



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120  
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## **Opportunity Pack** **Student / Volunteer Therapist (Zazi)**

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 **31st July at 11.59pm** and interviews will be held on the week of the **11th August 2025**. 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](mailto:claire@otrbristol.org.uk)**

### **Safeguarding**

OTR is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, trustees, and volunteers to share this commitment.

As part of our Safer Recruitment practices, all roles involving contact with young people will be subject to robust pre-employment checks, including references, a full employment history, and an enhanced Disclosure and Barring Service (DBS) check. Where applicable, overseas criminal record checks will also be required.

We are dedicated to creating a culture of vigilance, transparency, and accountability. Our safeguarding procedures are guided by the principle that the welfare of the child is paramount, and all staff are required to adhere to OTR's Safeguarding and Child Protection Policy.

### **The Project**

Project Zazi - "know yourself, know your strength" - is a project within OTR which focuses on creating opportunities, building aspirations, informing and empowering Black and Brown Young People, supporting individuals in exploring culture, identity, experiences and tackling inequality.

[Click here to find out more about what we do.](#)

The project offers both one-to-one support and a variety of group projects and sessions (which may be both digital and face-to-face), supporting Young People to unlock the skills they possess and fulfil their potential.

Within these spaces, we aim to create a positive atmosphere with a sense of belonging and security. Young People can explore their identity and culture/s whilst partaking in sociable activities and learning new skills. The aim of Project Zazi is to promote holistic wellbeing through the growth

and development of Black and Brown Young People and their communities; creating lasting, meaningful change.

For this opportunity we strongly encourage applications from Black and Brown individuals, who have experience of working with those from Global Majority.

## Role Summary

<b>Job Title</b>	Student & Volunteer Therapist
<b>Hours</b>	7.5 hours per week
<b>Location</b>	Based at 8-10 West Street, St Philips, Bristol, BS2 0BH
<b>Role Purpose</b>	The successful candidate will work with Zazi to offer 1:1 counselling / psychotherapy to Black and Brown young people from across Bristol.
<b>Accountable to</b>	<ul style="list-style-type: none"> <li>• Team Manager (Therapeutic Services)</li> <li>• Team Manager (Project Zazi)</li> <li>• Team Supervisor (Therapeutic Services)</li> </ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>• Team Manager and Therapeutic Services team</li> <li>• Project Zazi team manager and team.</li> <li>• OTR staff and volunteers</li> <li>• Clinical Supervisor</li> <li>• Young People</li> <li>• Applicable external services.</li> </ul>

## Role Description

<b>Counselling / Therapeutic Support</b>	<ul style="list-style-type: none"> <li>• To provide therapeutic support to individual young people (11-18) referred to OTR Bristol therapeutic services.</li> <li>• To work within, and abide by the ethical framework of the British Association of Counselling and Psychotherapy (BACP) or equivalent.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• To fulfil Off the Record service user monitoring requirements and keep confidential, safe and secure records via the IAPTUS monitoring system.</li> <li>• Act quickly and efficiently in relation to Safeguarding concerns, working alongside your team to ensure that at risk young people are flagged and supported consistent with local protocols and procedures.</li> <li>• Attend regular supervision with your manager as agreed.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• To engage in training and development appropriate to the role.</li> <li>• Support Project Zazi events (1-3 over the year)</li> <li>• To commit to the core values of OTR, including young people's empowerment and participation.</li> <li>• 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.</li> <li>• To ensure all paper and electronic personal records are managed and stored safely at all times.</li> <li>• To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.</li> </ul>

## Person Specification

	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Owning or working towards recognised therapeutic qualification, at least to diploma level.</li> </ul>	<ul style="list-style-type: none"> <li>• Accredited by the BACP or UKCP or registered with other relevant professional governing body.</li> <li>• Qualification in working with equalities groups in a relevant area.</li> <li>• Further qualification in working with children, young people and families.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrable experience working as a therapist with young people.</li> <li>• Experience working with young people from a diverse range of social, economic and cultural backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with social justice, and or community projects and provisions which offer social and peer support.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of issues related to young people, intersectionality, mental health and social and economic deprivation.</li> </ul>	
<b>Skills &amp; abilities</b>	<ul style="list-style-type: none"> <li>• Emphasising empowerment and client autonomy in clinical practice.</li> <li>• Confident and proficient user of digital technology.</li> <li>• Passion for and commitment to community engagement.</li> <li>• Excellent communication skills.</li> <li>• Ability to recognise and respect confidentiality.</li> <li>• Understanding and experience of working therapeutically over online platforms.</li> </ul>	
<b>Anti-Oppressive Practice</b>	<ul style="list-style-type: none"> <li>• A commitment to being an agent of social change.</li> <li>• To respect young people regardless of who they are and what they believe.</li> <li>• A commitment to educating yourself about social issues and to be culturally competent.</li> </ul>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• An ability to establish and maintain relationships with young people and other professionals.</li> <li>• An ability to work confidently on own initiative - a self-starter.</li> </ul>	<ul style="list-style-type: none"> <li>• An ability to see clients outside of normal working hours.</li> </ul>

- A commitment to personal development and learning.
- Commitment to the importance of confidentiality.
- 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.

## About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 60-year history and is proud to be reaching more young people than ever before (over 17,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing information and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all 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, healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, and many in-house events and initiatives.

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, to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

### What we value:

- **Championing Humanity:** valuing the inherent dignity of each and every person, supporting and celebrating expression of identity in all its forms
- **Being Curious:** taking an interest in how things work and could be improved, noticing and exploring perceptions and experiences whether collective or individual
- **Positive Disruption:** naming systems, structures, and attitudes that hinder supportive social change, seeking ways to overturn barriers to progress
- **Seed Sowing:** with an eye to the potential of the long term, seizing present moments and opportunities to set in motion shifts to benefit young people
- **Deeply Rooted:** carefully developing systems and processes that ensure our operations are secure, safe and dependable, supporting effective communication and making accountability clear

### What we believe:

- Our offer should be inclusive of all cultures and identities
- Young people have unique strengths, interests and circumstances
- The world around us impacts our wellbeing
- Placing young people at the heart of our work
- Innovating and evolving to improve our offer for young people
- Relationships are what make the difference
- The power of partnerships