



Buile Hill
Academy

Enriching Lives, Inspiring Ambitions

RECRUITMENT PACK

School Counsellor



Consilium
Academies

Enriching Lives, Inspiring Ambitions

Welcome from the CEO

Dear Candidate,

Thank you for your interest in the position of School Counsellor at Consilium Academies.

At Consilium, we believe in enriching lives and inspiring ambitions through:

- Partnerships
- Opportunity
- Integrity
- Excellence
- Equity
- Being people-centred

We believe in the unique value of each individual – whether that be staff or student – and are dedicated to ensuring each member of our Trust achieves their full potential. As a result of this, we work collaboratively with our stakeholders and external organisations to foster relationships that will enhance opportunities for all our members across the Trust.

At Consilium we're people centred, and want everyone in our Trust, whether teaching or support staff to have access to exceptional professional development. that's why we created our Centre for Professional Learning, which is available for every single colleague across the Trust. here, our colleagues have access to bespoke training opportunities and resources tailored specifically for their needs.

We believe every student, no matter their background, is entitled to an excellent education with an equal opportunity to fulfil their potential. It is only through this vision that we can provide an environment where every pupil can thrive.

As part of our MAT, our Academies follow the collective aims of:

- Ensure everything we do has a focus on helping pupils achieve their potential academically, socially, and emotionally
- Instil a passion for life-long learning and continued improvement so our Academies, staff, and students can grasp their aspirations and ambitions
- Create a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed
- Ensure all stakeholders are seen as partners in our work with the communities we serve

Consilium Academies is going through a huge period of development with rapid growth and opportunities for all staff; I can't think of a better time to join us.



David Clayton
Chief Executive of Consilium Academies.

Welcome from the Headteacher

Dear Candidate,

Thank you for expressing your interest in the post of School Counsellor at Buile Hill Academy. Buile Hill Academy is at an exciting stage of its growth and development. Having recently joined the school as Headteacher, I am inspired and motivated by the energy and dynamism of the staff and students in our school community and am confident in its future improvements.

We have a new senior team that are confident in their mission to provide our students with the best quality of provision, both in and out of the classroom. Our staff are committed, passionate and driven by our sense of moral purpose and have worked relentlessly to ensure that each child receives the best support possible.

Our families and extended community network continue to support us and work with us to ensure that we serve our students in the best way possible. We recognise that our students will only get the best through careful partnership between school and home and the local community itself. We are proud of our place within the Salford community and continue to strive to be a beacon within the Salford area.

Students at Buile Hill are remarkable. It goes without saying that the circumstances surrounding the pandemic were challenging for all, but the resilience, tenacity and commitment demonstrated by our students is second to none. We are proud of the achievements that our students make each day and we strive to make sure that every child is recognised for their individual success.

We look forward to welcoming you to our school and we are excited by this opportunity to appoint a dynamic and passionate individual to join our team here at Buile Hill.

Mr D Lancaster
Headteacher



About our Academy

Buile Hill Academy is an 11 – 16, co-educational, fully comprehensive community school, serving the inner city community of Salford. We became part of Consilium Academies in 2016, a multi-academy trust that shares our commitment to inclusive education and the development of children as rounded individuals. In our recent Ofsted the school was praised for its inclusivity and both Leadership & Management and Teaching, Learning & Assessment were rated as good.

The staff at Buile Hill Academy are a dynamic team of professionals, all of whom are committed to providing high quality provision for all our students. Serving over 800 students in Years 7-11, we aim to provide an inclusive and purposeful learning environment and ultimately serve our local community.

Here at Buile Hill, we value all members of the school community as individuals. As a member of staff, you will be supported in your own professional development and career aspirations, and ensure that you are able to develop to perform your role to the highest of standards. We recognise that all professionals, at every stage of their career deserve the opportunity to continue learning and growing.

Our students deserve the best quality of provision, both in and out of the classroom. Our vision is to provide an excellent education for every student and that every student will set themselves the highest standards, aiming to reach their greatest potential, becoming responsible, independent and self-motivated.

