



<b>Job Title:</b>	Wellbeing Lead
<b>Salary:</b>	£26,306 - £27,931
<b>Location:</b>	BLGC site and Community
<b>Reports to:</b>	Service Manager: Mental Health & Wellbeing Service
<b>Contract:</b>	Permanent
<b>Hours:</b>	Full time (Three evening sessions a week) Job share considered

## 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 and a Football facility that provides fundamental football skills and emphasises the importance of inclusivity and teamwork.

In 2024 BLGC became a certified Great Place to Work

## 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.

**BLGC Enriching Young Lives**

Infinity 18 Spa Road Bolton BL1 4AG

01204 540100 | [info@blgc.co.uk](mailto:info@blgc.co.uk) | [blgc.co.uk](https://blgc.co.uk)

Registered Charity No: 1051292





## 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.

### Empowering

We enable people to be the best they can be.

### Fun

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

### Caring

Genuine people who care make the difference.

### Excellence

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

## About the role

If you are passionate about children and young people's emotional wellbeing and would like to shape how it is delivered across our youth provision and in community settings, this role is for you.

As Wellbeing Lead, you will design and deliver high-quality wellbeing programmes, that support children and young people, through group work, drop-in provision, outreach in schools/colleges and events. The role focuses on promoting emotional wellbeing, resilience and positive mental health, while ensuring safe practice and strong safeguarding awareness.

You will engage with children and young people directly, supports youth workers and volunteers, and work collaboratively to ensure a safe, inclusive, and supportive environment.

## Main Responsibilities

- Engage young people and establish positive, trusting relationships.

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- Plan, deliver and evaluate engaging youth group sessions for children and young people ensuring outcomes are met.
- Deliver funded projects against targets, addressing mental health, emotional wellbeing, and social development in the community.
- Provide supportive 1:1 check ins, brief wellbeing conversations and signposting during drop-in's.
- Work flexibly to meet the needs of all young people, including those from disadvantaged backgrounds or with additional needs. Promoting emotional literacy, coping strategies and resilience using creative, youth friendly approached.
- Encourage positive behaviour and challenge concerning behaviour in a supportive way.
- Promote inclusion, cultural cohesion, and proactively challenge prejudice or discrimination.
- Consult with young people about activities and projects, ensuring their views and ideas influence your programmes of delivery
- Always promote and safeguard the welfare of children and young people. Identifying early signs of distress and escalate concerns appropriately.
- Support and guide youth workers, volunteers, and young leaders involved in wellbeing programmes.
- Work collaboratively with other BLGC leads to ensure a joined-up, holistic approach to youth provision.
- Promote a positive image of BLGC and act as a role model for young people.
- Report any safeguarding or behaviour concerns promptly.
- Participate in continued professional development.
- Adhere to BLGC policies and procedures, including safeguarding, health and safety, and equality.
- Undertake any other duties requested by your line manager.

## Person Specification

Selection Criteria A=Application / I=Interview	Essential ✓	Desirable ✓	Method of Assessment ✓
<b>Qualifications</b>			
JNC-recognised professional youth work, mental health, wellbeing or counselling qualification	✓		A
Degree in Youth Work, Community Work, Psychology, or equivalent		✓	A

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Mental Health First Aid certificates (or willingness to obtain)		✓	A
<b>Experience</b>			
Minimum of two years' experience working with young people aged 8-19 (25 with additional needs) in group and individual settings.	✓		A
Strong commitment to young people and ability to engage and build positive relationships with young people.	✓		A/I
Experience of youth work		✓	A/I
Able to adapt and change working styles based on the young people's wants and needs	✓		A/I
Experience delivering high-quality, issue-based programmes focused on wellbeing	✓		I
Experience of leading and delivering wellbeing projects in line with set deadlines and reviewing them		✓	A/I
Experience of effectively responding to young people exhibiting behaviours of concern	✓		I
Experience developing partnerships with other children's wellbeing organisations.		✓	I
<b>Knowledge and Skills</b>			
Understanding of issues impacting young people's mental health and wellbeing	✓		A/I
Ability to plan, deliver, review, and evaluate programmes		✓	I
Working knowledge safeguarding, risk assessment, and inclusive practice	✓		A/I
Understand the impact of trauma and adverse childhood experiences of children and young people	✓		A/I
Working knowledge of youth participation and the Lundy model		✓	A
<b>Special Requirements</b>			
A willingness to cover events, holidays and staff absence	✓		I
A willingness to work regular evenings and weekends	✓		I
Good planning and organisational skills and flexibility to adapt to circumstances	✓		I

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.

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- In accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS.

### 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.



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## 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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