

INFORMATION PACK

**Band 5 Counsellor within the  
Tees Valley Getting Help Service**





# 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**

# Band 5 Counsellor within the Tees Valley Getting Help Service

## Partnership

A collaborative of local organisations (TEWV, The Link, The Junction, Alliance Psychological Services, Changing Futures North East, and Teesside Mind) have come together to provide the Tees Valley CYP Getting Advice & Help (GA&H) service. This innovative partnership is built on a shared commitment to improving mental health outcomes for children and young people by making services more equitable, accessible, and responsive to local needs.

TEWV leads the partnership, with Alliance Psychological Services and The Link providing operational leadership in North Tees (including Darlington) and South Tees respectively; ensuring strong, place-based delivery.

This role offers a unique opportunity to be part of a transformative initiative that is reshaping how mental health support is delivered to young people in our communities.

## Job Purpose

The post holder will be part of a wider team that collaboratively provides high-quality, brief, and evidence-based support that is sensitive to the unique needs and experiences of children and young people. This role will provide early intervention and structured therapeutic support to children, young people, and families experiencing mild to moderate emotional or mental health challenges. Working within a supportive, trauma-informed environment where the emphasis is on collaborative delivery of short-term, outcomes-based interventions, as well as contributing to consultation and partnership work in educational and community settings.

## Main Duties & Responsibilities

- To provide, under supervision, assessment, including risk assessment, of children and young people experiencing mild to moderate mental health difficulties.
- To support management of the waiting list playing a proactive role in prioritisation, assessment, and signposting.

- Offer trauma-informed advice and informal guidance to education staff and carers, supporting relational and developmentally sensitive environments.
- Contribute to the delivery of training or workshops (under the guidance of senior clinicians) where appropriate.
- Deliver structured, time-limited therapeutic interventions (individual or group) for children, young people, and families, using evidence-informed approaches.
- Support the use of routine outcome monitoring tools (aligned with CYP IAPT) to assess progress and inform care planning.
- To make use of referral pathways following assessment for children, young people and families requiring other services, including statutory and voluntary agencies.
- Working in collaboration with children, young people and families to develop effective treatment plans and agreed outcomes.
- To operate within the Service Referral to Discharge Protocols.
- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant element of service delivery.
- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week to improve timely access and minimise waiting times.
- Registration, through an approved professional body, either BABCP or BPS.
- Make reasonable adjustments to interventions to support engagement e.g. modifying language for CYP with autism, holding shorter sessions for CYP with ADHD or printing on green paper for individuals with dyslexia.

## Supervision

- Receive clinical supervision and case management in relation to clinical work to meet the required standards.
- Respond to and implement supervision suggestions by supervisors in practice.

- Prepare and present case load information to supervisors and case managers within the service on an agreed and scheduled basis, to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Work within the boundaries of service delivery and support to meet the requirements of the service needs.
- Engage in and respond to personal development supervision to improve competencies and practice

### **Safeguarding**

- Be responsible for safeguarding children and promoting their welfare, operating within local policies and procedures.
- Under guidance and support take appropriate safeguarding action to protect children and young people at risk of significant harm.
- Ensure that consent is obtained and verified before sharing information, except in safeguarding situations.
- Under guidance and supervision identify and support families in accessing Early Help Services.

### **Service Monitoring and Development**

- To maintain appropriate clinical notes and records on IAPTUS
- To undertake relevant Continuing Professional Development as required for the purposes of continued professional accreditation or registration and as identified through professional development and Appraisal system.
- Contribute to the setting of targets and action plans to assist with service development.
- Encourage children and young people to be involved in the monitoring, evaluation, and development of the service.

### **Collaboration with Other Staff/Agencies**

- Establish and maintain effective working relationships with Headteachers, Deputy Heads, SENCOs, Pastoral Teams, and other school staff, providing advice and consultation.
- Liaise effectively with other local statutory, voluntary, and third-sector providers to build effective relationships and support the development of pathways.
- Present the service and its users in a professional manner and represent the service at inter-agency meetings.
- Liaise with other staff and agencies to further meet the needs of children and young people.
- Work with families involved with social care, liaising closely with Social Workers and other professionals.



## Person Specification Criteria

<b>Experience &amp; Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Holds a recognised qualification in counselling (L5/L6)	●	
Holds a Psychology or other Health/social care/youth related undergraduate degree		●
Holds a recognised membership of a relevant professional body (i.e. HCPC/BACP/BABCP/BAAT/UKCP/BPS)	●	
Is accredited with a relevant professional body (i.e. HCPC/BACP/BABCP/BAAT/UKCP/BPS)		●
Working towards accreditation	●	
Post qualification experience as a practicing counsellor	●	
Experience of working therapeutically with children and young people	●	
Demonstrates an understanding of the service, including referral pathways and criteria for access		●
Experience of working within a children's mental health service	●	
Experience of working within educational establishments		●

<b>Therapeutic Practice</b>	<b>Essential</b>	<b>Desirable</b>
Demonstrates and understanding of assessment and risk	●	
Shows a willingness to work flexibly to meet the needs of both service, children, young people and families and university requirements	●	
Ability to work with an agreed caseload and manage agreed targets and performance measures	●	
Demonstrates an understanding of children's mental health	●	

<b>Clinical Supervision and Case Management</b>	<b>Essential</b>	<b>Desirable</b>
Demonstrates a willingness to undertake clinical supervision and case management	●	
Shows responsibility for continuous professional development	●	

<b>Child Protection and Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
A clear understanding of LSCB policies and procedures and commitment to the safeguarding of children and young people	●	

<b>Case Management and Line Management</b>	<b>Essential</b>	<b>Desirable</b>
Under supervision demonstrates a willingness to challenge assumptions and practice and with guidance can provide alternative and creative solutions.	●	
Demonstrates commitment to deliver high quality services.	●	

<b>Partnership Working</b>	<b>Essential</b>	<b>Desirable</b>
Demonstrates an ability to effectively build and manage relationships with referrers both within schools and community	●	
Strong working relationships with school leadership teams to support and maintain contracts	●	
Demonstrates a consistently positive attitude to working within The Link/InsideOut MHST	●	
Demonstrates a willingness to work collaboratively with children, young people and families	●	
Has the willingness to work under supervision to develop good therapeutic relationships with children, young people and families.	●	

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Ability to work within a dynamic and developing service	●	
Demonstration of self-motivation and motivation of others	●	
Ability to work confidently and competently under pressure	●	

<b>Communication</b>	<b>Essential</b>	<b>Desirable</b>
Effective communication skills, both verbal and written and the ability to understand and respond to requirements of different audiences	●	
Shares information, skills and practice when required	●	
Excellent case recording, report writing and case presentation skills	●	

<b>IT</b>	<b>Essential</b>	<b>Desirable</b>
Demonstrates competency in using The Google suite and Microsoft Office	●	
Experience in using database systems to record sessions and notes	●	

## Main Terms and Conditions

**Job Title:**

Band 5 Counsellor within the Tees Valley Getting Help Service

**Contract:**

Permanent

**Responsible to:**

B6 Supervisor

**Hours:**

29 hours

**Salary:**

£24,011.23

**Location:**

North/South Tees

**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: Monday 17<sup>th</sup> August 2026

**Closing date for applications:  
Friday 31st 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

INFORMATION PACK

**Band 5 Counsellor within the  
Tees Valley Getting Help Service**



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

**T: 01642 257020**

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