Through consistent support and strong relationships our students build resilience, which enables children to make a positive contribution to their community, both locally and beyond.

About the Trust

The Consilium Mission

“Enriching Lives, Inspiring Ambitions”

We are proud to be Consilium Academies, a Trust that believes in the unique value of each individual. Our vision, actions, and purpose are guided by this principle and a dedication to do all we can for the communities we serve.

We never put a ceiling on potential. Instead, we work with our Academies to provide high-quality education that is truly inclusive, giving every student the same opportunities to develop the skills and knowledge they need to thrive in life beyond the classroom.

We are committed to enriching the lives of all those involved in our Trust through an ambitious, student-centred approach to education.

Consilium Academies is a Multi-Academy Trust consisting of nine schools based across three hubs in Salford, South Yorkshire, and the North East of England.

We believe in inclusivity, both in the schools and communities we serve and are committed to working with our Academies to ensure our ethos is realised on a daily basis.

- The lives of our young people should be enriched by care, experience, and opportunity. This is achieved by;
- helping children and young people to succeed to their potential academically, socially, and emotionally;
- instilling a passion for lifelong love of learning and continued improvement so that our academies, staff, and students achieve their aspirations and ambitions;
- creating a family of academies that are inclusive and embrace diversity, where all members of the community feel supported, inspired, and empowered to succeed;
- ensuring all stakeholders are seen as partners in our work within the communities we serve.

The Trust operates a Central Team led by our Chief Executive, David Clayton. The team provide direct services to our schools as well as Trust-level accountability, leadership, and management. We operate a strong partnership model and our partner schools are instrumental in the continual growth and development of our Trust. We work with our schools in a supportive way that does not detract from the individual identity of a school, instead allows them to grow and focus on student achievement and success.

WE ARE PROUD TO OFFER THE FOLLOWING STAFF BENEFITS:

- Pension with the Local Government Pension Scheme and Teachers Pension Scheme
- 33 days annual leave plus bank holidays for all support staff (pro-rated for part-time employees)
- 36 hour working week for all full-time support staff
- Automatic pay progression for all staff in line with their current grading structure
- Enhanced contractual sick pay in line with the Burgundy Book and Green Book
- Employee Assistance Program with access to counselling and CBT 24 hours a day, 7 days a week
- Access to an Occupational Health Provider
- Free membership to Perkbox. with hundreds of exclusive offers and discounts available online and in store at many shops, gyms, and restaurants
- An excellent Centre for Professional Learning for every member of staff; to help you perform as well as you can in your role, provide you with a sense of wellbeing at work and to help you reach your career aspirations

Centre for Professional Learning

The core driving force behind the Consilium Centre for Professional Learning is a desire to provide students with the best possible education, and the belief this can only be achieved if every colleague, regardless of role or career stage, has access to the high-quality professional development they deserve.

Every colleague, whether teaching or support staff, will be supported and developed through the professional development review process, which replaces traditional forms of performance management.

The professional development review process is focused on the aspirations of the individual, ensuring that every colleague receives the support and development they deserve to achieve their own aspirations for their careers.

We believe our team of support staff are vital to ensure our schools are well-resourced, safe, compliant, and work as well as they can for the benefit of our students. In addition to the professional development review process, we commission and fund industry-standard qualifications for colleagues in support roles and are also able to support and fund teaching assistants, higher-level teaching assistants, and colleagues in student-facing pastoral and safeguarding roles, to qualify as teachers should they wish.

The Centre for Professional Learning works with and supports in-school leads for professional development to craft the best and most appropriate whole-school offers for their colleagues. We don't impose a central 'curriculum' for professional development, because the needs and priorities of each school are different.

However, we want to support each school to give due focus to whole-school priorities, with departmental training, middle leader training, and one-to-one development and coaching supporting fewer, more in-depth, whole-school messages.

