



**School Counsellor Person Specification**

Assessment Key: A Application Form I Interview

Education and Qualification	Essential	Desirable	Assessment
Relevant Level 4 Counselling qualification or above	✓		A/I
Additional Counselling children/young people training		✓	A/I
Member of the BACP	✓		A
Commitment to personal/professional development	✓		I

Experience	Essential	Desirable	Assessment
At least 2 years post qualification experience as a practicing therapist or counsellor in a school setting	✓		A/I
Experience of working effectively within an ethical framework	✓		A/I
Experience of working with self-harm in children and young people	✓		A/I
Experience and awareness of child protection issues	✓		A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Strong command of subject area including mental health issues and problems, child development etc	✓		I
Understanding and experience of school and education systems	✓		A/I
Understanding and experience of safeguarding in a school context	✓		A/I

Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships and effective teamwork	✓		I
Good communication skills	✓		A/I
Excellent role model for staff and students	✓		I
Ability to generate ideas and drive initiatives	✓		A/I
Good administrative and organisational skills	✓		A/I

Personal Qualities	Essential	Desirable	Assessment
Highly motivated and able to motivate and inspire students	✓		I
Enthusiastic and committed	✓		I
Open-mindedness	✓		I
A forward-thinking approach	✓		I
Excellent interpersonal skills	✓		I
Ability to be self-reflective and evaluative	✓		I
A patient and calm approach	✓		I
Readiness to seek help and support to manage professional issues and problems	✓		I
Willingness to take on other roles and responsibilities within the team	✓		A/I