



Senior Mental Health Lead and Counsellor



Julie Bravo – Headteacher
Queensway Academy



QUEENSWAY SCHOOL
Senior Mental Health Lead/Counsellor
Hours: 37 hours/week
Term time + 4 weeks
Scale: PO2 (pt 28-31)
£39,152 - £41,771
(AYR Annual Salary Pro-Rota)

We are seeking to appoint an innovative and inspiring Senior Mental Health Lead who can develop and strategically lead Queensway Connect, our therapeutic response team. They will also provide a professional and confidential counselling service to children and young people. This is a fantastic opportunity to develop over time, your own specialist team of staff who can offer early help and tailored interventions to support emotional health and well-being, build resilience to help them cope with the difficulties they face. This is an exciting time to be part of Queensway Specialist School as we continue to grow and with the exciting opening of our new school.

Queensway School

Queensway is an over-subscribed special school in Telford and was established as an academy in March 2018 when it became part of the Learning Community Trust. It was the result of a merger of an autistic provision which had been linked to HLC Secondary and a SEMH school that required a sponsor and a new start.

Queensway is across two sites – the North site in Hadley is a school for children with a diagnosis of Autism. The school has a PAN of 70 but due to demand for places always has additional students. It is a modern purpose, self-contained building on a lovely site with sensory and quiet rooms as well as a Sports Hall and good outdoor spaces. Queensway North has achieved Autism Accreditation from the National Autistic Society, and our skills and strategies are worthy of their award. The school itself then leads on Autism training both with the Local Authority and some external organisations. Queensway North caters for Key Stage 2 (Y6), Key stage 3 and 4.

The South site, in Dawley, will be moving to a site adjacent to our North site in Hadley in 2026/27. The new state of the art building and the curriculum opportunities it will offer are very exciting. Queensway South is for children with a diagnosis of Social Emotional Mental Health (SEMH).

Both sites offer an extensive curriculum which includes English, Mathematics, Science, Design Technology, Art and Physical Education, Creative iMedia, Engineering, Forest Schools, Motor Vehicle, Hair and Beauty, Duke of Edinburgh and Photography. We have also introduced Independent Living and Life Skills. Social skills/education permeates through the curriculum on both sites preparing our students for life as young adults.

All students are encouraged to take a range of examinations which best meet their needs from the differentiated curriculum which is individually designed by the experienced staff team. The outcomes have improved year on year and in 2025 over 80% of students gained five or more GCSEs at Grade 1-9 including English and Maths which was a significant achievement.

Both sites have their individual teaching teams, support staff and highly experienced Pastoral leads who also lead on safeguarding.

Queensway prides itself on its close working relationships with parents and good communications between home and school happen on a daily basis.

You will join a Trust steeped in a culture of wanting the very best for our children and is very ambitious for its schools. As a school, you will be joining a community that will do anything to make their children's lives successful whilst preparing them for the next steps in their lives. For more information, have a look at our website www.queensway.school

Learning Community Trust

We are very proud to be a part of the LCT. The expertise and skills the staff have across the trust is invaluable in sharing best practice and our experience in working with children and young people with SEND is greatly valued in our mainstream schools. We are the only provision in Telford and Wrekin for students with these needs, all our young people have an EHC plan, and we work with the LA over admissions.

The LCT mission is very simple; we are driven to be an outstanding MAT for our community with a clear vision to provide the best possible education for all the children and young people in our Trust, helping them to be successful in all they do both now and in the future.

The Learning Community Trust was established in June 2017 following agreement with the DfE/RSC to establish a MAT in this community. Not only were we approved as a MAT but we are also an academy sponsor.

Our MAT spans education from 2-year-olds in our nurseries through primary and secondary education as well as specialist provision for autism and SEMH in our school. In addition, we have established a great partnership with Telford College and work with them on post-16 transition and curriculum.

We keep our aims at the forefront of all we do, they represent our values as well as our intentions:

To focus, across our schools, on **excellence** by achieving the best possible educational outcomes for our children and students by engaging and inspiring them, building their resilience and preparing them for work and adult life.

To drive a **collaborative culture** across our schools which drives and supports improvement and develops all our staff as leading professionals.

To provide the highest levels of **care and support** for our children so they can succeed, including those that are the most disadvantaged, vulnerable or with special needs in our community.

To ensure our schools are at the heart of the community they serve and are truly **inclusive** organisations with equality for all across our community.

To engage positively with our families and wider **community**, building partnerships and programmes that develop opportunities beyond the school sector.

