



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH • 0808 808 9120  
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## **Freedom LGBTQ+ Therapist working with young black people and young people of colour**

Dear applicant,

Thank you for your interest in this post. Please find below some background information and other details to help you decide whether to apply for the position.

In the interests of equality CVs will not be accepted, so please use the job application form to apply. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

Enclosures:

- Role Summary
- Role description
- Person specification
- About us

Please complete the application form and return by email to **recruitment@otrbristol.org.uk** or by post to the address above.

The closing date for this role is **11.59pm, Sunday 31st January, 2021** with interviews taking place in the week asap following the deadline. The anticipated start date for this role will be as soon as possible after the interview date.

**We encourage applications from LGBTQ+ QTIBPoC Therapists.**

If you wish to have an informal discussion about the post, please contact **Henry Poultney** **henry@otrbristol.org.uk**

Best wishes,

Kellie Horder  
HR Manager | Off the Record (Bristol)

## Role Summary

<b>Job Title</b>	Freedom LGBTQ+ Therapist working with young black people and young people of colour
<b>Hours</b>	0.2fte/7.5 hours per week
<b>Salary</b>	OTR Band B Practitioner - £23,945 (pro rata)   Pro rata annual salary £4,789
<b>Contract</b>	Short term to 31 May 2021
<b>Leave</b>	Flexible - our basic annual leave entitlement is 20 statutory days (pro rata) plus 8 statutory holidays (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
<b>Pension</b>	Up to 3% of above salary for standard contracted hours.
<b>Location</b>	Various locations across Bristol and South Gloucestershire may be considered.
<b>Accountable To</b>	Team Manager and Clinical Supervisor
<b>Job Purpose</b>	<ul style="list-style-type: none"><li>• To offer virtual (potential for in person) one-to-one therapeutic interventions to LGBTQ+ young people aged 11-25 from across Bristol and South Gloucestershire</li><li>• To support black young people &amp; young people of colour.</li></ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"><li>• Team Manager and Therapeutic Services 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>Therapeutic Support</b>	<ul style="list-style-type: none"><li>• To provide therapeutic support to LGBTQ+ and or QTIBPOC young people aged 11-25.</li><li>• To work within, and abide by the ethical framework of the your professional governing body (e.g. BACP, HCPC)</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 commensurate to the role.</li><li>• To ensure all paper and electronic personal records are managed safely at all times.</li><li>• To respect and maintain the confidentiality of all staff and volunteers at OTR internally and with external agencies.</li><li>• To work within the spirit and framework of all OTR policies, governance etc</li><li>• Contribute to the development of best practice within the service.</li><li>• Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.</li><li>• Maintain up-to date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health.</li></ul>

- All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with GDPR (2018) and Security and Confidentiality Policies.
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- This role description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

## Person Specification

	Essential	Desirable
<b>Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• A 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 LGBTQ+ Black and QTIBPOC young people, intersectionality, mental health and social and economic deprivation.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrable learning in any of all of the following areas: issues affecting lesbian, gay, bisexual and trans young women. Issues affecting gay, bisexual and trans young men. Issues affecting trans, non-binary and gender diverse young people.</li> </ul>
<b>Skills &amp; Qualities</b>	<ul style="list-style-type: none"> <li>• Emphasizing 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> </ul>	
<b>Other</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> <li>• A commitment to personal development and learning.</li> <li>• Commitment to the importance of confidentiality.</li> </ul>	

## About us

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"><li>- All theoretical models are wrong, but all of them are useful</li><li>- Relationships are what make the difference</li><li>- Mental health is social and political as well as personal</li><li>- Social networks are more powerful than individual solutions</li><li>- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities</li><li>- Participatory services are more effective than transactional ones</li><li>- Our work is a vocation</li></ul>	<ul style="list-style-type: none"><li>- Collaboration</li><li>- Diversity</li><li>- Learning</li><li>- Sharing</li><li>- Participation</li><li>- Self-efficacy</li><li>- Self-care</li><li>- Transparency</li><li>- Agency</li><li>- Creativity</li><li>- Social Action</li><li>- Pragmatism</li></ul>	<ul style="list-style-type: none"><li>- We're accommodating</li><li>- We're integrated</li><li>- We're thoughtful</li><li>- We're supportive</li><li>- We're open</li><li>- We're resourceful</li><li>- We're resilient</li><li>- We're communicative</li><li>- We're independent</li><li>- We're imaginative</li><li>- We're motivated</li><li>- We're adaptable</li></ul>