



THERAPEUTIC COUNSELLOR

(PART-TIME, TERM-TIME ONLY)

MORE HOUSE SCHOOL, FRENHAM



More House School
Rated Outstanding by Ofsted (2023)



Overview

Part-time, permanent, term-time only, non-residential position starting May 2025, or as soon as possible thereafter.

A committed and professionally-trained (to Level 4 or above) Counsellor, registered with a professional body such as the BACP or the UKCP, with significant experience and preferably training in the counselling children and young people.

Our Counselling team are committed to offering a dedicated and ethical counselling service which contributes to the wider pastoral provision of the school, helping to transform the futures of pupils with additional needs, by empowering them.

Our School Vision is:

To lead in transforming the futures of intelligent children who experience Specific Learning Difficulties, Developmental Language disorder and associated conditions, by empowering them.

Our School Values are:

Kindness - Spirit - Responsibility



The School

Nationally celebrated, More House School provides an exceptional, mainstream education for intelligent boys with Specific Learning Difficulties and weakness in their developmental language skills. Providing a transformative education repeatedly recognised as 'Outstanding' by Ofsted over more than a decade, we offer a specialised learning environment for day and boarding boys from Year 4 to Year 13. Our pupils are taught to recognise their strengths and develop their self-belief so that they achieve independence and extraordinary results at GCSE, BTEC and 'A' Level, above the national averages. A majority progress to university.

The School has an 85-year history of supporting boys with additional challenge in their educational experience. Now with 500 pupils, the School has grown significantly in recent years and has the largest number on roll ever. It is recognised as being the largest SEND-specialist provision in the United Kingdom and is heavily involved in outreach work. More than half of pupils have their places funded by their local authorities.

Delivering a mainstream independent-school experience, both academically and socially, the very broad curriculum affords all pupils the opportunity to discover their strengths, challenging them to fulfil their academic and extra-curricular potential. Pupils benefit from classroom teaching which recognises that each pupil is individual in his profile of skill strengths and weaknesses, and which focuses on adaptive strategies which look beyond pupils' individual diagnoses and prioritises the support of the four core elements of language, attention, processing and working memory. All teachers are supported to develop their understanding and professional practice in this respect, both on arrival and throughout their employment, through high-quality, nationally-accredited training delivered in-house. Class-sizes are small, with a maximum of 15 pupils, and almost all pupils receive timetabled support through the on-site Learning Development Centre which comprises Speech and Language Therapists, Occupational Therapists and specialist Dyslexia-qualified Literacy and Numeracy Tutors.

Judged 'Outstanding' by Ofsted in its last five School inspections, our most recent inspection (March 2023) graded More House School 'Outstanding' overall, and 'Outstanding' in each of the six sub-sections of the report. The School's provision for residential boarders was most-recently inspected in November 2023 and likewise graded Outstanding in every respect. More House is CReSTeD approved, listed in their Specialist Schools category, and is an active member of the Independent Schools Association and the Boarding Schools' Association.

The School is set on a wooded hillside in nearly thirty acres on the Hampshire/Surrey border and within the Surrey Hills Area of Outstanding Natural Beauty. Attractive modern facilities lie above the playing fields. London Waterloo is one hour away by train from close-by Farnham railway station, and there is easy access to the M25, M3 and A3 major routes. Guildford is twenty minutes' drive away, Basingstoke twenty-five, and Southampton an hour.

In recent years, the School has built its School of Engineering and CAD facilities, opened a new Humanities block and School Chapel, completed our brand-new library and Media Studies centre, and grown our learning support facilities. 2018 saw the expansion of the campus and the conversion of a large domestic building into our new Sixth Form centre, which was opened in January 2019, improving further the facilities for both teaching and independent study. In December 2022, we installed a new Strength and Conditioning fitness gym for students and employees. Future plans include an ambitious building project improving further our Science laboratory facilities, extending the School's medical surgery and improving facilities for therapeutic counselling.

Teaching and support staff join the School from a variety of backgrounds. Many employees have worked at More House for a number of years, but the School has supported numerous teachers through their initial teacher training, and more through their Early Career Training. Those already qualified may have previous experience in the state-maintained or independent sectors, and may have previous experience supporting learners with specific learning and language difficulties, or may not.

