

INFORMATION PACK  
Recovery College  
Tutor





# WELCOME

## **A few words from our CEO**

Thank you for your interest in our organisation and this role.

We're proud to have directly helped 27,000 local people this last year, more than we've ever supported. We've been working in local communities to improve mental health and wellbeing for 30 years and during that time our support has evolved, enabling us to help people in new and impactful ways.

We believe everyone has the right to enjoy good mental health and our team of trusted professionals provide expert support to help people lead full and happy lives. What's more, we campaign locally to improve services, raise awareness and promote understanding of what good mental health looks like.

Ours is a vibrant organisation to work for and our staff are our most important asset. We know just how important the benefits of a mentally healthy workplace are. So, it's only natural that our people and our culture are at the heart of all we do. Staff wellbeing is a high priority for us and we take great care and pride in making sure that everyone who works with us feels valued and supported. We're dedicated, friendly and open, working together to improve the lives of local people experiencing mental health problems.

I hope you'll be interested in joining our team once you've read this pack and I look forward to meeting you.

**Emma Howitt**  
**CEO**

## Our Values

### CARING

We genuinely care about local people and the work that we do. We treat people with respect and dignity.

### WELCOMING

It can be difficult to ask for help and there is still much stigma associated with mental health. When people come to us for support, our response is warm and welcoming. Our staff and volunteers are helpful and friendly. We don't judge people.

### TRUSTWORTHY

People trust us with their personal stories. We appreciate this isn't easy and are grateful for people's confidence in us. We take confidentiality very seriously.

### DETERMINED

We are committed to finding the best support for local people. We can tailor our services to meet their needs as we know finding help for mental health issues can be difficult. If we can't help then we'll find the right support from other local organisations where needed.

### PROFESSIONAL

All our staff and volunteers are skilled in the work they do and are supported by us. We're constantly working to ensure our environment is safe and beneficial to you.



### See how our Recovery College is making a difference

“It was very reassuring to find that others had been in similar positions as yourself, completed the courses and had come out the other side being well equipped to know that it's not an easy fix, but you know what you can do to help with any challenges you may face.”

# Recovery College Tutor

This is a great opportunity to join Teesside Mind to support people with their mental health and wellbeing through learning.

If you are compassionate and committed to doing your best for everyone you support, we'd love to hear from you.

The Recovery College is a place of hope, learning and empowerment. We deliver practical, inspiring courses that equip people with real-world coping strategies to strengthen their mental health and wellbeing. As part of Community Mental Health Transformation in Middlesbrough, you will have the opportunity to be part of a unique, recovery-focused service that supports people living with mental health challenges.

Our curriculum includes topics such as emotional resilience, confidence building, mindfulness, stress management and more — all designed to help people take control of their mental health, build confidence, and make meaningful, positive changes in their lives. We believe in teaching practical tools, sharing lived experience, and empowering people to move forward with purpose.

## About This Role

Teesside Mind are looking for a Recovery College Tutor who is enthusiastic, compassionate and confident in delivering engaging learning experiences.

You will create a safe, inclusive and supportive learning environment where people feel heard, valued and empowered. Working alongside a volunteer co-tutor with lived experience, you will co-deliver sessions and demonstrate the impact of shared experience. You will take responsibility for preparing and delivering courses, as well as the essential follow-up administration. You will also support the lived experience volunteers through planning, de-briefs and ongoing encouragement.

This is a role where your creativity, empathy and teaching skills can directly change lives.

## Main Duties

- To deliver high-quality tuition in community settings and via Microsoft Teams across a wide range of mental health and wellbeing courses, supporting learners with diverse needs—including complex, long-term, and mild-to-moderate conditions.
- To follow lesson plans and use a diverse range of learning material, tools and methods to educate learners about good mental health and general wellbeing.
- To respond to and manage risk within the service with support from senior staff.
- To provide support and guidance to lived experience volunteers during delivery and planning of group work.
- Keep up to date records using online data systems in line with policies and procedures.
- To undertake administrative duties as required using Microsoft Office 365.
- To be responsible for own Health and Safety and contribute to Health and Safety systems and safe working practices.

