



FINHAM PARK
MULTI ACADEMY TRUST

PERSON SPECIFICATION

School: Finham Park 2
Job Title: School Counsellor
Grade: Grade 6

	Criteria	Assessment
KNOWLEDGE	The mental health needs of children, young people and adults	A, I
	Understanding of working with young people and adults in need of emotional and therapeutic support	A, I
	The developmental issues of young people in the 11-18 age range	A, I
	Understanding of the issues young people/adults face in everyday life	A, I
	Child protection procedures	A, I
	The practical use of a wide range of therapeutic interventions with children and young people	A, I, R
	The Education Act 1996 and the Special Educational Needs Code of Practice	A, I, R
	The different needs and demands that a school community imposes on clients and those who have responsibility for them	A, I
SKILLS & ABILITIES	Work as part of a multi-disciplinary team and on own initiative managing own caseload	A, I, R
	Excellent interpersonal skills with an ability to build and maintain strong relationships with a variety of people from diverse backgrounds and professions	A, I, R
	Inspire trust and confidence with users of the service	A, I, R
	PC Literate with competency in the use of MS Office software	A, I
	Undertake counselling assessments including risk assessments and Fraser/Gillick competence assessments	A, I, R
	Maintain professional boundaries whilst responding to complex dilemmas	A, I, R



	<p>Understanding of the awareness and use of various therapeutic disciplines</p> <p>Respect human rights and dignity</p> <p>Alleviate personal distress and suffering</p> <p>Appreciate the variety of human experience and culture</p> <p>Use a variety of ethical principles and approaches to counselling</p> <p>Empathy when dealing with those in distress</p> <p>Open minded approach to counselling</p> <p>Safeguard and to promote the welfare of children and young people</p>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p> <p>I, R</p> <p>A, I, R</p> <p>I, R</p>
EXPERIENCE	<p>At least 2 years supervised counselling (in addition to training) practice working with vulnerable children and young people</p> <p>Using a range of therapeutic interventions</p> <p>Working within a health/mental health/social care/educational setting</p>	<p>A, I, R</p> <p>A, I, R</p> <p>A, I, R</p>
EDUCATION ACHIEVEMENTS	<p>Diploma/Degree in Counselling/psychotherapy at the standard of a BACP/UKRC accredited course (or equivalent) plus at least 2 years' experience in relation to young people</p> <p>Registered member/accreditation of an appropriate professional body eg BACP</p>	<p>A, I</p> <p>A, I</p>
OTHER	<p>This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. An Enhanced Criminal Record Disclosure will be required prior to appointment</p>	

A = Application, I = Interview, R = References