Adults with a genuine wish to develop their skills in making learning opportunities successful for neurodiverse learners thrive at More House School. The School provides a high level of support and training for all teaching and support staff, affording the development of confidence, skill and qualifications in helping pupils to overcome the potential barriers to achievement posed by their difficulties. The School also provides training for many other external professionals and other schools, and on behalf of the Independent Schools Association.

The School is characterised by a continuous pursuit of excellence and improvement in all aspects of its provision, in order to realise the best possible experiences and outcomes for all pupils. All our staff are united by a shared commitment to the School's vision and mission, and by our values of Kindness, Spirit and Responsibility.

About the department

More House School has a comprehensive pastoral support capability in place, comprising of dedicated form-tutors and residential housemasters and mistresses, year-group pastoral leads (Heads of Year), the school surgery and its Registered nurses, a Lay-Chaplain, the Safeguarding team, and senior leaders, including the Deputy Head (Pastoral). Vital within the school's offer to pupils is the provision of one-to-one counselling for those pupils who are identified as benefitting from such specialist support. The school has provided such support for several years, and the service is well-established. We work to a flexible model of provision with an initial offer of 12 weeks, regularly reviewed, and with the option to work in a more open-ended way according to identified need. Each of the counsellors works from a dedicated counselling room.

About this post

The Headmaster seeks to appoint an enthusiastic, resilient, open-minded and highly professional individual to work alongside our two current School Counsellors – Becky Porter (Lead Counsellor) and Hannah Turner. The role is primarily to provide one-to-one counselling to pupils in accordance with the Service Level Agreement, ensuring continuity of care; to maintain appropriate records; to liaise with the counselling team, with parents and with other professionals as appropriate; to report any concerns of significant harm to a child to the Designated Safeguarding Lead; to consistently demonstrate the professional attributes and competencies associated with the post.

As part of the Counselling Team, responsible to the Headmaster and Deputy Head (Pastoral), the School Counsellor will report to, and be supported by, the Lead Counsellor, Becky Porter, in order to meet best the needs of his / her clients and the wider School community.

Specific Duties:

- To provide an independent and confidential counselling service to pupils at More House School, through individual sessions, responding to their personal, social, emotional or educational concerns.
- To work within both time-limited and longer-term models of therapy.
- To promote a caring and supportive environment where such concerns may be explored, thereby promoting the mental and emotional health of the community.
- To maintain confidentiality (except in those circumstances, in line with BACP/UKCP Ethical Frameworks and the School's Safeguarding policy) where this should be breached.
- To uphold good practice as described in the BACP/UKCP ethical frameworks.
- To be responsible for identifying and addressing own Professional Development maintenance, and updating knowledge and awareness through Continuing Professional Development (CPD) with the School's support.
- To make referrals, where appropriate, and with the pupil's consent, to other agencies.
- To liaise, where appropriate, and with the pupil's consent, with members of staff.
- To liaise, where appropriate, and with the pupil's consent, with parents.
- To maintain appropriate records and to keep these secure.
- To liaise with School staff and other professionals, as appropriate, to ensure the effective operation of the service.
- To be alert to trends and patterns of problems, to identify causes and recommend corrective action.
- To maintain a high level of knowledge and awareness of changes and developments in the fields of education and counselling, and their impact on the delivery of counselling.
- To ensure that as a Counsellor you are properly and regularly supervised, as required by the BACP/UKCP.
- To contribute in any other reasonable fashion to promote the safety and wellbeing of the boys.
- To attend regular clinical supervision as defined by the therapist's professional body.

Apart from the duties summarised in this job description, the Headmaster and Deputy Head (Pastoral) reserve the right to include other reasonable duties which are part of, and incidental to, this type of work.

General Responsibilities:

- To treat all pupils, colleagues, parents and stakeholders in accordance with the School's values of Kindness, Spirit and Responsibility.
- To ensure that all activities are undertaken in accordance with Health and Safety provisions.
- To help ensure the tidiness, the monitoring and safe storage of all equipment used in the department.
- Attendance at INSET training days and other formal out of School functions, including Founder's Day.
- To maintain appropriate records, and complete all administrative tasks associated with the role in a timely and accurate manner.
- The post holder is responsible for promoting and safeguarding the welfare of children.

