

THE NETHERHALL SCHOOL AND OAKES COLLEGE

Candidate Information Pack Lead Counsellor



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Welcome from the Chief Executive Officer

Thank you for your interest in the position of **Lead Counsellor** at **The Netherhall School and Oakes College, Cambridge**, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and nine primary schools, the latest to join our community being the new Marleigh Primary Academy which opened in September 2022. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Sarah Casciano (HR Officer) or Martyna Rownicka (HR Co-ordinator) via email at hr@netherhallschool.org

I hope that you find the following information useful. If you wish to visit our school or make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely



Jonathan Culpin
Chief Executive Officer



Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 8000 pupils and employs over 1000 members of staff in 15 schools across three counties, with a 16th school due to open in September 2024. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure. We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely to provide with other trusts to provide professional qualifications in addition to own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

Our most recent staff survey indicated that a high proportion of staff:

- ✓ Feel as though they belong within Anglian Learning
- ✓ Agree that they are provided with relevant opportunities for professional development
- ✓ Feel that there is a positive culture of psychological safety within their school
- ✓ Have high levels of job satisfaction and happiness at work
- ✓ Would recommend our organisation as a great place to work
- ✓ Almost all staff who responded to the survey feel part a team within their school and can rely on colleagues for support when needed.

The core Vision of Anglian Learning is to enable:

Dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally.

Our four core values and principles guide our work to achieve our vision:



Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

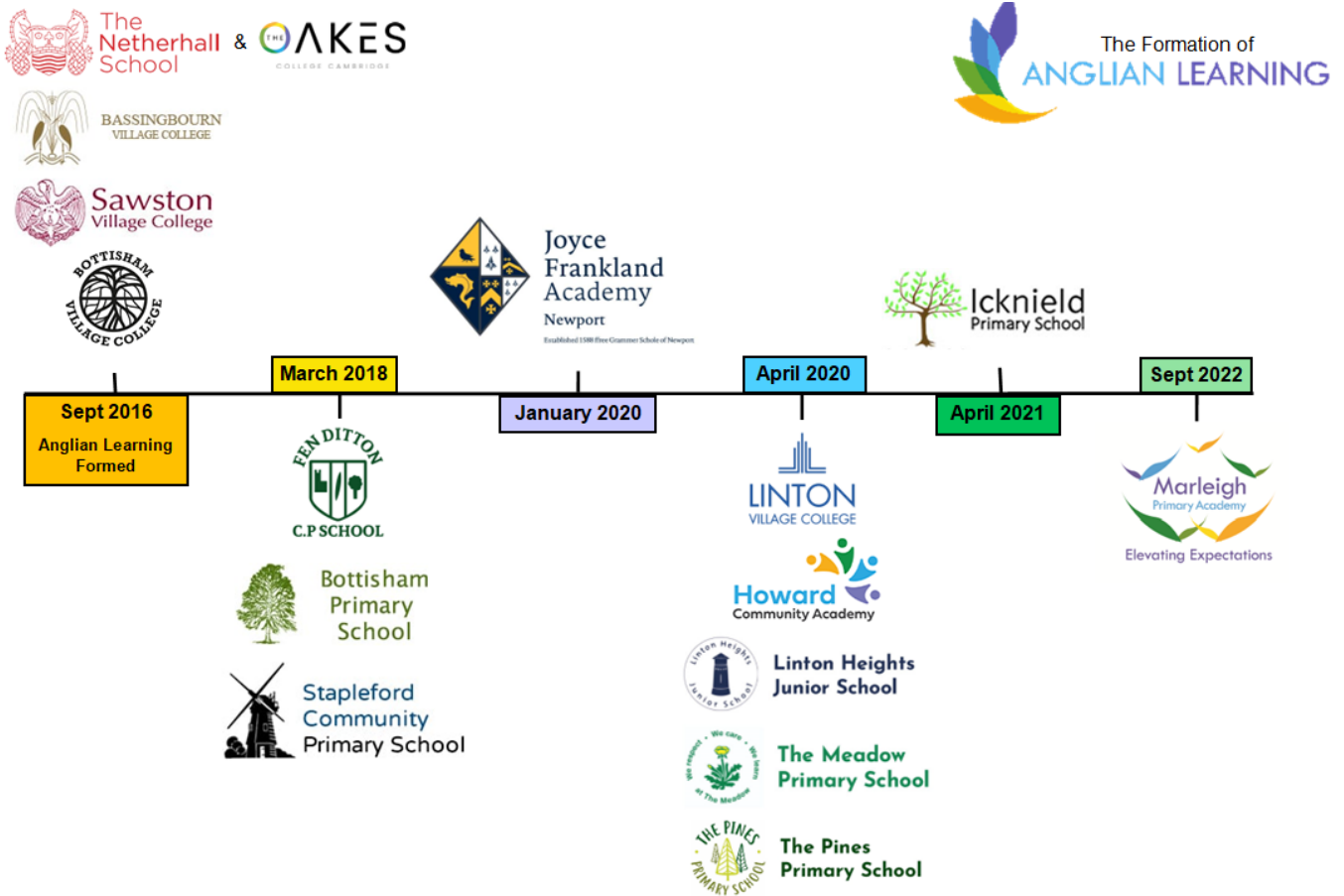
We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

