

Person Specification – School Counsellor

Category	Essential	Desirable	Method of Assessment
Physical	<ul style="list-style-type: none"> • Smart business-like appearance • Good written and verbal communication skills 		Application Form
Qualifications	<ul style="list-style-type: none"> • Post-graduate Diploma or Masters level in Counselling or Psychotherapy • BACP Accreditation, UKCP registration or BPC • Further therapeutic training or qualification in working with children and young people 	•	Application Form and Interview
Experience	<ul style="list-style-type: none"> • Minimum of 1 years' experience of working with children and young people • Minimum of 2 year's post qualification experience 	•	Application Form and Interview
Training	<ul style="list-style-type: none"> • Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities. 	•	Application Form and Interview.
Special Knowledge	<ul style="list-style-type: none"> • An understanding of the developmental, emotional, social and educational issues of children and young people • An awareness of range of needs of people from diverse ethnic, cultural and social backgrounds 	•	

Legal Requirements	<ul style="list-style-type: none"> Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list. This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. 	<ul style="list-style-type: none"> 	
Behavioural Competencies		Indicators of Effective Performance	
Ability to work independently			
Positive communication and listening skills			
Patience, tolerance, and sensitivity			
A mature and non-judgemental outlook			

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.