Relationships:

- The post-holder is responsible to the Headmaster in all matters, is supported by and reports to the Lead Counsellor and the Deputy Head (Pastoral).
- The successful applicant must also interact effectively on a professional level with colleagues and seek to establish and maintain productive relationships with all.



Personal specification

Essential

Desirable

QUALIFICATIONS

Professionally trained
Counsellor at Level 4 or above.

BACP or UKCP Registration
or Accreditation.

Further therapeutic training or
qualification in working with
Children and Young People.

SKILLS AND EXPERIENCE

Minimum of three years' post-
qualification experience.

Experience of delivering school-
based therapeutic counselling.

Minimum of two years'
experience of working with
Children and Young people.

Experience of providing one-to-one
counselling support to children with
additional needs (such as Autism,
ADHD, Dyslexia, Developmental
Language Delay and Dyspraxia).

Experience of working systemically in
relation to the multidisciplinary
liaisons. (i.e., parents, education, local
council and NHS support services).

Essential

Desirable

PERSONAL ATTRIBUTES

Energy, enthusiasm, flexibility and determination to succeed.

Excellent interpersonal and communication skills demonstrating an understanding of, and commitment to, professionalism and teamwork.

Ability to work reflectively and reflexively.

Excellent time-management and prioritisation skills, and ability to work under pressure and to deadlines.

Empathy and patience, maintaining the highest standards of professionalism in the face of challenge.

Dedication to the continuous improvement of the Counselling Service for its clients both individually and as part of the team.

Strong, secure and personal commitment to the school's ethos and aims in promoting the best possible outcomes for pupils.

Demonstrate effective organisational and administration skills.

Understanding of own strengths and areas for development.

Hours:

8.20 am to 4.00 pm three days per week to include Thursdays, term-time only. Annual leave cannot be taken during school term-time. *(Note: academic terms are typically shorter than those in the state-maintained sector, and School holidays are therefore significantly longer).*

Attendance at school events outside these hours from time to time, as well as Founder's Day and INSET days towards the beginning or end of school holidays. It is expected that some time will be spent during school holiday periods in developing the department and preparing for the new term.

Remuneration and support:

- Annual salary, paid in monthly instalments: extremely competitive and in accordance with qualifications, experience and recognised skills;
- Pension - there is a contributory pension scheme in operation specifically for non-teaching personnel. As governed by pension legislation you are automatically opted into the scheme and once enrolled, need to complete an 'Opt Out' form not to be included. Contributions are paid by the School at the Governors discretion and directed by Government legislation. Contributions towards your own personal pension plan may be made, but again this will be at the discretion of the Governors with the forementioned restrictions. Details about the scheme can be found at <http://www.nestpensions.org.uk>;
- Employee Assistance Programme;
- Cycle to Work Scheme
- Free on-site parking within the School's beautiful grounds;
- Excellent lunchtime meals at no cost in the School's refectory;
- Free use of the School's fitness gym facilities

Safeguarding:

This role is deemed to be one of working in regulated activity, meaning that the post-holder may expect to come into unsupervised contact with children and young people frequently in the discharge of their duties on-campus. As such, the expectations of conduct, required of all adults working at More House School, apply to this position, as does a full Safer-Recruitment vetting process of any appointee. A key responsibility of all adults working within the School is that of ensuring the effective safeguarding of all children and young people, through adherence to the School's policies; full training is given.



TO APPLY

Please visit our website and complete the online application form:

[More House School - Teaching and Therapeutic Staff Application Form](#)

Interested candidates are welcome to make an appointment to visit the school for an informal visit in order to learn more about the role and setting.

The School reserves the right to interview appropriate candidates in advance of the above-named dates, and to appoint. Interested candidates are therefore strongly urged to submit their application as soon as possible.

This post is subject to an Enhanced DBS clearance and the receipt of satisfactory references before a formal job offer is confirmed.

More House School is firmly committed to safeguarding and promoting the welfare of children and young people.