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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| Experience and Qualifications | Qualified Counsellor (minimum Diploma) or qualified (min diploma), registered play therapist  Post qualification counselling practice experience and either accredited or working towards accreditation.  Awareness and ability to practice within the ethical framework of your professional body.  An understanding of and minimum 1 year experience of working with children from a variety of backgrounds.  Experience in working with children around issues such as abuse, bereavement, domestic violence and family breakdown.  Ability to reflect and identify personal development needs in own counselling practice. Experience in following safeguarding and child protection procedures. | Experience of counselling young people in primary school settings.  Experience of working with parents /families  Experience of planning and facilitating group work | Application Form. Interview. Sight of Certificates. |
| Training | Commitment to training relevant to counselling with children.  An understanding of Person Centred work with children and young people.  Desire and willingness to work within a Child/ Young Person Centred Approach. | Evidence of CPD within last 12 months relevant to counselling work with children/young people. | Application Form. Interview. Sight of Certificates (if appropriate). |
| Special Knowledge | Knowledge and understanding of current issues affecting children/ young people, particularly those living in areas of deprivation.  Understanding of the issues affecting children’s emotional development and wellbeing.  A good understanding of the psychological impact of trauma on children A good understanding of child development theory.  A solid understanding of Person Centred Theory and its application in play therapy and counselling with children  Understanding of issues around confidentiality when counselling children | Understanding and knowledge of the challenges offering Counselling in schools. | Application Form. Interview. |

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| Disposition/ Adjustment/ Attitude | Able to develop positive relationships with children.  Able to engage and facilitate children’s personal development.  Able to work as a member of a team.  Able to work on own initiative. A commitment to empowering young people to make informed decisions. | Ability to promote children’s Autonomy and Rights. | Interview. |
| Practical/ Intellectual Skills | Able to communicate effectively with team members, children, young people and other agencies.  Able to plan, organise and evaluate own work. To have insight and understanding of the complex emotional and psychological issues affecting children.  Ability to plan, organise and facilitate group work Excellent listening skills | Forward planning and time management skills. Ability to pass on relevant knowledge/training to others. Ability to fulfil evaluation and monitoring reports as required. | Application Form. Interview. |
| Personal Circumstances | No contra-indications in personal background or criminal record indicating unsuitability to working with children/ young people.  Must be eligible to work in the UK. | Full Driving Licence | Interview. DBS check. Sight of appropriate documents. |
| Physical/Sensory | Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate under the provision of the Disability Discrimination Act 1995. |  | Application Form. Interview. |
| Equality | Candidates should indicate commitment to the principles underpinning the project’s equal rights policies and procedures. |  | Interview |