



WE ARE ASTREA

**SCHOOL COUNSELLOR
APPLICANT BRIEF**

ASTREA ACADEMY TRUST





Open Letter from our CEO

Dear Candidate,

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage. Our academies are based across South Yorkshire and Cambridgeshire, often in areas which have experienced generationally poor educational opportunities. Our role is to change that. We want to play our part in the social regeneration of these areas.

We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve.

With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality, but our sense of what defines us is still evolving. With this in mind, we are looking for leaders who:

- Want to be part of our journey to outstanding, shaping our vision, and helping us to unlock the collective power of our system. If you're a solo flyer, our Trust is not for you.
- Share our commitment to an inclusive, aspirational and academic education for all pupils.
- Believe that in a Multi-Academy Trust, the whole is greater than the sum of the parts and that it is our collective responsibility to get the best outcomes for all our pupils.
- Bring expertise, aspiration, courage, and a collegial approach. We are brave for our communities and we welcome challenge and ambition.
- Are authentic, visible and driven.
- Bring an academic perspective to their work, supported by well-researched, well-evidenced approaches that make us think and push the trust's practice forwards
- Want our schools to be joyful places to learn, underpinned by expert teaching, brilliant curriculum, broad opportunities for learning and excellent consistent behaviour in every classroom.

For our part, we commit to challenging you, inspiring you, supporting your development and giving you access to leadership opportunities not only within your own school, but also across our Trust as your role develops.

Best Wishes,

Rowena Hackwood
CEO at Astrea Academy Trust



JOB DESCRIPTION

SALARY	£23,144 - £25,703 (pro rata)
CONTRACT TYPE	Permanent
WORKING PATTERN	3 days per week, Term Time Only
HOURS PER WEEK	22.5 hours

Purpose

To provide a high-quality counselling service to pupils experiencing a wide range of emotional difficulties, ensuring that safeguarding and the welfare and care of all children and young people is promoted.

To provide support, guidance and advice to parents, carers and the school.

Key Responsibilities

- To offer counselling to pupils for a range of issues including learning problems, difficulties with peers, behavioural difficulties in the classroom, and emotional issues which may arise as a result of traumatic experiences;
- To facilitate, alongside other colleagues, group sessions on issues, which may include conflict resolution, anger management and self-esteem, as examples;
- To liaise with Senior Leaders, including Designated Safeguarding Leads, Designated Senior Leads for Mental Health, SENCOs and other school colleagues, as necessary;
- To liaise with external professionals, such as GPs, and CAMHS, as necessary;
- To keep suitable case records on each counselling / group session securely, in accordance with GDPR;
- To attend multi-agency meetings, where appropriate;
- To provide regular audit information such as pupil characteristics and needs in order to inform future training needs and professional development.
- To continually review and evaluate the service;
- To work with the in-house Educational Psychology service across Astrea to support the development and delivery of relevant training for colleagues as and when needs are identified;
- To undertake additional duties and responsibilities, as reasonable.



PERSONAL SPECIFICATION

Experience

- Previous experience of working as a counsellor for children and young people
- Demonstrable understanding of the developmental, emotional, social and educational issues of children and young people
- Knowledge of local mental health and CAMHS service
- Knowledge of the Children's Act and legislation pertaining to children
- Awareness of range of needs of people from diverse ethnic, cultural and social backgrounds

Qualifications

- Degree or Post-graduate Diploma or Masters level in Counselling or Psychotherapy (include 100 hours integrated counselling practice)
- Minimum Level 4 Diploma
- BACP membership, NCS or equivalent
- Further therapeutic training or qualification in working with children and young people (desirable)

Behaviours

- Excellent written and verbal communication skills
- Ability to work with patience, tolerance and sensitivity
- An ability to prepare and write factual reports and produce factual and statistical information as required (desirable)
- The ability to work with sensitivity, tact and diplomacy
- Ability to build and form good relationships with pupils, parents / carers, colleagues and external agencies, including social care and the police
- An open-minded and sensitive approach when dealing with children and young people
- The ability to explore emotional issues with children and young people
- Excellent organisational skills with the ability to prioritise workload and work to tight deadlines.
- A clear understanding of handling sensitive data and the implications of data protection
- Clear understanding of Astrea; its values and relevant systems and procedures, and a commitment to promote and support these
- Demonstrate a commitment to own professional development
- Demonstrate personal and professional integrity, including modelling the Astrea values
- Display strong partnership skills to exhibit the capability of managing external stakeholders
- Ability to work without close supervision as well as being an effective team member
- Solution focused and the aptitude to displaying willingness
- A solid knowledge of Safeguarding in Education
- Ability and willingness to travel across Cambridgeshire

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy or requested by emailing recruitment@astreaacademytrust.org