



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack **Therapist (Bristol & North Somerset)**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is the **27th November 2024 11.59pm** and interviews will be held on the week commencing **2nd December 2024**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Claire Dean** - claire@otrbristol.org.uk or **Rachel Mac Dermot** - rachel.m@otrbristol.org.uk

Role Summary

Job Title	Therapist
Salary	OTR Band B+ Starting salary £26,882 fte (£10,752.80 pro rata)
Hours	15 hours per week 0.4 fte
Contract	Permanent
Leave	Flexible - our basic entitlement is 28 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
Pension	With The People's Pension - up to 3% employer contribution on qualifying earnings
Location	Based at OTR, 40a Rodney Road, Backwell BS48 4HW and in locations across North Somerset with regular travel to OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH
Accountable to	Team Manager (Therapies) & Team Manager (North Somerset)
Job Purpose	<ul style="list-style-type: none">• To offer 1:1 counselling/psychotherapy to young people aged 11-18 from across Bristol and South Gloucestershire.
Key Relationships	<ul style="list-style-type: none">• Team Managers• Clinical Supervisor• Young People• Parents & Carers• Applicable external services

Role Description

Counselling/ Therapeutic support	<ul style="list-style-type: none">• To provide therapeutic support to individual young people referred to OTR.• To work within, and abide by, the ethical framework of a relevant governing body (e.g. UKCP, BACP).
Administration	<ul style="list-style-type: none">• To fulfil OTR service user monitoring requirements and keep confidential, safe and secure records via the IAPTus monitoring system.
General	<ul style="list-style-type: none">• Contribute to the development of best practice within the service.• Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.• Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health.• To commit to the core values of OTR, including young people's empowerment and participation.• To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding.• To ensure all paper and electronic personal records are managed and stored safely at all times.• To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> ● A recognised counselling qualification, at least to diploma level. 	<ul style="list-style-type: none"> ● A recognised therapeutic qualification to degree level. ● Accredited by the British Association of Counselling and Psychotherapy or the UK Council for Psychotherapy. ● Further qualification in working with children, young people and families.
Experience	<ul style="list-style-type: none"> ● Demonstrable experience working as a therapist with young people. ● Experience working with young people from a diverse range of social, economic and cultural backgrounds. 	<ul style="list-style-type: none"> ● Experience or interest in creative therapies. ● Experience or interest in systemic concepts or family therapy.
Knowledge	<ul style="list-style-type: none"> ● Knowledge of issues related to young people, mental health and social and economic deprivation. 	
Skills & Abilities	<ul style="list-style-type: none"> ● Demonstrable ability to emphasise empowerment and client autonomy in clinical practice. ● Passion for and commitment to integrating 1:1 therapeutic support into the wider context of community engagement. ● Excellent communication skills. ● Ability to recognise and respect confidentiality and its limits. ● An ability to work confidently on own initiative; a self-starter. ● An ability to establish and maintain relationships with young people and other professionals. 	
Personal Qualities	<ul style="list-style-type: none"> ● Resilient; able to model good self care. ● Values led, with a personal commitment to equality, diversity, social justice and change. ● A strong personal interest in and commitment to the mental health and wellbeing of children and young people. ● A commitment to justice, and respect for young people 	

	<p>regardless of who they are and what they believe.</p> <ul style="list-style-type: none"> • A commitment to educating yourself about social issues, and to be culturally competent. • An ability to establish and maintain relationships with young people and other professionals. • A commitment to personal development and learning. 	
Other	<ul style="list-style-type: none"> • Access to transport and a willingness to travel across Bristol and North Somerset. • Available to work 12 - 8 weekdays in our Old Market office. • Available to work flexible hours one day per week in North Somerset. 	<ul style="list-style-type: none"> • Driving Licence and access to appropriate transport.

About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 59-year history and is proud to be reaching more young people than ever before (over 20,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing info and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all of our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy (38 days), healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, free yoga and reiki, and more (subject to contractual terms and conditions).

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, in order to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> ● We believe that our offer should be inclusive of all cultures and identities ● We believe that young people have unique strengths, interests and circumstances ● We believe that the world around us impacts our wellbeing ● We believe in placing young people at the heart of our work ● We believe in innovating and evolving to improve our offer for young people ● We believe that relationships are what make the difference ● We believe in the power of partnerships 	<ul style="list-style-type: none"> ● Collaboration ● Diversity ● Learning ● Sharing ● Participation ● Self-efficacy ● Self-care ● Transparency ● Agency ● Creativity ● Social Action ● Pragmatism 	<ul style="list-style-type: none"> ● We're accommodating ● We're integrated ● We're thoughtful ● We're supportive ● We're open ● We're resourceful ● We're resilient ● We're communicative ● We're independent ● We're imaginative ● We're motivated ● We're adaptable