

PERSON SPECIFICATION - SCHOOL COUNSELLOR

Assessment Codes Key:

A = Application Form | I = Interview | T = Practical Task / Scenario Case Study

	Attribute	Essential / Desirable	Assessment
Qualifications	Minimum Level 4/5 Diploma in Therapeutic Counselling (or equivalent)	Essential	Application
	Registered, practicing member of a recognized UK professional body (BACP, UKCP, or NCPS)	Essential	Application
	Post-graduate qualification in child, adolescent, or school-based counselling	Desirable	Application
	Evidence of relevant continuous professional development (CPD) related to youth mental health.	Desirable	Application
Experience	Significant experience of working therapeutically with children and young people.	Essential	Application
	Experience of working directly within a UK school, alternative provision, or education setting.	Desirable	Application
	Experience of managing complex safeguarding disclosures and collaborating with a Designated Safeguarding Lead.	Essential	Interview / Task
Knowledge and understanding	Deep understanding of child and adolescent development, emotional health, and psychological needs.	Essential	Interview
	Comprehensive up-to-date knowledge of UK statutory safeguarding policies, specifically Keeping Children Safe in Education (KCSIE) regulations.	Essential	Task / Interview
	Clear understanding of confidentiality boundaries within a school setting.	Essential	Interview
Skills and Abilities	Highly organized with strong digital literacy, including the ability to maintain secure, GDPR-compliant records.	Essential	Task / Interview
	Ability to establish rapid, trusting therapeutic relationships with children, young people, and reluctant communicators.	Essential	Task / Interview

	Ability to work autonomously as a sole part-time practitioner while remaining a collaborative, integrated member of the school's pastoral team.	Essential	Interview
	Ability to offer brief, solution-focused therapy alongside traditional, longer-term therapeutic models.	Desirable	Interview
Personal Attributes and Values	High level of emotional resilience, self-awareness, and the ability to manage the emotional demands of the role.	Essential	Interview
	Uncompromising commitment to the safety, safeguarding, and overall wellbeing of children.	Essential	Application / Interview
	A warm, empathetic, non-judgmental, and approachable professional demeanour.	Essential	Interview / task
	Strong commitment to equality, diversity, and inclusion, ensuring the service is accessible to all students.	Essential	Interview
	Commitment to securing formal, regular external clinical supervision	Essential	Interview