**GOSFORD HILL SCHOOL**

**PERSON SPECIFICATION**

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| **Post Title:** | School Counsellor |

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| **Criteria** | **Essential** | **Desirable** | **Assessment Method** |
| **Qualifications & training** | * Post Graduate Diploma or Masters in Counselling or Psychotherapy * BACP Accrediditation, UKCP registration or BPC | Further therapeutic training or qualification in working with young people | (A)pplication |
| **Relevant experience** | * Minimum of 2 years post qualification experience * Minimum of 1 years experience working with children and young people * Experience of working as part of a multi disciplinary team * an understanding of the developmental , emotional, social and educational issues of children and young people * an awareness of the range of needs of young people from diverse ethnic, cultural and social backgrounfs * knowledge of local mental health and CAMHS Service * Knowledge of the Children’s Act and legislation pertaining to children * working with vulnerable students * leading other professional people |  | A |
| **Skills** | * good interpersonal and intrapersonal skills * excellent written and oral communication skills * ability to communicate with a number of stakeholders (students, teaching staff, outside agencies) * an interest in ongoing professional development * able to meet deadlines * excellent numeracy skills * excellent ICT skills * be flexible as a team player * the ability to deal with people at all levels * good time management * ability to relate well to young people |  | I, (R)eferences  R  R  R  (I)nterview  R  R |
| **Personal qualities** | * self-motivated * perspective and a sense of humour * well organised * ability to prioritise, work under pressure and meet deadlines * be able to use initiative * punctual * approachable & empathetic * committed * confidentiality |  | I  I  I  R  R  R  I  R  I |
| **Professional values** | * be sympathetic to the school’s vision and ethos * able to establish and maintain good professional relationships with students, parents, colleagues, and external agencies * positive about working at our school * ability to embrace change * commitment to own professional development |  | I  I  A  I  I |
| **Knowledge & understanding** | * understand the statutory requirements of legislation concerning safeguarding, including child protection, equal opportunities, health & safety and inclusion |  | I |
| **Other requirements** | * willing to undergo a DBS check * willing to undergo a pre-employment health check |  | I  I |

**All applicants to Gosford Hill School will be expected to fully undertake our safeguarding arrangements and be prepared to comply with all relevant checks to ensure our young people are safe.**