



WESTMINSTER UNDER SCHOOL

School Counsellor – person specification

	Criteria	Essential	Desirable
Qualifications/Professional Development	A bachelor's degree (BS/BSc) or equivalent	Yes	
	A recognised qualification in child and adolescent counselling and/or psychotherapy or recognised membership of a relevant professional body.	Yes	
	Accreditation or evidence of working towards an accreditation of a relevant professional body.	Yes	
	Evidence of continuing professional development.	Yes	
Knowledge/Experience	Experience of working with children/adolescents in a therapeutic setting, including children and adolescents with neurodiverse requirements	Yes	
	Experience of working with early years children in a therapeutic setting.	Yes	
	Experience of providing formal assessment, treatment and management of young people with a range of mental health difficulties	Yes	
	An understanding of current trends affecting young people	Yes	
	Knowledge of safeguarding in relation to children	Yes	
	Professional interest and knowledge in adolescent development	Yes	
	Experience of managing and developing a department		Yes

	Experience in education and statutory services especially with regard to child protection responsibilities		Yes
	An understanding of, and commitment to, the School's Equal Opportunities policies and a willingness to promote equality of opportunity in all aspects of the work	Yes	
Skills and abilities	Able to work independently and sustain intense clinical work with children and adolescents	Yes	
	Able to convey appropriate professional boundaries to build a perceptive understanding of the "whole school" without being over involved	Yes	
	Able to respond appropriately in emergencies	Yes	
	Able to work in inter-disciplinary situations especially with non-clinical colleagues or who have little therapeutic / psychological understanding	Yes	
	Excellent administrative skills, including excellent written and verbal English	Yes	
	Ability to respond in a therapeutic and containing manner, whilst managing their own personal thoughts and feelings	Yes	
	Excellent communication skills with all members of the School community, including pupils, parents and colleagues	Yes	
	Excellent time management skills	Yes	
	Able to work collaboratively with key staff.	Yes	
	Where appropriate, provide counsellor support and strategies to relevant academic staff for addressing the needs of specific pupils.	Yes	
	An understanding of and ability to work with organisational systems as well as possessing skills related to individual and group work		Yes

Enjoys working with children	Yes	
Caring and approachable disposition	Yes	
Tactful and diplomatic	Yes	
An understanding and sympathy with the educational task of Westminster Under School in its wider perspective	Yes	