

CAREERS AT TLG

**TLG** transforming  
lives for good



# Therapeutic Hub Counsellor (School)

## **Bristol**

JOB DESCRIPTION



# we are **transforming lives for good**

**Transforming Lives for Good (TLG)** is a national charity that helps churches to bring hope and a future for struggling children. That means getting alongside struggling children, providing practical support in and out of school and connecting with home to bring hope and a future.

All over the UK, children are struggling in school for all kinds of reasons, and many families are suffering without hope. Nationally, the latest statistics show that:

- Children living in poverty are 4 times more likely to get a permanent exclusion from school
- More than two thirds of the current prison population were excluded from school
- One in six 16-24 year old 'NEETs' (those not in Education, Employment or Training) die within ten years of falling out of the system
- 1.5 million children are entitled to free school meals in the UK

## **But there is hope.**

It comes through the local church making a real difference in their community. TLG is passionate about bringing a practical approach that goes way beyond education and works to build strong connections between local churches, families and schools. At TLG, we have a big vision to make the difference in as many children and families lives as possible. We are transforming lives for good!



# TLG's culture & values

At TLG, our work is our vocation, giving us a rich sense of purpose. We also believe work can be a great experience and enable people to grow into their full potential. In fact, we are recognised nationally as an exceptional place to work. In 2019, we were named the best charity to work for in the UK by the prestigious Sunday Times Best Organisations to Work for.

This special award highlights all the positives about working at TLG! We love to look after our team and here are some of the great benefits we offer:

- Fun team times away
- Retreat days for staff
- Generous holidays and flexible working arrangements
- Above and beyond recognition for high-performing staff
- Support for staff with counselling and coaching
- Contributions towards training and professional qualifications.

## Our Values

Holding to these values is vital in all aspects of our growth.

- **Greater Transformation**  
Relentlessly focussed on the main thing (TLG's mission and vision), energised by the challenge, and deliberately missional.
- **Relational Leadership**  
Bringing out the 'gold' in others, 'leaning in' when it's relationally tough, and humble yet courageous.
- **Local Church**  
Celebrating the Church, grace and patience in partnership, and rooted in the local church community.
- **Excellence Every Day**  
Joyfully exceeding expectations, learning from failure, and knowing uncertainty doesn't throw us.
- **Vibrant Faith**  
Nurturing our own walk with God, following Jesus together even when it's tough, and realising work is mission – so much more than a job.



# Therapeutic Hub Counsellor (School) – Bristol

- Location:** Hybrid – Bristol City Centre (mainly school-based delivery, with some home working and occasional travel to events and our National Support Centre in West Yorkshire)
- Salary:** £16,691.50 – £18,053.50 (£36,339 – £39,304 FTE)
- Hours:** 2.5 days (18.75 hours per week)
- Reporting to:** Director of Programmes
- Contract:** Part-time and term-time only. Fixed-term contract moving to permanent based on programme suitability.

## Job Role:

Building on the success of TLG Early Intervention Coaching, our new school-based **TLG Therapeutic Hubs** will bring life-changing support to the growing number of pupils struggling to cope due to emotional, relational, and mental health challenges. Working in partnership with local churches, this pioneering pilot programme not only addresses the underlying issues children are facing, but also offers vital support to parents, carers and school staff.

As the **TLG Therapeutic Hub Counsellor**, you will deliver specialist trauma-aware care through 1:1 counselling and group interventions for pupils. Working closely with a Family Champion from the partnering church, you will also lead Reflective Care groups for parents/carers and staff, promoting wellbeing and fostering wrap-around care for each young person supported through the hub. High standards of safeguarding and accurate record-keeping will be central to your work, and through regular collaboration with the pilot team, you will help to shape and refine this exciting new initiative.

We are looking for a **Level 4 qualified Counsellor or Therapist** who thrives in a school setting and is passionate about bringing fullness of life for young people and families, helping them overcome the challenges they face. You will be confident in building strong relationships and working collaboratively to design a weekly programme that meets both client and school needs. Creativity is highly valued, and we welcome applicants with creative specialisms that are particularly effective for engaging young people.

### Job Tasks:

- Work in partnership with the TLG Therapeutic Support and pilot project teams to develop and implement the menu of activities agreed with the school.\*
- Work collaboratively to design a weekly programme of sessions that meets client and school needs.
- Deliver one-to-one therapeutic interventions to young people referred by the school.
- Deliver group sessions that address the needs of young people, focusing on themes such as anger, anxiety & worry, friendships, bereavement, and loneliness.
- Pioneer therapeutic TLG Reflective Care groups for parents/carers and staff teams (e.g. class teachers & their TA's) supported by the Family Champion from the Partnering Local Church, leading weekly sessions with a trauma responsive, interactive approach.
- Promote and safeguard the welfare of young people attending your sessions and their families with the wider support agencies that may also be involved with them, ensuring the suitability of materials, platforms, policies and procedures.
- Undertake all required administrative tasks such as recording session notes and reporting anything of concern to those in the appropriate positions of responsibility in school.
- Advise, encourage and support young people, parents/carers and staff to engage fully with all aspects of the offering.
- Exhibit excellent interpersonal skills with the ability to communicate praise and developmental progress with key stakeholder as part of building relationships.
- Attend Group Process and supervision (provided by TLG) at least once a month.\*\*
- Represent TLG well in interactions with external agencies including the school and the associated partnering Church. This will also involve regular connection with the Family Champion at the partnering church.
- Provide feedback on findings, progress and recommended content adaptations to the pilot project team.

