

Young Persons' Counsellor Recruitment Information Pack



**Area 43
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SA43 1JS
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Welcome

Hello, and a warm welcome!

Thank you for your interest in working with Area 43, and for believing in our mission to empower and amplify youth voice, by advocating young people's rights to access local, high-quality support. We hope that you want to join us and work in partnership with young people and others to promote the development of free, youth-led services. At Area 43, we believe that young people have the power to change communities; they should always have somewhere to turn to and someone to talk to, regardless of location or circumstances.

For more than 25 years, Area 43 has provided drop-in and counselling support to vulnerable young people. We are proud of what we have achieved, but young people live in an ever-changing world and support services like Area 43 have an obligation to adapt and to listen to their voices, wants and needs. We have a responsibility to amplify young voices and to inspire them to be change makers.

This generation is growing up with new, emerging societal pressures exacerbated by the influence of social media and the polarisation of opinions on issues like misogyny, homophobia and transphobia. We must abandon the outdated notion that mental and physical wellbeing can be addressed in isolation from issues having an impact on mental health. It is our responsibility to help young people cope with issues that affect them before it gets to crisis point; they should have a community to turn to, no matter their location or circumstances.

We have an opportunity to make a serious commitment to young people's mental health. This is an opportunity for parents, teachers and young people to stop whispering about their mental health needs and begin shouting for investment in its future.

We need to confront the issues around isolation, self-esteem and resilience to tackle the mental health concerns affecting young people head-on. Young people know what matters to them and should be leading organisations rather than fitting into them. We need to be youth-led, 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 they are in crisis, knowing that they will be heard, listened to and supported to make changes.

Services need to 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 young people.

We are committed to adapting our services to make them relevant for young people and challenging others to do so too.

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 is based in Mid and West Wales, delivering youth-led services across the UK. We empower and amplify youth voice, advocating young people's rights to access local, high-quality counselling and support.

We want to see a world where:

- There are no barriers to support, and services are inclusive, accessible and fun.
- Other organisations follow our model to provide flexible, responsive, needs-led services which secure positive outcomes for individual children and young people.
- Our services, and those around us, unlock potential at every stage of young people's lives, especially where they face inequality or disadvantage.
- We contribute to the legal, policy and practice environment, advocating for children and young people.
- Young people are empowered to become involved in the local community, tackling issues of their generation.

Our Values

Trustworthy: *We are supportive and non-judgemental. Young people can trust us to speak truth to power, and to amplify young voices.*

Courageous: *We are bold, brave and will take risks in order to get young people what they want and need.*

Curious: *Tell us something we don't know. We love to learn, grow and delve into new projects!*

Altruistic: *We want to help. We care about young people and will do everything we can to support them to get where they need to go.*

Disruptive: *Change doesn't happen without disruption, and like many young people we work with, we make good trouble!*

Driven: *We are passionate about helping young people achieve their goals and are driven to make change.*

At Area 43, every member of staff makes a difference. We embrace individuality, celebrate our strengths and help each other grow, that's what allows us to make things happen and makes us who we are.

Area 43 takes pride in our working culture and will continue to nurture our staff wellbeing across all our structures, enshrined in policy. Our staff are self-reflective, resilient, honest and dedicated and we do everything we can to ensure team wellbeing so they can perform to the best of their ability with the children and young people we support.

Our team are committed to ensuring a positive work environment, and pledge to:

Have fun and find the joy!

Be open and respectful to challenge

Be mindful of my actions

Be open and honest

Speak to the right person

Be my best self

Maintain clear boundaries

Remember that our differences can be our strengths

Youth-Led

To be youth-led is to know when to step out of the way and let young people take the lead. Area 43 believes in young people's abilities and ambitions and empowers them to make real change. Area 43 is youth-led from the outset, and we are determined to guide others to be youth-led too.

Area 43's Safe Spaces

Our consultation proves that young people want to access services that are informal in nature and that they are less likely to attend targeted and formal locations: young people ask us for universal and open-access safe spaces.

