



Job Title:	Trainee Wellbeing Practitioner: Children & Young People (CYWP)
Salary:	£26,530 (trainee)
Location:	BLGC Sites, community and home working
Reports to:	Service Manager, Targeted Youth Services
Contract:	One year trainee post (then subject to available funding)
Hours:	37.5 hours per week

The Charity

Bolton Lads and Girls Club (BLGC) is a community-based charity driven by a mission to ensure that every child and young person in Bolton has 'the best possible start in life, so that they have every chance to achieve their aspirations, succeed and be happy' (Bolton Vision 2030). BLGC provides innovative and accessible services, to enable children and young people to do what they want, where they want, in an inclusive and integrated environment.

We support children and young people and families, especially those from disadvantaged backgrounds, to live happier, healthier and safer lives. Each year we support around 4,500 individuals through our services across Bolton and the surrounding area, and through our outreach in schools and community settings.

Our offer includes: A Universal Youth Provision providing diverse youth club activities, sports, multi-media, social interaction and arts; a Targeted Youth Service providing critical support to some of our most vulnerable children and young people and families in the community; a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork; an Education provision providing an alternative curriculum for children and young people who benefit from creative and practical approaches to learning in a supportive and nurturing environment.



In 2024 BLGC became a certified Great Place to Work

BLGC Enriching Young Lives

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | info@blgc.co.uk | blgc.co.uk

Registered Charity No: 1051292



Our Vision and Mission

Vision

Every young person in Bolton has the opportunity to be the best they can be.

Mission

We will provide great places to go, positive things to do, and people that care.

Our Key Principles

- Keep things simple
- Always do the right thing
- Offer excellent customer service
- Provide an environment for people to be the best they can be
- Be exceptional in the moments that matter

Our Values

Driven

We don't give up and we do whatever it takes.

Caring

Genuine people who care make the difference.

Empowering

We enable people to be the best they can be.

Excellence

We aim to deliver the highest standards of service and continuously improve through robust quality assurance and innovation.

Fun

If you enjoy what you do, you do it better! Work is serious and we do it with a smile on our face.

About the role

This is a training role within the NHSE Children and Young People's Psychological Therapies Training Programme. The post-holder will work within the Mental Health & Wellbeing Service as part of a team delivering, under supervision, high-quality, outcome-informed, focused, evidence-based interventions for children and young people experiencing mild to moderate anxiety, low mood/behavioural difficulties.

The training and service experience will equip the post-holder with the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value-driven service.

The post holder will attend all University based taught and self-study days required by the education provider, as specified within the agreed national curriculum and work in the service for the remaining days of the week using their newly developed skills.

CYP Wellbeing Practitioner training benefits from being integrated fully within community-based mental health services.

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Main Responsibilities

Therapeutic skills

- 1.1 Assess and deliver, under supervision, outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties.
- 1.2 Working in partnership, support children and young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- 1.3 Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.
- 1.4 Support and empower children, young people and families to make informed choices about the intervention.
- 1.5 Always operate from an inclusive values base, which recognises and respects diversity.
- 1.6 Accept referrals within agreed national and local protocols.
- 1.7 Undertakes accurate assessment of risk to self and others.
- 1.8 Adhere to the service referral protocols. Under supervision, unsuitable referrals will be signposted to the relevant service as necessary.
- 1.9 Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe, ensuring adherence to other relevant elements of service delivery.
- 1.10 Provide a range of information and support for evidence-based psychological treatments. This may include guided self-help. This work may be face-to-face, by telephone or via other media.
- 1.11 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.
- 1.12 Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- 1.13 Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
- 1.14 Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- 1.15 Work within a collaborative approach involving a range of relevant others when indicated.
- 1.16 Work in collaboration with children, young people and communities to enhance and widen access.

Training and Supervision

- 2.1 Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
- 2.2 Apply learning from the training programme to practice.

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- 2.3 Receive supervision from educational providers in relation to coursework to meet the required standards.
- 2.4 Prepare and present case load information to supervisors 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.
- 2.5 Respond to and implement supervision suggestions by supervisors in practice.
- 2.6 Engage in and respond to personal development supervision to improve competences and practice.

Professional

- 3.1 Ensure the maintenance of standards of practice according to the employer and any regulating bodies and keep up to date on new recommendations/guidelines set by the relevant departments.
- 3.2 Ensure that confidentiality is always protected.
- 3.3 Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- 3.4 Participate in individual performance review and respond to agreed objectives.
- 3.5 Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintain up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 3.6 Attend relevant conferences/workshops in line with identified professional objectives.

