procedures as well as psycho-educational support such as mindfulness, grounding, stabilisation, and relaxation to help reduce the symptoms of trauma. Referrals may then go onto receive trauma informed counselling through Birchall's Adult and CYP counselling services.

You will have an opportunity to co-facilitate and support our Survivor's Involvement groups and our training/education programme, working alongside other members of the team. You will raise awareness of our services with other agencies and professionals to ensure effective referral pathways are in place.

ABOUT YOU

With experience of working with people who have experienced trauma, you will have skills and techniques able to work in a creative way, developing resources and contacts to support your role. You will need to effectively engage with people who may be at a difficult time in their lives, working with them to achieve positive and sustained change, to achieve emotional well-being and reach their full potential. An awareness or knowledge of de-escalation techniques to support people in crises would be useful.

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.

You will utilise administrative and case management systems in a timely way, accurately and effectively ensuring good practice regarding any sensitive and confidential material.

PERSON SPECIFICATION

Specialist Knowledge & Qualifications	Essential	Desirable
A recognised sociology, care, or social work qualification, newly qualified counsellor, an ISVA qualification or an NVQ Level 3 in a relevant area of work	E	
Demonstrable understanding of issues and nature surrounding rape and sexual abuse and knowledge of the impacts of sexual violence	E	
Experience of working with vulnerable people and providing practical and emotional support.	E	
Experience of working with individuals who have experienced sexual violence, whether in a paid or voluntary capacity		D
Experience of working with a variety of agencies & within a multi-agency and legislative framework. e.g., Safeguarding, Multi Agency Risk Assessment (MARAC), Early Help Assessments	E	
An understanding of safeguarding issues with respect to adults at risk of harm, and the legal responsibilities surrounding these	E	
An excellent understanding of legislative framework including. <ul style="list-style-type: none"> • Confidentiality • Professional boundaries • Data protection and GDPR principles • Equal opportunities 	E	
Experience of working autonomously to manage workload, self-administration, and experience/ability to use case management systems	E	
Understanding of the impacts of trauma and commitment to working within trauma informed principles		D
Commitment to supporting people using our services to be involved through feedback and having a platform to amplify their voices	E	
Able to use reflective practice to continually improve performance by learning from mistakes and celebrating success	E	

Our Trauma Informed Behaviours

I do what matters

I ensure that I work to trauma informed principles and best practice - in all aspects of my work.

I take action to build and nurture trusted relationships, in order to understand, support and guide others at all times

I am always myself

I bring the best version of myself to work. I contribute to the difference Birchall makes to people's lives

I act as a role model in terms of trauma informed principles, inspiring others to engage and trust me.

I focus on succeeding together

Collaboration is what makes us different, we're better and stronger when we work together

I am a connector, forging relationships across teams, sharing knowledge and talent to deliver our goals

I show that I care

I care about Birchall, all my colleagues, the people using our services and the wider communities in which we work

I ensure that I support my team members to feel safe, included and accountable by providing clarity around Birchall's values, vision and mission

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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“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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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.

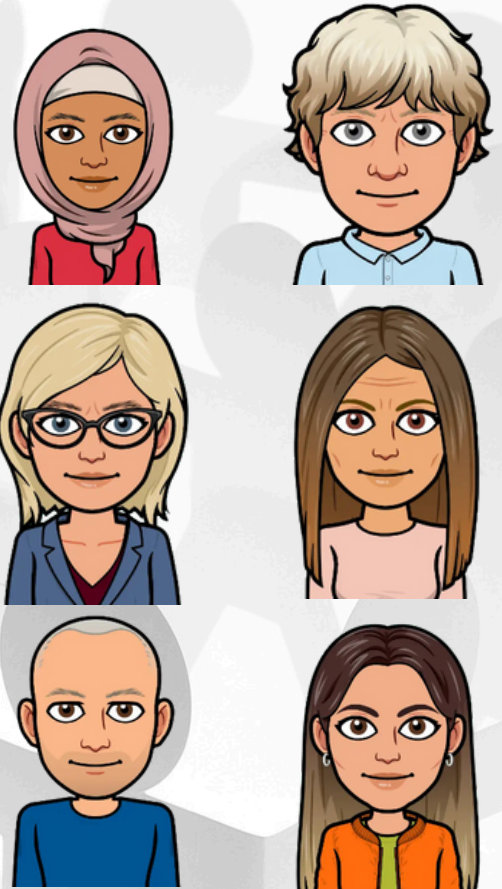
Our Volunteers

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

“

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USEFUL LINKS



[@thebirchalltrust](#)



[@TheBirchallTrust](#)



[The Birchall Trust](#)



www.birchalltrust.org.uk



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

Cumbria Telephone: 01229 820828

North Lancs Telephone: 01524 239595

East Lancs Telephone: 01254 919505

Fylde Coast Telephone: 01253 201946