We have four strategic objectives which drive our work:

Our learners are engaged and successful
We have high quality staff across our Trust
We have a culture of continuous improvement
Our leadership and Governance is exemplary

The Trust currently has over 4000 students, over 600 staff and we operate a budget of over £23 million, and this makes us a very viable Trust and a significant provider of education in Telford and Wrekin. For more information on Learning Community Trust, please have a look at the website <https://learningcommunitytrust.co.uk>



Julie Bravo
Headteacher
Queensway North/South

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and young people. All post holders working in regulated activity with children, are required to have an enhanced DBS check (including a check on the children's barred list). References will be required for all shortlisted candidates, prior to interview and these will be checked following the Learning Community Trust recruitment and selection process. In line with the Statutory Guidance Keeping Children Safe in Education an online check will also be undertaken for all shortlisted candidates prior to the interview. Shortlisted candidates will also be required to complete a criminal self-disclosure declaration, posts that involve working in regulated activity are exempt from the Rehabilitation of Offenders Act, please note it is a criminal offence for individuals on the barred list for children to apply for any post working with children. For more information, please refer to The MOJ's guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975, for information about which convictions must be declared during job applications and related exceptions and further information about filtering offences can be found in the DBS filtering guide.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education. For more information regarding our school's commitment to safeguarding, please see our Child Protection & Safeguarding Policy available on our website www.queensway.school





JOB DESCRIPTION

SENIOR MENTAL HEALTH LEAD AND COUNSELLOR

Hours: 37 hours/week
Term time + 4 weeks
Scale: PO2 (pt 28-31)
£39,152 - £41,771
(AYR Annual Salary Pro-Rota)

School Counsellor Main Areas of Responsibility:

- To provide a confidential counselling/therapy service for individuals or groups of students and adolescents who have been referred including:

- Establishing a relationship of trust and respect with clients
- Agreeing a counselling contract to determine what will be covered in sessions (including confidentiality issues)
- Encouraging clients to talk about issues they feel they cannot normally share with others
- Actively listening to clients concerns and empathising with their position
- Accepting without bias the issues raised by clients
- Helping clients towards a deeper understanding of their concerns
- Challenging any inconsistencies in what clients say or do
- Helping clients to make decisions and choices regarding possible ways forward
- Referring clients to other sources of help, as appropriate
- Attending supervision and training courses⁴

- Maintain and develop relationships with relevant staff at the school, including Form Tutors and teaching staff concerned with the pastoral care and well-being of students, offering advice and consultation

- Provide information on the schools' counselling service and the role of the counsellor to children and young people, governors, educational professionals, and parent/carers

- To keep accurate and up to date records and to contribute to reports and meetings as required by the service

- Refer child protection concerns to and support the designated safeguarding lead within the school.

- To liaise as needed with other local agencies, such as GPs, and services.

- Attend regular line management and team meetings as required

- Attend regular supervision and training.

- Undertake personal therapy (mandatory for accreditation)

Senior Mental Health lead Main Areas of Responsibility:

Attend senior mental health lead training to acquire new knowledge and maintain an accurate understanding of the landscape of best practice in school mental health and wellbeing.

Oversee the development of effective mental health and wellbeing provision in line with the government guidance for senior mental health leads.

Identify gaps in our mental health and wellbeing strategy and source relevant external expertise in response to these gaps where no feasible internal solutions exist.

Work closely with other members of school leadership team on the development and implementation of school's approach to mental health and wellbeing. Where necessary linking the approach to other policies and processes, for example safeguarding, behaviour, attendance and attainment.

Develop and lead an effective early intervention and prevention strategy that enables all pupils to access support for their mental health and wellbeing.

Coordinate the school's provision for pupil's mental health needs, including oversight of interventions where they are being delivered by staff.

Oversee the mental health and wellbeing interventions that take place in school. In practice, this could mean; developing pathways to support for more vulnerable young people with mental health or other needs; coordinating the delivery of specialised interventions within a school or college and liaising with external agencies such as local CAMHS, Mental Health Support Teams or local community provision.

