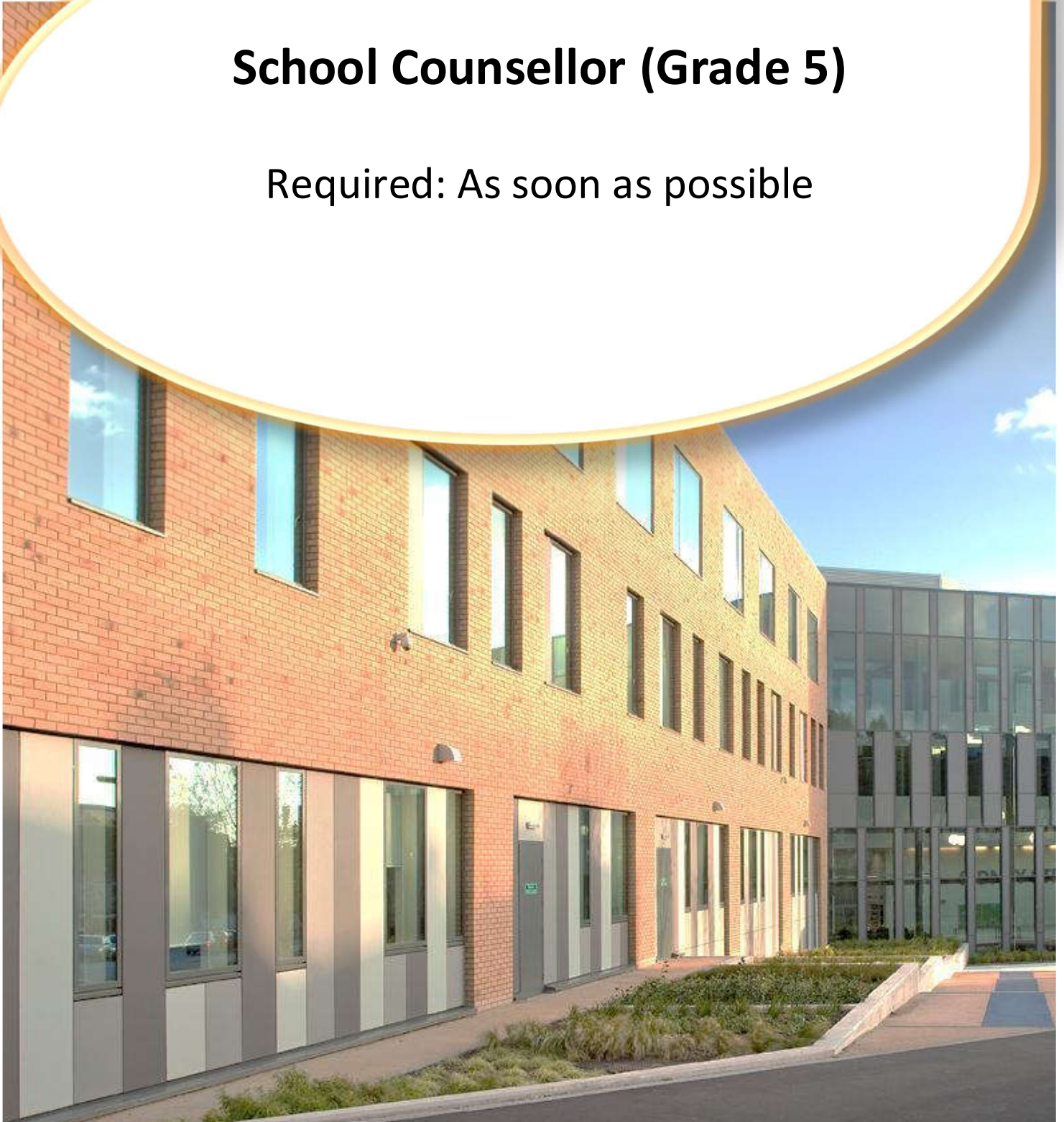


School Counsellor (Grade 5)

Required: As soon as possible



Sidney Stringer Academy Multi Academy Trust consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Academy and Sidney Stringer Primary Free School.

All of the schools in the Trust are working together with the ambition of becoming outstanding.

As the Trust develops we are exploring the opportunities of creating shared posts and services across the schools so that we can benefit from economies of scale.



School Counsellor

This is an excellent opportunity to join Sidney Stringer Academy, an outstanding and thriving secondary school which serves the local community.

As part of the wider school inclusion, you will be supporting the Assistant Principal of Safeguarding and Mental Health and working alongside our Mental Health Learning Mentor in making a significant contribution to the promotion of good mental health and wellbeing for all of our students. You will be joining a team of highly trained Learning Mentors who support students with a wide range of needs. As a counsellor you will hold an identified case load of students as well as developing and facilitating other identified pastoral interventions.

