

Counsellor

Job Description and Personal Specification

Salary	£45,921 per annum (pro rata)
Hours	Minimum 18 hours per week (12 clients)
Responsible to	Counselling Coordinator
Based	Bath up to 1 days per week working from home
Pension	Employer pension contribution of 5%
Annual leave	27 days plus bank holidays (pro rata)
Contract	Employed, part time and fixed term contract until end of March 2026 with hopeful extension based on continued funding

This post is subject to an enhanced DBS check.

Equal opportunities statement

SARSAS values diversity and welcomes applicants from all sections of the community; especially from minority groups/groups with a protected characteristic such as People of Colour, who are currently under-represented. We are a Disability Confident Committed Employer. Our current premises are wheelchair accessible.

About the role

We are seeking an experienced counsellor to deliver counselling across the Avon and Somerset area to adults who have experienced sexual violence or rape.

About you

You will be a skilled counselling practitioner who has experience of working with clients who have experienced significant trauma, including rape and sexual abuse. You will work creatively and in an integrative way within a person-centred framework and will be

committed to creating an environment and relationship through which your clients feel safe to explore, understand and heal from their experiences.

You will be passionate supporting people who have experienced sexual violence and committed to promoting the values and ethos of SARSAS.

About SARSAS

SARSAS exists to relieve the trauma and distress and help rebuild the lives of survivors who live in Somerset, Bristol, South Gloucestershire, North Somerset and BANES, who have experienced any form of sexual violence, at any point in their lives. We campaign and educate to raise awareness and bring an end to sexual violence. Partnership work with a variety of agencies locally and nationally is a priority to enable social change.

Our work is guided by a trauma-informed approach which understands how traumatic experiences can impact on survivors and keeps an awareness of the effects of trauma at the forefront of our approach to support.

This video developed as part of the 2021 [GSK Impact Awards](#) will give you a taster of the work we do.

Key Responsibilities:

Operational

- Deliver a counselling service that is responsive, safe, ethical, and effective as part of the SARSAS team.
- Provide support in a person-centred manner, using appropriate therapeutic tools to meet the individual needs of clients affected by sexual violence.
- Conduct clinical needs assessments and develop tailored support plans.
- Use SARSAS outcome monitoring tools to regularly review and evaluate counselling work.
- Identify and respond to safeguarding and risk concerns, make appropriate referrals, and complete follow-up actions.
- Maintain accurate, confidential, and up-to-date records of all counselling sessions, particularly with regard to pre-trial therapy and statutory procedures.
- Ensure that all service activity is accurately recorded on the SARSAS database.

- Support the inclusion of service user feedback to inform and improve service delivery.
- Liaise with external professionals, referrers, and agencies to ensure joined-up support for clients.
- Represent SARSAS positively and professionally in external settings, in alignment with the organisation's values and mission.

Supervision and Professional Development

- Work collaboratively with the Counselling and Service Delivery team to ensure effective and coordinated service provision.
- Stay informed of current legislation and clinical practice standards relevant to sexual violence and therapeutic practice.

Policy and Procedure

- Ensure all work is in line with SARSAS's Counselling Framework and the BACP Ethical Framework for the Counselling Professions.
- Contribute to a safe and inclusive environment by following relevant internal protocols (e.g. Health and Safety, Lone Working), while respecting confidentiality and data protection requirements.

General

- Commit to ongoing self-care, clinical supervision, reflective practice and line management.
- Attend organisational meetings and communicate effectively within the team.
- Adhere to all SARSAS policies, including safeguarding, confidentiality, and GDPR.
- Uphold SARSAS's Equality and Diversity Policy.
- Attending all training, whether statutory or non-statutory, as required.
- Perform other duties as needed.
- Foster a positive, proactive work environment aligned with SARSAS values.
- Work in a manner that promotes the ethos and values of SARSAS.
- Taking a positive and proactive approach to problem solving to contribute to a positive working environment.
- Undertake any other duties commensurate with the role. Some evening work may be required.

Person Specification

	Essential	Desirable
Qualifications and training	<p>Registered with British Association of Counselling and Psychotherapy (BACP), UKCP, or other recognised professional body</p> <p>Educated to minimum Diploma level in Counselling or Psychotherapy (or equivalent)</p>	<p>Accredited or eligible for/working towards accreditation with BACP, UKCP or other recognised professional body.</p>
Experience	<p>Significant clinical experience of working therapeutically with adults who have experienced trauma, including rape and sexual abuse</p> <p>Experience of building positive and empathic relationships with clients</p> <p>Experience of and commitment to working with diversity</p> <p>Experience of participating in clinical supervision</p>	<p>Minimum of 2 years post-qualification counselling practice.</p> <p>Relevant experience of making comprehensive assessments and understanding referral pathways.</p> <p>Experience of multi-disciplinary working, particularly with statutory services such as police and social services.</p>

Knowledge and skills	<p>Knowledge of a recognised trauma model and the impact of rape and sexual abuse</p> <p>Working knowledge of safeguarding principles and procedures</p> <p>Commitment to equality and diversity with regards to age, disability, gender identity, race, religion or belief, sex and sexual orientation</p> <p>A sensitive, holistic approach to working within a specialist service</p> <p>Clear and effective verbal and written communication skills</p> <p>Ability to manage a complex caseload demonstrating good organisational and planning skills</p> <p>Ability to keep up-to-date and accurate records, including monitoring and evaluation data for organisational reporting</p>	<p>The implications of working alongside statutory investigations and court proceedings, especially in relation to record-keeping, confidentiality, and data protection</p> <p>Knowledge of other key agencies and services</p>
Personal effectiveness	<p>IT skills and willingness to use SARSAS's database and remote platforms</p> <p>Creative and flexible, able to work well in a team</p> <p>Commitment to continuing professional development</p> <p>Enthusiasm and passion for the nature of the work</p> <p>Awareness of the personal impact of the role and commitment to personal wellbeing</p> <p>Understanding and commitment to SARSAS's feminist ethos</p>	