



CHURCHER'S
COLLEGE

School Counsellor

September 2025 (or as soon as possible thereafter)

Full-time or part-time (job shares considered), term-time only

The School

Churcher's College is an Independent coeducational day school offering Nursery, Junior, Senior and Sixth Form education. With 1063 pupils in the Senior School and 245 pupils in the Junior School (excluding the Nursery) of approximately equal numbers of boys and girls, Churcher's College enjoys recognition as one of the most accomplished independent, coeducational day schools in the country.

The school is hosted on two campus sites in Hampshire enabling the Junior School and Nursery pupils to flourish in their own beautiful grounds in Liphook, whilst maintaining close links to the Senior School and Sixth Form located in nearby Petersfield. Both sites offer on-site playing fields and unrivalled facilities, providing the comfort and opportunities of an open, healthy environment.

Churcher's College offers the widest range of experiences and the opportunity to be the best. The school has received independent acknowledgement for its academic success, creative arts, performing arts, adventurous activities and sporting achievements. Churcher's is an inclusive school where parents, children, staff and friends all contribute to the rich and broad education provided. We aim to nurture children into educated, informed, socially responsible and respectful citizens ready to succeed in life.

Role Summary

We are seeking a dedicated, empathetic, and professionally qualified School

Counsellor to join our Health & Wellbeing Department. The successful candidate will play a central role in supporting the emotional, psychological and social wellbeing of our pupils and staff across the senior school age range (11-18 years). Working closely with pastoral teams, academic staff, and the Senior Management Team, the School Counsellor will provide confidential therapeutic support and contribute to a positive, inclusive and supportive school culture.

Key Responsibilities

- To assess the needs of pupils, including risk, and provide solution-focused counselling interventions to pupils and staff on an individual basis in accordance with the BACP Ethical Framework.
- Maintain appropriate case records, confidentiality and safeguarding compliance in line with school policy, statutory requirements and the BACP Ethical Framework.
- Manage caseload via an online booking system and provide termly reports to the Deputy Head (Pastoral) of quantitative data which assist in the process of evaluation and monitoring.
- Assess the emotional and mental health needs of pupils and staff referred to the counselling service, making referrals, in consultation with the Designated Safeguarding Lead (DSL), to external agencies where necessary.
- Be available to support pupils or staff in case of an emergency.
- Contribute to the development and implementation of whole-school

wellbeing strategies, including preventative and awareness-raising initiatives.

- Liaise with the DSL, pastoral staff, and senior leaders including Heads of House as appropriate, always prioritising pupil safety and wellbeing.
- Attend pastoral meetings with the Deputy Head (Pastoral) on a weekly basis to share points of concern and provide list of pupil attendees.
- Provide professional guidance and support to staff and parents/carers on adolescent mental health and emotional wellbeing issues.
- Take responsibility for continual professional development, keeping up to date with research and developments which may lead to improvements in the counselling services provided.
- Participate in the 11+ and 16+ Induction process at the start of each school year in order to ensure that new pupils are aware of the School Counsellor provision and how to book.
- Promote the counselling service through a range of strategies such as displays, leaflets and group talks.
- Uphold and model the Churcher's College ethos and values, fostering an inclusive and respectful school environment.

Qualities and Experience

Applicants should:

- Hold a recognised professional counselling or psychotherapy qualification (minimum Level 4 diploma or equivalent).





- Hold a diploma or equivalent qualification in counselling children and young people.
- Current membership of a recognised professional body (e.g., BACP, UKCP, HCPC).
- Make use of external supervision on a regular basis in accordance with BACP requirements and as agreed with the Deputy Head (Pastoral).
- Demonstrable experience in delivering therapeutic support to children and/or young people, preferably in an educational setting.
- An understanding of the developmental, emotional, social and educational issues affecting children and adolescents.
- An understanding of therapeutic interventions and create ways of working with young people.
- Knowledge of local mental health and wellbeing services and referral pathways.
- Strong communication and interpersonal skills with a high degree of emotional intelligence and professional integrity.
- A clear commitment to safeguarding and child protection procedures, with appropriate training.
- Experience in maintaining accurate and confidential records in line with professional and legal requirements.
- High level of motivation, ability to work as a member of a team and good organisational skills.
- Be supportive of the aims and objectives of an independent day school, such as Churcher's College.
- Hold a current DBS at the Enhanced Level.

Application Details

As a consequence of the Children Act 2006 and KCSIE 2024, all staff appointed to positions at Churcher's College must undergo a check with the Disclosure & Barring Service. A copy of the School's Recruitment, Selection and Disclosure Policy and Procedure is available on the website. Two written references will be required and any gaps in employment records will be investigated. It is also necessary for all staff to notify the Headmaster before the appointment of any convictions, or other factors which

may be relevant to their employment in a school environment.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Churcher's College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The following duties will be deemed to be included in the duties which you may be required to perform:

- child protection, discipline, health and safety
- promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact.

Churcher's College aims to be a fair employer and is committed to equal opportunities. Churcher's College does not discriminate against employees on the basis of race, colour, nationality, ethnic or national origin, religion or religious belief, pregnancy and maternity, sex or sexual orientation, marital or civil partner status, gender reassignment,

disability or age. We embrace inclusion and fairness in the workplace: diversity is to be celebrated and as such we strive towards a fully immersive culture of inclusion, diversity and equality.

Application forms with covering letter and CV (optional) should be sent to the Headmaster at Churcher's College, Petersfield, Hampshire GU31 4AS or by email to recruitment@churcherscollege.com by 9am on Monday 2 June 2025.

Interviews will be held w/c Monday 9 June 2025.

Terms and conditions

Salary is commensurate with skills, qualifications and experience.

A contribution to re-location costs can be claimed subject to the terms of appointment for the post.

The successful candidate will begin working at Churcher's in September 2025 or as soon as possible thereafter.