\*This role is based in a city centre school, working with young people aged 11-18.

\*\*TLG highly values reflective practice. You will therefore receive clinical supervision from an HCPC registered practitioner, qualified as a clinical supervisor with a background in arts psychotherapy, cognitive behaviour therapy and trauma specific therapeutic practices. The amount of the supervision offered aligns with general regulatory recommendations for the number of TLG cases you will hold.

### **Additional Responsibilities:**

- Attend, fully participate in and, on occasions, lead daily Christian devotionals and times of worship for the TLG staff team.
- Attend TLG's Staff Conference twice a year. This includes active participation in corporate Christian prayer and worship and the opportunity to share faith testimonies of young people involved in TLG programmes.
- Play an active part in promoting the work of TLG including the recruitment of individual regular donors through TLG Hope Giver scheme.
- Take on additional responsibilities for tasks as your role develops.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"><li>• Professional Therapy/Counselling qualification of Level 4 or above belonging to a professional body such as BACP/NCPS/ACC etc.</li><li>• Good general standard of education including as a minimum English and Mathematics GCSE at grade A*-C or equivalent.</li></ul>	<ul style="list-style-type: none"><li>• Degree level qualification in a relevant subject.</li><li>• A higher level or CPD training with a focus on somatic therapy, trauma aware responses, PACE, attachment theory, the Polyvagal theory, person centred or integrative approaches and neurological research-based approaches.</li></ul>
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"><li>• Understanding of children with learning and behavioural difficulties.</li><li>• Ability to listen and develop people in a group and on an individual basis.</li><li>• Commitment to actively pursue ongoing personal and professional development of themselves to enhance their contribution to TLG.</li><li>• An aptitude for creativity and kinaesthetic development through qualifications and/or hobbies/interests that involve two or more of the following:<ul style="list-style-type: none"><li>• Art – use of paint/pencils/pens etc.</li><li>• Drama</li><li>• Dance/Movement/Exercise</li><li>• Sports</li><li>• Sculpting</li><li>• Making things/crafts/construction</li><li>• Enjoyment of nature/outdoor recreation</li><li>• Music – playing/composing/singing</li><li>• Collage</li></ul></li></ul>	<ul style="list-style-type: none"><li>• Worked with children in a professional capacity.</li></ul>

PERSON SPECIFICATION CONT.

	ESSENTIAL	DESIRABLE
EXPERIENCE	<ul style="list-style-type: none"><li>• Experience of working with children in groups and one-to-one.</li><li>• Experience working in a school setting.</li><li>• Experience in leading/training groups of adults.</li></ul>	<ul style="list-style-type: none"><li>• Experience supporting/leading /training groups of parents/carers.</li></ul>
CHRISTIAN LIFESTYLE	<ul style="list-style-type: none"><li>• Commitment to actively pursue ongoing spiritual development of themselves and colleagues within the life of a local church in order to enhance the contribution to TLG.</li><li>• Attend and participate fully in devotions, prayer meetings and staff conferences to enhance the spiritual relationships within the team.</li><li>• Able to work sensitively with those of different cultures and faiths whilst having their own strong and vibrant Christian faith and commitment to Equal Opportunities.</li><li>• To be an active part of a church family.</li></ul>	
ADDITIONAL	<ul style="list-style-type: none"><li>• Complete an enhanced DBS check prior to employment, which reveals no reason for the applicant being unsuitable to work with young people.</li><li>• Provide 3 referees. At least one referee needs to represent Christian commitment and be able to comment on your faith and growth as a Christian. References will be taken up after final interviews.</li><li>• Provide evidence of qualifications and suitability to work in the UK and appropriate qualifications.</li><li>• Live within a reasonable travelling distance.</li></ul>	





# Application process

Apply today through our website:

[www.tlg.org.uk/careers](http://www.tlg.org.uk/careers)

- After clicking 'Apply', you'll be taken to an online application form. This will include uploading a personal statement explaining how you meet the criteria outlined in the job description for this role and your motivation for applying. There will also be some questions exploring how your faith relates to your working life, and an option to upload a CV later in the form.
- After the closing date, we'll be in touch via email. If you've been shortlisted for the role, you will receive an invitation for a short initial interview which will be held online.
- If successful following your initial interview, we'll then invite you to a final interview in person at our National Support Centre in West Yorkshire.
- If successful following your final interview, you will then have an opportunity to visit the school and meet some of the staff team there.

*You can find the closing and interview dates in the role's advert on our website.*

We would welcome applications from candidates from diverse backgrounds to enable us to better reflect the needs of the communities we serve.

## Having trouble with your application?

If you have any problems with the online application process, please contact [recruitment@tlg.org.uk](mailto:recruitment@tlg.org.uk) and someone will get back to you as soon as possible.