

College Counsellor APPLICATION PACK

Rochdale
sixth form
college




Ofsted
Outstanding
Provider

**OFFICIALLY
OUTSTANDING**

ALTUS
EDUCATION PARTNERSHIP

Thank you for your interest in working at Rochdale Sixth Form College. I hope that you will find this pack useful in completing your application.

Rochdale Sixth Form College (RSFC) opened in 2010 to address the significant underachievement in A Level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The college is rated Ofsted outstanding and, is consistently ranked as one of the highest performing colleges in the country according to the DfE's performance tables and national achievement rate tables.

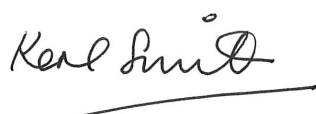
The Altus Education Partnership was formed in April 2017. It is a multi-academy trust formed by the governing body of Rochdale Sixth Form College and dedicated to the improvement of education in the borough of Rochdale. The Trust's mission arose from and builds upon the successes and values of the sixth form college. In short, our mission is to create a family of academies from early years to 18 that enables students in the borough to progress to an aspirational career, a fulfilling life and to make a positive contribution to society.

To work at RSFC you must aspire to be an outstanding colleague. You must be willing to share and learn. You must be prepared to go the extra mile, be a leader not a follower. Above all else, you must like young people and aspire to make them outstanding citizens.

We wish to appoint someone who will help us to continue to make a positive difference to the lives of young people in the borough. In return we promise a supportive and enjoyable working environment, and the resources needed to carry out the role to the highest standards.

I very much look forward to hearing from you.

Yours faithfully



Karl Smith
Principal

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

- To apply, please visit our website www.rochdalesfc.ac.uk and apply through My New Term.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4 which should address the criteria in the person specification.

Deadline

The deadline for the post is **Friday 5 June 2026** (to arrive no later than 12.00 midday).

Interviews are expected to take place week commencing **8 June 2026**.

Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist; therefore, if you have not heard from us your application has been unsuccessful on this occasion.

Salary

The post will be paid on the Sixth Form Colleges Association Support Staff Pay Spine, **points 19-22** currently, **£36,564 to £39,957**. **Actual salary for term time + 5 days is £32,399 to £35,405**.

Start Date

20 August 2026

Altus EDUCATION Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.

In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates.

RSFC Vision, Mission, Values & Beliefs

Our Vision

To provide academic excellence and transform life chances for young people in our community

Our Mission

At RSFC our central purpose is to help our students realise their academic potential. We believe every young person can succeed and we devote ourselves to improving student achievement, through high quality teaching and student support. Our young people are challenged to achieve through high expectations within a "you can do it culture". We always aim to build aspiration; to inspire and to motivate our students so they have the opportunity for greater choice in life.

Our Values and Beliefs

As a Sixth Form College and as individuals we value and champion:

Resilience

We prepare our students to face challenges with determination and perseverance. By nurturing resilience, we help them to overcome setbacks, grow in confidence, and develop the strength to achieve their ambitions.

Support

Every individual matters. We offer care, encouragement, and guidance so that students feel valued and understood. Our community is built on strong relationships, where support is central to personal and academic success.

Fairness

We are committed to equity, integrity, and justice in all that we do. Students and staff are treated with respect, honesty, and impartiality, ensuring everyone has the opportunity to thrive.

Compassionate Rigour

We set high expectations and hold students to them with kindness and empathy. Through compassionate rigour, we combine challenge with understanding, ensuring students are stretched to achieve excellence while feeling supported every step of the way.

The Ambition is that by the time students leave RSFC they will:

- Have achieved their personal academic potential giving them a greater choice in life
- Have the highest aspirations and developed the self-esteem, confidence, and emotional resilience to exploit their potential
- Be contributing members of the community and have compassion for others
- Be able to celebrate their success and that of others
- Have developed the confidence to overcome barriers to success
- Be articulate, creative, and prepared for future growth and learning
- Be happy!

Shared Objective for all Staff

"To maximise students' achievements"

- At RSFC we do this through engaging our students in their subjects and inspiring them to enjoy their studies in a totally positive atmosphere
- Our students are challenged to achieve through a culture of high expectations and a belief in their ability
- Above all, staff at RSFC like their students and demonstrate this through their daily conduct and interaction

Background Information

High Academic Standards, High Expectations

Rochdale Sixth Form College has become one of the country's leading Sixth Form Colleges. It promises outstanding learning and teaching, with excellence being important in everything the College does. At RSFC we have simple systems and processes that are executed superbly well – this is important. We have no intention of complicating our organisation. Excellence in the classroom, abundance of powerful support, forensic tracking of student progress, the highest expectations for all students and a positive culture are central to our philosophy. The minute we move away from these beliefs is the minute we take our eye off the ball and that is not what RSFC is about. All students are expected to achieve at least their potential and more. We want to inspire, motivate, and enthuse and want the young people who walk through our doors to develop a positive 'can do' attitude and with it the self-confidence and self-belief that comes from being successful.

