

# Female Therapist – Women’s Turnaround Service



## Main

To work as part of a team that offer a wide range of practical and emotional interventions across a wide range of pathways. You will offer different therapeutic interventions and activities to female offenders that promote rehabilitation and support women’s choices away from offending. The post involves assessment, action planning and offering suitable therapeutic interventions to women including person centred counselling, one-to-one group work and therapeutic emotional wellbeing group work.

This will be delivered in community and custodial settings

## SCOPE OF JOB AND FOCUS OF ROLE

- Service Delivery –90%
- People Management and Relationships – 10%

## TERMS & CONDITIONS

### Contract Type

This is a Fixed Term contract until 31<sup>st</sup> March 2026.

### Salary

£26,334. This salary is equivalent to PSS Fixed point 35.

### Disclosure

As this post requires a Disclosure check, please refer to the Recruitment of Ex-offenders statement on the Applicant Guidance page.

### Hours

37 hours per week worked over Monday to Friday.

### Location

Eleanor Rathbone House 24 Derby Road, Liverpool, L5 9PR

### Annual Leave

27 days per year. In addition to eight paid statutory bank holidays (bank holidays are pro rata for part-time staff).

### Pensions

PSS operates an Occupational Pension Scheme with The People’s Pension.

### Conditions of Service

Offers of employment are made subject to the following conditions:

- a) Completion of medical questionnaire
- b) Receipt of two satisfactory references, including one reference from a current or most recent employer.
- c) Authorisation to work in the UK. Under the Immigration, Asylum & Nationality Act 2006 successful candidates will be required to produce documentation which demonstrates their authorisation to work in the UK. Documents may include; Passport; full birth certificate; UK work permit; Home Office letter.
- d) An Enhanced Disclosure. Please note that having a criminal record does not automatically disbar you from working with PSS.

## **KEY RESPONSIBILITIES**

### **Service delivery**

- To work with female offenders in assessing what their needs are across a range of pathways to enable them to make positive life changes
- To carry out assessments, and put together action plans for women based on their needs, assessing progress along the way.
  - To complete risk assessments that take into consideration the level of need for each person, complexity, risk and offence related issues
  - To provide individual counselling using a range of therapeutic approaches and methodologies that consider the full range of needs including trauma.
  - To deliver therapeutic group work around emotional wellbeing.
  - To support a number of people who use our service.
  - To refer and signpost the people we support towards other resources within the community.
  - To make sure that both local authority and PSS Safeguarding policies, procedures and protocols are understood by yourself and others within the project.
- To make sure that the needs and wishes of the people you support are respected and addressed appropriately.
- To maintain written records and contribute to the collation of data needed for quality monitoring purposes.
- To travel between several locations.

### **People management and relationships**

- To network and communicate with colleagues within probation, the criminal justice system and elsewhere to develop strong partnership working.
- To liaise with other agencies and professionals who are working with the people who use our service to ensure consistency and promote communication.
- To supervise a counselling student on placement

### **Accountability and relationships**

- To make sure that all activities are carried out in line with policies and procedures and, where applicable, that all activities comply with the requirements of court orders and the legal framework.
- To develop and maintain ongoing working relationships with referrers and partner agencies including the probation service, social services and the wider community.
- To contribute to the participation of the people we support in the running and direction of the service.
- To work in accordance with the BACP Ethical Framework for Good Practice.

### **Service specific responsibilities**

Female therapist working with female offenders

## **ADDITIONAL DUTIES**

1. To actively participate in developing directorate, team and individual objectives and plans, attend staff performance management and learning and development reviews.
2. The post holder is expected to be flexible in the performance of duties and to undertake any other duties identified as appropriate to the post.
3. All jobs are subject to change from time to time and this job description will be reviewed regularly and may be updated to include reasonable changes in consultation with the job holder.

## **JOB DESCRIPTION**

This job description is a guide to the work you will be required to undertake and represents a range of responsibilities commensurate with the grade for the post. It does not form part of your contract of employment.

**Person Specification**

**Job Title:**

**Therapist - Women's Turnaround**

<b>Requirement</b>	<b>Essential</b>	<b>Assess from:</b>
	E= Essential D = Desirable	A = application I = interview R = references E = exercise/practical C = Copy of certificates
<b>Attitude</b>		
Belief that individuals can improve their lives given the right circumstances.	E	A,I
Commitment to ensuring the highest quality of service for people we support.	E	A,I
Committed to equality of opportunity, human rights and anti-discriminatory practice.	E	A,I
Commitment to personal and staff development.	E	A,I
Be flexible and willing to working all environments.	E	A,I
Commitment to, and demonstration of the PSS values and their application to the delivery of quality services.	E	A,I
<b>Knowledge</b>		
Knowledge of theoretical and practical approaches to providing therapy for women in criminal justice system including trauma informed.	E	A,I
Knowledge of professional and ethical codes of good practice.	E	A,I
Knowledge of assessment and support planning approaches.	E	I
Knowledge of issues affecting women in the criminal justice system.	D	A,I
Safeguarding legislation, policy and procedure (regarding at risk adults, children & young people).	E	A,I
<b>Skills</b>		
Ability to evaluate the impact of interventions.	E	I
Written and verbal communication skills.	E	I
Effective organisational skills.	E	I
Ability to work as part of a team.	E	I
Ability to bring an innovative, creative approach to service delivery.	E	I
Time management	E	I
Manage a caseload effectively	E	A,I
IT Skills.	E	A
<b>Experience</b>		
Post qualification counselling.	E	A,I
Experience of working with people with complex needs.	E	A,I
Experience of delivering group work programmes.	D	A,I
Experience of working therapeutically with women offenders.	D	A,I
Commitment to personal and staff development.	E	I
<b>Qualifications</b>		
Diploma in counselling or equivalent.	E	A,C
BACP Accreditation ( or working towards).	E	A,I
Driving Licence and use of own vehicle.	D	A,C