## Why You'll Love Working With Us

At Teesside Mind, you'll join a small but dedicated team who truly care about the people we support. You'll be part of a culture that values recovery, shared learning and empowerment — and you'll have the chance to make a real, lasting impact in our community.

## Person Specification Criteria

<b>Experience &amp; Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Hold a level 3 or equivalent qualification in health or social care	●	
Teaching Qualification e.g. PTLLS or equivalent or willing to complete if successful	●	
Facilitating group work and contributing the development of course materials	●	
Working in a community setting	●	
Working as part of a team	●	
Working with people who have a serious mental illness diagnosis or who have experienced severe distress	●	
Personal experience of mental health problems and using mental health services		●

<b>Knowledge</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of mental health problems and mental health services	●	
Knowledge of the Voluntary Sector and how it works with other Statutory and Non-statutory Services		●
Knowledge of CHIME model of care		●
Knowledge of a range of emotional and psychological interventions	●	
Safeguarding and safety planning practices	●	

<b>Skills and Competencies</b>	<b>Essential</b>	<b>Desirable</b>
Able to enthuse, energise and motivate others	●	
Excellent communication and active listening skills	●	
Able to work remotely & autonomously and as part of a team	●	
Reflect on own practice and continuously develop own skills	●	
Ability to work with minimum supervision, use own initiative & make appropriate decisions	●	
Using IT, online and data management systems on an everyday basis	●	
Confident in using Microsoft Team to deliver sessions	●	
Manage own time effectively	●	

<b>Other Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Be passionate and enthusiastic about empowering others to thrive and recover	●	
Be able to inspire, motivate and instil hope in others	●	
Caring, compassionate and person-centred approach	●	
Commitment to Mind's values and objectives	●	
Able to travel to a range of locations within each borough by own or by public transport	●	

## Main Terms and Conditions

**Job Title:**

Recovery College Tutor

**Contract:**

Permanent

**Responsible to:**

Recovery College Team Lead

**Hours:**

Up to full-time 36.5 hours

**Salary:**

£28,500.00

**Location:**

Middlesbrough based however some working across various locations across the Tees Valley and online via Microsoft Teams

**Disclosure:**

This position is subject to a 26-week probationary period, Right to Work Check, satisfactory references and an enhanced DBS check and subsequent re-checks.

## How to Apply

If you would like to find out more about this opportunity, please call 01642 257 020 to speak to Samantha Hume.

Please complete the application form on our website.  
Interviews expected on: Monday 29<sup>th</sup> April 2026

**Closing date for applications:  
Monday 20<sup>th</sup> April 2026**

## Standard benefits:

- Defined salary according to job evaluation and Teesside Mind pay scales
- Contributory pension scheme
- Travel expenses in line with HMRC

## Enhanced benefits:

- Access to EAP wellbeing service
- Holidays commence at 26 days plus 8 BH and increase with length of service up to 32 days plus 8 BH\*
- Up to 2 days (15 hrs) off for volunteer / charity work\*
- Up to 3 days (22.5 hrs) off for time off to care for dependants\*
- Up to 6 hrs for medical appointments\*
- Up to 2 weeks of bereavement leave for the death of a close/immediate family member\*
- Enhanced Maternity, Adoption, Surrogacy, Paternity pay
- Free parking at Middlesbrough and Stockton offices (subject to availability)
- Access to financial rewards and discounts for high street shops, restaurants, holidays etc.

## Other Family Friendly Benefits:

- Flexible working\*\*
- Hybrid working\*\*
- Other time off including but not limited to carers leave or parental leave either paid or unpaid as defined by statutory provisions.

## Personal Development:

- Monthly supervision and a personal development plan (with and without funding - subject to approval)
- Annual development day for staff and volunteers

All essential job criteria are subject to reasonable adjustments in line with the Equality Act 2010

- \*All benefits are pro-rata for part time or part year contracts
- \*\* Subject to meeting the needs of the individual, the team and service delivery

INFORMATION PACK

## Recovery College Tutor



The Mind Centre,  
90-92 Lothian Road,  
Middlesbrough, TS4  
2QX.

**T: 01642 257020**

[info@teessidemind.org.uk](mailto:info@teessidemind.org.uk)

