

Exeter Learning
Academy Trust
Creating our future together

School Mental Health Practitioner/Counsellor



Dear Applicant,

Thank you very much for your interest of the post of School Mental Health Practitioner/ Counsellor at Exeter Learning Academy Trust. Our Trust was formed in January 2017 and currently consists of 4 good/outstanding primary schools with approximately 1290 children and 205 staff.

We are a people-focused organisation with strong principles of enabling every child and adult within our Trust to thrive. We have high aspirations for all our children, regardless of their starting point, and in turn, expect our staff to have high aspirations of themselves. We believe we have a duty to use our professional skills and knowledge to help the children overcome any barriers so they can be opened to a world of choice and opportunity. Working collaboratively and developing strong relationships is core to the success of our Trust. We share our strengths and use our collective resources to get the best outcomes for our children. If successful, you will be joining a friendly, dedicated and hard working team of adults.

Our schools are all within 10 minutes of each other and situated in the vibrant city of Exeter which is easily accessible from the A38. Please contact jobs@elatschools.com if you would like to find out more about the post.

The closing date for completed application forms is 12 noon on Wednesday 12th January 2022.

We hope that you are the kind of person who will enjoy working in this interesting and attractive City, with friendly staff and children. Thank you for your interest in the post and we look forward to receiving your completed application form.

Yours faithfully,



Rachel Shaw
CEO

The Local Governing Body and Directors are committed to safeguarding and promoting the welfare of children and young people and Headteachers ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an enhanced DBS.

Creating our future together

About Exeter Learning Academy Trust (ELAT)

We are a family of primary schools situated on the west side of the River Exe. We have high ambitions for our schools and are driven in our mission to ensure that no child is left behind and all are given the opportunity to succeed. Whilst we choose to work closely and align best practice, we also protect the uniqueness of each school and ensure they maintain their identity in order to best serve their community. We value the relationships we can build both within and beyond our school gates and are passionate about our role in supporting the development of a fair and just society.

The Headteachers, CEO and CFO form the Academy Trust Leadership team. We have a central team of staff who run finance, premises and HR operations for school leaders.

The Trust is run by a board of Trustees, but each school also has a local governing body comprised of parent, staff and community representatives. Their role is to ensure the school provides a good quality of education to their pupils and provide challenge and support to the leadership.

Alphington Primary School

Alphington Primary has approximately 440 pupils aged 2-11. They have an over subscribed preschool, breakfast and afterschool club. The school has beautiful and extensive grounds including a large field and pond area, MUGA, forest school and indoor swimming pool. Ofsted Good – Nov 2019



Bowhill Primary School



Bowhill Primary School has approximately 500 pupils aged 4-11. The school has a popular breakfast and afterschool club and the school building is used by many community groups in the evenings. The school grounds include MUGA, quadrants with outdoor musical instruments and sensory gardens and large playground spaces. Ofsted Good – Nov 2019

Ide Primary School

Ide Primary School has a preschool, breakfast and afterschool club and has approximately 140 pupils aged 2-11 years. The school serves the village of Ide and has a more rural location and is house in a listed building. The grounds are extensive with a lovely school field, stage, MUGA, gardens and playground. Ofsted Outstanding – Nov 2011.



St Thomas Primary School

St Thomas Primary School sits within the heart of its community, surrounded by homes accommodating the families it serves. The local preschool, breakfast and afterschool club run out of a room adjacent to the school. The school has approximately 190 pupils aged 4-11 years. The school has an enclosed space for ball games, large playground and garden areas. Ofsted Good – Nov 2019.

Our vision and values

After more than 18 months of educating children through a pandemic, and much uncertainty as to when it will end, we know that the world around us has changed dramatically. We have children in our schools who have yet to experience a normal school year without closure; staff who have been teaching almost 2 years and have not had their class full time in the classroom; parents who have had to become full time teachers; and our children exposed to an online world, increasing their vulnerability.

Recognising the impact the global pandemic has had, we revisited our vision and values throughout the Summer and Autumn of 2021 to ensure they would support and recognise the experiences children and adults have had. We consulted with our pupils, staff, governors and Trustees and took into account feedback from parents through surveys.

