

Person Specification

Post Title	School Counsellor – Permanent	Grade Pay Scale	Scale 6 range 18-20 Scale 6 range 18-20 £35,520 - £36,585 FTE. Actual salary £30,553 - £31,469 pro rata to term time only
Section, Division	Education: Mayesbrook Park School (Alt Provision)	Date of Person Specification	Sep 2024

Attributes	Minimum Criteria	Method of Assessment	Desirable Criteria	Method of Assessment
1. Experience	Essential - At least two years' experience of working as a counsellor with young people, preferably in a school setting; - Previous experience of working in or alongside CAMHS; - A proven ability to identify when further intervention is required;	A/I A/I A/I	Experience of working in Alternative Provision settings	A/I
2. Education, Training and Qualifications	- Professional body accreditation for example The British Association of Counselling and Psychotherapy, or the Institute of Counselling. - A nationally recognised qualification in counselling. - Demonstrate a commitment to ongoing professional development;	A A A	Recent Team Teach or other positive handling training	A/I



3. Relationships	• Display patience, tolerance and sensitivity with a mature, non-judgemental outlook;	A/I		
4. Equalities and Diversity	• An understanding of the complex barriers that young people and families from diverse ethnic, cultural and social backgrounds may face	A/I		
5. Skills & Knowledge	• Skilled in the use of complex methods of psychological assessment, intervention and management; • understanding of the emotional, social and developmental issues facing children and young people; • Knowledge of the Children's Act and other legislation pertaining to children;	A/I I A/I		
6. Management, e.g. People, Finance and Skills	• The ability to work independently, deal with a wide and varied workload, prioritising accordingly; • Ability to work flexibly to fulfil the requirements of the post.	A/I A/I		
7. Communication	• Ability to recognise and respect confidentiality • Evidence of excellent written and verbal communication skills, with positive communication and active listening skills;	A/I A/I		

Please note, if you are a disabled person or have an impairment it will only be necessary to meet the minimum criteria for shortlisting purposes