All teaching staff will receive the following 'universal' offer from their school:

- Regular whole-school training, driven by the school's priorities and the in-school professional development lead, with support from the Centre for Professional Learning. This will be designed with the context of the school in mind with subject-specific and individualised training to suit the career stage and expertise of specific teachers. Regular subject-specific training within subject teams. This will draw on the whole-school training and ensure it is considered through the lens of applicability to specific subjects, year groups, and classes.
- Regular teacher-specific training. This will be owned and run by in-school teams, and may take the form of 1-to-1 instructional coaching or teacher learning communities, and is supported by the Centre for Professional Learning.
- Access to the relevant subject and other networks across the Trust, according to their role within school

In addition to this 'universal' offer, all colleagues across the Trust, whether teaching or support staff, have access to bespoke programmes of CPD matched to their own aspirations for their career. We partner with external organisations to enhance our offer to staff, and will support staff with recognised qualifications where appropriate. We are keen to work with a range of partners who use the best available evidence to design rigorous professional development.

All Early Career Teachers (those in their Newly Qualified or Recently Qualified years) at Consilium Academies receive regular support from a mentor, regular instructional coaching, and regular training alongside their NQT or RQT cohort both within their school and across the Trust, with the opportunity to develop relationships with their peers across the Trust as part of our Early Career Teacher Networks.

We believe offering colleagues a strong induction to the teaching profession is of vital importance. We want to set our colleagues up for a long and successful career in education, and help them to provide the best experience possible for our students.

About the Role

Job Title: School Counsellor

Start date: ASAP

Hours: 36 hours per week, term time plus 4 weeks

Contract: Permanent

Salary: Grade 8 (NJC scale points 23-26) (£28,644 - £31,263)

Do you have the drive, passion and commitment to deliver outstanding support? This is an opportunity to join a dedicated team of staff at Buile Hill Academy, who are committed to providing the best possible education for our pupils.

We are looking to appoint a Counsellor to provide a high-quality clinical practice and delivery of a full and effective service.

As School Counsellor you will be responsible for effectively managing all aspects of mental health support within the academy, ensuring that the children and young people are always provided with therapeutic and emotional support.

If you feel you share our values, have the vision and drive for excellence and want to be part of an enthusiastic, dedicated and well-resourced team, committed to ensuring that students fulfil their potential, then we would like to hear from you.

The successful candidate will present the best possible example of professional standards to colleagues.

To apply please download and complete the attached application form. Please note we do not accept CV's. We ask that all completed application forms are sent to Nicola Birchall at Nicola.Birchall1@consilium-at.com.

Please ensure that within your application you provide the names, addresses, and contact details for two referees, one of whom should be your current or most recent employer.

The closing date for applications is Monday 22nd May 2023 at 9am.

Interviews will take place on a date TBC

Consilium Academies is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are made subject to an Enhanced DBS Check, and where applicable, a prohibition from teaching check will be completed for all applicants.

The Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Please note: If you have not been contacted within one week of the closing date please assume that your application has been unsuccessful on this occasion. We are unable to provide feedback on individual applications. Applications received after the closing time stated will not be considered.

Job Description

Job Title:	Counsellor
Reports to:	SENDCo
Based at:	Buile Hill Academy
Grade:	Grade 8 (NJC scale points 23 – 26)

Main purpose of the Role

- To effectively manage all aspects of mental health support within the school, ensuring that the children and young people are provided with therapeutic and emotional support at all times.
- To ensure high quality clinical practice and delivery of a full and effective service.
- To establish positive and effective relationships with the school and staff

Core Responsibilities & Tasks

Ensure high quality clinical practice and delivery of a full and effective service.

