**Invitation to Tender\* for Individual Self Employed Contracted Counsellors**

**East European Resource Centre**

## East European Resource Centre is a charity that provides specialised advice and support services to Central and Eastern European citizens across London and beyond.

## Our mission is giving voice and resources to EE migrants who experience poverty, exploitation and social exclusion in order to help them to make choices about their lives and realize their potential as equal members of communities.

EERC has an experience of over 30 years working with disadvantaged Eastern Europeans. EERC has three main areas of work:

+ **Frontline delivery of information, advice and advocacy** for disadvantaged Eastern European migrants in need of help to navigate British systems, develop confidence and skills, and improve integration with the British society

We provide advice and support with:

- welfare benefits and housing

- rights at work

- immigration

- debt

- employability

- advocacy and support for victims of modern slavery and hate crime

+ **Policy work** through research, needs analysis and raising awareness of issues affecting integration of Eastern Europeans into the British society and their living fulfilled lives as valued residents and members of local communities

+ **Awareness raising though information, outreach and campaigns** on rights of Eastern Europeans in London and on challenges they face in interactions with statutory services and private markets, such as rented housing or employment Our team

**Project Information**

From April 2019 until March 2020, East European Resource Centre, together with Europia in Manchester and Polish Expats Association in Birmingham, is delivering a Home Office funded project supporting Eastern European victims of hate crime.

The problem we want to address is loss of confidence, emotional resilience and growing sense of victimisation, which results in isolation, declining mental health and negative outcomes for social integration among Eastern European communities that all stem from lack of culturally and linguistically appropriate emotional support services for EE victims of hate incidents.

Since the Brexit referendum in 2016, members of EE communities across the UK have become targets of hostile rhetoric from the populist media. That was followed by a wave of abuse in public transport, workplace, by neighbours, in schools.

We want to tackle isolation and encourage victims to report the crime and seek emotional support. EERC is going to provide free individual counselling for victims of violent or persistent hate incidents; counselling will be limited to four to six sessions with the exception for victims in severe trauma following consultation with a therapist and on case-by-case basis where longer course will be deemed necessary.

**Self Employed Contracted Counsellors**

We are now looking to recruit to our pool of caring, flexible contracted professionalcounsellors, in order to support our project. In particular we are seeking:

* UKCP/BACP accredited counsellors or counsellors who have completed at least 400 supervised client hours *and* will be eligible to apply for accreditation within 6 months of starting to provide a service on behalf of EERC.
* Counsellors who speak Polish, Romanian or other Eastern European languages, preferably who also have a lived experience of migrating to the UK. The requirement stems from our commitment to provide culturally sensitive counselling in EE languages to victims of crime who may be traumatised and deeply affected by loss of trust and confidence as a result of hate incident.
* Experience of counselling of vulnerable and disadvantage migrants is a plus.

\*The term ‘Invitation to Tender’ is used rather than ‘Apply’ to reflect the self-employed status of prospective counsellors.

Further information can be accessed on our website – [www.eerc.org.uk](http://www.eerc.org.uk/)

**Role description**

**Fee Scale** £50 per hour

**Location** Locally based (London, West Midlands, Greater Manchester area, or possibly elsewhere. We welcome applicants from all over England and Wales. We will accept professionals who are willing to conduct counselling sessions through phone or Skype/similar. Counselling sessions are based in the counsellor’s practice – partner organisations are not in the position to offer a counselling space.

**Responsible to Project Manager**

**Accountable to** Director

**Hours of work** Variable

**Notice required:** to maintainthe continuity of service to victims receiving counselling and those referred to the service, we would ask for at least 6 weeks notice

We see this role to have a range of priorities:-

* Working to a professional code of ethics and practice to provide therapeutic counselling
* To keep and maintain appropriate client records
* To share assessment of the victim’s progress in achieving outcomes that is a requirement of the funding
* To undertake initial consultation and assessment of new clients

**Essential Criteria**

Individuals must clearly demonstrate that they meet the following criteria:

