



ORGANISATION PROFILE

EACH Counselling and Support (EACH) is a voluntary sector organisation with over 26 years of providing specialist counselling and support services to individuals and family members affected by alcohol and drug misuse and domestic violence and mental health concerns.

We operate across West London (Brent, Ealing, Hounslow, Harrow, and Hillingdon) as well as through outreach based satellites in Kingston-upon-Thames, Richmond and Wandsworth as part of Violence against Women and Girls consortium.

EACH provides a range of community based services, having developed specialist services to meet the needs of Black and Minority Ethnic communities who experience cultural and linguistic barriers to mainstream services.

EACH is a company limited by guarantee with charitable status. Established in 1991, the organisation is recognised both locally and nationally for the innovative work it has pioneered in delivering alcohol and mental health services, primarily, to Asian communities in West London.

The Executive Board comprises of 7 individuals, working on a voluntary basis persons who collectively have responsibility for EACH and individually hold trustee status and responsibility as defined by the Charity Commission.

The Board is responsible for the overall policy and strategy of EACH and for finance, administration, clinical practice, public relations, human resources and overall management of the organisation. Board members come with a wealth of experience and skills in business, management and finance and expertise in the substance misuse and mental health field. It delegates operational management and implementation to the Director and Senior Management Team who is accountable to the Board.

The Staff team comprises of approximately 38 staff members and 45 volunteers comprising of peer volunteers and trainee counsellors across the organisation.

Services

EACH offers a range of services which include:

- 1:1 counselling
- Group work
- Drug and Alcohol services – counselling and group programmes
- Floating support housing services
- Pukaar (a specialist domestic violence counselling service);
- Ascent, a pan London service to women and girls affected by sexual and domestic violence

- Individual Placement Support (IPS) Service
- Mental Health services including a User led resource service
- A service for young offenders

Services at EACH are offered in a safe, confidential and accessible environment and address the multiple needs that people present with – health, social, housing, education, training and employment.

We take a person-centred approach, considering individual needs based on personal experience, circumstances and cultural background.

Introduction – Violence Against Women & Girls’ Services

ASCENT Project – Violence Against Women and Girls Consortium

ASCENT is a project of the London VAWG Consortium, funded by London Councils, which aims to improve service provision for those affected by domestic and sexual violence in London through the provision of high quality front-line services. EACH Counselling and Support is a member of the VAWG consortium and as part of Ascent project is delivering specialist and generic counselling and support groups to women across 8 London Boroughs – Hounslow, Harrow, Brent, Hillingdon, Richmond and Kingston, Wandsworth and Merton. This specialist service is be delivered from satellites and is provided in a number of community languages – namely, Gujarati, Hindi, Urdu, Punjabi.

The staffing team comprise:

- 1 Part –time counsellor (3 days) working across Brent and Hounslow
 - 1 Part-time counsellor (3 days) working across Brent and Harrow
 - 1 Part- time counsellor (3 days) working across Wandsworth, Richmond and Kingston
- The team is supported by volunteer counsellors, and sessional workers

Pukaar

Pukaar specialist domestic violence and abuse service was established in 2003 providing counselling and support to BAMER women. This service currently operates in Hillingdon and is funded by Hillingdon Corporate Grants, and delivered through satellite provision.

The staff team comprises of 1 counsellor working 3 days a week and supported by a volunteer counsellor.

EACH is currently in the process of developing a number of bids related to VAWG services.

EACH’s Senior Management Team

The post holder will be required to work with the Senior Management Team that comprises of the following staff:

- Chief Executive with overall responsibility for the running of the organisation
- Deputy Chief Executive
- Finance & Resources Director
- Clinical Lead
- Operations Manager
- Recovery Support Services Manager

Partnership Working

EACH works in partnership with a number of other agencies and professionals to deliver services and develop new work. The post holder will be expected to work closely with colleagues and practitioners of the VAWG consortium and with other key agencies and professionals, including senior health and social care professionals, Housing, voluntary and community organisations and women's organisations.

The post holder will be reporting to the VAWG Project Lead.

For more information about EACH please visit our website www.eachcounselling.org.uk