- Undertake one-to-one clinical work with children and/or young people
- Plan and deliver Mindfulness sessions e.g. B & Breathe, heart Math
- Plan and deliver group work/whole class work in consultation with line manager
- Identify and discuss potential referrals with school staff keeping the line manager informed
- Assess and allocate children and young people to the appropriate Counsellor on Placement
- Manage the induction process and facilitate Counsellors' on Placement integration into the school team - Experience of clinical assessments and formulations
- Identify appropriate clinical innovations
- Assist with Young Carers group
- Provide Mental Health Information for the school website

Lead on the Therapeutic innovation strategy across the school

- Working alongside the HT and SENDCo create, implement and review the strategy to support our staff and students in ensuring that our therapeutic offer is fully meeting the needs of our academy and where possible the needs of the community. Throughout the implantation of this, ensure all staff are given guidance and CPD to be able to deliver on this strategy.
- Working alongside the SENDCo bring the school to a national recognized standard for mental health
- Work with academy leaders on the therapeutic package for students during all transitional phases
- Create a 'hub' model for community parenting course, out reach CPD. Some of which may run out of school hours
- Complete reviews and action plans for students

Establish positive, active and effective relationships with all key members of staff

- Build, develop and maintain effective professional relationships with the Head teacher, school leadership team and wider school community to ensure delivery of appropriate and timely counselling and therapeutic support
- Discuss and report any concerns or issues arising within your own work with Line Manager.
- Actively participate in school and trust team meetings to share best practice and develop clinical thinking, knowledge and learning

Provide effective supervision for Counsellors on Placement

- Noting any safeguarding and child protection concerns; giving advice and support in regard to clinical work and supporting the development of clinical skills and experience.
- Participate in supervision and discuss and report any concerns or issues arising from the supervisions that have taken place with the Counsellors or within your own work.

Safeguarding and Child Protection

- Identify and report any safeguarding and child protection concerns following Trust policies and procedures
- Identify and report any safeguarding concerns about any vulnerable adults following Trust policies and procedures
- When required, make recommendations and consult with the school for referral onto external services
- Be pro-active in reporting safeguarding issues and concerns, to the school, in accordance with Trust policy
- Attend strategic meetings with professionals as the advocate for the school and student.

Reporting, Evaluating and Data Entry

- Provide termly reports for your Line Manager, Senior Leadership Team and the Trust, undertake an annual review of the school service and produce a report to be shared with Trust colleagues and LAB members
- Use data to inform practice and improve impact
- Accountable for inputting data on school tracking systems relating to all activities and interventions in the school in a timely and accurate manner
- Make good use of online management systems used in school

Corporate Responsibilities

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities
- To plan, monitor and review health and safety within areas of personal control
- To participate in the Trust's Performance Management process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

Additional Notes

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.-
- An Enhanced DBS Check will be requested on successful application to a position at the Trust or Academy.

Person Specification

Qualification and CPD	Essential	Desirable
Hold a recognized qualification in counselling or therapy	✓	
Hold a recognized membership of a relevant professional body (BACP/PTUK/UKCP/NCS/BPS)	✓	
Experience, Knowledge and Skills	Essential	Desirable
Demonstrates understanding of a range of therapeutic models	✓	
Demonstrates understanding of working with young people who require or would benefit from emotional and therapeutic support and experience of the school environment, including students with SEND and with LAC, CP and Child in Need status.	✓	
Willingness to undertake work with parents, carers and school staff	✓	
Manage and account for own clinical caseload	✓	
Take an active approach to self-development and shows a commitment to continuous professional learning	✓	
Is proactive in reporting safeguarding issues and concerns with regards to young people and vulnerable adults, to school and line management	✓	
Continues to keep up to date with safeguarding policy and developments	✓	
Seeks to continually improve quality of service provision in all areas	✓	
Helps develop project plans into sensible, timely actions that meet the expectations of the school; understands the need for efficiency and timelines in delivery	✓	
Displays effective, well-organised management of their case load	✓	
Demonstrates an ability to be able to use data and analysis to produce useful reports on a regular and occasional basis	✓	
Considers the needs of the audience and pitches communications at an appropriate level	✓	
Demonstrates accuracy in all communications	✓	
Shares information, good practice and skills with school	✓	
Good presentation skills		✓
Demonstrates competency in using Microsoft office and internet	✓	
English Fluency	Essential	Desirable
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	✓	
Passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad.		✓