

Area 43 / Depot
35 Pendre
Cardigan
SA43 1JS
01239 614 566



Young Persons' Counsellor Recruitment Information Pack



Welcome

Hello, and a warm welcome!

Thank you for your interest in Area 43, so called because it is based in the historic town of Cardigan in West Wales which is the centre of the SA43 postcode.

For more than 25 years, Area 43 has provided drop-in and counselling support to many vulnerable young people in our community. We are proud of what we have achieved, but in recent years the world has changed. Even before the pandemic, young people experienced increased mental health issues, suicide, isolation, and a support system that didn't meet their needs. Area 43 was set up in 1996 to tackle these issues and over the years, we have succeeded in helping many local young people to successfully navigate the challenges they face.

One in eight young people suffers from a mental health issue. 30% live in poverty, more than a third have self-harmed. Young people are experiencing a lack of employment opportunities, issues related to body image and materialism, pressures from social media and negative stereotyping, and the age-old problems of poverty, domestic abuse and other family issues, substance misuse, and crime. Add to that a year out of school, isolated from friends, family and support systems, and the crisis is at breaking point. And we must do something about it.

We need to tackle head-on the issues around isolation, self-esteem, and resilience to tackle the mental health issues affecting young people. We need to do this *with* young people, rather than creating services and fitting young people into them. We need to be flexible, needs-led, trauma-informed, and trustworthy. Young people need to know that they can come to us, not just when in crisis, but before then, that they will be heard, listened to, and supported to make changes.

Services need to have appeal to all young people, be open, inclusive, and engaging. Non-threatening, fun, and worthwhile experiences are crucial to ensuring young people can and will access services. So, should they ever be in crisis, they know where to turn for support.

We welcome people regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave. In line with our commitments to race equity and trans inclusion, we particularly welcome applications from people who hold these identities. We are committed to changing services, making them relevant for today's youth.

If this aligns with your perspective, I do hope that you will apply for this position.

Sincerely

Rachael Eagles
Chief Executive Officer



Who We Are

Area 43 (registered as Cardigan Youth Project) is an inspirational charity, based in Cardigan, West Wales, which provides information, support and training to young people aged 11-25 and counselling services to those aged 5-30. Founded as a community needs-led project in 1996 we have been at the centre of the Third Sector in West Wales for more than 25 years. In 2019 Area 43 became a Charitable Incorporated Organisation under the Charities Act 2006 and is governed by a Board of Trustees.

Through our youth café, Depot, we provide a safe, fun, informative and inspiring environment for young people to access support; empowering young people to express themselves by engaging with the issues that affect them directly. We do this through educative, participative practice, enabling them to develop knowledge, understanding and positive attitudes towards their communities by being inclusive and non-judgemental in our approach.

There is a strong focus on prevention through the promotion of physical and mental health and wellbeing, reinforcing positive patterns of behaviour through counselling, mindfulness and, where appropriate peer support.

Charitable Aims

Developing and providing a broad range of support services for young people, our aims are to:

- Enable children and young people to develop self-esteem and a positive approach to their lives and their place in society.
- To encourage them to participate in learning experiences and decision-making processes that impact their lives and their communities.
- Address and combat the problems they face in their home circumstances, relationships, social and life experiences, paying particular attention to those challenged by homelessness, unemployment, substance/alcohol misuse, criminality, and discrimination.
- We are especially interested in working with those who are socially, educationally, economically, or geographically disadvantaged or have any sort of disability.
- Provide young people with real learning opportunities both formal and informal that encourage and allow them to fulfil their potential.
- To co-operate with and share good practice and experience with agencies (both statutory and non-statutory) who provide services for young people and to forge links and represent the needs and aspirations of young people within their communities and to the government.

Our Values

We want to use the power of:

Social Cohesion. To offer shared experiences and a place to meet those of different backgrounds, promoting mutual understanding and building friendships.

Resilient communities. We want to help young people develop the values, self-belief, and belief in others to become confident, active citizens. We want to offer a place to belong, skills to succeed and become optimistic about the future.

Civic participation. We want to give young people opportunities to improve their lives and the lives of those around them, taking decisive social action in their local, national, and international communities.

Improved social mobility. We help develop life skills, the character, practical and employability skills that young people will carry with them into adulthood, helping them succeed.

To build:

- **Individual Life Skills**

- **Connections between people**
- **Enhanced Support Networks**
- **Increased life chances**

This means happier, healthier young people achieving their potential becoming better friends, family and neighbours and better employees, colleagues, and citizens.

Youth Café

Area 43 runs a youth café, Depot, in Cardigan; a safe, dedicated, quality meeting space for young people ranging in age from 14 to 25. The provision is determined by young people for young people, in partnership with adults, trusted professionals and community partners.

Depot provides subsidised food, hot drinks, computer and internet access. We also offer a range of engaging activities – arts and crafts, music, cooking, food hygiene, kitchen management, housekeeping, interpersonal skills, money management, budgeting, and many other things, depending on each of the young people's needs, enabling an exciting new provision for young people run by young people.

Counselling Service

We provide a fully professional and confidential counselling service to any young person aged 11-25 years at our Cardigan centre. Area 43 offers independent counselling services in Ysgol Bro Preseli and an Independent School Based Counselling Service in from Reception to Year 13 in Carmarthenshire schools.