* A qualification in counselling to Post Graduate Diploma standard or equivalent
* At least 400 supervised practice hours (including hours accumulated during training and within 2 years of completing a formal course in counselling)

### Be registered on the [**BACP Register of Counsellors & Psychotherapists**](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwip-7Df8LbNAhUkJ8AKHYaLARsQFgg_MAA&url=http%3A%2F%2Fwww.bacpregister.org.uk%2F&usg=AFQjCNHleFmYy8x0IrtOZoM9KITQeNXSWw&bvm=bv.124817099,d.ZGg) or equivalent

* Be accredited with the British Association for Counselling and Psychotherapy or equivalent **or** eligible to apply for accreditation within 6 months of starting to provide a service on behalf of EERC

Individuals must also:

* + Have a clear understanding of their own core model of therapeutic practice
  + In addition to the above, have an understanding of the Person-Centred Approach and its core principles
  + Have an ability to offer strategies and techniques to address specific issues such as communication difficulties, anxiety or PTSD
  + An ability to keep and maintain appropriate client records
  + An ability to demonstrate a commitment to valuing diversity
* Have an understanding of what hate crime/hate incidents are and how it affects victims or the willingness to learn about the subject
  + Be able to work flexibly at various times during the week – including daytimes and/or evenings and/or Saturdays
  + Have capacity to deliver the service either in own practice or over the phone or Skype/similar

**The tender format is as follows:**

* Applicants must demonstrate how they meet all elements of the essential criteria. Please note it is important to address each criteria listed above in your letter of interest
* Applicants must be able to demonstrate a flexible approach to service delivery
* Applicants must include a full and up to date CV accompanied by a letter of application and including 2 referees
* Applicants must include a copy of all relevant certificates
* Applicants must include evidence of membership/accreditation of BACP or equivalent body
* Applicants must include evidence of Professional Indemnity Insurance
* Applicants must include evidence of their right to work in the UK (copy of ID/passport)
* EERC will use the information supplied to score all tender applications- please see below
* Applicants scoring above 75 on the tender criteria will be invited to attend an interview (the interview might be via telephone and/or online)

Copies of tender proposals should be emailed to [florina@eerc.org.uk](mailto:florina@eerc.org.uk) .

**For questions or more information please contact** [**florina@eerc.org.uk**](mailto:florina@eerc.org.uk) **or call** 020 8741 1288.

|  |  |
| --- | --- |
| **Award Criteria** | **Score out of 100** |
| A qualification in counselling to Post Graduate Diploma standard or equivalent | **20** |
| At least 400 supervised practice hours (including hours accumulated during training and within 2 years of completing a formal course in counselling)  **and**  Be accredited with the BACP (or equivalent) or eligible to apply for  Accreditation within 6 months of starting to provide a service on behalf of EERC. | **10** |
| Have experience of working therapeutically with vulnerable adults | **5** |
| Be registered on the [**BACP Register of Counsellors & Psychotherapists**](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=0ahUKEwip-7Df8LbNAhUkJ8AKHYaLARsQFgg_MAA&url=http%3A%2F%2Fwww.bacpregister.org.uk%2F&usg=AFQjCNHleFmYy8x0IrtOZoM9KITQeNXSWw&bvm=bv.124817099,d.ZGg) or equivalent | **8** |
| Speak one of Eastern European languages (in particular Polish or Romanian)  (essential) | **10** |
| Have knowledge and understanding of Person-Centred counselling | **8** |
| An ability to use other counselling strategies and techniques when appropriate | **8** |
| An ability to demonstrate a commitment to valuing diversity | **3** |
| Have a commitment to attending contractor team meetings, in person or over the phone | **3** |
| Have an understanding of what hate crime/hate incidents are and how it affects victims or the willingness to learn about the subject | **5** |
| Be able to work flexibly at various times during the week – including daytimes and/or evenings and/or Saturdays | **5** |
| Have a clear knowledge and understanding of their own core model of therapeutic practice | 5 |
| Be able to work locally with the victim (across UK)  Or  via telephone or online applications such as Skype | 5 |
| Experience in facilitating/help to facilitate group-work and/or training | 5 |