

Hounslow Youth Counselling Service  
**Volunteer Counsellor Recruitment Programme**

We will be recruiting volunteer humanistic counsellors who are available for evening and/or day sessions to work with young people, 11 to 26 years old, in the London Borough of Hounslow.

We are looking for counsellors who:

- ❑ Have completed a minimum of 1 year humanistic or humanistic based integrative counselling skills and theory training on an approved (by HYCS) course at degree, diploma or Master's level and be studying in the second or final year
- ❑ Are continuing their counsellor training or have completed 3 years diploma level training
- ❑ OR have qualified in an approved course and are working towards accreditation with BACP or equivalent (UKCP, BPS or IPN)
- ❑ Are interested in working with young people from age 11 to 25 years old
- ❑ Will be available to see 3 clients per week and have the time and energy for supervision, training and agency development
- ❑ Are in personal therapy for the duration of their course
- ❑ Will meet our selection criteria and will be able to complete our selection programme

We will also ask applicants to consider the distance they live from the Service as there are obligations to attend trainings and meetings at the Service regularly in addition to seeing clients weekly.

For those counsellors who do join us we offer:

- ❑ Regular monthly supervision
- ❑ On going in-house training
- ❑ Access to Youth Support Services training
- ❑ Managerial support and supervision
- ❑ Team support
- ❑ Experience of working in a voluntary sector agency
- ❑ The opportunity to develop skills and experience of working with young people in a supportive environment
- ❑ Access to a small library

Our recruitment and selection process is designed to enable both the Service and the applicants to make realistic decisions about whether to work together or not. The process involves a number of interviews and a residential weekend as well as an induction period and core training. For us to be thorough in our selection this will take some time. Our selection programme is detailed below.

If you are interested in becoming a volunteer counsellor with us then please check through the documents to see if we are potentially the right agency for you. Particularly you will need to meet all the selection criteria.

When we are ready to run another selection process then we will ask you to send in your CV (if you have not already done so) and complete an application form and then ring us to book a place on *one* of the information sessions. Once a programme has been set it will be essential that you make all the dates on that programme.

## Volunteer Counsellor Recruitment Draft Programme of Selection and Training

<b>Information Session</b>		
Attendance at one information session is essential for us to ensure you have enough information to make an informed choice as to whether to apply to HYCS or not. We hope to answer all your questions when we meet at the information session concerning the selection process, the nature of the agency, what we have to offer and the commitments expected of volunteers working with Hounslow Youth Counselling Service.		
Information session		
<b>Selection</b>		
The selection will consist of 1 or more one-to-one interviews followed by 3 days of group work.		
Interview(s)		
Pre weekend Friday 1		6:00 – 9pm
Pre weekend Friday 2		6:00 – 9pm
Weekend residential		10:00am Saturday – 4:30pm Sunday
Decisions about joining HYCS following selection process		
<b>Core Training (Saturdays)</b>		
If you are selected to join HYCS then you will be asked to attend a programme of core training. All of the training will be held on Saturdays, 10 – 4pm. Some of the training will need to be completed before you begin to work with HYCS clients and the rest shortly afterwards.		
1	Child protection training 1	
2	Child protection training 2	
3	Working with Young People in HYCS	
4	Induction: Policy, procedures, paperwork...	
5	Equality/Diversity training 1	
6	Equality/Diversity training 2: Lesbian, Gay and Bisexual clients	
7	Working within the BACP Ethical Framework	
8	Risk Assessment	
<b>Support, Supervision, Management</b>		
Once you start to work with HYCS we will provide counselling supervision with one of our approved supervisors. You will be assigned to a team and a manager. Your probationary period will last a minimum of one year and be completed with a probationary review.		
Monthly counselling supervision		
Management supervision meeting at 6 months		
Management supervision meeting at 12 months (Probationary review)		

HYCS may change any of these details as we constantly review Service needs and best practice to ensure we offer a professional service to young people.