Our vision

Working together, we will provide an excellent education that enables all children to succeed and broaden their opportunities.

Our values

We have the **highest expectations** for every child and believe it is our job to ensure they have the opportunity to achieve their dreams and be the best they can be.

Building **strong relationships** are at the heart of what we do, and our children will know they are loved and have a role to play as future citizens in creating a fair and kind world.

Our staff team will be **successful and valued** in the workplace. They will strive to continuously get better and do their utmost to ensure all children reach their potential.

Our children will be immersed in a stimulating and **inclusive curriculum** that gives them the skills, knowledge and experiences they need to achieve well and become resilient learners.

Our schools will be **beacons in their communities** and reach out beyond the school gates to create positive relationships that will support our children's futures.



About Exeter



Exeter is a vibrant city, full of historic buildings, cultural attractions and contemporary restaurants. The city has a real sense of individuality, its varied cultural scene is embraced by proud locals, and the diverse mix of eateries means it is renowned as one of the foodie capitals of the South West. Head to the West Quarter or the cobbled Gandy Street to discover a great mix of independent shops and boutiques, cafes and bars.

When it comes to culture, Exeter is renowned in the south west for its independent arts scene. It is also firmly on the map as a destination for top sporting events and music. A good mix of independent venues such as the Exeter Phoenix, and large venues such as nearby Powderham Castle play host to a packed calendar of events and festivals throughout the year.



Exeter's unique location also makes it ideal for pursuing many leisure activities including moor walking, mountain biking, caving, rock climbing, white water kayaking and sea related sports/activities. Devon's many beautiful beaches and coastlines are just a short drive away.



With an airport and strong rail and road transport links, it is also a city that can open doors to many other places within the UK and further afield.



Job Description

Employer:	Exeter Learning Academy Trust
Location:	Alphington Primary, Bowhill Primary, Ide Primary, St Thomas Primary, Montgomery Primary
Salary Grade:	E
Title:	School Counsellor
Responsible to:	Trust Leadership Team

Main Purpose of the job

To provide a counselling service for children in Exeter Learning Academy Trust (ELAT) and other partner schools, ensuring that the children and young people are provided with therapeutic and emotional support.

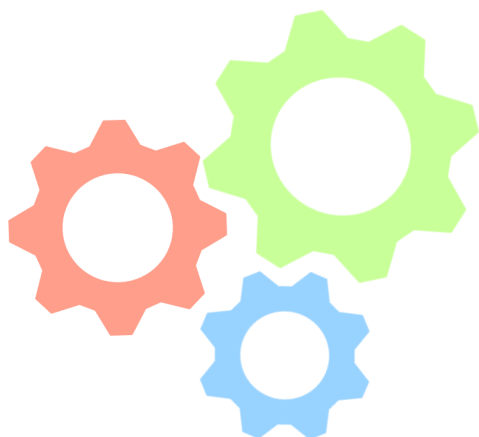
Be responsible for promoting and safeguarding the welfare of children and young people. Staff must adhere to and ensure compliance with the relevant ELAT Child Protection Policy and Procedures at all times. If in the course of carrying out the duties of the role, staff identify any instance that a child is suffering or likely to suffer significant harm either at school or at home, they must report any concerns to the Designated Safeguarding Lead or to the Headteacher so that a referral can be made accordingly to the relevant third party services.

Major responsibilities

1. Ensure high quality clinical practice and delivery of a full and effective service across ELAT
 - Undertake one-to-one clinical work with children
 - Plan and deliver appropriate therapeutic work
 - Plan and deliver group work in consultation with the school and the line manager
 - Identify and discuss potential referrals with school staff keeping the line manager informed
2. Establish positive, active and effective relationships with the school and ELAT leadership team
 - Build, develop and maintain effective professional relationships with the Head teacher, school leadership team and wider school community to deliver counselling and therapeutic support
 - Build relationships with colleagues in the team
 - Participate in supervision with the Line Manager and discuss and report any concerns or issues arising from the supervisions that have taken place within your own work.
3. Safeguarding and Child Protection
 - Identify and report any safeguarding and child protection concerns following ELAT's policies and procedures
 - When required, make recommendations and consult with the school for referral onto external services
 - Be pro-active in reporting safeguarding issues and concerns, to the school and line management, in accordance with ELAT's policy
4. Reporting evaluating and data entry
 - Provide a termly report showing the numbers of children accessing the service and an annual review of the school service to be shared with the school
 - Use data to inform practice and improve impact
 - Make good use of online management systems, such as diary planning, Teams, Cpoms etc.

