

WE ARE DELIGHTED TO OFFER A NEW VACANCY AT OUR SCHOOL

SCHOOL COUNSELLOR

THE CLOSING DATE FOR THIS VACANCY
IS MONDAY 6TH NOVEMBER AT 09.00



**BLACKLEY
MANCHESTER**



**JANUARY
2024**
(earlier if possible)

ASSISTED TOURS OF THE SCHOOL ARE AVAILABLE ON REQUEST



Our Lady's R.C. High School

Alworth Road, Higher Blackley, Manchester M9 0RP

T: 0161 507 9640

E: admin@olsc.manchester.sch.uk

Find us on Facebook

Follow us on Twitter

www.olhs-manchester.org.uk

A WARM WELCOME FROM OUR HEADTEACHER

HEADTEACHER WELCOME



Thank you for your interest in our school. Our Lady's is a welcoming, purposeful and calm place where everyone is valued and their uniqueness is celebrated.

Whilst we have had strong outcomes over recent years, and all our inspection reports (both Ofsted and Section 48) have been graded at least 'Good', it is the recognition from our locality that is most important to us - serving our families is our greatest motivation.

Curriculum is rightly a national priority and the move away from judging schools primarily through a narrow set of data is a policy change we certainly welcome. Furthermore, we feel strongly that the curriculum our children experience should be far broader than the National Curriculum. The diverse backgrounds our children come from add a richness to our community and they also demand a curriculum that recognises them - a challenge we embrace. This is also complemented by an enrichment programme that provides all our children with the opportunities to participate in, and enjoy, a wide range of experiences, regardless of economic disadvantage.

I know all Headteachers say this but it genuinely is an exciting time to join the school. Due to being significantly oversubscribed the LA are investing 3

million pounds in developing the school building. We are using this opportunity to enhance the offer for our children but to also embrace the call of Pope Francis to be the custodians of Mother Earth. We are aiming to be 'net-zero' by 2030 with the ambition, ultimately, to be 'carbon zero'.

The children are our greatest asset and the vibrancy they bring to the school is both inspiring and uplifting. Many of our children face the challenges that come with living in poverty but if you feel that you could play a part in equalising those factors I encourage you to apply for this role.

Yours sincerely

Lee Ormsby

"The children
are our
greatest asset..."



SUSTAINABILITY FOCUS

OUR AIM IS TO BE CARBON
NEUTRAL BY 2024



NEW BUILDING PROJECT

6 MILLION POUND
INVESTMENT



TECHNOLOGY INVESTMENT

A SIGNIFICANT
INVESTMENT

WE ACHIEVE OUR MISSION BY CREATING A
COMMUNITY OF FAITH, LEARNING AND SERVICE

ABOUT OUR SCHOOL

To Know, Love
and Serve God.

OUR SCHOOL MISSION



A message from our Head Prefects



Ketsia and Daryl

HEAD PREFECTS

Our Lady's, I feel, is a school like no other. Every single member of the school has a gift to bring which we help to nurture. I have attended this school for the past four years and can honestly say staff here have helped me in every aspect of my life and can help many others.

This school is one of great diversity - the students alone speak over 73 languages - and every single one is appreciated with the multiple events Our Lady's has to offer - like Culture Day where each country can participate in their very own catwalk! All the staff push the students to reach the best of their abilities which is one of the reasons why Our Lady's gets some of the best results in Greater Manchester. It provides a comfortable learning environment for students so that they too can feel safe and at ease coming to school. I also enjoy the wide variety of clubs on offer, such as roller-skating, book club, chess and keyboard club, and how every student has the same opportunity to join in and make new experiences. Our Lady's is a wonderful school and is a great place for prospective students.

Ketsia

Our Lady's is most definitely more than just a school. It's a community, a family from student to staff. Being a part of said family I can confidently assure anyone it has everything. Beginning with a diverse demographic to the outstanding academic, athletic and creative talent that resonates within every student.

