



North Cambridge Academy
**School Counsellor/Wellbeing
Support**
Recruitment Pack



Content

<u>About North Cambridge Academy</u>	3
<u>A brief history of our Trust</u>	4
<u>Our Vision, Mission and Values</u>	5
<u>Why work for us</u>	6
<u>How to apply</u>	6
<u>Job description and Person Specification</u>	7



About North Cambridge Academy

Principal: Jane Driver



It is my honour and privilege to introduce myself as the Principal of North Cambridge Academy (NCA). I am extremely proud to lead this growing school which has consistently excellent student progress outcomes and is rated Good by Ofsted.

I have been working in education for over 20 years as a Modern Foreign Languages (MFL) and English as a Foreign Language (EFL) teacher abroad as well as in Yorkshire and Cambridgeshire, where I have taken on a range of teaching and leadership roles, most recently Headteacher of a large secondary school in Peterborough. I am a keen linguist, Specialist Leader for Education and Invited Trustee for the Association for Language Learning.

North Cambridge Academy aims to teach all students the values of being Hard-

Working, Ambitious, Creative, Confident and Kind. These values can be seen throughout the Academy, whether that is on the wall displays in each classroom and corridor or through the behaviours and language that we use every day. Additionally, our Pledge System supports students to develop these competences through the participation in and leadership of a huge range of curricular and extra-curricular activities and initiatives on offer at the Academy, including our extensive Saturday School provision. The Pledge System allows us to celebrate together and recognise students' achievements and values development.

NCA has a strong ethos of support and nurture, and our staff work tirelessly every day to support all students to be and achieve their best. As a parent, we know that you want this for your children also and we appreciate your support of and communication with the Academy to get the best out of your child's/ children's education – working together we can achieve so much more. We all have huge pride in North Cambridge Academy and thank you for your support in ensuring your child wears our uniform with pride, arrives punctually and shares our values. These things may seem trivial but make a huge difference in us developing a shared identity based on being 'proud to be NCA'.



A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 30 academies (including 14 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year

through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training and career development. We have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.



Trust Vision, Mission and Values

Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;

- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

The enactment of our values for staff:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Extending the Boundaries of Learning

Set ambitious goals and model what success looks like. Eager to improve.



Pursuit of Excellence

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement for all

Are accountable for the outcomes we contribute towards and strive for the very best.



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all

Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme

To see the full range of benefits available, please visit [Employee Benefits - Meridian Trust](#)

How to apply

To apply please complete the online form on [Mynewterm](#) Your supporting statement should address and evidence the selection criteria detailed in the Person Specification. For any questions about the application process please contact: recruitment@northcambridgeacademy.org

Interviews:

Interviews will take place shortly after the closing date of the advert; however we reserve the right to appoint an exceptional candidate at any stage of the application process.

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure. We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships. Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	School Counsellor / Wellbeing Support
JD Reference:	STD 17
School/Academy:	North Cambridge Academy
Weeks:	39 Weeks
Hours of work:	37 hours
Salary:	Grade 8
Responsible to:	Assistant Principal

Purpose of the job:	The School Counsellor will lead on all counselling services to pupils provided by the school
Role:	The role is primarily to provide one to one counselling to pupils, maintain appropriate records and liaise regularly with the School Departments, pastoral teams and with other professionals as necessary.

Responsibilities and Accountabilities:

- Provide independent and confidential counselling service to pupils through individual sessions, responding to their personal, social, emotional or educational concerns
- Promote a caring and supportive environment where such concerns may be explored, thereby promoting mental and emotional health
- Work closely and under the direction of the Assistant Principal
- Maintain confidentiality (except in those circumstances, in line with BACP practice, where this should be breached)
- Make referrals, where appropriate and with the pupil's consent, to other agencies
- Liaise, where appropriate and with the pupil's consent, with members of staff
- Play an active role in Safeguarding children and adhering to Trust policies
- Maintain a high level of knowledge and awareness of changes and developments in the fields of counselling and education and their impact on the delivery of counselling
- Provide consultation to staff whose role it is to support pupils in distress
- Liaise with the SEND and pastoral teams

