



Trainee Young People's Wellbeing Practitioner (CWP)

Applicant Information Pack



Introduction

I'm delighted you're considering working with us at Centre 33.

Centre 33 has been supporting young people in Cambridgeshire for over 40 years. We work closely with around 4000 young people a year offering a safe space where they can receive free, confidential and professional support in a non-judgemental and welcoming setting. Working across the county, we building local relationships and advocating for young people's needs in local services and communities.



Centre 33 has been specifically supporting young carers for over 20 years, and have a dedicated team that aims to make sure that young carers have the same life chances, levels of wellbeing and voice as their peers as well as working with them to reduce the negative impact of their caring responsibilities.

By choosing a career with us you will play an instrumental role, alongside our fantastic staff, volunteers and supporters, in helping us to continue towards our vision of *a future where all young people are listened to, respected and supported.*

Everyone at Centre 33 is passionate about driving positive change to meet the growing need for improved and expanded services to support young people across the county.

I am exceptionally proud to lead Centre 33 and I hope that reading through this pack will inspire you to apply to join us.

Beth Green
Chief Executive Officer

Our History

Centre 33 opened its doors to young people at 33 Clarendon Street on 1st May 1981. *Save the Children* funded our first worker, Maggie Hunter and she quickly recruited a team of volunteers to offer counselling, advice and support to meet the needs of young people in Cambridge.

"It was to be a warm and welcoming space for young people where they could come and be listened to without judgement. All the services were to be free and confidential."

Now in our 45th year we continue to reflect on what has changed and what has stayed the same over time. We hold true to the founding ethos of Maggie Hunter and her team and still value the rights of young people to have their own space and to be treated as individuals worthy of respect and support.

To date we have closely worked with over 40,000 young people through counselling, support with caring responsibilities, homelessness, sexual health and more.

We now operate in 5 parts of the county including Ely, Wisbech, Huntingdon and Peterborough and continue to advocate for young people's needs in their communities.



Our Vision, Mission and Values

Our **Vision** is for:

A future where all young people are listened to, respected and supported

Our **Mission** in Cambridgeshire and Peterborough, is:

- to offer young people **support** with their **practical issues** and **emotional needs** that is free, confidential, empowering, easy-access and high quality.
- to actively work with other local services so that young people's **needs are met**, and their **voices are heard**.

We work closely to these **Values**:

YOUNG PEOPLE LED 

We treat young people as **unique individuals** and are **led by their needs**. We focus on their **strengths** and **trust** and **support** them to take a central part in deciding what is right for them.

We ask what they want from us and involve them in the **decision making** about our organisation.

STRIVING FOR EXCELLENCE 

We are **experts** in our fields, working to evidence-based best practice. We are **forward thinking** - seeking feedback, and continuously **learning together**.

We **care** intensely about our work - we are committed to making a **positive difference** to the lives of all young people.

COLLABORATIVE 

We genuinely value our **working community**, and actively **work together** for better outcomes for young people, **speaking out** on their behalf.

We support each other through challenges and **prioritise our wellbeing** as workers.

INCLUSIVE 

We welcome all with **no judgement**. Everyone's diverse experiences, qualities and views are important to us.

We are easy to approach, we don't turn away, we **listen** and **support**. We welcome and celebrate **diversity**.

Strategic Plan Goals

Our Strategic Plan outlines our four strategic goals for the next five years. These have been developed through a process of consultation and review with young people, staff and wider stakeholders in the sector.

The goals build on the strong foundations of Centre 33's work and understanding of local needs developed over 40 years; including the significant work of the last three years:

- Delivering support to more young people, with increasingly complex needs from a wider geographical area.
- Responding and adapting our services and ways of working in response to COVID-19.
- Working with local partners to strengthen the local system of support for young people, through sharing best practice/data, co-production, and capacity building.
- Strengthening our central resources in admin, HR, data, evaluation, communications and fundraising.
- Rapidly growing our income and delivery teams to meet the above demands.

Our four strategic goals fall into areas of impact and areas that enable the impact of our work.

Impact Goals

All young people across Cambridgeshire and Peterborough can **receive holistic support that is accessible, high quality, impactful, targeted and led by them.**

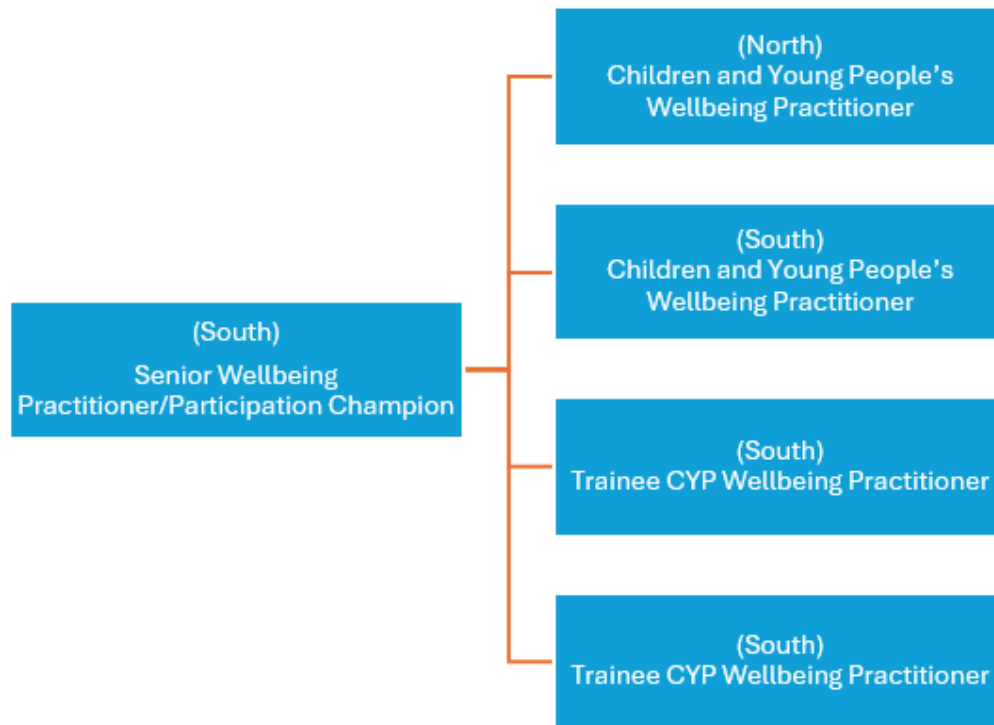
Centre 33 advocates for positive change for young people through dissemination of knowledge and best practice, and collaborative working to ensure high levels of understanding of their needs and clear pathways of support.