Our Lady's is a school that has something for everyone, and a big part of that is being able to find your people; whether that's on the football team, chess club or debate club. However at the end of the day school is a place we come to learn and no school in greater Manchester can teach like they do at Our Lady's. The staff, from every corner of the school, do their best to aid the students to excel; and the results we achieve are only proof of their efforts.

As a Catholic school belief and love of God is important in how Our Lady's is coordinated, with our mission being "to know, love and serve God". This ensures that teachers and students alike are following and adapting to live a better life for a safer educational environment.

During my time at Our Lady's I've enjoyed celebrations with peers, enrichment activities and rewards for behaviour so i can truthfully admit that it is one of if not the most versatile, sublime schools across Manchester.

Daryl

We hope that having read this you feel encouraged to join Our Lady's and we hope to see you soon!

A message from members of our staff body



EMMA WATKINS - HEAD OF MFL

Ever since the first day I stepped foot in Our Lady's, I knew that it was a special place. Our Lady's has been an integral part of my teaching journey, having trained here as an ITT before joining as a permanent member of staff. The culture of Our Lady's focuses heavily around celebration and this is mirrored both in the way we appreciate our pupils for all their diverse strengths but also in the way in which staff are championed and supported to develop. As a Head of Year, I am grateful to work in a school where there is a significant emphasis on the importance of safeguarding and high quality, personalised pastoral care. Through strong relationships and a creative approach, all staff ensure that any barriers to learning are swiftly removed to allow both pupils and staff to focus on engaging in a high standard of teaching and learning.



ANDREA ASHWORTH - CATERING MANAGER

I have worked here at Our Lady's RC High School for the past 5 and half years, although I have worked in the Catering Industry for over 30 years working at various places including The Hotel Piccadilly in Manchester, Directors Chef at Royal and Sun Alliance and Catering Manager at Fujitsu Services to name a few. I find my role here very rewarding and really enjoy serving the Students, in fact I must say it is the most rewarding job I have had throughout my career. Our Lady's is friendly, diverse and welcoming and always supports both staff and students in their personal and professional lives. Everybody knows one another including staff and students. I would strongly recommend a career here at Our Lady's to anyone.



LAURA HAMILL - EARLY CAREER TEACHER

Spending my PGCE year at Our Lady's has helped me to improve and grow as both a practitioner and a person. I feel incredibly fortunate and grateful to have had the opportunity to learn from the most dedicated, hardworking and brilliant team - both in my department and beyond. Becoming a part of the team at Our Lady's has been immensely fulfilling and rewarding, and I am excited to continue my teaching journey here as an NQT.



BRENDAN RABBITT - ASSISTANT HEADTEACHER

Teaching at Our Lady's has been an incredibly satisfying and rewarding experience. I have been teaching here since September 2020 and it has always been apparent, from my very first day, that this is a special place for the students and staff with a sense of community. The diverse school community generates a variety of differing experiences and perspectives on critical issues in the past, this really lights up History lessons. The students arrive to lessons with a real hunger to learn, so it's a great responsibility to offer students learning experiences of the highest quality but I have the professional freedom to be creative and innovative in doing so. Additionally, outside of the classroom it's very humbling to see the charitable work undertaken by so many students who want to be an active member of the school community as well as to help others in need, such values run throughout the school which make it a wonderful community to be a part of.

WE ARE DELIGHTED TO ADVERTISE THE POSITION OF

SCHOOL COUNSELLOR

START DATE:	JANUARY 2024 (earlier if possible)
SALARY DETAILS:	Grade 6: SCP21 Pro rata to TTO/ Actual £24,092 based on 32.5 hrs per week
CONTRACT:	Permanent/Flexible from 18hrs - 32.5hrs per week/Term time only

The successful candidate will benefit from:

01

OUR UNIQUE SCHOOL ENVIRONMENT

A supportive and nurturing environment that provides high quality, professional, developmental experiences and opportunities.

02

STRONG GUIDANCE AND SUPPORT

A strong leadership and management team who work with a dedicated and conscientious team of teachers and support staff.

