Person Specification: Primary and Secondary School Counsellor

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Experience and Qualifications	Qualified Counsellor (minimum Diploma). Registered member of an appropriate professional body (BACP, UKCP, NCS) Post qualification counselling practice experience. An understanding of, and a minimum of one year's experience of, working with children and young people from a variety of backgrounds, including children of primary school age. Experience in following safeguarding and child protection procedures. Active and ongoing ability to reflect and identify personal development needs in own counselling practice. Experience in working with children and young people around issues such as abus bereavement, domestic violence, and family breakdown.	Experience of counselling children and young people in primary and/or secondary school settings. BACP Accredited Additional qualification in working therapeutically with children and young people	Application Form. Interview. Sight of Certificates.
Training	Commitment to training relevant to counselling with children and young people. A good understanding of person-centred work with children and young people. Evidence of CPD within last 12 months relevant to counselling work with children and young people.	Post qualification training in therapeutic wo with children and young people	Application Form. Interview. Sight of Certificates (if appropriate).
Special Knowledge	Knowledge and understanding of current issues affecting children and young people, particularly those living in areas of deprivation. Understanding of the issues affecting children and young people's mental health emotional wellbeing. A thorough understanding of Person-Centred Theory in practice. Understanding of issues around confidentiality when counselling children and young people. Working knowledge of and ability to practice within the BACP ethical framework	Understanding and knowledge of the challenges of offering counselling in primary and secondary schools.	Application Form. Interview.

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Disposition/ Adjustment/ Attitude	Desire and willingness to work within a child- and young person-centred approach. Able to develop positive relationships with children and young people. Able to engage and facilitate children and young people's personal development. Able to work as a member of a team. Able to work on own initiative. A commitment to empowering children and young people to make informed decisions.	Ability to promote children and young people's Autonomy and Rights.	Interview.
Practical/ Intellectual Skills	Ability to articulate a rationale for counselling services in schools Ability to communicate effectively with team members, children and young people, a range staff in school settings and other agencies. Ability to build and develop effective working relationships with a range of school staff Ability to plan, organise and evaluate own work. To have insight and understanding of the complex emotional and psychological issues affecting children and young people. Ability to fulfil evaluation and monitoring reports as required. Excellent listening skills	Forward planning and time management skills. Ability to pass on relevant knowledge/training to others.	Application Form. Interview.
Personal Circumstances	No contra-indications in personal background or criminal record indicating unsuitability to working with children and young people. Must be eligible to work in the UK.	Full Driving Licence	Interview. DBS check. Sight of appropriate documents.
Physical/Sensory	Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate under the provision of the Disability Discrimination Act 1995.		Application Form. Interview.
Equality	Candidates should indicate commitment to the principles underpinning the organisation's equal rights policies and procedures.		Interview.

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