

## The Legacy Learning Trust School Counsellor

	<b>Essential</b>	<b>Desirable</b>	<b>Measured by</b>
<b>Qualifications Training</b>	<ul style="list-style-type: none"> <li>• Educated to GCSE Standard at Grade A – C for a minimum of 5 GCSEs including Mathematics and English, or equivalent qualifications. .</li> <li>• Evidence of a professional qualification accredited by the British Association of Counselling and Psychotherapy (BACP) or alternative professional organisation.</li> <li>• BACP accreditation or working towards and registration with the United Kingdom Register of Counsellors (UKRC) or equivalent.</li> <li>• Evidence of continuing professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to degree level in a relevant subject to complement the role.</li> </ul>	A/Q
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Demonstratable knowledge and experience of providing high quality counselling and guidance.</li> <li>• Experience working with and supporting young people, colleagues, and their families.</li> <li>• Knowledge of recent developments in practice and the ability to apply and communicate these with other colleagues</li> <li>• An ability to prioritise and select approaches based on a sound assessment of a students' needs, escalating where appropriate.</li> <li>• A working knowledge of safeguarding and the ability to prioritise safeguarding students liaising with the DSL</li> <li>• A reflective practitioner who consistently seeks to improve their skills and practice.</li> <li>• Track record of success with young people</li> <li>• Knowledge of local services</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of the current challenges facing students (11-16).</li> </ul>	A/I/R
<b>Skills and Ability</b>	<ul style="list-style-type: none"> <li>• Ability to manage own workload.</li> </ul>	<ul style="list-style-type: none"> <li>• Good negotiation skills in order to secure VFM</li> </ul>	A/I/R

	<ul style="list-style-type: none"> <li>• A great communicator who can balance and consider the needs of all stakeholders when planning workload</li> <li>• Ability to work in a challenging environment</li> <li>• Excellent written and verbal skills</li> <li>• Organised approach to work in relation to professional standards and competencies</li> <li>• Ability to work independently and with a multi-agency approach</li> <li>• Committed to delivering and excellent, progressive service</li> <li>• Excellent record keeper</li> <li>• Ability to support and counsel colleagues where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of GDPR and data protection statute</li> </ul>	
<b>Personal Qualities and Attitude</b>	<ul style="list-style-type: none"> <li>• Committed to safeguarding and promoting the welfare of children and young people, equal opportunities and equality.</li> <li>• Patient, tolerant, sensitive and non-judgemental</li> <li>• Enthusiastic</li> <li>• Work accurately and methodically with attention to detail .</li> <li>• Deal sensitively with people to resolve conflict .</li> <li>• High level of emotional intelligence .</li> <li>• Ability to cope well with pressure and keep calm in challenging situations .</li> <li>• Friendly and outgoing .</li> <li>• Ability to develop and maintain professional relationships .</li> <li>• Commitment to high standards .</li> <li>• Commitment to team work . Willingness to learn .</li> <li>• Humour and resilience .</li> <li>• Reliability and integrity .</li> <li>• Flexible and adaptable</li> </ul>		A/I/R

**Measured by Key:**

- A - Application form
- I - Interview

Q - Qualification check  
R - References