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**Person Specification**

**School Counsellor for BSJT**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Knowledge/Qualifications**  |
| Diploma or degree in Counselling or Psychotherapy | ✓ |  | Application |
| BACP or UKCP registered | ✓ |  | Application |
| Therapeutic training or qualification in working with children and young people | ✓ |  | Application |
| A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate | ✓ |  | Interview |
| School self-evaluation |  | ✓ | Interview |
| Minimum of 1 year’s post qualification experience |  | ✓ | Application |
| Issues in education | ✓ |  | Application/Interview |
| Good ICT skills  |  | ✓ | Application/Interview |
| Knowledge of local mental health and CAMHS Service | ✓ |  | Application/Interview |
| **Experience**  |
| An understanding of the developmental, emotional, social and education issues of children and young people | ✓ |  | Application/Interview |
| A successful record of participating as a team member and as part of a multi-disciplinary team | ✓ |  | Application/Interview |
| Experience of supporting SEND children / students |  | ✓ | Application/Interview |
| Experience of setting high standards to others by personal example | ✓ |  | Application/Interview |
| A commitment to safeguarding and promoting the welfare of children and young people | ✓ |  | Application/Interview |
| An awareness of a range of needs of people from diverse ethnic, cultural and social backgrounds | ✓ |  | Application/Interview |
| A successful record of achieving goals | ✓ |  | Application/Interview |
| Experience of setting targets for your own work and reviewing progress and outcomes | ✓ |  | Application/Interview |
| A commitment to the school’s Strategic Purpose, Commitment and Intent | ✓ |  | Application/Interview |
| **Personal Skills**  |
| The ability to learn and demonstrate a genuine interest in assisting young people achieve their potential | ✓ |  | Application/Interview |
| Creative, imaginative and adaptable | ✓ |  | Application/Interview |
| The ability to listen carefully and demonstrate the ability to work in a positive, open and reflective manner | ✓ |  | Application/Interview |
| Ability to demonstrate patience, flexibility and a sense of humour | ✓ |  | Application/Interview |
| A capacity for demanding work | ✓ |  | Application/Interview |
| Committed to improving standards | ✓ |  | Application/Interview |
| Ability to be efficient, reliable, work under pressure and prioritise effectively | ✓ |  | Application/Interview |
| Excellent communication skills, both orally and in writing | ✓ |  | Application/Interview |
| A strong sense of empathy for students facing challenging circumstances | ✓ |  | Application/Interview |
| Able to enthuse others and demonstrate a commitment to education and developing young people | ✓ |  | Application/Interview |
| Able to develop good personal working relationships with students and adults  | ✓ |  | Application/Interview |
| Ability to initiate ideas, set own targets and meet own and other people’s deadlines  | ✓ |  | Application/Interview |
| **Equal Opportunities**  |
| Must have an understanding of and commitment to the Trust’s equal opportunities policies and procedures | ✓ |  | Application/Interview |
| To be able to demonstrate a commitment to celebrating diversity and promoting community cohesion in a multi-cultural setting | ✓ |  | Application/Interview |

**March 2021**