



Job Title	Trainee Children's Wellbeing Practitioner (Recruit to Train)
Directorate	Children and Young Persons Services
Responsible to	CYP Service Delivery Manager
Accountable to	Director of Children and Young Persons Services
Location	Medway Office with travel across North Kent
Hours	37 hours per week
Salary	£24,772.74 - £26,386.38
Contract	Fixed term 12 months (from January 2027)

Purpose of Role

The Trainee Children's Wellbeing Practitioner (CWP) supports children and young people experiencing mild to moderate mental health difficulties, including anxiety, low mood and behavioural challenges.

This is a Recruit to Train role combining supervised clinical practice with postgraduate study through the Children's and Young People's Psychological Trainings Programme. The successful candidate will complete a Postgraduate Diploma in Child Wellbeing Practice with King's College London whilst working within North Kent Mind's Children and Young People Services.

Based within a busy Children and Young People's team and supervised by the Deputy Director of CYP services, the post holder will work as part of a multidisciplinary service supporting children, young people and families across North Kent.

Working under supervision, the post holder will assess needs, deliver evidence-based interventions, support children, young people and families to achieve agreed goals, and contribute to positive mental health outcomes.

The role offers the opportunity to develop clinical skills, gain a recognised postgraduate qualification and work alongside experienced professionals within established safeguarding, clinical governance and professional practice frameworks.

Key Responsibilities

Clinical Practice and Training

- Deliver supervised evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties.
- Undertake assessments to identify presenting needs, goals and suitability for intervention.

- Develop and deliver agreed intervention plans with children, young people and families.
- Provide guided self-help, parent-led and group interventions in line with Children's Wellbeing Practitioner competencies.
- Support children, young people and families to understand and manage emotional wellbeing using evidence-based approaches.
- Manage a supervised caseload in line with service requirements and national guidance.
- Apply learning from academic study to clinical practice and work towards all required competency standards.
- Complete all academic, placement and assessment requirements associated with the Postgraduate Diploma in Child Wellbeing Practice.
- Present clinical work in supervision to ensure safe and effective practice.

Assessment and Risk Management

- Undertake assessments of mental health needs, risk and suitability for intervention under supervision.
- Identify and manage risk appropriately, including safeguarding concerns, in line with organisational policies, procedures and statutory guidance.
- Escalate complex presentations, safeguarding concerns and risk issues to supervisors, managers or appropriate professionals where required.
- Work within established clinical governance frameworks, professional boundaries and service protocols at all times.
- Adhere to local referral protocols and, under supervision, signpost or refer unsuitable referrals to the appropriate service where required.

Recording and Data Management

- Maintain accurate, timely and compliant clinical records in line with organisational, contractual and training programme requirements.
- Ensure all information is managed in accordance with GDPR, confidentiality requirements and clinical governance standards.
- Complete outcome measures, activity reporting and documentation requirements accurately and within required timescales.
- Support the collection and reporting of service performance and workforce development data where required.

Partnership Working and Communication

- Build positive working relationships with children, young people and families.
- Work collaboratively with colleagues and partner agencies to support coordinated care.
- Liaise effectively with professionals across health, education, social care and community services.

- Participate in multi-agency meetings where appropriate.
- Communicate clearly, professionally and sensitively with service users, carers and colleagues.

Service Performance and Quality

- Balance academic training requirements with clinical workload and service delivery expectations.
- Work within agreed service activity levels and contribute to improving timely access to support for children and young people.
- Participate in service evaluation, outcome monitoring, reflective practice and continuous improvement activities.
- Contribute to the achievement of service targets, outcomes and performance requirements.

Professional Practice

- Attend and actively participate in clinical supervision, academic teaching and professional development activities.
- Use supervision, reflection and feedback to support learning and continuous improvement.
- Maintain professional standards in line with organisational policies and programme requirements.
- Keep knowledge and practice up to date in relation to safeguarding, children's mental health and emerging best practice.
- Promote equality, diversity and inclusion in all aspects of work.
- Demonstrate North Kent Mind's values in all interactions with children, young people, families and colleagues.

General Responsibilities

The post holder is required to:

- Comply with all organisational policies and procedures, including Safeguarding, GDPR, Confidentiality, Equality, Diversity and Inclusion, and Health and Safety.
- Actively promote a safe environment for service users, staff, and others, identifying and responding appropriately to safeguarding concerns involving both adults and children.
- Attend and complete all mandatory training relevant to the role, including safeguarding.
- Maintain appropriate professional boundaries and confidentiality in all aspects of the role.
- Contribute to a positive, inclusive, and professional working environment.
- Participate in supervision, appraisal, and continuous professional development.
- Deliver services in a way that is inclusive, accessible, and responsive to the diverse needs of individuals, including those with disabilities and neurodiverse conditions.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with service users, colleagues, and partners.
- Undertake any other duties reasonably required by the organisation, commensurate with the level of the role.