Inspiring and Passionate Staff

Having the right values are crucial at RSFC. High expectations and empathy are core principles at RSFC for all staff. Caring for our young people and being compassionate does not mean compromising on academic rigour. We expect staff at all levels to have the expertise and commitment but also to be passionate about young people and love working alongside them. All staff will build self-confidence and self-esteem into students through their daily interactions and have a burning desire to see them achieve their potential. High expectations of students and a total belief in their potential are an absolute must

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Edgar Wood Academy** is an 11–16-year-old state-funded secondary school who opened their doors in September 2021. From September 2022, students at Edgar Wood Academy were the first to experience their new school building, with its modern state-of-the-art facilities.
- **Kingsway Park High School** is an Ofsted-rated Good school with a strong track record of providing students with an excellent education. The Academy recently benefitted from a new teaching block, which opened in late 2024.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Job Description

Job Title:	College Counsellor (Maternity Cover)
Reports to:	Assistant Principal
Line Manages	N/A
Contract:	Full time, Fixed Term 1 year (Term Time +5 days)
Remuneration:	The post will be paid on the Sixth Form Colleges Association Support Staff Pay Spine, points 19-22 currently, £36,564 to £39,957. Actual salary for term time + 5 days is £32,399 to £35,405.
Start Date:	August 2026

Overall Purpose of the Post

- To ensure all students have access to a trained counsellor for personal support and for advice in supporting others.
- To support the Student Performance and Development Leaders (SPDLs) (pastoral team) in providing appropriate mental health care.

Responsibilities

- to offer to all students at need an individual counselling service, employing a variety of counselling techniques tailored to individual needs;
- to employ a triage service to assess the need for support from outside agencies;
- to offer a model of counselling that enables students to work towards a state of independence;
- to work with a diverse range of issues including, but not limited to, bereavement and loss, eating disorders and self-harm, depression and anxiety;
- to ensure effective counselling by monitoring client feedback and reporting on this to the Assistant Principal;
- to maintain systems of referral and confidential record keeping;
- to work with stakeholders from other agencies with a view to easing referrals and accessing specialist consultants;
- to ensure that all counselling work is effectively supervised by an appropriately qualified person;
- to implement and ensure the effective operation of quality control systems in the area;
- to review and set targets in response to issues raised through the quality assurance systems;
- to be aware of equal opportunities issues relating to the counselling process;
- to be familiar with relevant legislation (e.g. data protection, safeguarding, equality and Prevent) and to ensure compliance;
- to report any safeguarding issues to the college's designated safeguarding lead;
- to contribute to the pastoral area of the Self-Assessment Report;

- to be available to offer cross college advice and training in counselling;
- to review policies, procedures and publications relevant to the counselling service;
- to follow all College policies and procedures and work in accordance with the college's Health & Safety, Equality and Diversity and Safeguarding Policies;
- to undertake any necessary training in relation to the role;
- to raise awareness of mental health issues across college and educate students on self-care;
- contribute to the college's enrichment programme;
- to deliver workshops;
- to offer CBT to students when necessary;
- any other duties as reasonably determined, and required, by the line manager.

General Requirements

The Student Counsellor will:

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person;
- Be aware of and support difference to help ensure everyone has equal access to the services of the college and feels valued, respecting their social, cultural, linguistic, religious and ethnic background;
- Contribute to the college ethos, aims and development/improvement plan;
- Attend and participate in meetings as required;
- Undertake personal development through training and other learning activities including performance management, as required.

Other

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Person Specification

No.	CATEGORIES	App Form/Letter	Interview
Essential Criteria			
1.	GCSE A* to C or equivalent in English	√	√
2.	Qualification in Counselling, minimum Diploma standard	√	√
3.	Professional registration with BACP, UKCP or equivalent	√	√
4.	An understanding of the developmental, emotional, social and educational issues of students	√	√
5.	Knowledge of local mental health services	√	√
6.	Experience of working with children and young people	√	√
7.	The ability to work autonomously and independently	√	√
8.	Excellent verbal and written communication skills	√	√
9.	Ability to work under pressure	√	√
10.	Ability to multi-task, prioritise and work to deadlines	√	√
11.	Some knowledge of Safeguarding	√	√
12.	Willingness to maintain confidentiality on all College matters	√	√
13.	Ability to work effectively and supportively as a member of the College team	√	√
14.	Willingness to work flexibly, attending evening meetings as and when necessary and assisting throughout other areas of the College as requested	√	√
15.	Well-presented and professional manner	√	√
16.	Excellent communication skills with a strong ability to empathise with students	√	√
17.	Demonstrable commitment to equal opportunities	√	√
18.	Willingness and ability to adapt to a wide range of duties in response to changing circumstances	√	√
19.	Ability to work alone and manage own workload	√	√

20.	Willingness to undertake training in relation to the role	√	√
21.	Commitment to continuing personal and professional development	√	√
Desirable Criteria			
22.	Experience of working in an education environment	√	√
23.	Relevant degree or equivalent qualification	√	√
24.	An ability to offer CBT	√	√

Rochdale

sixth form
college



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