

The Well Counselling

Recruitment Policy and Procedure for Counselling Placement Students

Criteria for selecting placement students for interview

1. Applicants will be in the second year of study for a Diploma, Foundation Degree or Higher Degree in Counselling or Psychotherapy.
2. Preference will be given to students studying on a Level 5 course or above.
3. Preference will be given to students whose course requires at least 100 counselling hours as part of their qualification.
4. Applicants must be a member of the BACP or other professional counselling organisation.
5. Applicants must be in sympathy with the Christian ethos of the Lyttleton Well.
6. All applicants must complete The Well Counselling Application for Counselling Student Placement.
7. Applicants may be able to provide two references one of which must be from their current course tutor.

Recruitment procedure

1. Applicants should apply by submitting an application form by email, when it is practical for them to do so. When it is not practical, applications by post will be accepted. This is to keep administrative costs to a minimum.
2. All applicants will receive an acknowledgement of their application via email or by phone within two weeks of receipt.
3. Applicants who satisfy the above criteria may be invited to attend a student assessment session. Applicants who successfully complete the student assessment session, will be invited to attend an interview with the Head of Counselling Team.
4. The interview process includes standard questions and questions pertinent to each person's application.
5. Applicants must be willing to undertake the BACP recommended amount of supervision per month.
6. Two references must be obtained before the offer of a position can be confirmed.
7. Applicants must hold a DBS certificate or be willing for The Well Counselling to apply for one on their behalf prior to commencing counselling. Convictions and cautions will not necessarily bar applicants from being accepted as a placement student and will be considered on a case-by-case basis.
8. Once an offer has been accepted the successful applicant must attend the appropriate induction sessions prior to commencing counselling.
9. Unsuccessful applicants will be notified via email or mail within one week of their application, student assessment session or interview.

Advertising budget

There is currently no budget for advertising for placement students. Contact is maintained with training establishments offering counselling courses as well as regular advertisements placed in the Churches Together newsletter and in local church notice sheets.

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Review due: 19th September 2025

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