- Network with personnel from other agencies to ease referrals and access specialist consultants
- Keep suitable case records on the counselling in a secure place
- Work in consultation with the school child protection policies
- Provide information on the counselling service, the role of the counsellor and the boundaries of confidentiality to pupils, staff and parents
- Report back regularly on numbers using the service and give a general overview of the types of problems with which the users of the service are presenting

Support for School/Academy/Place of work:

- Participation in staff events by arrangement
- Attend staff meetings
- Contribute and participate in Trust events and activities where possible
- Develop and maintain effective working relationships with other staff and parents/carers
- Adhere to the Trust values
- Follow school policies, practices and procedures

Data security:

- Act following legal provisions regulating confidentiality and security of data and information under GDPR

Health and Safety:

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare
- Contribute to the maintenance of a safe and healthy environment

Continuing Professional Development:

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust
- Participate in the annual appraisal system
- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice

Child Protection and Safeguarding

- The post holder will have a shared responsibility for safeguarding all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with the line manager.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust about the post holder's professional responsibilities and duties.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

All staff will be subject to an enhanced check with the Disclosure & Barring Service.

Updated: April 2024

Person Specification: School Counsellor	Assessment Key: A = Application Form I = Interview
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Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in the English Language	✓		A
2	Degree in an appropriate subject area		✓	A
3	Level 3 or 4 qualification in Counselling or Psychotherapy	✓		A



4	BACP Accreditation, UKCP registration or BPC	✓		A
5	Further therapeutic training or qualification in working with children and young people		✓	A
Experience		Essential	Desirable	Assessment
6	Experience in supporting children in a classroom environment, including those with a range of learning needs or challenging behaviour	✓		A/I
7	Experience in working with external agencies		✓	A/I
8	Minimum of 1 year appropriate experience		✓	A/I
9	Minimum of 1 years' experience working with children and young people	✓		A/I
10	Experience in working as part of a multi-disciplinary team		✓	I
Knowledge and understanding		Essential	Desirable	Assessment
11	Understanding of the education system	✓		A/I
12	Good knowledge of the SEND Code of Practice	✓		A/I
13	Understanding how children learn	✓		A/I
14	A sound grasp of the concept of inclusive practice	✓		I
15	Knowledge of the concept of confidentiality	✓		I
16	Awareness of child protection issues	✓		I
17	An understanding of the developmental, emotional, social	✓		I



	and educational issues of children and young people			
18	Awareness of a range of needs of people from diverse ethnic, cultural and social backgrounds		✓	I
19	Knowledge of local mental health and CAMHS Service	✓		A/I
20	Knowledge of the Children's Act and legislation about children	✓		I
Skills and abilities		Essential	Desirable	Assessment
21	Skilled at making and sustaining positive relationships with children	✓		I
22	Skilled at developing children's self-esteem and motivation so that they become resilient, independent learners	✓		I
23	Able to work closely with pupils who are finding learning difficult, or those who have experienced a feeling of failure	✓		I
24	Ability to use language and other communication skills that parents, pupils and staff members can understand and relate to	✓		I
25	Excellent written and oral communication skills	✓		I
26	Ability to contribute to team meetings and contribute ideas	✓		I
27	Ability to work under pressure	✓		I
28	Communicate appropriately within the school community, maintaining professional boundaries	✓		I
29	Work on own initiative to plan and evaluate, managing a varied caseload	✓		I



30	Work within the safeguarding guideline	✓		I
31	Be flexible and responsive to the needs of the children within the school setting	✓		I
Personal Qualities		Essential	Desirable	Assessment
32	Willingness to undergo further training and development	✓		I
33	Positive and enthusiastic approach toward work	✓		I
34	Kindness and empathy towards students and colleagues	✓		I
Child Protection		Essential	Desirable	Assessment
35	Support the Academy policies on safeguarding and child protection	✓		A/I
Other		Essential	Desirable	Assessment
36	The flexibility of working hours	✓		A/I