



THE ORATORY



**BRIEF FOR THE POST OF
SCHOOL COUNSELLOR (Part time)
2026 START**

HMC CO-EDUCATIONAL 11-18 CATHOLIC BOARDING & DAY SCHOOL





THE SCHOOL

The Oratory is an HMC independent school for students aged 11 to 18, providing an all-round education of quality and purpose.

We offer small class sizes and outstanding facilities on a wonderful South Oxfordshire country estate and yet we are within easy travelling distance of London, major motorways, railways and airports.

The Oratory School has high academic standards; however, we believe that an education is about more than statistics. We have a clear vision to ensure that each student flourishes and fulfils their maximum potential both in and far beyond the classroom. To this end, a wide variety of co-curricular activities enrich the students' learning and all students get the opportunity to develop their specific talents to the full.

The Oratory is not a large school, and this enables each and every student to be known, valued and stretched as an individual within our nurturing community.

Founded in 1859 by Saint John Henry Newman - we are a Catholic school which welcomes students of all faiths or none. Visitors often comment on the inclusive community atmosphere of our school, which we believe nurtures confidence, self-expression and a desire to learn and grow.





THE ROLE

The Oratory School is seeking a compassionate and dedicated School Counsellor to join our community on a part-time, term-time only basis.

Working as part of The Oratory support team offers a unique opportunity to contribute to a thriving and supportive school community. Our support staff play a vital role in ensuring the smooth running of the school, creating an environment where pupils can flourish both academically and personally. We expect our staff to be dedicated, professional, and committed to delivering high-quality service across all areas of school life.

In return, we offer a fulfilling and rewarding workplace where every member of staff is valued and supported. The Oratory fosters a strong sense of community, providing opportunities for professional growth and personal development. Whether working behind the scenes or directly with pupils, our support staff make a meaningful impact every day, helping to uphold the school's ethos and commitment to excellence.

The School Counsellor provides a safe, confidential, and supportive therapeutic service for pupils at The Oratory School, including both boarding and day pupils. The role supports pupils' wellbeing and pastoral support, working closely with Pastoral and Safeguarding teams to promote emotional resilience and positive development within the School community.

KEY TASKS & RESPONSIBILITIES

Counselling and Support

- Provide confidential, professional counselling to pupils within a school setting.
- Offer short and medium-term therapeutic support appropriate to the needs of Oratory pupils.
- Assess pupils' emotional needs and provide appropriate interventions to support wellbeing and pastoral care.
- Maintain accurate, confidential records in line with professional standards, Safeguarding requirements, and data protection legislation.
- Be willing and able to signpost pupils and their families to sources of suitable external support as a next step for support as required.

Safeguarding and Pastoral Care

- Work closely with the Designated Safeguarding Lead (DSL) and pastoral teams, ensuring that our Counselling provision is an integral part of our Pastoral provision.
- Act at all times in accordance with the School's Safeguarding policies and statutory guidance.
- Identify and escalate Safeguarding concerns promptly and appropriately.

Collaboration and Communication

- Liaise professionally with tutors, Head of Sixth Form, House staff, and senior leaders, maintaining appropriate confidentiality.
- Where appropriate and in line with School policy, engage with parents/carers to support pupils' wellbeing.
- Contribute to the wider pastoral provision and wellbeing initiatives within the School.

Professional Practice

- Work in accordance with the ethical framework of a recognised professional body (e.g. BACP).
- Engage in regular clinical supervision (external supervision required).
- Undertake continuing professional development (CPD) to maintain and develop professional practice.
- Maintain professional registration, insurance, and fitness to practise.

Professional Boundaries and Conflicts of Interest

The School Counsellor is expected to maintain clear and appropriate professional boundaries at all times in line with their professional ethical framework and the School's policies.

The postholder will:

- Maintain clear therapeutic boundaries with pupils and avoid dual or conflicting roles within the school community.
- Declare any actual or potential conflicts of interest, including pre-existing relationships with pupils or their families.
- Refrain from providing counselling where a conflict of interest cannot be appropriately managed.
- Work with the School to agree suitable alternative arrangements where required to protect pupil wellbeing and professional integrity.
- Maintain confidentiality at all times, except where disclosure is required by Safeguarding or statutory obligations.





SALARY

Competitive, dependent on experience and qualifications

BENEFITS

- Sports Centre membership with free access to the gym; squash courts, lane swimming and golf course.
- A meal while on duty during term time.
- Contributory pension scheme.
- Staff fee discount.
- Free parking.

SAFEGUARDING

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers 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.

HOURS

- Part-time, term-time only (approximately 3 days per week, with flexible working hours).





The Person

Qualifications and experience

Essential

- Accredited or registered counsellor with a recognised professional body (e.g. BACP).
- Experience of working therapeutically with adolescents.
- Strong understanding of Safeguarding and Child Protection in an educational context.
- Experience of digital and non-digital channels.
- Enhanced DBS clearance (or willingness to obtain one).

Desirable

- Experience working in a secondary school or similar educational setting.
- Training in trauma-informed practice, anxiety, self-harm, or crisis intervention.
- Experience of working with families and external agencies.
- Experience of working with pupils in boarding and/or day school environments.
- Knowledge of independent school settings.

Skills

Essential

- Exceptional Communication Skills: Demonstrates outstanding written and verbal communication abilities, ensuring clear and effective engagement with diverse audiences.
- Ability to work collaboratively within a multidisciplinary pastoral team.
- Excellent communication skills and sound professional judgement.
- Strong Organisational & Collaborative Abilities: Exhibits excellent organisational skills alongside a proven capacity for effective teamwork and collaboration.

Desirable

- Health & Safety Expertise: Possesses a solid understanding of School Health & Safety procedures and risk assessment protocols, ensuring a secure and compliant environment.

Other Requirements

Essential

- School Values: Commitment to the ethos and values of the School.
- School Policies: Adherence to all School policies, including Safeguarding, data protection, and health and safety.
- Collaborative Relationships: Able to form strong working relationships with colleagues and relate appropriately to pupils. Willingness to work flexibly within the needs of the School.
- Patience and Empathy: Shows patience and empathy in interactions, ensuring that the needs and concerns of colleagues and pupils are understood and addressed respectfully.
- Confidentiality: Maintains high levels of confidentiality and discretion.

Desirable



HOW TO APPLY

Applicants should complete the school's application form and send together with a covering letter in PDF format to recruitment@oratory.co.uk

The closing date for applications is **22 February 2026** with Interviews taking place soon thereafter.

Early applications are encouraged. We reserve the right to close this advertisement early if we receive a high volume of suitable applications or if we find a suitable candidate from early applications.

The interview process will include:

- Interview with the Head, Designated Safeguarding Lead and HR.

Please send postal applications together with a covering letter to:

Director of People
The Oratory School
Woodcote
Oxfordshire
RG8 0PJ

For any queries, please email recruitment@oratory.co.uk.

The Oratory Schools Association Registered Charity No 309112 is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo checks with past employers, online and the Disclosure and Barring Service. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exception Order 1975, 213, 2020. January 2024





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