Evaluate the outcome of interventions on pupils' wellbeing and attainment to understand what is working and make any necessary changes to ensure effective support is provided

Develop cross curricular approaches that support pupils through the promotion and protection of wellbeing

Develop training and teaching tools to aid in the delivery of our mental health and wellbeing objectives and responsibilities to staff members, ensuring a consistent school wide approach
Work collaboratively with a team of key staff members who can support the implementation of whole school mental health and wellbeing

Champion and always promote staff wellbeing. Including providing staff wellbeing training or support where necessary

Audit current mental health and wellbeing provision to determine and optimise performance of our programme of support for pupil mental health and wellbeing

Review the school's PSHE and RSE curriculum to ensure it includes the awareness of developing positive mental health and emotional resilience

Support the development of strategies that cultivate pupil wellbeing in the core curriculum
Gather input from key stakeholders on what advice they would value and what their specific concerns may be

Maintain a publicly visible policy that sets out how the school supports pupils' mental health and wellbeing

Develop and implement embedded processes that increase positive mental health and wellbeing

Assess staff mental health needs confidentially through staff surveys, feedback and by maintaining clear channels of communication

Review and implement the Mental Health and Wellbeing policy that sets out how the school promotes wellbeing for its students and staff, and addresses the areas of school culture that impact on staff wellbeing

To regularly review and revise the staff wellbeing programme to ensure that it reflects need
Offer supervision to all DSLs across the Trust schools where necessary

Whilst every effort has been made to explain the main duties and responsibilities of the post it may not identify every individual task that is required. You may be directed by the Principal and management to undertake other duties which are commensurate with the salary and job title in order to ensure the smooth running of the school.

Person Specification – Senior Mental Health Lead / Counsellor

The successful candidate will be suitably qualified with a breadth of relevant experience and capable of inspiring trust and confidence across a diverse range of students, staff and parents.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> - Minimum Post-Graduate Diploma level qualification in Counselling or Psychotherapy - BACP accreditation, UKCP registration or BPC - Further therapeutic training or qualification in working with children and young people - Senior Mental Health Lead DfE accredited Training or willingness to undertake - APT accredited Clinical Supervision training or willingness to undertake 	<ul style="list-style-type: none"> Masters Level in Counselling or Psychotherapy Social Worker experience Experience in Mental Health Nursing Experience in clinical supervision of DSLs
Knowledge & Understanding	<ul style="list-style-type: none"> - An understanding of the nature of school and education - An awareness of Safeguarding and Health & Safety issues in schools - A Knowledge and understanding regarding the limitations of confidentiality and the need for the judicious sharing of some information 	<ul style="list-style-type: none"> Relevant work experience within a school setting
Experience	<ul style="list-style-type: none"> - Previous experience in mental health support - Experience of therapeutic work with young people and adults with a wide range of difficulties, including: <ul style="list-style-type: none"> • Those with attachment disorder • Those who experience high levels of anxiety or depressed mood • Those who show behaviours of concern • Those who have difficulty accessing their learning - Experienced in assessment and working flexibly according to the presenting needs of the client 	<ul style="list-style-type: none"> Previous experience in a school setting Experience in leading school change programmes and initiatives

Values	<ul style="list-style-type: none"> - A commitment of the safeguarding and promoting the welfare of children and young people. - A belief that the needs of students come first. - A commitment to equality of opportunities - A full understanding of and commitment to your accrediting bodies' Code of Ethics <p>Committed to their own ongoing learning and development</p>	
Competencies	<ul style="list-style-type: none"> - Ability to motivate and lead a team - Leadership and management experience - Ability to lead change <p>Communication You have excellent verbal communication skills and you speak confidently to young people and adults. Your written communication is clear, succinct and logical. Your listening skills are highly developed.</p>	
Personal organisation	You are well organised and able to manage a sizeable caseload efficiently working autonomously and flexibly	
Adaptability	You are flexible, able to adapt your approach concerning the distinctive challenges and opportunities of providing a counselling service in a school	
Analysis and judgement	You use your initiative but are able to determine when it is appropriate to gain a second opinion. You identify key issues and how they relate to each other. You apply sound judgement to make decisions	
Building support	You engage others and adopting a style appropriate to the circumstances. You skilfully build relationships and networks to support students and their families	
Confidence and resilience	<p>You demonstrate resilience to deal with setbacks and adapt as whole school approach evolves</p> <p>You are willing to take on challenges and have a strong belief in your ability to deliver. You have the confidence to speak up for what is best for students. You remain calm and focused under pressure</p>	

Customer service	You are focused on providing an effective and responsive counselling service meeting student needs as efficiently as possible	
Team worker	You work independently but appreciate your role as part of the student support team. You build a rapport with colleagues and other professionals to enable effective working and sharing of information. You build partnerships and links beyond the school Empathetic individual who can work alongside others in a compassionate and non-judgemental manner	
<p>Next Steps If you wish further information, visits of the school and informal discussions please contact Stuart Sprague, Deputy Headteacher at Queensway School on julie.bravo@lct.education</p> <p>Closing date for applications: Friday 15th May 2026</p> <p>Please email your application form to: Sara.Millward1@lct.education</p>		

Signed.....()

Signed.....(Head of Queensway)

Date.....

An electronic copy of this document will be kept with your personnel records.