

**Person specification – School Counsellor**

*The successful candidate will be suitably qualified with a breadth of relevant experience and capable of inspiring trust and confidence across a diverse range of students, staff and parents.*

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|  | **Essential** | **Desirable** |
| Qualifications | Minimum diploma level qualification in counselling accredited by BACP | Degree in nursing, psychology, social worker education |
| Knowledge & Understanding | An understanding of the nature of school and education  An awareness of Safeguarding and Health & Safety issues in schools  A Knowledge and understanding regarding the limitations of confidentiality and the need for the judicious sharing of some information | Relevant work experience within a school setting |
| Experience | Therapeutic work with young people and adults with a wide range of difficulties, including:   Those who experience high levels of anxiety or depressed mood   Those who show aggressive behaviour   Those who have difficulty accessing their learning  Experienced in assessment and working flexibly according to the presenting needs of the client |  |
| Values | A commitment of the safeguarding and promoting the welfare of children and young people.  A belief that the needs of students come first. A commitment to equality of opportunities  A full understanding of and commitment to your  accrediting bodies’ Code of Ethics |  |

**Competencies:**

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| Communication | You have excellent verbal communication skills and you speak confidently to young people and adults. Your written communication in clear, succinct and logical. Your listening skills are highly developed. |
| Personal organisation | You are well organised and able to manage a sizeable caseload efficiency working autonomously and flexibly |
| Adaptability: | You are flexible, able to adapt your approach concerning the distinctive challenges and opportunities of providing a counselling service in a school |
| Analysis and judgment: | You use your initiative but are able to determine when it is appropriate to gain a second opinion. You identify key issues and how they relate to each other. You apply sound judgment to make decisions. |
| Building support: | You engage others and adopting a style appropriate to the circumstances. You skillfully build relationships and networks to support students and their families. |
| Confidence and resilience: | You are willing to take on challenges and have a strong belief in your ability to deliver. You have the confidence to speak up for what is best for students. You remain calm and focused under pressure. |
| Customer service: | You are focused on providing an effective and responsive counselling service meeting student needs as efficiently as possible. |
| Team worker: | You work independently but appreciate your role as part of the student support team. You build a rapport with colleagues and other professionals to enable effective working and sharing of information. You build partnerships and links beyond the school. |

All employees are expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties.

Smith’s Wood Primary Academy has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment. All appointments require an Enhanced DBS check.