



# Counsellor

SR2 (12—17) (£19,939 — £21,712 Actual) £26,421—£28,770 FTE  
(Based on 32.5 hours per week, 5 days a week, 39 weeks per year)

The Duston School is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment.

**Closing Date: Monday 2nd September 2024**



## Principal's welcome

**Thank you for your interest in working at The Duston School which is part of The Duston Education Trust (TDET).**

As Principal I take great pride in leading the school and supporting the students in their educational journey. The school mantra, 'Knowledge itself is power,' sits at the core of my own educational philosophy and influences all that we do as a school. As a staffing body we really do seek to get to know our students. I also firmly believe, as a parent myself, that if something is not good enough for my children then it certainly is not good enough for our students.

Our core aim is to help students climb the tree of knowledge so they can access University, Higher Education, Employment or an Apprenticeship and be the very best edit of themselves.' All students are inspired to Dream – Believe – Achieve.

TDS is a unique 4-19 mixed school. It is a high performing, successful and oversubscribed school of some 1500+ students with a secondary phase, thriving Sixth Form, and a recently opened primary phase. Our facilities are truly outstanding, including extensive sports grounds, a swimming pool and state of the art purpose built curriculum suites including a designated Sixth Form area. Learning here has never been more exciting.

We believe that TDS should provide our young people with both the currency and character to succeed. We work relentlessly to nurture our students to unlock and achieve their potential.

Our students are actively encouraged to make a valuable contribution to society and thrive in a

mutually supportive environment. All of our students are educated to enter the adult world with a strong moral compass, a real sense of resilience and to be armed with the key transferable skills that will allow them to succeed in an ever changing and fast paced globalised labour market. Our innovative curriculum enables them to gain the highest qualifications, acquire flexible life-long learning skills, and be ready to act responsibly as global citizens. We also promote the social, moral, spiritual and cultural development of our pupils, including a recognition and understanding of Fundamental British Values.

If you share our vision and know you want to make it a reality for The Duston School, we very much hope you will apply for this post. We look forward to hearing from you.

**Mr Sam Strickland**  
**Principal**





# The Duston School

**Do you want to work in a hugely successful and dramatically transformed school? Do you want to work in a school that operates on common sense and places people at the centre of all that it does?**

**In joining the Duston School you will be joining a school that is:**

- Built upon strong values and principles
- Places people at the heart of all that it does
- Heavily over-subscribed
- Nationally recognised, heralded and applauded
- A Behaviour Hub Lead School
- The 27<sup>th</sup> most improved school nationally, with GCSE outcomes in 2019 placing the school in the top 20% of all schools nationally and A Level results in the top 5% of all schools
- GCSE and A Level outcomes in 2022 were the best in the school's history
- A school of Character
- An Investors in People Gold School
- An Inclusion Quality Mark (IQM) Flagship School
- A Global Equality Collective School
- The home of ResearchED Northampton
- A PKC Curriculum Hub
- An Ofsted 'Good' school



## TDS Ethos and Values

At The Duston School a heavy emphasis is placed on the role of the tutor, who students meet twice a day every day. The tutor acts as the primary advocate for their tutees and, in many respects, acts as their Duston School parent. This is the person that parents/guardians will primarily have contact with to discuss their son/daughter's education.

The Duston School is built upon three core values, Resilience, Respect and Aspiration. We expect all of our students to exhibit and display these core traits in their daily life at The Duston School, within the wider community and as they move into the next phase of their life once they leave our educational setting.

The Duston School community was canvassed to help create a new school mantra, 'Knowledge itself is power'. This echoes the words of Kofi Annan, "Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family." Knowledge provides us with the power to help others, in a variety of ways. It is also something that is good for our own self esteem. In addition, knowledge imbues us with authority and enables us to act and interact with others in a more moral way. As a school, we feel knowledge is power because:

### **Knowledge liberates us**

Knowledge sets us free, and makes us less dependent on others. Freedom is essential to any democracy. Being truly free means that we do not use our power to control other people against their will.

### **Knowledge commands positive respect**

True knowledge commands more respect than mere empty authority within a hierarchy ever could. If we have knowledge, we can direct others' decisions and help them to enhance their lives. Having knowledge about a relevant subject imbues us with authority. No matter who we are, or how old we are, if we have knowledge that is useful to other people, then those people will respect us.

### **Knowledge boosts our self-esteem**

Possessing knowledge can really give us a feeling of self-fulfilment and confidence. Knowledge is something that we can always fall back on. In addition, if we find ourselves facing a trial in life, knowledge can enable us to find a solution to the issue that boosts our self-esteem even further.

