



School Counsellor
8.30am-3.30pm Monday to Friday term time only
Required immediately
KR8 - Actual Salary £21,728



Welcome

Thank you for your interest in working at DSTC. We are committed to our vision to *educate and empower citizens of the future* and we welcome applications from outstanding, passionate and dedicated practitioners who would like to make a difference and contribute positively to leading our school.

We are proud to be a popular and oversubscribed stand alone Foundation school working with the Co-operative Trust. Consequently we embrace the Trust ethos of self-help, self-responsibility, democracy, equity, equality and solidarity. We are the only non-selective girls' school in Dartford which makes us unique. Despite the competitive environment of the selective system, many of our students have passed the Kent selection test and thrive in our ambitious, developmental and safe environment: regardless of their starting point, all students have the opportunity to flourish. It is an exciting time in our journey and the successful applicant will have the opportunity to drive meaningful change.

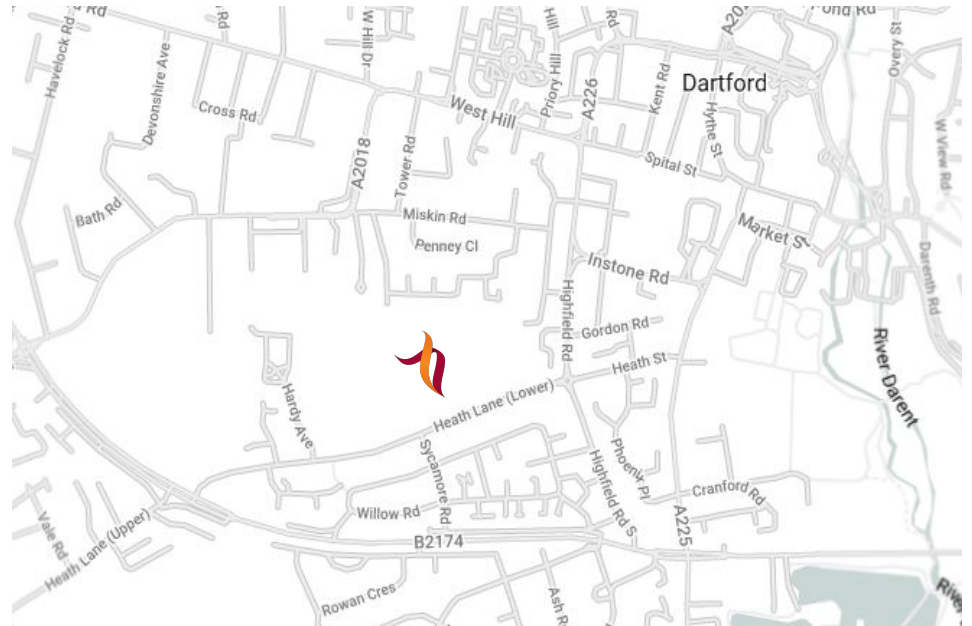
If you have any further questions or would like to visit the school in advance of an application, please don't hesitate to contact the school. Applications will be considered as they are received but must be submitted by noon on Wednesday 6 November.

Finally, thank you for taking an interest in this incredibly important School Counsellor role. I hope you will decide to apply and look forward to meeting you.

Joanne Sangster
Principal

Our School

Dartford Science and Technology College is the only non-selective girls' school in Dartford with a coeducational Sixth Form. DSTC is committed to opportunities and experiences which promote Science, Technology, Engineering and Maths. In addition, we have a strong commitment to sustainability. DSTC encourages academic ambition and character development to inspire a love of learning, lifelong passions and intellectual curiosity. We are proud to challenge gender stereotypes and develop our students to ensure they have a life of choices ahead of them. Our school has exceptional facilities including a sports hall, dance studio, multi-use games area, floodlit courts and fields all of which ensure that students have a happy, safe and successful seven year journey with us.



The Role

We are seeking to appoint a qualified counsellor with experience of working with young people aged 11-16 and their families, to enable us to provide onsite support and counselling to students and to broaden the support and services which we are able to offer to pupils, parents and staff.

The school counsellor's primary duty will be the counselling of students aged 11-16; other duties include support for staff and work with parents. The counsellor will liaise closely with CAMHS and other agencies involved with the child and family.

DSTC is recognised by Ofsted as a good school where character development is valued and students have access to a broad curriculum. Our all girls environment up to Key Stage 4 maximises engagement and secures positive outcomes.

This is an exceptional opportunity for an individual who wants to make a real difference to the mental health and wellbeing of our students.



Why work at DSTC?

As a non-selective girls' school with a co-educational sixth form we are proud of the ways we promote girls' ambitions, aspirations and achievements. Our partnership with the Co-operative Trust is central to our work in promoting women and girls in the fields of Science, Technology, Engineering and Maths (STEM) past, present and future. The ethos of the Co-operative Trust aligns with our own vision and values. Concepts of solidarity, equality, equity, democracy, self help and self responsibility further promote our core purpose of educating and empowering citizens of the future. DSTC is a small school which gives us the unique advantage of being able to build strong and personalised relationships with our young people and their families.

Ambition is cultivated in every classroom as teachers engage students in their learning providing equal and appropriate levels of support and challenge through our 'Thinking Hard' strategy. We are a fully inclusive school ensuring all students are able to actively engage in their learning, see the importance of education and find their lifelong passions and interests. Our sense of social justice is strong and teaches our young people to challenge stereotypical and prejudicial views to strive for an equitable society for all. As a community we aim to remove the barriers students may face based on their gender and other protected characteristics that may intersect with gender. In doing this our ambition is to create a fully inclusive school where these qualities are actively promoted and allow students to make a difference in their community and their lives.

