



Job Description | Trainee Wellbeing Practitioner LGBTQ+

Job Title:

Trainee Wellbeing Practitioner LGBTQ+

Salary & Grade: £26,874 per annum

Grade NHS Band 3

Normal Place of Work/Study:

Kingswood Estate with up to two evening open access sessions per week / Exeter University in person and online training days.

Hours of Work: 40 hours per week - including some occasional evening work (Fixed term contract for 12 months)**Responsible to:** Youth Services Manager**Responsible for:** Study and individual Case work

Overview

The Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT) is a service transformation programme delivered by Health Education England and partners that aims to improve existing children and young people's mental health services (CYP MHS) working in the community. This Psychological Well Being Practitioner post will require the successful candidate to have been educated to degree level (or studied up to level 4 but has significant relevant experience) and to attend a part time postgraduate course at the University of Exeter as part of the CYP IAPT collaborative. CYN is looking for an experienced Youth Work practitioner to further develop their skills through this training and offer a Wellbeing role within our dynamic Youth services in Bristol and South Glos.

Job Purpose

This is a training role for a youth work practitioner within the Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT). The post-holder will be part of the Creative Youth Network's South Gloucestershire Youth Service team and will work in partnership with Diversity Trust to provide one-to-one and small group interventions for LGBTQ+ children and young people experiencing mild to moderate anxiety, low mood, and behavioural difficulties.

The post holder will attend all Exeter 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.

Work Demands

- The post holder will be part of the Youth Service delivery team, working in partnership with Diversity Trust and will build up a caseload of appropriate 121

referrals whilst attending University part time. As part of the Youth Service delivery team, the post holder will also work up to 2 evening open access sessions with Diversity Trust to provide group work activities for LGBTQ young people

- The role will demand travel to and from Exeter, ability to study to a postgraduate level and apply new learning to the work supporting young people (all travel, overnight accommodation and tuition fees are covered by the organisation)
- Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
- Apply learning from the training programme to practice.
- Receive supervision from educational providers in relation to course work to meet the required standards.
- Prepare and present caseload information to supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competences and practice.
- Contribute to the development of best practice within the service.
- Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.
- Maintain up-to date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- 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.

Responsibility for users

- Ensure that confidentiality is protected at all times.
- Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.

- Attend relevant conferences/workshops in line with identified professional objectives.

Key Responsibilities:

- Assess and deliver, under supervision outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties.
- Working in partnership, support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.
- Support and empower children, young people and families to make informed choices about the intervention.
- Accept referrals within agreed national and local protocols in line with the CYN referral process
- Undertake accurate assessment of risk to self and others.
- Adhere to the service referral protocols. Under supervision signpost unsuitable referrals to the relevant, service as necessary.
- 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.
- 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.
- Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- Keep coherent records of all activity in line with this service and to meet the requirements of funders.
- Work within a collaborative approach involving a range of relevant others when indicated.
- Work in collaboration with children, young people and communities to enhance and widen access
- Work within the CYN delivery team to ensure shared learning across teams and clear progression routes for young people

- Support youth services delivery with up to 2 sessions per week

General Responsibilities:

1. Act as a representative of the organisation in all dealings with internal and external agencies and stakeholders.
2. Safeguard the welfare of children, young people and vulnerable adults, working within organisational safeguarding policies and local authority frameworks.
3. Ensure that all administration, records and files are stored and processed in line with the Data Protection Act 2018 and the General Data Protection Regulations 2018.
4. Provide a diverse and culturally sensitive approach in all dealings with Creative Youth Network and act within the organisation's Equality and Diversity policy and frameworks.
5. Promote equality and anti-discriminatory practices within all aspects of service delivery.
6. Promote a safe working environment in line with policies on Health and Safety, highlighting any significant deficiencies to the line manager.
7. Act in the interest of the organisation throughout all dealings with internal and external stakeholders.
8. Undertake any other duties as may be reasonably required.

This list of tasks is not exclusive and does not form part of any contract of employment. Duties may be varied from time to time, with the job description being subject to review or periodic amendments.

Last Updated: August 2026

TRAINEE WELLBEING PRACTITIONER LGBTQ+ - PERSON SPECIFICATION

Criteria	Assessed by:			
	AP	IV	AS	QC
Essential				
At least 3 years' experience of working with children and/or young people	✓	✓		
Experience and knowledge of working with the LGBTQ community and understanding of the barriers faced LGBTQ young people in accessing services		✓		
Evidence of ability to study successfully at undergraduate level or the equivalent	✓			✓
Psychology or other health /social care/youth related undergraduate degree or other relevant postgraduate degree (or studied up to level 4 but has significant relevant experience)	✓			✓
Able to develop good relationships with young people	✓	✓		
Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional well-being	✓	✓		
Understanding of systems and contexts in which children and young people are likely to live		✓		
Evidence of working with children and young people with mental health difficulties	✓	✓		
Worked in a service where agreed targets were in place to demonstrate outcomes		✓		
Experience of or demonstrates an understanding of common mental health problems experienced by children and young people	✓	✓		
Ability to use supervision and personal development positively and effectively	✓	✓		
Excellent organisational and self-management skills	✓			

Able to work under pressure and able to work flexibly, including different locations and evenings	✓	✓		
Excellent verbal and written communication skills, including telephone skills and use of internet mediated communication	✓			
Able to develop good professional relationships with colleagues inside and beyond child and adolescent mental health services	✓	✓		
Be responsive to and willing to ask for feedback and supervision Ability to be self-reflective in own personal and professional development and in supervision.	✓	✓		
Ability to evaluate and put in place the effect of training and integrate training into practice	✓	✓		
Regard for others and respect for individual rights of autonomy and confidentiality	✓			
High level of enthusiasm and motivation	✓	✓		
Able to attend the formal training as required	✓			
Able to travel between sites where children and young people are present (e.g. schools, NHS premises, home, etc.).	✓			
Desirable	AP	IV	AS	QC
Car driver and/or ability and willingness to travel to locations throughout the organization	✓			
Fluent in languages other than English	✓	✓		
Lived experience of youth services	✓	✓		
Lived experience of LGBTQ communities and/or accessing specialist LGBTQ support	✓	✓		

AP = Application Form

IV = Interview

AS = Assessment/Task/Presentation

QC = Qualification Certificate