



GORDONSTOUN

Broader experiences, broader minds

SCHOOL COUNSELLOR

Reports to: Deputy Head: Wellbeing & Safeguarding

Job Purpose: Gordonstoun has been leading the way in character education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields, enabling students to discover the truth in our motto, *Plus Est En Vous* ("There is more in you").

The wellbeing and mental, emotional and physical health of our students are central to the Gordonstoun ethos. The School Counsellor plays an important role within the Pastoral and Safeguarding Team, providing therapeutic support to students and contributing to a culture where young people feel safe, supported and able to thrive.

Working closely with the Deputy Head: Pastoral & Safeguarding, House Mistresses/Masters, Healthcare Centre team, Emotional Guidance Coach and other wellbeing professionals, the School Counsellor will deliver a responsive counselling service, provide consultation on student support strategies, contribute to crisis assessment and intervention, and help shape the school's wider wellbeing provision.

This role is initially established as a 10-hour per week position. The successful candidate will be encouraged to contribute to the future development of counselling and wellbeing services across the school, including opportunities to engage with parents, staff and the wider community.

Contract & Working Arrangements

- Part-time position, 10 hours per week during term time bank contract.
- Working arrangements to be agreed with the Deputy Head: Pastoral & Safeguarding and Healthcare Manager.
- Flexibility may occasionally be required to support student need, crisis response, parent meetings or wellbeing initiatives.
- Opportunities may arise to expand the role through additional wellbeing, training or consultancy work with students, families and staff.

Responsibilities of all staff/contractors

- Comply with Gordonstoun's policies and procedures relating to safeguarding, child protection, health and safety, data protection and equality.
- Act at all times in accordance with statutory safeguarding guidance and the school's safeguarding expectations.
- Support and promote Gordonstoun's values and ethos.
- Maintain appropriate professional boundaries and ethical standards.
- Demonstrate a commitment to continuous professional development.

Key responsibilities

Student Counselling and Therapeutic Support

- Provide a professional, confidential counselling service to students experiencing emotional, behavioural, social or psychological difficulties.
- Undertake assessments of student need and determine appropriate therapeutic interventions or referral pathways.
- Deliver short-term and longer-term therapeutic support where appropriate.
- Support students in developing resilience, emotional regulation, self-awareness and effective coping strategies.
- Maintain professional counselling records in accordance with BACP (or equivalent) ethical standards, GDPR requirements and school policies.

Consultation and Collaborative Working

- Work closely with House Mistresses/Masters, safeguarding staff and other key professionals to support students with identified wellbeing needs.
- Attend and contribute to student support meetings and case discussions as required.
- Provide consultation and guidance to pastoral staff regarding therapeutic approaches, relational practice and effective support strategies for individual students.
- Contribute to the development of support plans, safety plans and wellbeing interventions for students experiencing emotional, social or mental health difficulties.
- Liaise effectively with healthcare professionals, external agencies and families where appropriate and in accordance with confidentiality and safeguarding requirements.
- Participate in multidisciplinary discussions regarding student wellbeing and mental health, supporting House Mistresses/Masters and pastoral staff in responding effectively to students with emerging or complex needs.
- Provide professional assessment and insight regarding students presenting with complex emotional, behavioural or mental health concerns, whilst maintaining appropriate ethical, professional and confidentiality boundaries.
- Advise on appropriate internal support pathways, therapeutic interventions and, where appropriate, referrals to external services.

Safeguarding and Crisis Response

- Actively contribute to the school's safeguarding culture and practice.
- Recognise, record and report safeguarding concerns promptly in line with school procedures and statutory guidance.
- Maintain accurate and timely records on CPOMS.

- Undertake triage assessments for students presenting with acute emotional distress, mental health concerns or other significant wellbeing needs.
- Contribute to risk assessment, safety planning and crisis response for vulnerable students.
- Work closely with the Deputy Head: Pastoral & Safeguarding, Healthcare Centre Manager and pastoral teams during periods of heightened concern or crisis.

Service Development and Wellbeing Promotion

- Support the development of a proactive and preventative approach to student wellbeing.
- Contribute to wellbeing initiatives, student workshops and awareness campaigns.
- Identify emerging trends and themes affecting student wellbeing and share insights with senior leaders.
- Explore opportunities to expand the counselling provision through engagement with parents, staff and the wider school community.
- Contribute to the ongoing evaluation and improvement of wellbeing services across the school.

Monitoring and Reporting

- Provide regular updates to the Deputy Head: Pastoral & Safeguarding regarding counselling activity, emerging themes and student needs.
- Contribute to termly reports and analysis that support strategic wellbeing planning and reporting to senior leaders and governors.
- Maintain accurate records of caseloads, interventions and outcomes.

Person Specification

Essential

- Professional counselling qualification recognised by BACP, UKCP, COSCA or equivalent professional body.
- Current accreditation, registration or eligibility for accreditation with a recognised professional body.
- Experience of counselling children and young people.
- Strong understanding of safeguarding and child protection responsibilities within an educational setting.
- Experience of assessing risk and supporting young people experiencing emotional distress or mental health challenges.
- Excellent communication and interpersonal skills.
- Ability to work collaboratively as part of a multidisciplinary wellbeing team.
- Commitment to maintaining professional boundaries and ethical practice.

Desirable

- Experience of working within an independent or boarding school environment.
- Experience of crisis intervention and risk assessment.
- Experience of delivering staff training, workshops or parent education sessions.

- Knowledge of adolescent development, neurodiversity and trauma-informed practice.
- Experience of contributing to strategic wellbeing initiatives and service development.

General

This job description outlines the principal duties and responsibilities of the post. It is not intended to be an exhaustive list and may be amended from time to time to meet the changing needs of the School.

The postholder will be expected to undertake any other duties commensurate with the level and nature of the role, as reasonably requested by the Deputy Head: Pastoral & Safeguarding.