



**Job Title: Counsellor**  
**Grade: Band 6**

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

**Students come first:** First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

**We are team players:** Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

**Our values**

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decision making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.



### **Core Purpose**

To provide a confidential, professional and ethical counselling service for students at Brymore Academy, supporting their social, emotional and mental health needs and contributing to improved wellbeing, resilience, engagement and educational outcomes.

### **Main Responsibilities**

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

- To provide a high-quality counselling service for students experiencing social, emotional and mental health difficulties.
- To develop therapeutic relationships that promote emotional wellbeing, resilience and positive mental health.
- To assess student needs and deliver appropriate therapeutic interventions using a range of counselling approaches and creative techniques where appropriate.
- To manage a caseload of students within the ethical framework of an approved professional body such as BACP, UKCP or equivalent.
- To maintain full membership and compliance with the requirements of a recognised professional body.
- To attend external clinical supervision for a minimum of 1.5 hours per month with a suitably qualified Children and Young People's Supervisor.
- To maintain accurate, confidential and secure records in accordance with academy policies, GDPR requirements and professional standards.
- To complete appropriate assessments and outcome measures to monitor the impact and effectiveness of counselling interventions.
- To provide regular reports and impact information as required by academy leaders.
- To communicate effectively with parents/carers, staff and external professionals, where appropriate and within the limits of confidentiality, to ensure students receive appropriate support.
- To work collaboratively with the Designated Safeguarding Lead, SENDCo, Pastoral Team, boarding staff and other relevant professionals.
- To co-ordinate and manage/monitor work of volunteer counsellors.
- To contribute to the promotion of positive mental health and emotional wellbeing across the academy.
- To participate in relevant meetings regarding student welfare and wellbeing.
- To maintain knowledge of current legislation, safeguarding requirements and best practice relating to counselling children and young people.
- To work flexibly in response to the needs of students and the academy.
- To undertake appropriate continuing professional development and training.
- To actively promote the counselling service and contribute to reducing stigma surrounding mental health support.
- To carry out other duties commensurate with the nature and level of the post as reasonably required by the line manager.

### **Other Duties**



- Attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- Promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others
- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- Be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time, you may be required to carry out other duties commensurate with the role.

### Person Specification

Area to be assessed	Essential criteria	Desirable criteria
<b>Safeguarding</b>	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
<b>Qualifications/Experience</b>	<p>Level 4 Diploma in Counselling Practice (or equivalent recognised qualification).</p> <p>Experience of working therapeutically with children and young people.</p> <p>Accredited or registered membership with a recognised professional body (e.g. BACP, UKCP, NCPS).</p> <p>Additional training or experience in therapeutic work with children and young people.</p> <p>Understanding of child and adolescent development. Knowledge of social, emotional and mental health needs affecting young people.</p>	<p>Further specialist therapeutic qualifications relevant to children and young people.</p> <p>Mental Health First Aid qualification.</p>
<b>Knowledge/Skills</b>	<p>Understanding of safeguarding and child protection procedures.</p> <p>Awareness of current issues affecting children and young people's mental health.</p>	<p>Experience of working within a school or educational setting.</p> <p>Experience of supporting young people with Special</p>



	<p>Ability to maintain professional boundaries and manage ethical dilemmas appropriately.</p> <p>Experience of maintaining appropriate confidential records.</p> <p>Ability to prioritise workload and manage a varied caseload.</p> <p>Ability to manage sensitive situations with discretion and professionalism.</p> <p>Ability to build positive therapeutic relationships with young people.</p>	<p>Educational Needs and Disabilities (SEND).</p> <p>Experience of working within a boarding school environment.</p> <p>Knowledge of trauma-informed practice.</p>
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