### **Knowledge creates positivity**

The process of seeking and finding knowledge teaches us to have a positive attitude about life. It teaches us to be motivated, determined, engaged with the world and self-reliant. It also fills us with enthusiasm and joy.

### **Knowledge allows us to make moral decisions**

When we have knowledge, we can act more morally. Possessed of all the facts and the relevant skills, we can put our desire to help others into practice much better than we could do if we had less knowledge. For example, if we have some money that we wish to donate to charity, knowing facts about how that money could best be used will enable us to help the greatest number of people with it.





## Information about TDS

In September 2007 the school moved into a new £28m building which has state of the art facilities to make learning really come alive. Our spacious, well-lit buildings and extensive sports facilities offer high quality state of the art facilities for sports and both vocational and academic learning and teaching. The design of the buildings aims to reflect the school's successful ethos, and it's our pledge to ensure that all students are given the opportunity to achieve their potential whether their talents lie in the arts, literature, sport, science, technologies or more traditional subjects. We want The Duston School always to be a positive learning environment where we offer the best for all students. Our curriculum is designed to be personalised to the individual student therefore allowing them to achieve rapid progress to enable them to be successful in their future.

The Duston School is governed by The Duston Education Trust (TDET). TDET is a trust that cares, builds possibilities and potential, and nurtures what learners are and what they can become. The trust recognise the transformative power of self-belief, and that children are happy, confident, resilient and self-critical. There are no short cuts and no excuses.

The trust values hard work, determination and ambition, acknowledging and celebrating the variety of ways in which learners can be excellent. TDET ensure that all work is undertaken with professionalism, honesty and integrity. Staff well-being is also of prime importance to the trust.

TDS provide a health benefit package for our staff and our on-site HR Advisor offers high quality personal support. Sound, financial business management enables us to undertake change to innovative projects both large and small. Over the past four years, major school funded developments have included the opening of our Primary school. Smaller projects include the installation of smart boards and sets of tablets and iPads in classrooms. The school is fully networked so that computer-aided learning on PCs, tablets and laptop computers can take place throughout the site.





## What Ofsted have said.....

### **What is it like to attend this school?**

Since the previous inspection the school has improved considerably. Staff have high expectations of what pupils can learn and achieve. Most pupils enjoy school and work hard. The school's mantra of 'knowledge itself is power' is evident through the curriculum. The climate for learning is strong.

Pupils are kept safe. They know who to turn to if they have any concerns. Staff have high expectations of pupils' behaviour. Pupils behave very well in lessons and during social times. Should bullying occur, staff deal with it quickly and effectively.

Pupils are respectful. Staff and pupils develop trusting relationships because of the school's clear expectations and values. The school is calm and orderly. Low-level disruption is not tolerated. This consistent approach to managing behaviour enables all pupils to focus on their learning. The curriculum and the many additional activities help pupils to become resilient, confident and independent.

For the full report please follow the following link:

<https://files.ofsted.gov.uk/v1/file/50169203>





## The Role

This is a great opportunity to work as part of our team of professional staff working in our Positive Impact Centre (PIC).

The Ethos within the PIC mirrors that of the school as a whole; the environment is underpinned by the core values;

### **RESPECT - RESILIENCE - ASPIRATION.**

Enabling students to gain the knowledge of themselves to access the knowledge of the wider curriculum. Supporting students across our 7 strands of impact to become successful in any classroom or wider social environment by providing a personalised learning experience.

#### **Strands of Impact:**

- Alternative Provision ( 12 week full-time programme)
- Wellbeing Interventions
- Tailored personalised support following a period of absence/suspension
- Counselling Service
- Further Mental Health Support
- Peer Mentoring Programme
- EAL Provision

The PIC offers a firm, consistent, safe learning environment in which pupils can work on and develop their full social, emotional and academic potential. Students will have the opportunity to address challenges and barriers relating to their current behaviour / attitude and adopt practical strategies, coping mechanisms and explore different approaches to grow and develop as a confident learner.

We would welcome applications from Newly Qualified Counsellors who have a desire to become BACP registered.

The Counsellor will work within a high-quality counselling service within the school setting as part of the Positive Impact Centre (PIC). To deliver counselling to students aged 11-18 experiencing a wide range of emotional and wellbeing concerns. Concerns may include; anger management, self-harm, extreme bullying, bereavement and personal confidence.

The Counsellor will deliver a counselling service that will enable students to build their resilience to help them cope with the difficulties they face. To administer the service and manage the waiting list using a referral process to triage for risk and urgency. You will work with the PIC manager as required to report on the progress of the service and discuss any issues of concern.



