



INFORMATION PACK

**Trainee Education Mental Health
Practitioner (Trainee EMHP)**



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.



I can express everything I'm feeling. I never thought anything would help or I could change, but this was so different.

Chloe, 18, Middlesbrough

Trainee Education Mental Health Practitioner (Trainee EMHP)

This is an exciting opportunity to join InsideOut Mental Health Support Team (MHST), delivering evidence-based early interventions for children and young people across education and healthcare sectors in South Tees.

InsideOut MHST is a partnership of voluntary and community organisations, including The Link, Teesside Mind, The Junction Foundation, Changing Futures North East, ABC Counselling and Time 4 You. Across the partnership, a total of 4 Trainee Education Mental Health Practitioners (EMHPs) will be recruited by Changing Futures North East, Teesside Mind and The Junction Foundation, working and training together as part of the team.

Successful candidates will undertake a fully funded, full-time 12-month training programme in partnership with Northumbria University, beginning in September/October 2026. This programme combines academic learning with supervised practice across mental health services and educational settings, including schools and colleges.

Applicants should demonstrate the ability to work at degree level in a relevant field (e.g. Psychology, Health, Social Care or Youth Work). Experience of working with children and young people (ideally two years or more) and an understanding of education settings are highly desirable.

During training, you will develop the skills and experience needed to deliver high-quality, evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties. On successful completion, you will be equipped to practise as a qualified EMHP, supporting whole-school approaches to mental health and wellbeing as part of the InsideOut MHST.

Key Deliverables

To develop the knowledge and skills (with supervision) to:

- Deliver evidence-based mental health interventions to children and young people (CYP) in Education settings.

- Support CYP with mild–moderate mental health needs, and ensure those with higher needs are referred to specialist services quickly.
- Conduct a whole school audit to devise a plan to implement, support and maintain a positive emotional well-being and mental health.
- Work with schools, families, and professionals to improve access to mental health support.
- Build understanding of how schools already support emotional wellbeing.

Evidence progress toward qualification and professional competence.

Key Duties

Therapeutic Work (Assessment and Intervention)

You will:

- Deliver guided self-help and brief interventions under supervision.
- Support children, families, and school staff to manage mental health difficulties.
- Carry out:
 - Assessments
 - Safety Assessments (self/others)
- Deliver planned targeted whole school approach activities in collaboration with the education settings in small or whole class group.
- Deliver Evidence-based Friends programme
- Plan and deliver school consultation meetings ,
- Co-produce intervention plans and outcomes with young people and families.
- Refer/signpost complex cases to specialist services.
- Work collaboratively with:
 - Teachers
 - Parents/carers
 - Multi-agency professionals
- Maintain:
 - Accurate clinical records
 - Obtain Paired Routine Outcome Measures
 - Outcome data
- Manage a caseload safely with supervision
- Participate in meetings and case discussions

Training & Supervision

You will:

- Complete a university training programme (academic + practical).
- Fulfil weekly independent study requirements (one day) to support learning and assessment preparation.
- Apply theory directly into practice settings.
- Prepare and attend Clinical and Case Management Supervision
- Present caseloads and reflect on:
 - Feedback
 - Development areas
- Contribute to:
 - Service evaluation
 - Research dissemination
- Continuously improve based on supervisor input

Professional Responsibilities

You will:

- Work within:
 - Professional standards
 - Confidentiality requirements
 - Safeguarding protocols
- Identify and escalate safety concerns immediately
- Maintain CPD (Continuous Professional Development) records
- Participate in:
 - Appraisals
 - Objective setting
- Stay updated on:
 - Guidelines
 - Best practice
- Attend relevant learning opportunities



Person Specification Criteria

Qualifications	In Training	When Qualified
Holds a relevant Degree in Psychology or other Health / Social Care / Youth related subject	●	
Successful completion of the HEE-commissioned EMHP training programme		●
Obtain accreditation with the relevant bodies such as BACP		●

Skills / Competencies	Essential	Desirable
Ability to learn effectively across varied settings and methods	●	
Competent IT skills	●	
Self-directed learner, able to plan and monitor own development	●	
Deliver 1:1 mental health interventions with children, young people, and families		●
Conduct mental health and safety assessments and respond appropriately		●
Deliver parenting programmes and support group interventions		●
Promote mental health awareness within educational settings		●
Maintain accurate records and communicate effectively		●

Knowledge	In Training	When Qualified
Understanding of the education system in England	●	
Knowledge of child development, wellbeing, or mental health	●	
Knowledge of educational environments and safeguarding		●
Understanding of consent, capacity, and Gillick competence		●
Knowledge of the school's safeguarding procedures and who the Designated Safeguarding Lead, (DSL), is in each establishment that they work in		●

Previous Experience	In Training	When Qualified
2 years plus Experience working with children and young people	●	
Experience supporting children, young people, families, and multi-agency working		●
Experience of working with children and young people in education and healthcare settings		●

Specialist Experience	In Training	When Qualified
Experience supporting CYP with social, emotional, behavioural, or mental health needs		●
Experience delivering evidence-based interventions (e.g. CBT, solution-focused approaches)		●
Experience with outcome measures and complex systems		●
Experience supporting vulnerable groups, including looked-after children		●

Specific Attributes	In Training	When Qualified
Enhanced DBS clearance	●	
Ability to manage emotionally demanding work	●	
Strong verbal and written communication skills	●	
Commitment to continuous professional development		●

Personal Qualities	In Training	When Qualified
Self-motivated and organised	●	
Effective team player	●	
Able to travel as required	●	
Able to meet the physical requirements of the role (with reasonable adjustments where applicable)	●	

Main Terms and Conditions

Job Title:

Trainee Education Mental Health Practitioner (Trainee EMHP)

Contract:

Permanent

Responsible to:

Team Lead

Hours:

37.5 hours

Salary:

£27,485 (Band 4 AfC)

Location:

CVL – InsideOut MHST

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 Sam Devon.

Please complete the application form on our website.
Interviews expected on: 29th, 30th and 31st July 2026.

**Closing date for applications:
Friday 17th July 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

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