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview
Qualifications		
Holds a recognised qualification in counselling or therapy	E	A
Holds a recognised membership of a relevant professional body (BACP/ PTUK/ UKCP/NCS/BPS)	E	A
Qualification in supervision	D	A
Experience		
Post qualified experience in a clinical role and an understanding of children, young people and schools	E	A/I
A clear understanding of child protection policy and procedures and commitment to safeguarding of children and vulnerable adults	E	I
Demonstrates knowledge of the school environment	E	I
Skills and Behaviours		
Clinical		
Demonstrates understanding of a range of therapeutic models	E	I
Demonstrates understanding of working with children and young people who require or would benefit from emotional and therapeutic support and experience of the school environment	E	A/I
Willingness to undertake work with parents, carers and school staff	E	I
Manage and account for overall clinical caseload	E	I
Takes an active approach to self-development and shows a commitment to continuous professional learning	E	A/I

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Person Specification

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview
Safeguarding Is pro-active in reporting safeguarding issues and concerns with regards to children to the school and line management, in accordance with ELAT policy	E	I
Continues to keep up to date with safeguarding policy and developments	E	A
Management		
Develops an understanding of how to manage an effective piece of work	E	I
Seeks to continually improve quality of service provision in all areas	E	I
Develops plans into sensible, timely actions that meet the expectations of the school and more senior colleagues; understands the need for efficiency and timelines in delivery	E	I
Displays effective, well-organised management of their time in school	E	I
Relationships (Internal and External) Builds relationships through effective communication with all stakeholders within the school and wider ELAT team	E	I
Demonstrates a clear understanding of the needs of service users and stakeholders and how to support these needs and resolves problems as they arise	E	I
Shows passion for ELAT's vision, mission and values and understands how these underpin its work	E	A/I
Establishes and sustains positive working relationship with ELAT colleagues, school staff, children and young people, parents and carers	E	I
Reporting and Evaluation Develops and exhibits clear an understanding of systems for reporting	E	I
Gathers and evaluates an appropriate range of data before making decisions about service delivery	E	I
Demonstrates an ability to begin to use data and analysis to produce useful reports on a regular and ad hoc basis	E	A/I
Communications Communicates effectively and appropriately with Line Manager, particularly highlighting any concerns or issues that require resolution	E	I
Actively participates in team meetings	E	I
Considers the needs of the audience and pitches communications at an appropriate level	E	I
Demonstrates accuracy in all communications	E	A/I
Excellent presentation skills	E	I
IT Demonstrates competency in using Microsoft Office and Internet	E	A/I
The role holder should have an understanding and awareness of ELAT's equal opportunities policy and a personal commitment to equality of opportunity and anti – discriminatory practice in service delivery		

The Application Process

Application forms:

Application forms and the recruitment pack are available from the Trust website. Please send completed applications to jobs@elatschools.com

Visits:

Visits to our schools are welcomed. Please contact the school directly to arrange to be shown around the school.

Closing Date:

Please send completed applications directly to jobs@elatschools.com by **12 noon on Wednesday 12th January 2022**. Applications received after this time will not be considered.

Shortlisted candidates invited for interview:

Shortlisted candidates will be invited for interview and informed of requirements and timings by **Monday 17th January 2022**. References will be taken up and proof of identity, birth certificate and qualifications will be required.

Contact

Exeter Learning Academy Trust

c/o Bowhill Primary School

Buddle Lane

Exeter

EX4 1JT



01392 276416



info@elatschools.com



www.exeterlearningacademytrust.co.uk