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**Person Specification**

**School Counsellor**

**Grade F**

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| **Criteria** | **Essential** | **Desirable** | **Assessed through** |
| Qualifications | 1. BACP Accreditation, UKCP registration or BPC 2. Further therapeutic training or qualification in working with children and young people | 1. Post-graduate Diploma or 2. Masters level in Counselling   or Psychotherapy | All - Application form &  Certificates |
| Experience | 1. Minimum of 2 years’ post qualification experience   2. Minimum of 1 year experience of  working with children and young  people | 1. Experience of working in a school environment | All - Application form & References |
| Knowledge & Understanding | 1. An understanding of the developmental, emotional, social and educational issues of   young people   1. An awareness of the range of needs of people from diverse ethnic, cultural and social backgrounds 2. Knowledge of local mental health and CAMHS Service 3. Knowledge of the Children’s Act and legislation pertaining to children, including Keeping Children Safe in Education September 2024. |  | All - Application form & Interview Day |
| Skills | 1. Experience in leading a team - managing and supporting trainees and mental health staff 2. Excellent interpersonal skills to communicate effectively at all levels 3. Good written and verbal communication skills 4. Ability to work independently on own initiative to plan and evaluate, managing a varied caseload with an ability to work under pressure | 1. Ability to appropriately challenge ideas or beliefs they believe are wrong | All - Application form & Interview Day |
| Personal qualities | 1. Evidence of a commitment to continuous personal development and improvement 2. Work well both individually and as part of a team to make a difference 3. A mature and non-judgemental outlook 4. Forms positive and productive relationships with staff and children 5. Honest and trustworthy 6. Patience, tolerance and sensitivity | A. High levels of emotional intelligence.  B. Resilience and the optimism to deal with day-to-day challenges.  C. Self-confidence and the ability to make appropriate decisions. | All - Interview Day & References |