03

COMMITMENT TO EQUALITY AND DIVERSITY

We are committed to promoting a diverse and inclusive community and ensuring equality of opportunity. We welcome and encourage applications from everyone, including groups currently underrepresented in our workforce. For more information visit:

www.olhs-manchester.org.uk/equality-diversity/



The Candidate We Are Looking To Appoint

We are seeking to appoint a talented, energetic and resourceful School Counsellor. This is an exciting opportunity for an outstanding individual to make a real impact and shape a role within the school. We are looking for a candidate who will motivate, challenge and inspire students to be the best that they can be; someone who is enthusiastic, has high expectations and is committed to the distinctive ethos of our school. Our Lady's RC High School has 900 students and is a mixed, 11-16 comprehensive within the family of the Diocese of Salford. The relatively new building has good facilities

and bright, flexible learning spaces allowing creativity to flourish. However, the real strengths of the school are the staff, students and governors. This is a warm, caring and happy Catholic school where staff are committed to improving students' life chances and to ensuring the school is the very best it can be.

PERSON SPECIFICATION

ESSENTIAL CRITERIA FOR SELECTION

A: QUALIFICATIONS FOR THE POST

Level 2 Qualifications in English and Maths at Grade C or above / or equivalent.
Evidence of appropriate professional development commensurate with the role applied for.
Evidence of completed /currently undertaking BACP qualification.

DESIRABLE

Additional professional and/or academic qualifications.

B: EXPERIENCE / ABILITIES AND SKILLS

Experience of having worked therapeutically with children and young people.

Experience of having worked with young people in a school or educational environment.

C: LEADERSHIP QUALITIES

Evidence of ability to manage change effectively.
Evidence of ability to manage and work as part of a team.
An ability to instil confidence in others.
Effective listening skills.
Excellent organisational skills and an ability to cope well with professional pressure.
Evidence of ability to challenge in a supportive manner.
Evidence of ability to effectively use data to raise standards / analyse impact.

D: PERSONAL AND PROFESSIONAL ATTRIBUTES

Excellent standards of personal presentation.
A strong and credible presence – personal profile.
A commitment to the mission and values of the school.
A commitment to restorative practice.
Significant reserves of emotional intelligence and resilience.
Excellent written and spoken English and high standard of numeracy.
An ability to adapt information for communication to a range of audiences.
Strengths in communicating with colleagues, individually or in groups.
A commitment to the principles of professional confidentiality.
Approachability.
Courtesy.
Empathy, especially given the complexity of the pupil population.
Flexibility and adaptability to change and changing demands.
An understanding of personal and team accountability.

E: TRAINING AND DEVELOPMENT

A commitment to delivering professional development for colleagues as appropriate.

Experience of delivery of CPD to colleagues or more widely.

JOB DESCRIPTION



PURPOSE

- Provide individual and group counselling to students.
- Promote the importance of positive mental health for learning.
- Liaise with all relevant stakeholders to ensure best practice.
- Support the aims and objectives of the school.

OPERATIONAL STRATEGIC & PLANNING

- To work alongside the Pastoral and Welfare Lead to promote the importance of positive mental health for learning.
- To develop strategies for the promotion of emotional resilience within the student body.

SUPPORT FOR STUDENTS

- To manage, co-ordinate and deliver a confidential specialist counselling service to support pupils who are referred through the pastoral team.
- To ensure parental permission has been agreed as appropriate.
- Participate in training students for roles of responsibility such as peer support.
- To develop and use a range of solution-focused interventions to support pupils, with focus on resilience.
- To be able to evaluate the effectiveness of interventions using agreed methods and provide timely feedback to the Pastoral and Welfare Lead.
- To operate a drop-in clinic for students to self-refer as required.
- To be able to work with a wide range of needs including behaviour, bereavement and loss, transition, eating disorders, self-harm, depression, impulsivity, abuse of any kind, anxiety and fears.

