Job Title	Trainee Autism and Learning Disability Psychological Practitioner (Recruit to Train)
Directorate	Children and Young Persons Service
Responsible to	Service Delivery Manager
Accountable to	Director of CYP Services
Location	Medway & Dartford Office with travel across North Kent and to University College London
Hours	Full Time (37 hours per week)
Salary	£32,700 - £35,162
Contract	Fixed term 12 months (from January 2027)

Structure of Post

The Trainee Autism and Learning Disability Psychological Practitioner is supervised by the CYP Service Delivery Manager.

For the calculation of travel expenses, the employee's designated North Kent Mind base will be considered their contractual base. Travel between home and another working venue may only be claimed where it exceeds the normal distance between home and base. All time spent travelling between work venues is counted as time worked.

The post holder will work within North Kent Mind's Children and Young People's Service as part of a multidisciplinary team supporting children, young people and families across North Kent. The role combines supervised clinical practice with postgraduate study through the UCL Children and Young People's Psychological Practitioner Programme (Autism and Learning Disability Pathway). The post holder will be required to attend university teaching, supervision, clinical placement activities and independent study throughout the duration of the programme.

Purpose of Role

The Trainee Autism and Learning Disability Psychological Practitioner will undertake the Children and Young People's Psychological Practitioner Programme (Autism and Learning Disability Pathway), combining postgraduate study at University College London (UCL) with supervised clinical practice within North Kent Mind's Children and Young People's Service.

The role combines university teaching, independent study and supervised clinical practice, and the successful candidate will be required to complete all academic, clinical and placement requirements of the postgraduate training programme.

Working within a multidisciplinary Children and Young People's team, the trainee will support Autistic children and young people, children and young people with Learning Disabilities, and their families across North Kent.

Under supervision, the trainee will undertake assessments, develop formulations and deliver adapted evidence-based psychological interventions to support children and young people experiencing mental health and emotional wellbeing difficulties. Interventions will be tailored to individual communication, sensory, developmental and cognitive needs using accessible, person-centred and neuro-affirming approaches.

The trainee will work collaboratively with families, educational settings, health professionals and partner agencies to promote positive outcomes and develop effective pathways of care.

The role operates within defined frameworks, policies and procedures, accountable for meeting both university and placement requirements whilst contributing to service objectives and maintaining professional standards throughout the duration of the programme.

All employees contribute to the development and continuous improvement of North Kent Mind through partnership working, service development activities, feedback, evaluation and the promotion of positive mental health and wellbeing. Each role contributes to a consistent, high-quality service offer aligned to organisational standards, contractual requirements and agreed priorities.

Key Responsibilities

Clinical Practice and Training

- Deliver supervised adapted psychological interventions to Autistic children and young people and children and young people with Learning Disabilities experiencing mental health and emotional wellbeing difficulties.
- Complete all clinical practice requirements of the Recruit to Train programme in line with university and placement expectations.
- Undertake assessments, contribute to formulation, intervention planning and outcome evaluation under supervision.
- Adapt communication methods, intervention approaches and engagement strategies to meet individual developmental, cognitive, sensory and communication needs.
- Develop and maintain therapeutic relationships with children, young people and families using a compassionate, person-centred and neuro-affirming approach.

- Participate in the recording of clinical sessions, with appropriate consent, to support supervision, training and assessment requirements.
- Develop knowledge and understanding of evidence-based approaches for supporting the mental health and wellbeing of Autistic children and young people and children and young people with Learning Disabilities.

Assessment and Risk Management

- Undertake assessments of mental health needs, emotional wellbeing, risk and suitability for intervention under supervision.
- Identify, manage and escalate risk appropriately, including safeguarding concerns, in line with organisational policies and statutory guidance.
- Assess the suitability of referrals and refer or signpost individuals where alternative support is required.
- Work within established clinical governance frameworks and professional boundaries at all times.
- Recognise the impact of communication needs, neurodevelopmental differences and environmental factors when undertaking assessments and planning interventions.

Partnership Working and Communication

- Work collaboratively with children, young people, families, colleagues and partner organisations to support positive outcomes.
- Liaise effectively with health, education, social care and other professionals to promote coordinated care.
- Communicate clearly, professionally and sensitively with service users, carers, colleagues and stakeholders.
- Involve parents, carers, educational settings and wider support networks in assessment and intervention where appropriate.
- Contribute to multidisciplinary discussions and collaborative planning to ensure children and young people receive the right support at the right time.

Recording and Data Management

- Maintain accurate, timely and compliant clinical records in line with organisational, contractual and academic requirements.
- Manage information in accordance with GDPR, confidentiality requirements and clinical governance standards.