This is our Anglian Learning community. It is an exciting time to join our growing Trust.



We are committed to providing outstanding academies which are a source of pride for the communities that they serve.

We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust



Thank you for you very much for your interest in a position at The Netherhall School and Oakes College. We hope that the following information assists you in understanding the ethos of our school and will encourage you to apply for the position.

The Netherhall School has been offering high quality education in Cambridge for over 150 years and boasts a strong recent track record of exceeding national performance targets and expectations.

Netherhall School has developed and grown since it welcomed its first student on the 9 January 1871, and has adapted constantly to the needs of the community and the changing demands and ethos of the educational sector. The history of the school encompasses being a grammar school, a comprehensive school in 1974, a Foundation school and now an Academy. For many years it was the only school in Cambridge that offered a 6th Form and, still today, one of only two school based Sixth Forms offering A Levels.

In February 2016, Netherhall School became an Academy, joining with Bottisham Village College, to form the Bottisham Multi Academy Trust. On the 1st September 2016, the Trust grew to four schools with the addition of Sawston Village College and Bassingbourn Village College, two high performing schools just outside Cambridge. At the same time, the name of the trust changed to 'Anglian Learning'; this has brought increased opportunities for collaboration and career development. Since that point, two more secondary schools, Linton and Joyce Frankland have joined the Trust.

Our examination results over recent years have been excellent with A level results in excess of targets and GCSE results well above national benchmarks. Our Progress 8 score has been consistently positive which, given the inclusive nature of the school, is impressive: schools in Cambridgeshire do not permanently exclude students so these figures contain students who, in other authorities, would be taken off roll.

Our Students

Netherhall School is set on the outskirts of Cambridge and serves both the City and the surrounding rural villages. As a result, student admissions are from a diverse range of backgrounds.

The whole operation of the school is built upon our values of Inspiring, Individual Inclusive,:

Inspiring: We believe that it is our role to provide a setting, curriculum and staff which inspire students.

Individual: We offer a range of pathways for our students, matched carefully to their needs and aspiration. This includes:

- **Star** - nurture classes for years 7-8,
- **Innovate** - alternative vocationally biased curriculum for years 9-11,
- **Hobbs** – provision for those who would otherwise have been permanently excluded
- **ALVIN** – provision for those with medical needs
- **EAL** groups for all year groups

Inclusive: We take every opportunity to ensure students are not affected by economic disadvantage, learning needs, language barriers. As a highly diverse community we aim to welcome cultural difference and create a sense of belonging for all.

Crucially, we want all of our students to feel happy and secure. We have a well-developed pastoral care system and staff genuinely care about the students as individuals. We encourage students to assume and enjoy responsibility as Duty Students and through our Student Ambassador and Leadership schemes. Our highly skilled staff work closely with students, monitoring their progress to ensure they achieve their potential. There is an excellent student volunteer peer-counsellor scheme and students are encouraged to play an active part in the running of the school through School Councils. We understand that students need a range of skills and opportunities to fulfil their potential and therefore encourage students to undertake a full range of extra curriculum activities in addition to the educational requirements. Staff give their time freely to run a very broad range of activities from the traditional sports and drama to Warhammer Club and Language Leaders.

The Ofsted report of October 2018 gave a rating of Good in all areas with some areas of outstanding strength. Typically, we are not resting on our laurels and pushing forward to gain even stronger judgements next time around.

Many of our students choose to stay at Netherhall for seven years, progressing from Year 7 through to our highly successful Sixth Form, The Oakes College, Cambridge. The centre has an excellent reputation in the City of Cambridge and beyond and many students join us from other schools for their post-16 studies. We have an impressive track record in placing students in Higher Education, including Oxbridge and in employment.

In 2021 the A levels qualifications gained by students were impressive with 28% A*-A 55% of grades at A* - B; 81% A* - C and 98% A* – E.

