

DULWICH COLLEGE
FOUNDED 1619

College Counsellor (Fixed Term)

Information for Applicants

Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

To be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

Purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.

Job description

Job title

College Counsellor (Fixed Term)

Reporting to

Deputy Master Pastoral and Co-Curricular / Lead Counsellor

Period of employment

Fixed Term contract (2 Academic Terms)

Hours of work

Term time only including INSET days working 24 hours per week over 4 days.

Salary

Dependent on experience

Job Purpose

Provide counselling for pupils at Dulwich College and contribute to the 'team-around-the-child' approach of the counselling team within the College setting in accordance with professional regulatory guidelines and College policies.

Core Duties

- Provide high-quality, one-to-one counselling sessions, in person or online where appropriate, offering pupils a safe, non-judgemental and confidential space to voice and explore their thoughts, feelings, and worries, along with complex life experiences and personal concerns and difficulties.
- Form and maintain strong and effective therapeutic relationships with young people with social, emotional, and behavioural issues.
- Undertake ongoing assessment of pupils within the counselling service in order to identify, plan, implement and review appropriate therapeutic intervention and care.





- Liaise and work collaboratively with the counselling lead, the counselling team, medical staff, and external agencies as required.
- Attend in-house clinical supervision with counselling lead and team meetings when needed.
- Keep appropriate case records in a secure space.
- Contribute to the collation of service user information to facilitate ongoing evaluation of the counselling service.
- Liaise and work collaboratively with all staff whose role it is to support pupils in distress, including Heads of Year, Heads of School, Boarding House Masters and Form Tutors.
- Where specialist intervention is identified, contribute to referrals and liaise collaboratively with professionals from external agencies and services in supporting pupils in school.
- Hold a strong commitment to safeguarding, adhering to College safeguarding policies at all times.

Additional Duties

- Provide counselling 'small group work' where appropriate.
- Support the running of a pupil support room (Yelcho).
- Demonstrate a commitment to equality and respect as well as diversity and inclusion for all in the College community.
- Support a whole-College approach to the wellbeing of pupils and contribute to the staff wellbeing peer support scheme.
- Work within the code of ethics and practice of the relevant registering body (UKCP/BACP/HPC or other).
- Attend in-school safeguarding and operational training.
- Engage with and contribute to peer support and CPD relevant to the role of school counsellor.
- Any other duties as reasonably required of the post.



Person Specification

Essential:

- Professional counselling or psychotherapy qualifications, to post-graduate level.
- Specific qualification in working with children and adolescents or systemically.
- Achieved, or working towards BACP, UKCP or HCPC accreditation/registration.
- Covered by a recognised professional indemnity scheme.
- Experience of working therapeutically with children and young people.
- Experience of working within a school setting.
- Approachable, sensitive, and discerning; bring a warm, available, embodied therapeutic presence.
- Skilled in the art of active listening, with the capacity to attune and respond with empathy, holding in mind the mind of the other.
- Capacity to understand fully how perception of the present is coloured by inner world reality.
- Good understanding of attachment, child development and trauma, as well as specific developmental and other issues faced by children and adolescents.
- Interpersonal skills to form effective working relationships with colleagues at all levels.
- Team player with a 'can do' attitude as part of a multi-disciplinary team.
- Capacity to emotionally and cognitively engage with the psychological context of the counselling team as a collective.
- Commitment to a team approach and airing concerns or ideas of difference in an open and constructive way.
- Commitment to holding the pupil's best interests at the centre of all decision making.
- Effective communication in both written and verbal form, including the ability to clearly articulate reasons behind choice of interventions and keep clear records.
- IT literate.



- Ability to contain anxiety in such a way that you remain stable under stress and have a clear capacity for physiological and emotional regulation.
- Ability to work independently and manage own caseload and use initiative.
- Ability to work under pressure, to time deadlines and within timetables and the counselling service structure.
- Flexible and adaptable to change and ability to manage occasionally conflicting priorities.
- Commitment, as a member of the College community, to make positive changes to support yourself, with your peers or on your own, and how you can contribute personally to the community.
- Committed and passionate about making a difference in the lives of young people.
- High degree of integrity and discretion within the College community.

Desirable:

- Understanding of issues faced by young people in a boarding school environment and educational system.
- Specific specialism, such as: CBT; EMDR; CATT; trauma protocol; etc.
- Attention to detail.
- High level of personal organisation.
- Positive and effective interpersonal skills such as tact, diplomacy and empathy.



Application Procedure

To apply for this role please visit our [vacancies page](#)

Closing date

Tuesday 17th March 2026

Interview dates

1st round interviews will take place online - W/C 23rd March 2026

2nd round interviews will take place on site - Date to be confirmed

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

College Community and Benefits



Make your money go further

- Flexible pension/pay – Join TPS or choose the Group Pension for 10% employer contributions and a higher take-home pay. (Same total package).
- Lunches – Free lunch in the dining hall or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Alleyn's Dulwich, JAGS Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus, EV parking.

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership.
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

- Life insurance – Included with all pension schemes.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).



Important Information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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