Area 43 is committed to running safe spaces across Mid and West Wales, and sharing our knowledge with others across the UK, so we can help young people drive forward the change that they want to see.

Young people tell us they need safe, dedicated, quality meeting spaces, where they can access support should they need it.

In more general terms, a safe space offers the following to young people:

- A relaxed meeting space, which is safe, friendly, and inclusive;
- A place for all young people from all social and cultural backgrounds to engage in social interaction with their peers in a safe and supportive drug and alcohol-free environment;
- A location for relaxation, recreation and entertainment and, where appropriate, as a site for information, signposting to services or even direct care/service provision;
- A place where young people can develop good quality relationships with their peers and with adults;
- An informal, educational space for young people to learn life skills and improve their opportunities for employment.

Safe spaces are non-traditional and therefore relatable, and attending the space carries absolutely no stigma or label. One of its key values is that whether a young person attends just to hang out with friends, drink coffee and listen to music, or attends to receive specific support to deal with a crisis, for all these purposes it looks the same and therefore fosters an inclusiveness that is so important to young people.

Area 43 is committed to meeting safe space requirements as defined in S³'s Manifesto (the Ceredigion Youth Lobby Group):

- Free at the point of access.
- A space for young people, by young people, set within a framework of trusted professionals.
- A space that communicates with young people and signposts to available services.
- A space that advocates for the rights and wellbeing of young people.
- A space where a young person can be vulnerable without being judged.
- A space where there is no stigma.
- A fully inclusive space.
- A space where you can be unapologetically yourself.
- A space where there are warm drinks and food, which is comforting.
- A space that encourages individuality.
- A space that can offer equity, stability, consistency, and reliability.
- A space that encourages a sense of community and helps to build support networks.
- Somewhere that gives the service and service users an opportunity for early intervention in and prevention of, mental health crises.

Area 43's Counselling Service

Our counselling services are provided across the counties of Powys, Carmarthenshire, Ceredigion and Pembrokeshire for ages 5- 30, depending on the aspect of the service, whether within school settings, online, in the community, or at one of our Safe Spaces.

Area 43 recognises counselling as a purposeful process that allows clients to solve issues and grow confidence in their capacity to successfully contribute to their learning, personal, and social development. Our counselling provision is one way that Area 43 works to ensure that all of the children and young people we work with have the opportunity to reach their full potential.

The purpose of our counselling service is:

- To enable individuals to be more effective in their lives within and outside of Area 43 support.
- To identify and provide conditions that will facilitate the wellbeing and personal development of clients.
- To provide a counselling service as an integral support mechanism for clients' learning.
- To reflect a commitment to the British Association of Counselling & Psychotherapy (BACP) Code of Ethics for Counsellors.

It is the policy of Area 43 that all clients should have equitable access to short-term counselling, normally six, weekly sessions, which are:

- Free/Funded
- Impartial
- Client-centred
- Easily accessible
- Provided by those with relevant training and expertise
- Within a framework of confidentiality
- Provided by counsellors receiving appropriate supervision, working within BACP or equivalent ethical guidelines

To find out more:

If you share our values and believe in our mission to change the world, we would really like to hear from you.

Please contact hr@area43.co.uk or give us a ring on 01239 614566 for a chat about what role might be right for you.

If you would like to apply for this position, please send the following to hr@area43.co.uk:

- An up-to-date CV outlining your employment history, academic and professional qualifications, and contact details
- A supporting statement (no more than 2 x A4 pages in length) outlining your motivation for applying and demonstrating how you meet the criteria outlined in the Person Specification

JOB DESCRIPTION: YOUNG PERSONS' COUNSELLOR

Contract:	Variable
Salary:	£115.57 per day
Areas:	West Wales (Ceredigion, Carmarthenshire, Pembrokeshire) North Ceredigion Powys Online/Bank
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 deliver our standard working practice of five sessions per day. Any variation must be agreed with the Chief Executive Officer/Deputy Chief Executive Officer and your Line Manager.
- 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.

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.

Note: An Enhanced DBS certificate is required for this role.

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

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