We also have several additional external contracts and grants which contribute to our services. We have a substantial network of fully qualified counsellors, and a Clinical Director responsible for professional standards and quality control.

Job Description

Job title: Young Persons' Counsellor

Contract: Variable

Salary: £117.88 per day

Areas: West Wales (Ceredigion, Carmarthenshire, Pembrokeshire)
Online

Benefits: Pension contributions: 3% employer; 5% employee
20 days holiday plus bank holidays

Area 43

Area 43 provides a combination of youth work services, counselling services and community-related projects to promote the personal, educational, creative and social development of young people, in Ceredigion helping them reach their full potential.

Purpose of the Role

- To provide 1:1 counselling support for children and young people. This support will usually be delivered via a blend of remote and face to face services.
- To provide counselling assessment for children and young people.
- To provide counselling/communication skills education for young people, professionals and parents/carers as needed

Main Responsibilities

- To effectively deliver counselling provision for children/young people as required.
- To communicate with referral sources and/or other relevant professionals as needed in order to co-ordinate effective counselling provision for clients.
- To contribute to the effective operation of Area 43's Counselling team.
- To deliver workshops to young people to raise awareness of counselling and communication skills in order to promote greater levels of emotional health resilience if required.
- To provide information and advice to multi agency staff regarding Area 43's Counselling Services.
- To support the delivery of multi-agency training as well as promoting professional practice development.
- To comply with agreed referral mechanisms.
- To contribute to the effective monitoring of standards and governance.
- To contribute to the implementation of a multi-agency training programme.
- To support the ongoing development of the service and contribute to effective monitoring and evaluation processes.
- Raise awareness and increase the profile of the Counselling Service amongst professionals, young people and parents.
- Follow safeguarding procedures to ensure client safety.
- Undertake any other duties commensurate with the post, as required.

As a member of the Area 43 team, there are some common expectations of everyone, regardless of their role. Our vision and values drive who we are and what we do.

As a member of the Area 43 team, we ask that you:

- Treat your colleagues with respect, challenging and supporting each other appropriately and adhering to our charity pledge;
- Contribute to a culture where it is safe to speak up when there is an issue, in a way that is constructive and professional, adopting an approach which enables people to learn and change their behaviour;
- Create an environment where people can be their authentic self, reflecting our ambition of acceptance without exception;
- Be an ambassador for Area 43 and Depot and our work, both internally and externally;
- Share your knowledge and help your colleagues to be the best that they can, while also owning your own personal development and performance;
- Understand your responsibilities under key policies, including Equity and Dignity at Work; health and safety; data protection; IT; social media and safeguarding.

This means that you:

- Will behave in a way and make decisions that are for the benefit of Area 43 and our staff, volunteers, beneficiaries and supporters;
- Demonstrate good understanding and commitment to the inclusion of the LGBT+ (lesbian, gay, bi and trans) identities in all walks of life with a willingness to learn and be challenged;
- Help people better understand and empathise with the challenges disabled people and those with learning difficulties may face and reduce the associated stigma;
- Demonstrate a commitment to learning about and implementing Area 43's approach to race equity and eliminating discrimination across all protected characteristics;
- Understand that you are personally responsible for your own behaviour;
- Take active steps to understand the key policies and procedures and follow your responsibilities as set out by these;
- Will attend any induction, briefings and training to help you in your role;
- Collaborate and co-operate with colleagues from across the Charity;
- Ask and request advice if you are not sure of your responsibilities;
- Carry out any other reasonable duties as directed by or agreed with line manager

Person Specification

Essential

- A Counselling qualification at diploma or equivalent recognised by the British Association of Counsellors and Psychologists (BACP)
- A postgraduate qualification in counselling children and young people
- Hold or be working towards British Association for Counselling and Psychotherapy (BACP) accreditation as a counsellor
- A commitment to own personal and professional development
- A commitment to attending individual and group/peer clinical supervision in line with BACP recommendations
- Possess relevant experience in a helping profession, either paid or voluntary
- Enthusiasm for working with children and young people
- Excellent communication and listening skills
- Patience, tolerance and sensitivity
- A mature and non-judgemental outlook
- Possess an understanding of the key issues impacting on young people's lives today
- Ability to liaise as necessary with other agencies and individuals to help effect positive change based on the issues raised by clients
- A familiarity of various platforms in order to deliver an effective and confidential remote counselling service
- Driving Licence with access to own vehicle

Desirable

- A working knowledge of the Welsh language.
- Competent with IT software such as MS Office.
- To have a flexible approach to working.
- To have knowledge of the charity sector.

Please note: An Enhanced DBS certificate is required for this role.

How to Apply

If you would like to apply for this position, please complete the role application form and forward with:

- An up-to-date CV outlining your employment history, academic and professional qualifications.
- A supporting statement (of no more than 2 x A4 pages) outlining your motivation for applying and demonstrating how you meet the criteria outlined in the Person Specification.
- A completed monitoring form (please note, this is not compulsory).

Please submit your application by email to: sallyh@area43.co.uk

Or by post to: Sally Hurman, Area 43, 35 Pendre. CARDIGAN, SA43 1JS

Closing Date: Ongoing

Interviews: Interviews will be undertaken on an ongoing basis either in person or on line.