- Complete outcome measures, activity reporting and associated documentation within required timescales.
- Ensure records accurately reflect assessment, intervention, risk management and partnership working activity.

Service Performance and Quality

- Balance academic study requirements with clinical workload and service delivery expectations.
- Participate in service evaluation, reflective practice, outcome monitoring and continuous improvement activities.
- Contribute to service performance targets, outcomes and support the delivery of high-quality, evidence-based mental health interventions.
- Support the development of inclusive, accessible and neuro-affirming mental health services for children and young people.

Professional Practice

- Engage fully in clinical supervision, case management supervision, academic learning and professional development activities.
- Reflect on practice and incorporate feedback to support ongoing development of clinical competence.
- Work in accordance with organisational policies, clinical governance requirements, university expectations and professional standards.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with service users, colleagues and partners.

General Responsibilities

The post holder is required to:

- Comply with all organisational policies and procedures, including Safeguarding, GDPR, Confidentiality, Equity, 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.
- Attend and complete all mandatory training relevant to the role.
- 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 and functions 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.
- Support organisational learning, continuous improvement and the development of effective practices across the organisation.
- Work in partnership and collaboratively, recognising the role's contribution to positive outcomes for beneficiaries where appropriate.
- Support North Kent Mind's commitment to promoting positive mental health, emotional wellbeing and resilience within local communities and partner organisations.
- Undertake any other duties reasonably required by the organisation, commensurate with the level of the role.

Additional Requirements

The post holder is required to:

- Complete any required pre-employment checks, clearances or certifications relevant to the position and in accordance with organisational policy and legislative requirements.
- Travel regularly across North Kent and attend University College London as required by the training programme.
- Meet and maintain the academic, clinical and placement requirements of the Recruit to Train programme throughout the duration of the post.
- Attend university teaching, supervision and mandatory training activities as required.
- Work flexibly across a range of community, education and office-based settings.
- Work occasional evenings or weekends where required by service need.
- Work in a flexible, adaptable and solution-focused manner, responding positively to changing priorities and operational requirements.

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 organisations.

The post holder will deliver support in a variety of environments and will be required to balance university attendance, clinical placement responsibilities, supervision 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 agencies. Appropriate support, supervision and training will be provided to enable safe and effective practice.

Person Specification

Must meet the eligibility requirements for admission to the relevant University College London training programme.

Category	Criteria	Essential	Desirable
Education & Qualifications	Degree (minimum 2:2) in a relevant subject, or equivalent experience demonstrating the ability to study at postgraduate level	✅	
	Demonstrate a good standard of literacy and numeracy	✅	
	Ability and commitment to undertake postgraduate study and complete all academic requirements of the programme	✅	
	Willingness to undertake continued professional development	☑	
Knowledge & Experience	Minimum two years' experience working within children's mental health, emotional wellbeing or related support services	✅	
	Minimum one year's experience working with Autistic children and young people and/or children and young people with Learning Disabilities	✅	
	Knowledge and understanding of Autism and/or Learning Disabilities	✅	
	Understanding of the mental health and emotional wellbeing needs of children and young people	✅	
	Knowledge of safeguarding children and young people	✅	
	Experience of multidisciplinary or multi-agency working		✅
	Experience working within a VCSE setting		✅
Communication & Interpersonal Skills	Ability to communicate clearly and effectively with children, young people, families and professionals	✅	
	Ability to build professional, trusting relationships with stakeholders, including service users, colleagues and partner organisations	✅	
	Ability to adapt communication styles to meet a range of needs.	✅	

	Ability to work collaboratively with a range of stakeholders.	✅	
Organisation & IT Skills	Ability to manage workload, prioritise tasks and meet deadlines	✅	
	Ability to maintain accurate records and complete administrative tasks	✅	
	Ability to collect and record outcome measures, feedback and service monitoring information	✅	
	Strong IT skills, including the use of Microsoft Office and digital systems for recording and communication	✅	
	Ability to balance working and university study effectively	✅	
Working Approach & Behaviours	Ability to work independently and as part of a team	✅	
	Ability to maintain professional boundaries and act with integrity and discretion	✅	
	Commitment to continuous improvement and learning	✅	
	Awareness of current issues and best practice relating to Autism, Learning Disabilities and CYP mental health		✅
	Non-judgemental, empowering and inclusive approach	✅	
Flexibility & Practical Requirements	Willingness and ability to travel as required, with reasonable adjustments considered where appropriate	✅	
	Ability to work across a range of settings	✅	
	Willingness to work flexibly, including some evenings and occasional weekends	✅	