Diversity & Inclusion

We are a diverse and inclusive community fully aware of our responsibility to serve and celebrate our diverse community. We are committed to closing academic gaps in learning which may be present due to systemic disadvantage and actively promote extracurricular activities to develop our students holistically. We are committed to ensuring our recruitment process encourages applications from a wide range of prospective candidates and seek to appoint diverse thinkers.

Benefits

- A committed team of staff who are dedicated to making a difference in the lives of the young people they have privilege of working with
- Professional development opportunities with support for external qualifications
- Collaboration with schools within the Co-operative Trust
- A focus on workload, work life balance and wellbeing
- A strong staff and student voice to inform policies
- Free, secure on site parking
- Kent Reward Scheme
- Use of the school gym
- Two-week October half term
- Five INSET days a year, partly flexible to facilitate working from home



Job Description & Person Specification

KEY DUTIES & RESPONSIBILITIES:

General Responsibilities

- To provide an independent and confidential counselling service for students who are referred individually or in groups for a range of issues including mental health, behavioural and emotional difficulties, bereavement and school refusers to improve their well-being and educational outcomes, including to plan and deliver small and large group work on a wide range of relevant issues in consultation with the school.
- To counsel young people who are at risk of safeguarding issues such as sexual exploitation, radicalisation and abuse
- Working with students to support their emotional well being including cases of suicidal thoughts, eating disorders and self-harm.
- To recognise difficult risky behaviours such as use of illegal substances and alcohol.
- To take part in intake meetings where appropriate.
- To provide regular audit information such as numbers, age range and types of problems to the SLT line manager.
- To facilitate workshops with parent/carer/family of students where appropriate.
- To devise and monitor appropriate treatment programmes, including therapy, counselling or advice, in collaboration with colleagues.
- To evaluate and make decisions about psychological intervention.
- To maintain confidential records and ensure that these are kept in a secure location.
- To perform duties within the professional codes of practice and ethical frameworks for counsellors.
- To be alert to trends and patterns of problems and be willing to identify causes and recommend corrective action with senior staff
- As and when requested, to devise, and where appropriate, deliver training/group work to students and/or staff or parents
- To provide information/reports when requested to enable the service to be reviewed and evaluated.
- To be responsible for their own professional development, maintenance and updating knowledge and awareness through continuing professional development (CPD).
- To maintain a high level of knowledge and awareness of changes and developments in the fields of counselling and education and their impact on the delivery counselling.
- To ensure that as a counsellor, they are properly and regularly supervised.
- To provide professional advice, counselling and support to staff.

Safeguarding

The school counsellor has a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and will adhere to and ensure compliance with the school's Child Protection Policy at all times. If, in the course of carrying out their duties, the school counsellor becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns following the school recognise and refer process.

Other Duties

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not themselves justify the re-evaluation of the post. However, in most cases, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with the higher level of responsibility, then the post would be eligible for re-evaluation

Expected Behaviours

- Promotion of safe working practices with young people
- Consistently positive, calm approach and manner with young people and adults
- Effective self-management of emotions
- Positive rapport with young people
- Implementation of relevant professional standards
- Implementation of agreed school policies.

Equality, Diversity, Social Justice & Anti-racism

We are committed to and champion equality, diversity, social justice, and anti-racism in all aspects of employment within the school. All employees are expected to understand and actively promote these principles in every aspect of their work in and out of school.

Person Specification

	Essential	Desirable
Qualifications	Professional body accreditation for example The British Association of Counselling and Psychotherapy, or the Institute of Counselling A nationally recognised qualification in counselling Demonstrate a commitment to ongoing professional development;	Further professional qualification
Experience	At least two years' experience of working as a counsellor with young people.	Experience in a school setting. Previous experience of working in or alongside CAMHS.
Professional Development	Up to date knowledge, understanding and implementation of current research	
Knowledge & Skills	Skilled in the use of complex methods of psychological assessment, intervention and management. Understanding of the emotional, social and developmental issues facing children and young people. Knowledge of the Children's Act and other legislation pertaining to children.	
Personal Qualities & Characteristics	A commitment to promoting the vision and values of the school Effective time management and ability to prioritise to meet deadlines Display patience, tolerance and sensitivity with a mature, non-judgemental outlook;	Experience of working in an all girls environment
Equalities and Diversity	An understanding of the complex barriers that young people and families from diverse ethnic, cultural and social backgrounds may face	

Application Process

How to apply:

An application form is available on our website www.dstc.kent.sch.uk, completed forms should be emailed to Susie Wells (Susan.Wells@dstc.kent.sch.uk) or posted to the school address. Applications by CV are not accepted. Applications can also be made online through Kent Teach. In cases where we receive a high volume of applications for a post we may bring the closing date forward. You are therefore advised to submit your completed application form as early as possible to avoid disappointment.

We are committed to safeguarding and promoting the welfare of all our students. You are advised that any post that is classed as a regulated activity is subject to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020 and therefore will be subject to an Enhanced Disclosure Application to the Disclosure and Barring Service (DBS). Please be aware that in order to comply with Keeping Children Safe in Education, an online recruitment check will be carried out on all shortlisted candidates.

Closing date for applications: 12.00pm (noon) Wednesday 6 November 2024, interviews dates are TBC.

How to contact us:

Dartford Science and Technology College Heath Lane, Dartford, Kent DA1 2LY

Tel: 01322 224309

www.dstc.kent.sch.uk

If you would like any further information please contact Susan Wells on 01322 224309 or by email to Susan.wells@dstc.kent.sch.uk