GENERAL

- 4.1 Contribute to the development of best practice within the service.
- 4.2 Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.
- 4.3 Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health
- 4.4 All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- 4.5 It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek the advantage of further private business or other interests in the course of their official duties.
- 4.6 This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

PERSON SPECIFICATION

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of assessment ✓
Qualifications			
Evidence of ability to study successfully at undergraduate level (level 6) or the equivalent through a proven academic record of previous learning/formal study in Child Development, Well-being or Mental Health	✓		A
Evidence of numeracy			
Relevant Training		✓	A
Experience			
Experience of working with children and/or young people	✓		A
Evidence of working with children and young people with mental health difficulties		✓	A
Experience of working in mental health or related services		✓	A
Worked in a service where agreed targets in place to demonstrating outcomes		✓	A
Knowledge and Skills			
Ability to evaluate and put in place the effect of training	✓		A/I
Computer literate	✓		A/I
Excellent verbal and written communication skills, including telephone skills and use of internet mediated communication	✓		A/I
Ability to develop good therapeutic relationships	✓		A/I
Able to develop good professional relationships with colleagues both within and beyond internal work systems and child and adolescent mental health services	✓		A/I
Responsive to and willing to ask for feedback and supervision	✓		
Received training (either formal or through experience) and carried out risk assessments within scope of practice		✓	A/I
Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional well-being	✓		A/I
Understanding of systems and contexts in which children and young people are likely to live	✓		A/I
Demonstrates an understanding of common mental health problems experienced by children and young people		✓	A/I



Able to identify common mental health problems in children and young people		✓	A/I
Understands why it is essential to use evidence-based interventions when possible		✓	A/I
Understands why collecting feedback from children, young people and parents is important		✓	A/I
Personal Attributes			
Able to attend the formal training as required	✓		A/I
Able to complete academic components of the course	✓		A/I
Able to integrate training into practice	✓		A/I
High level of enthusiasm and motivation	✓		A/I
Excellent organisational and self-management skills	✓		A/I
Ability to use supervision and personal development positively and effectively	✓		A/I
Able to work under pressure	✓		A/I
Regard for others and respect for individual rights of autonomy and confidentiality	✓		A/I
Ability to be self-reflective in own personal and professional development and in supervision	✓		A/I
Able to travel between sites where children and young people may present (e.g. community settings, schools, NHS premises, home etc).	✓		A/I
Ability and willingness to travel to locations		✓	A/I
Fluent in languages other than English		✓	A/I
Driver with own car	✓		A

In addition, we will need the following:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed).
- Any reasonable adjustments we can make to assist you in your application for the selection process.
- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

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Why join Team BLGC?

BLGC is a great place to work, we work hard, but we have fun! We change and save the lives of thousands upon thousands of children, young people and families. In addition, we also offer the following:

- Flexible working opportunities
- Generous leave benefits
- Contributory pension scheme
- On site gym
- Birthday leave
- Enhanced Compassionate Leave
- Enhanced Maternity Pay

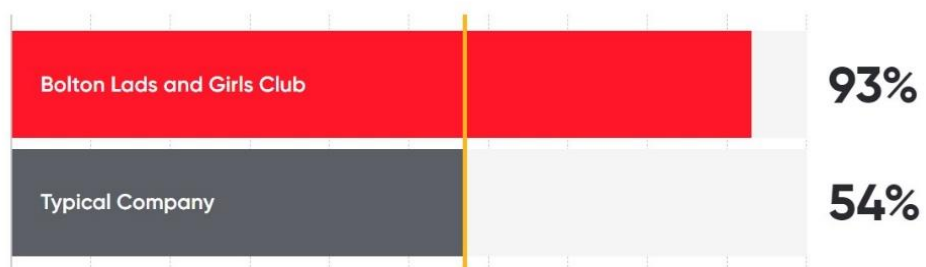
In 2024 Great Place To Work® recognised Bolton Lads and Girls Club on the following Best Workplaces Lists.



Company Culture at Bolton Lads and Girls Club

The employee experience below at Bolton Lads and Girls Club, compared to a typical company.

93% of employees at **Bolton Lads and Girls Club** say it is a great place to work*, compared to **54%** of employees at a typical **UK based company**.



*Responses to the statement "Taking everything into account, I would say this is a great place to work." vs. a typical UK company.

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