



Carlton le Willows Academy

Person Specification – School counsellor

Criteria	Essential	Desirable	How Identified
Qualification/Training	<ul style="list-style-type: none"> • Postgraduate Diploma or Masters level in counselling or psychotherapy as recognised by the British Association of Counselling and Psychotherapy (BACP) • Completion of recognised training and CPD specifically related to counselling children and young people • BACP counsellor accreditation 		Application form
Personal and professional attributes	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for every pupil and promoting the ethos and values of the school. • Commitment to safeguarding and equality. • Ability to develop strong relationships with young people • Passion and enthusiasm for working with children and young people • Excellent listening skills • Patience, tolerance and sensitivity • A mature and non-judgemental outlook • Professional and ethical integrity/ability to maintain professional boundaries • Excellent written communication skills and ability to write and present professional case reports • Ability to liaise with external agencies and other professionals to help effect positive change based on the issues raised by clients • Ability to liaise with parents and carers in relation to counselling referrals and intervention whilst 		Application form Interview References

Criteria	Essential	Desirable	How Identified
	maintaining client confidentiality <ul style="list-style-type: none"> • Comfortable working independently, managing own caseload and using initiative • Confident working under pressure and prioritising workload • Ability to respect and maintain confidentiality at all times 		
Skills, knowledge and experience/ understanding	<ul style="list-style-type: none"> • Significant experience of clinically supervised counselling of young people aged from 11 - 18 • An understanding of the developmental, emotional, social and educational issues of children and young people, including attachment and trauma-related issues • Knowledge and understanding of safeguarding procedures in relation to children and young people • Knowledge of local mental health and CAMHS service • Knowledge of the Children's Act and legislation pertaining to children • Am awareness of the range of needs of people from diverse ethnic, cultural and social backgrounds 	<ul style="list-style-type: none"> • Experience of counselling in the school setting 	Application form Interview References