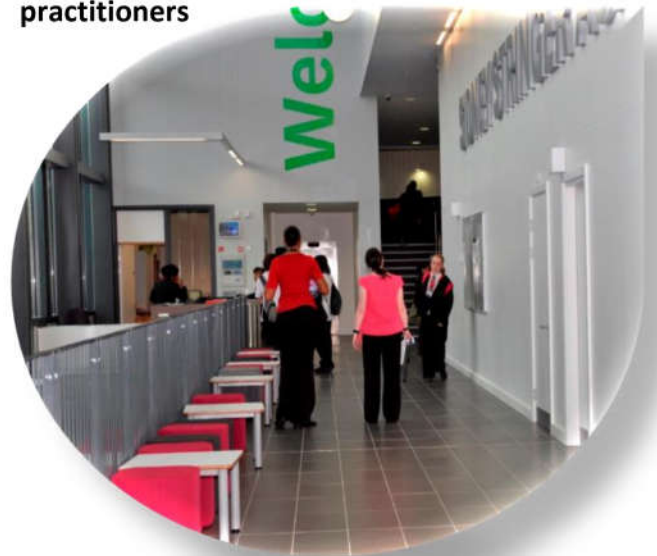
There is a purpose-built learning mentor base which is welcoming and supportive. It is open to students before and after school as well as at break and lunchtimes. You will work closely with teaching and support staff as well as outside agencies to support students facing barriers to learning. The post also involves assisting the Assistant Principal of Safeguarding and Mental Health in safeguarding students as well as working with families.

You will be offered an excellent induction programme and strong support from colleagues. Supervision and case management will be provided by the Assistant Principle for Safeguarding and Mental Health.

Why work at Sidney Stringer Academy:



- 100% attendance - 1 day off following year
- Staff Development- new leadership challenge programme and the opportunity to be involved in additional career-development programmes
- Excellent professional development opportunities across a wide range of areas, delivered by experienced specialists and practitioners



- Free tea and coffee
- Social committee with subsidised events
- Cycle Scheme
- Free parking
- Free Flu jabs
- Long service awards
- Dynamic and exciting environment
- Strong community links
- Supportive team and atmosphere

JOB DESCRIPTION – School Counsellor (Grade 5)

Sidney Stringer Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

Job title: School Counsellor

Accountable to: Assistant Principal of Safeguarding and Mental Health

Grade: 5

Hours: 37 hours per week
Monday to Thursday 8.30 am to 4.30 pm
Friday 8.30 am to 4.00 pm

Job Purpose

To provide support to the Assistant Principal of Safeguarding and Mental Health to:

- Provide high-quality counselling to students experiencing a wide range of emotional problems.
- To provide support, guidance and advice to parents and carers as well as colleagues and professionals in school.
- To support with the effective identification of students needed pastoral input through triage and use of the referral systems internally and external to the school.
- Contribute to the safeguarding and promotion of the welfare and personal care of children and young people

Key Tasks and Responsibilities

- To be responsible for the confidential counselling interventions to students as needed.
- To be responsible for advice and support to staff.
- To be responsible for maintaining appropriate and confidential records including updating CPOMS and any other school system.
- To undertake triage assessments
- To complete high quality referrals to external agencies as required
- To liaise with the Designated Safeguarding Lead on a frequent basis.
- To provide regular audit information such as numbers, age range and types of problems to the Academy Leadership Team.
- To have a thorough knowledge of the Mental Health provision locally and nationally.
- To continually review and evaluate the service.

To undertake any other duties that may be reasonably deemed part of the role.

Safeguarding

The jobholder is accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions, cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of The General Data Protection Regulation (GDPR) and Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

Equality and Diversity

Sidney Stringer Academy is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful

discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

Training and Development

Sidney Stringer Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

This job description may be subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Job Description Reviewed By: T Felton (May 2021)

Personnel Specification

Area	Essential	Desirable to various extents
Qualifications	<ul style="list-style-type: none">• Post-graduate Diploma or Masters level in Counselling or Psychotherapy• BACP Accreditation, UKCP registration or BPC	<ul style="list-style-type: none">• Further therapeutic training or qualification in working with children and young people
Experience	<ul style="list-style-type: none">• Minimum of 2 year's post qualification experience• Minimum of 1 years' experience of working with children and young people	Working within a school environment
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• Knowledge of local mental health and CAMHS Service• Knowledge of the Children's Act and legislation pertaining to children	<ul style="list-style-type: none">▪ ICT literate▪ An understanding of additional needs▪ An understanding of the differencing needs of varied cultures and religions
Skills	<ul style="list-style-type: none">• Excellent inter-personal and communication skills both oral and written• Able to work under pressure and to deadlines within a team or self-directed, prioritising when workload increases	
Attitudes	<ul style="list-style-type: none">• Willingness to engage constructively with, and relate to, a range of young people who may be disaffected from school or disengaged from the learning process, and also with families/carers• Willingness to work effectively with pastoral staff and senior managers in school	Interest in contributing to the professional development of colleagues through the provision of training.

	<ul style="list-style-type: none"> • Willingness to work effectively and network with a wide range of support services • A commitment to improving the lives and learning opportunities of young people • A willingness to participate in in-service training and professional development • A commitment to a collegiate approach when addressing the needs of our students. 	A commitment to the forward planning and development of broad new initiatives for the benefit of the students
Personal Qualities	<ul style="list-style-type: none"> • An approachable personality to whom pupils respond • Energy, enthusiasm with a sense of humour • Non-judgemental outlook • Self-motivated and hard working with a sense of balance and perspective • Maintain constant professionalism with colleagues, external professionals and families • Positive attitude to working inclusively with young people and their families 	

All employees of Sidney Stringer Academy are required to comply with the Academy Equal Opportunities Policy when undertaking the duties of their job.