Additional Requirements

- The role requires regular travel to a range of community venues across North Kent, with Medway as the primary base.
- The post holder must be able to work flexibly, including some evenings and occasional weekends, in line with service needs.
- The post holder may be required to support delivery across different service locations as required.
- The post holder must meet and maintain the requirements of the associated university training programme and placement throughout the duration of the post.
- The post holder will be required to attend university teaching and mandatory training activities as part of the Recruit to Train programme.

Working Environment

The role is community-based and involves working across a range of locations throughout North Kent, including North Kent Mind premises, educational settings, community venues and partner locations, as required by service need.

The post holder will be required to travel regularly across the locality and deliver support in a variety of environments, working flexibly to meet the needs of children, young people and families.

The role combines academic study, supervised clinical practice and service delivery. The post holder will be required to balance university attendance, clinical placement responsibilities, supervision activities and independent study throughout the duration of the programme.

The role requires the ability to work independently whilst maintaining regular communication with supervisors, colleagues and partner organisations. Appropriate support, supervision and resources will be provided to enable safe and effective practice.

The post holder may be required to work occasionally outside normal office hours in line with service requirements.

Person Specification

Category	Criteria	Essential	Desirable
Education & Qualifications	Undergraduate degree in Psychology or a related subject (e.g. Psychology, Education, Childhood Development, Social Work), or a degree in another subject together with relevant training or experience in a related field at minimum 2:1		

	<i>Applicants with relevant professional experience in CYP Mental Health, Education or Mentorship may be considered on a case-by-case basis.</i>		
	Ability to undertake study at postgraduate level and successfully complete all academic requirements of the training programme.	✓	
	Must meet the eligibility requirements for admission to the relevant King's College London training programme.	✓	
Knowledge & Experience	Previous experience of working with children and young people.	✓	
	Knowledge of child development, child wellbeing or children and young people's mental health gained through study, training or experience.	✓	
	Understanding of safeguarding responsibilities relating to children and young people.	✓	
	Understanding of risk assessment and escalation processes.	✓	
	Experience of working within a mental health setting and/or school pastoral care environment.	✓	
	Experience of multi-agency and/or multidisciplinary working.		✓
	Experience of working within a voluntary, community and social enterprise (VCSE) setting.		✓
	Knowledge of i-THRIVE, CYP Psychological Trainings Programme principles and relevant NHS priorities relating to children and young people's mental health.		✓
	Familiarity with evidence-based approaches in children and young people's mental health.		✓
Service Delivery Skills	Ability to undertake assessments and identify the needs of children, young people and their families under supervision.	✓	
	Ability to support delivery of evidence-based interventions and guided self-help approaches.	✓	
	Ability to identify needs, set goals and support children, young people and families to achieve positive outcomes.	✓	

	Ability to work in partnership with children, young people and families to develop intervention plans and agreed outcomes.	✓	
	Ability to support children, young people and families to make informed choices regarding interventions and support.	✓	
	Ability to maintain a reflective and supportive approach in emotionally challenging situations.	✓	
	Ability to manage sensitive and potentially distressing information appropriately.	✓	
Communication & Interpersonal Skills	Ability to communicate effectively and sensitively with children, young people and their families.	✓	
	Ability to build professional, trusting relationships with children, young people, families, colleagues and partners.	✓	
	Ability to adapt communication style to meet individual needs.	✓	
	Ability to work collaboratively as part of a multidisciplinary team.	✓	
Organisation & IT Skills	Ability to manage workload, prioritise tasks and meet deadlines.	✓	
	Ability to maintain accurate, timely and confidential records.	✓	
	Ability to balance academic study requirements with placement responsibilities.	✓	
	Competent IT and digital skills, including the use of electronic systems for recording and communication.	✓	
	Ability to learn in a variety of settings and through a range of learning methods, including remote learning.	✓	
	Ability to study as a self-motivated learner and work towards agreed learning objectives.	✓	
Working Approach & Behaviours	Commitment to equality, diversity and inclusion.	✓	
	Demonstrates adaptability and the ability to work effectively with diverse communities.	✓	

	Ability to use supervision, feedback and reflective practice to support learning and professional development.		
	Motivated to learn, develop and engage positively with challenge.		
	Commitment to reflective practice and continuous professional development.		
	Commitment to using outcome measures and data to support service user outcomes and service improvement.		
Flexibility & Practical Requirements	Ability to meet the travel requirements of the role across North Kent.		
	Ability to meet the academic, clinical, placement and attendance requirements of the Recruit to Train programme.		
	Willingness and ability to work flexibly in accordance with service requirements.		
	Access to a vehicle and possession of a full UK driving licence.		