SUPPORT FOR THE SCHOOL

- Liaise with all academic staff, parents and relevant outside agencies to ensure that pupils are supported effectively.
- To provide written evidence to outside agencies when required.
- Under the direction of the Pastoral and Welfare Lead, to attend meetings for individual pupils both in school and with outside agencies.
- Review students’ progress and attendance on a regular basis.
- Maintain pupil files and records.

- Participate in staff training as required.
- To work closely with the pastoral team to ensure the wellbeing of students, acting in a consultancy capacity to offer guidance and support to members of staff with regards to students.
- Alongside the Pastoral and Welfare Lead, provide information on the counselling service and the role of the counsellor to pupils, staff and parents.
- To contribute to the PSHE programme, as required.

ADMINISTRATION AND COMPLIANCE

- To complete written evidence of individual weekly session to students and keep these records confidential and secure as per the school’s policy.
- To work to the BACP Ethical Framework.
- Participate in regular meetings and school based supervision.
- To promote a caring and supportive environment where concerns can be explored and discussed.

OTHER SPECIFIC DUTIES

- To actively promote the School’s Catholic vision and mission statement.
- To model outstanding leadership behaviours.
- To continue personal development as agreed.
- To actively engage in staff review and development.

ADDITIONAL DUTIES

- To play a full part in the life of the Our Lady’s community, to support its distinctive Catholic mission and ethos and to encourage staff and pupils to follow this example.

SAFEGUARDING NOTE

Our Lady’s RC High School is committed to safeguarding and protecting the welfare of children. This role is subject to an enhanced DBS disclosure and other employment checks required for the role. Please contact us if you require further details of any of these requirements.



APPLYING FOR THIS POSITION

Please submit an application form and send to vacancies@olsc.manchester.sch.uk

Equality Commitment

Our Lady's RC High School is committed to providing a diverse and inclusive community and ensuring equality of opportunity. We welcome and we encourage applications from everyone, including groups currently under-represented in our workforce. For information on how we champion and celebrate diversity and equality, please visit our website

www.olhs-manchester.org.uk/equality-diversity/

Further information

Prospective candidates are welcome to contact school for any further information about the role or to arrange to visit and witness our vibrant community.

Please telephone Sally Royle (Business Support Officer) on 0161 507 9670 or email s.royle@olsc.manchester.sch.uk

Application packs are available online at www.olhs-manchester.org.uk/vacancies/

On behalf of our students, thank you for your interest in our school.



Recruitment & Verification Checking

The Governing Body is committed to safeguarding and promoting the welfare of children and young people. Teachers must ensure that the highest priority is given to following the guidance and regulations relating to safeguarding and child protection. Appointment is conditional upon receipt of satisfactory Disclosure and Barring Service (DBS) checks in relation to criminal and child protection matters.

Applying for this Position

Please complete and application form and send to jobs@olsc.manchester.sch.uk

Applications must be submitted by 9:00am on Monday 6th November 2023

ONE COMMUNITY



'Teachers expect students to do their best. Students work diligently to meet the high expectations that teachers have for their learning.'

OFSTED 2021



'School is always interesting and no day is ever the same here at Our Lady's.'

STUDENT VOICE

'The lessons are always engaging and staff are extremely supportive.'

OFSTED 2021

'Students behave well and move purposefully around the school. They treat each other with respect regardless of race, gender or culture.'

OFSTED 2021



'Staff place students at the heart of everything that they do.'

OFSTED 2021



'I like how kind and helpful the teachers are. They are very supportive in your needs.'

STUDENT VOICE

'Students value their learning and attendance is high. They show respect for each other's views and opinions.'

OFSTED 2021



'Our Lady's is a truly welcoming and supportive school that I am proud to be a part of.'

OFSTED 2021



**‘Real and genuine care
that is reflected in the
quality of relationships
that permeate all levels
of the school’**

SECTION 48 (2016)



**OUR LADY'S RC HIGH SCHOOL
ALWORTH ROAD
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