Phoenix Therapy Practice

Adult, Child, Couples and Group Psychotherapy, Counselling and Psychological Services.

Information for Prospective New Practitioners

Thank you for expressing an interest in working with Phoenix. If after reading this, and looking at our website, you would like to join us, please email your CV to info@phoenixtherapypractice.co.uk. We have an interview process and so as to maintain high quality practice we ask for references from supervisors.

Our mission and values

We opened our doors in April 2019 as a Community Interest Company providing counselling and therapy for individuals, couples, children and adolescents who live in East and West Sussex. Our aim is to be a Centre of Excellence in the provision of high quality individualised initial consultations and subsequent ongoing counselling and therapy from a variety of perspectives for people with mild, moderate and severe mental health problems. Where possible, we try to provide low cost or subsidised sessions to people who could otherwise not afford this kind of help.

Our practice is fully committed to the principles of Equality and Diversity and Equal Opportunities, and we do not tolerate discrimination and/or microaggression on grounds of sex, gender, gender identity, marital status, sexual orientation, class, race, colour, nationality, religion, age, disability, HIV status or any other grounds.

We are committed to values and behaviours that will achieve this by promoting diversity within our community and actively encourage the presence of under-represented groups in our workforce.

We are a community of practitioners and work together to maintain and develop the service. In order to maintain a healthy organisation, we hold regular meetings in order to examine and process our internal dynamics. We believe in the interrelationships between interpersonal and intrapersonal dynamics. The healthier the organisation, the better cared for the practitioners feel, the better cared for the clients feel. We value the principles of coproduction whereby we work with our clients to think about the best way forward for them. In therapy and counselling we aim to observe an accepting, non-judgemental attitude whilst encouraging thoughtful exploration.

Phoenix Therapy Practice
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How we work

Referrals

We ask all of our qualified practitioners to offer free initial consultations to our clients.

This enables us to assess each client's individual needs before making an offer. Our Clinical Team make the ongoing referral to one of our practitioners, depending on what is required, when the client is available and how much they can afford.

If a client is referred to you, you will be sent the assessment report and if you would like to see them, you will need to respond with a weekly time slot, suggested start date and proposed fee.

- **Senior practitioners £60 to £75:**
  Counsellors and Therapists are accredited with one of the Counselling and Psychotherapy professional bodies and have over 5 years accredited experience or they are not accredited but have been qualified for over 15 years and are very experienced.
- **Accredited practitioners £50 to £65:**
  Counsellors and Therapists are more recently accredited with one of the counselling and psychotherapy professional bodies.
- **Qualified practitioners £40 to £55:**
  Counsellors are fully qualified and working towards accreditation.
- **Trainee practitioners £20 to £35:**
  Trainees have all completed a basic course in counselling skills and have some experience of working with people before commencing their training. Counsellors in training may not be suitable for all clients who request this option and this is always discussed at the initial consultation.

We record all practitioner's vacancies in an online calendar which is accessible to the Clinical Team, Practice Manager and Administrator. Please update us regularly of any changes so that we can fill your vacant slots as soon as possible.

We ask all qualified practitioners to see a minimum of 6-8 Phoenix clients, and trainee practitioners to work up to seeing 4 clients per week.

Assessments

We ask our qualified practitioners to commit to offering 1 free assessment per month. We offer in person, Zoom and phone assessments.

We recommend a turnaround time of a maximum of seven days for writing up the assessment notes as we like to inform the client of the status of their application as soon as possible.

Room bookings

You are expected to pay room fees, this generates Phoenix's income. Invoices are sent out at the end of the month.

We highly recommended that you reserve a block of rooms for the times you wish to see clients to avoid disappointment. Reservations are free of charge for your first month after joining Phoenix until you receive a booking or the month comes to an end, at which point you will be charged at £6 for a continued reservation or £11 for a standard booking. The charge for seeing Phoenix clients remotely (i.e., you are not using a Phoenix room) is £6.

All practitioners are expected to manage their own bookings online. Practitioner Holidays can be put onto the system in advance to avoid being charged. If a client cancels your session, you are still required to pay for the room, however if you know of this in advance, you can change the status from 'standard' to 'unused reservation' and pay £6 instead of £11.

We regret that we are unable to make any chances to the booking system after the date of the session has passed.

Supervision

You are expected to make your own supervision arrangements unless you are a trainee in which case supervision will be provided in house for the usual fee. Phoenix can act as clinical will executor should you not be able to continue your work.

Insurance, registration, and DBS

We require all practitioners to provide a copy of their Professional Indemnity Insurance and membership of BACP registration or equivalent. All practitioners are required to apply for an Enhanced DBS (valid for 3 years), paid for by the practitioner.

CPD

Two of our practitioners currently facilitate a monthly Neurodiversity Reflective Practice Group. We have recently started two quarterly groups as part of our anti-racist strategy: White Privilege and Awareness Group and a Peer Support Group for PoC/ Global Majority Practitioners. We also organise group training, most recently we attended a Trans, non-binary and intersex awareness training.

Commitment

In order to nurture our community, to take care of ongoing dynamic issues and ensure that all practitioners have the opportunity to join in our decision-making processes, we ask all practitioners to attend a Business Meeting (online) and Process Group (in person) taking place alternately every other month. These take place on a Saturday morning.