## Northamptonshire

**Northamptonshire is a great place to live and work with a future, promising huge investment and growth in the area.**

Northamptonshire's prime position is not only a key factor in the development of the county's economy but also a catalyst in helping it remain one of the fastest growing counties in the UK. Located halfway between London and Birmingham, with easy access to the M1 motorway, Northampton is ideally placed for getting around the country. Furthermore both the Midland and West Coast Main Lines pass through the county.

Exciting times are ahead for Northampton with 20 new projects that will shape the future of the town in a multi-million pound investment. The Northampton Alive programme of regeneration includes more than 40 projects. Initial infrastructure works have commenced which will create a confidence and contribute to Northampton's future prosperity.

The county of Northamptonshire is famously known as "The Rose of the Shires", but is also referred to as the county of "Spires and Squires". Rural Northamptonshire is renowned for its picturesque villages and is a fantastic place to live or visit. Separated by miles of rolling countryside and surrounded by hedgerows and dry stone walls, the villages are a mix of styles and periods. Lime, sand and iron-stone cottages and manors contrast with Victorian red brick houses and the area's industrial canal heritage is evident in some villages along the Grand Union Canal.

### **Travel and Relocation Expenses**

Reasonable interview and relocation expenses will be considered on an individual basis. Notification of claim must be made within the first month of joining the school.

If a member of staff resigns/leaves before the end of the first term of the claim, a payment, determined by the Chair of the Board of Governors, will be returned to the school.

If you require overnight accommodation there are many hotels in the area, below are a few suggestions:

#### **Hopping Hare**

18 Hopping Hill Gardens, Duston, NN5 6PF  
[www.hoppinghare.com](http://www.hoppinghare.com)

#### **Premier Inn**

Northampton Road, Harpole, NN7 4DD  
[www.premierinn.com](http://www.premierinn.com)







## Benefits of working at The Duston School

### The school offers competitive working conditions and packages, including:

- Future progression resides at the heart of the school's ethos
- Personalised and bespoke CPD is offered to all staff
- Opportunities to attend external CPD courses and visiting other schools are positively encouraged
- An enhanced induction programme to support all new staff to the school, with a bespoke package of support for ECT's.
- Westfield Health - Private Health Plan for permanent, salaried employees
- On-site car parking
- A laptop
- A detailed Workload Charters, which sets out the school's commitment to support all staff with their workload
- No emails are sent at weekends nor holidays, we respect as a school the need to rest
- Co-planning is a guiding principle upon which our curriculum is built, with the use of workbooks and knowledge organisers across the school
- On-site restaurant for staff to use on a daily basis
- The lion share of directed meeting time is handed to staff to work on the curriculum
- Two faculty away days
- 4 traded days (which includes one day off to thank staff for the extra miles that they go)
- A priority place for staff children at the school
- Face-to-face meetings for all staff with the Principal to discuss your wellbeing, professional development and career aspirations
- Membership of the Teachers' Pension Scheme for teaching staff
- Membership of the LGPS Pension Scheme for non-teaching staff

### For support staff

- Generous Holiday entitlement, including bank holidays (or pro-rata of) which increases with service

**Candidates are welcome to visit the school prior to application**



## Workload at The Duston School

**The school takes the workload of employees very seriously and offers the following support :**

- A flexible approach to PPA, which can be taken off-site
- Early finishes for parent consultation events and the opportunity to utilise the gained time as you wish if you are not involved in the event
- Use of the TDS swimming pool
- Cycle to work scheme
- Understanding approach to outside/personal matters
- Performance management based on a coaching model
- The opportunity to be part of the school's wellbeing committee
- A staff CPD library
- A commitment to 8 days' worth of INSET/CPD
- An opportunity to access a huge wider network that we are part of, including NITE, university based ITT providers and the Inspiring Leaders network

**Candidates are welcome to visit the school prior to application**





## How to apply.....

### **Applying:**

Please complete an application form (we do not accept a CV alone) along with a letter of application to the Principal. Please email the application form and letter to: [jobs@thedustonschool.org](mailto:jobs@thedustonschool.org)

If you have not heard from us within two weeks of the closing date, please assume that you have been unsuccessful on this occasion.

**The Duston School is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment. We follow safer recruitment practice and all appointments are subject to satisfactory DBS checks. In addition references will be requested for short listed applicants prior to interview and will form part of the interview process.**

**Online searches will be carried out for all shortlisted candidates.**