



Job Title: Children and Young People Counsellor

Salary: £29,056 - £31,744

Location: BLGC and the community

Reports to: Service Manager – Targeted Youth Service

Contract: Full or part time hours available (Maternity cover for one year)

Hours: 35 hours per week – flexible including some evenings

The Charity

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has ‘the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy’ (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,000 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community and a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork.



In 2024 and 2025 BLGC has been a certified Great Place to work

Our Vision and Mission

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292



Vision

Every young person in Bolton has the opportunity to be the best they can be.

Mission

We will provide great places to go, positive things to do, and people that care.

Our Key Principles

- Keep things simple.
- Always do the right thing.
- Offer excellent customer service.
- Provide an environment for people to be the best they can be.
- Be exceptional in the moments that matter.

Our Values

Driven

We don't give up and we do whatever it takes.
difference.

Caring

Genuine people who care make the

Empowering

We enable people to be the best they can be.

Excellence

We aim to deliver the highest standards of service and continuously improve through robust quality assurance and innovation.

Fun

If you enjoy what you do, you do it better! Work is serious and we do it with a smile on our face.

About the role

To deliver high-quality, one-to-one counselling sessions to young people aged 11+, providing a safe, inclusive and supportive space where they can explore their thoughts, feelings and experiences. The role focuses on building trusting therapeutic relationships and offering bespoke support tailored to each young person's individual needs and goals.

The role also includes offering advice, guidance and appropriate signposting to families and professionals, supporting them to understand and respond to the emotional and mental health needs of children and young people in line with the IThrive framework and principles.

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Main Responsibilities

- To manage referrals and work with an ongoing caseload of up to 15 at any one time.
- The role will involve counselling children and young people (8 –18 years old) on a range of issues that have resulted in a child struggling with their own mental health and wellbeing.
- To undertake assessments and manage risk
- To offer advice and guidance to families.
- To record work using case management database, outcome, and evaluation tools.
- To work within national guidelines and policies, ensuring that practice is standardised, ethical and safe.
- To work with other agencies around safeguarding concerns and participate in any relevant professionals' meetings.
- To develop BLGC as a source of advice and support for families and professionals across Bolton.
- To liaise with agencies external to BLGC as appropriate, sharing expertise, information, skills, and resources effectively, ensuring the widest possible area of need is met.
- To empower other professionals offering advice, resources and support through joint working, when working with children, young people, parents and families.
- To participate in reflective supervision and performance reviews, both individually and as part of the team.
- To participate in clinical supervision.
- To support promoting own area of work on social media platforms.
- To ensure the service operates safe practice and within all policies including Safeguarding and Health and Safety.
- To keep children and young people safe in line with Safeguarding policies and local authority arrangements around Safeguarding.
- To undertake any other work requested by your line manager.

Person Specification:

Applicants should be able to demonstrate that they can meeting the following:

Selection Criteria A=Application / I=Interview	Essential or Desirable	Method of Assessment A/I
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Qualifications / Education		
A Level 4 qualification diploma or above in counselling, psychotherapy or arts/play therapy AND current registered/accredited/full/qualified membership of one of	E	A

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the following relevant professional bodies (BACP, UKCP, HCPC, ACC, NCPS, ADMP, BAPT, BAAT, BPC, COSCA,)*		
Understanding and commitment to work in line with the BACP competency framework	E	A/I
Experience		
Relevant experience of working with children and families on a 1-1 or in groups	E	A/I
Experience of delivering counselling sessions including initial and on-going risk/needs assessments.	E	I
Experience of gathering and collating data	D	A/I
Reflective practitioner able to deliver outcome focused work and making an impact	E	I
Knowledge / Skills		
Knowledge of support services, education, social care and health care available for children and families.	D	A/I
An ability to work within the British Association for Counselling and Psychotherapy Code of Ethics and Practice of Counsellors or other identified professional codes of conduct.	E	A/I
Knowledge of trauma informed practice	D	A
An ability to support young people with complex issues including challenging behaviour, mental health issues, self-harm and risk-taking behaviour.	E	I
Proficient in IT and data management systems	E	A/I
To be responsible for promoting and safeguarding the welfare of children and young people at all times, including reporting and documenting actions	E	I
Work a flexible pattern including evenings and some weekends in line with the role and service requirements	E	I
Excellent written and verbal communications skills and the ability to engage with a range of audiences	E	A/I
Personal Qualities		
Passionate about making a difference to the lives of children and young people.	E	A/I
Committed to a culture of continuous improvement	E	A/I
Drive and have access to a car	E	A
Have good WIFI at home and a confidential space to work at home	E	A



In addition, we will need the following:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed).
- Any reasonable adjustments we can make to assist you in your application for the selection process.
- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

Why join Team BLGC?

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

- Flexible working opportunities
- Generous leave benefits
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave
- Enhanced Maternity Pay

In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.



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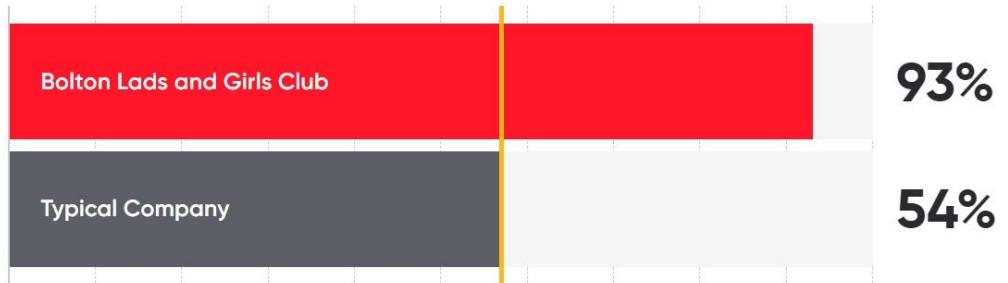
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Company Culture at Bolton Lads and Girls Club

The employee experience below at Bolton Lads and Girls Club, compared to a typical company.

93% of employees at **Bolton Lads and Girls Club** say it is a great place to work*, compared to **54%** of employees at a typical UK based company.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.