Our staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. To this end, we have a vibrant and varied Continual Professional Development programme, which is personalised each year to support both our main school priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues as well as drawing on external expertise. Cross collaboration between other local schools and schools in the Trust is also encouraged so that best practice is formulated.

Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.

The Oakes College

The Oakes College Cambridge, formerly known as Netherhall Sixth Form Centre, has a long tradition of supporting young people to achieve excellence at A-level and Applied courses. The Oakes College builds on these great foundations, embracing its role as a key provider of post-16 education for the Anglian Learning Trust. We provide continuity of high-quality education, both for students who have progressed through Trust schools and for those adding the richness and diversity from within the high-quality educational landscape of Cambridgeshire.

Oakes College is all about people; ambitious students who are determined to achieve; committed professionals who love teaching and a dedicated pastoral support team. We take pride in knowing each student as an individual and our ethos of "Inspiring, Individual, Inclusive" is reflected in everything we do.

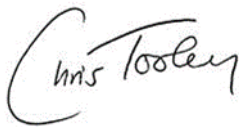
Partnership with Parents and Wider Community

We are a warm and welcoming community which places a high importance on working with families and getting to know each of our students as individuals. We engage with parents through a variety of mediums; parental internet, regular newsletters, Parents' Evenings, written progress reports as well as individual responses to queries. We are keen to engage parents from all backgrounds and to adopt strategies which will enable us to communicate better with all parents regarding their child's progress and development.

Integrate is our provision to bring together local charities, educational institutions, public health and business with parents from across the Cambridgeshire region. We provide training, childcare, online courses, fora and referrals for parents. The support we provide is free to all and is advertised through our website, social media and partner schools. We are based at Netherhall school, co-ordinated by our communities manager, Chika Akinwale. We strive to provide completely inclusive support for parents raising children from 0-18.

The Parents and Friends of The Netherhall School (PFNS; or Puffins!) meet regularly to put on school events but also to provide the stakeholder feedback so vital to continuing and deepening relationships.

Thank you for your interest and we look forward to hearing from you.

A handwritten signature in black ink that reads "Chris Tooley". The signature is written in a cursive style with a large, looping initial 'C'.

Chris Tooley
Principal

LEAD COUNSELLOR

37 hours per week – Term time (39 Weeks)

Salary – Dependent on experience and qualifications

One year in the first instance, with a view to extending to 3 years

Start date to be determined

The Vacancy

We are looking for a counsellor who can set up a project that takes a different approach to supporting young people's mental health. You will need to be able to deliver a ground-breaking vision and to be entrepreneurial, driven and passionate about solving the causative agents of young people's mental health.

The candidate will be able to:

- Establish a new project, including communications, booking systems, format of interventions, staffing, referral mechanisms, relationships with institutions and day-to day working patterns.
- Triage, Deliver and evaluate interventions.
- Lead a team.
- Apply for funding to sustain and grow the project beyond the first 3 years.
- Work to establish the project within the local network of provision.
- Ensure appropriate safeguarding policies and practices are prioritised.
- Be responsible for their own supervision in accordance with the requirements of their own professional body.

Vibrant working environment

Our central belief is that great schools recruit and retain great support staff, teachers and leaders. You will be joining an ambitious, vibrant, and supportive working environment. You will be working with outstanding colleagues who are passionate about education and the young people in their care, as well as being hugely supportive of each other.

We offer:

- An opportunity to lead and establish a unique project
- Flexible hours determined by the needs of the project.
 - A vibrant, supportive community with friendly colleagues and students
 - Situated in Cambridge – a centre of excellence.
 - Cross trust developmental opportunities

The trust:

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community. We are committed to making Anglian Learning a place where

everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or making adjustments to ensure you thrive in your role with us.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.

Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all [Anglian Leisure](#)'s Sports Centres - *Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall*
- 20% Discount on Adult Education Classes run by Anglian Learning School's
- Employee Assistance Programme via Health Assured
- Cycle To Work Salary Sacrifice Scheme
- Discounted Eye Care Vouchers
- Annual Flu Jab Vouchers

This is an exciting time to consider joining our outstanding learning community and we look forward to receiving your application.

Application

To apply for this vacancy please complete the application process via My New term, outlining how your skills and experience will enable you to be successful in this role. You will then be contacted by phone for a suitability interview. If successful you will be asked to complete a written task. If successful you will then be invited to an interview day. The day will include a behavioural and attitudinal interview, a presentation and a management task.

Please note that CVs will not be accepted.

We would encourage you to seek further information to see if you are suited to the role. If you would like further information about this position, or if for any reason you cannot apply via My New Term and need to apply via an alternative accessible format, please contact Martyna Rownicka, HR Co-Ordinator (Email: mrownicka@netherhallschool.org) (01223 868363)

Closing Date: Monday 1st July at 12 noon
Interview date: 3rd, 4th or 5th July

Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.

Title of Post:	Opening Minds Group (OMG) Lead Counsellor
Grade:	Salary dependant on experience
Working Hours:	Term time only, full time. 37 hours weekly. Specific hours to be defined by the requirements of the project. Likely afternoons and early evenings for counselling with administration completed earlier in the day.
Responsible to:	I3ntegrate Director/Deputy Principal
Key Objectives:	To establish the OMG project and improve the mental health of young people in the wider community

Key Responsibilities:

Project development

- To develop the OMG project in liaison with the Deputy Principal/I3ntegrate Director
- To write materials for the project, including interventions and triage documents.
- To liaise with external partners to determine the format of provision
- To establish and maintain connections with key providers around the city
- To map provision around the city to enable effective signposting
- To determine metrics for evaluation
- To maintain databases for evaluation
- To direct the development of the website to allow it to take referrals

Fundraising

- To support with fundraising for the project, including but not limited to, attending key events out of hours and writing funding applications.

Community liaison

- To work with groups such as (but not limited to) schools, local healthcare providers, community interest groups, local institutions (e.g. council, police) to publicise and direct the development of the project. This may include working off-site and out of normal working hours.
- To develop communications such as (but not limited to) social media, website and newsletters to publicise the project and to drive referrals

Line management and reporting

- To line manage other counsellors or staff as the project develops as appropriate
- Attend both line management and team meetings
- Provide information necessary to report on the project at funding deadlines and to develop metrics to facilitate this.

Counselling

- Develop a variety of interventions around the key underlying factors influencing poor mental health in young people in Cambridgeshire.
- Develop original, tailored interventions using a variety of formats that explore different ways to effectively improve mental health, these might include group, one-on-one, remote and VR counselling interventions
- To provide sensitive and confidential counselling to young people
- Show empathy towards young people and be able to gain the respect and trust of pupils through a manner of confidence and authority.
- Be the senior counsellor on the project, supporting and managing the work of others as appropriate.
- Provide and co-ordinate the service necessary to support the needs of the young people.
- To work with other members of the school and local community.
- Be responsible for their own supervision in accordance with the requirements of their own professional body.
- Be responsible for liaising with young people with regard to the scheduling of consultations.
- Check emails regularly
- contact parents as appropriate and be prepared to be in dialogue with them in support of their child.
- Subscribe to the ethics of their own professional body
- Keep confidential records relating to their interaction with students in line with professional guidelines.
- Be prepared to offer training/ support
- Maintain timesheets and oversee the accurate completion of timesheets by other staff

Person Specification

Education/Qualifications-Essential

- Post graduate Diploma Masters level in Counselling or Psychotherapy
- BACP Accreditation, UKCP registration or BPC
- Further therapeutic training or qualification in working with children and young people

Knowledge-Desirable

- An understanding of the developmental, emotional, social and educational issues of children and young people.
- An awareness of the range of needs of people from diverse ethnic, cultural and social backgrounds,
- Knowledge of the local mental health and CAMHS service.
- Knowledge of the Children's Act and legislation pertaining to children
- Have a thorough understanding of Safeguarding and Child Protection Issues

Experience-Desirable

- Experience establishing a project
- Minimum of three years' post qualification experience
- Minimum of three years' experience of working with children and young people
- Experience of working as part of a team
- Experience managing a team

Skills and Abilities Essential

- An entrepreneurial outlook regarding rapidly establishing and growing a project
- Breadth of ambition for themselves and the project
- Task and detail orientated
- Possess a proven ability to empathise and relate positively to young people
- An ability to relate to young people from different cultural and linguistic backgrounds
- Good written and verbal communication skills
- Ability to work independently and as part of a team, manage your own caseload and use initiative
- Ability to work under pressure
- Flexibility to be prepared to develop the service as necessary
- Positive communication and listening skills
- Patience, tolerance and sensitivity
- A mature and non-judgemental outlook
- Enthusiasm

Skill and abilities Desirable

- Ability to sell an idea and gain alignment from other organisations
- An interest in ongoing professional development so as to further enhance the service the project can offer

Child Welfare and Child Protection Issues

The interview for this post will include exploring issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to the use of authority and maintaining discipline.

Any relevant issues arising from the take up of references will be discussed at interview.

The school is an equal opportunities employer. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful applicants are subject to an Enhanced Disclosure and Barring Check.



Anglian Learning

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