Enabling Goals

Centre 33's workforce and governance is high quality, stable and diverse: working in quality community-based hubs and practices.

Centre 33 has financial stability over at least a five- year period; achieved through a clear vision, adequate resources, compliance with best practice and legal requirements; and an established funding mix.

Wellbeing Team Structure



Wellbeing Practitioner (CWP) Job Description

Key Terms and Conditions

Centre 33 is an equal opportunities employer. We are keen to encourage applications from a diverse range of people without regard to age, ethnicity, religion, sex, sexuality, gender reassignment or any other protected status.

Hours	35 hours (Full Time) The weekly pattern of hours changes at several points through the year due to University teaching requirements. University days are usually 10am-5pm, and Centre 33 site days are within the hours of 10am-6pm.
Duration	Fixed term (1 year- January 2027 to January 2028).
Responsible to	Wellbeing Service Lead.
Location	Position 1- Based in our South STTT Team in Cambridge and Ely hubs,

	Position 2- Based in our North STTT Team in Peterborough and Huntingdon hubs, (Please specify which of the positions you are applying for in the application form). This role requires working all site placement days from our Centre 33 hubs. It also requires regular travel into London to attend University teaching (Centre 33 will reimburse 50% of the cost of travel for study), and travel across Cambridgeshire and Peterborough as necessary.
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The training forms part of the service transformation initiative delivered by NHS England as part of the Children and Young People's Mental Health CYP Psychological Trainings (PT) (formerly CYP IAPT) programmes, which aim to improve existing children and young people's mental health Services (CYP-PTs) working in the community.

Children and Young People's Wellbeing Practitioner training will benefit from being integrated fully within CYP MHS and linked to the CYP-PT collaborative, which brings a valuable organisational infrastructure.

The post-holder will work in the Wellbeing team within Centre 33's multi-disciplinary 'Someone to Talk to Service'. You will deliver, under supervision, high-quality; brief outcome focused; evidence-based interventions for young people experiencing mild to moderate mental health difficulties through a variety of means including 121, group work, workshops and webinars. Similar interventions will also be offered to parents whose younger children present with emerging anxiety or behavioural difficulties.

Regular clinical supervision, high-quality academic training and placement experience will equip you with the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value driven service.

You will attend all university based teaching and Onsite Protected Learning Time 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 your newly developed skills. You will prepare and complete university assignments throughout the year to demonstrate skills learnt and implemented on site and build a clinical portfolio (requiring some independent study outside of role hours).

You will be expected to bring to this role the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value driven service. You will work to Centre 33's values of being young people led, collaborative, inclusive and striving for excellence.

Your Accountabilities, Responsibilities & Principle Duties

Service Delivery

- Work collaboratively within a multi-disciplinary team in Centre 33's Someone to Talk to Service to provide excellent, safe, responsive and impactful support to

young people aged 13-25 who are experiencing a range of mental health and emotional difficulties.

- Assess and deliver, under supervision, outcome focused, evidence-based interventions with young people aged 13-25 experiencing mild to moderate mental health difficulties, and with parents whose children aged 5-12 are experiencing anxiety or behavioural difficulties.
- Work in partnership with young people and families in the development of plans for the intervention, agreed outcomes, and the self-management of presenting difficulties.
- Support and empower young people to make informed choices about the intervention, promoting agency throughout.
- Operate at all times from an inclusive values base, which recognises and respects diversity.
- Ensure that client confidentiality is protected at all times, according to Centre 33 policy.
- Incorporate outcome measures and feedback processes into sessions in a collaborative, meaningful way, following required procedures and best practice.
- Embody our young-people-led approach throughout your work with young people by: actively listening; promoting agency and choice; undertaking collaborative decision-making; seeking and responding to feedback; and advocating for their needs.
- Undertake regular and robust risk assessments and ensure effective management and recording of risk. Escalate risk or Safeguarding concerns and, where appropriate, liaise with external professionals and/or complete onward referrals.
- 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, primarily guided self-help. This work may be face-to-face, by telephone or via video platforms as needed.
- Adhere to an agreed activity contract relating to the overall number of young people contacts offered, and sessions carried out per week, in order to improve timely access and minimise waiting times.
- Bring creative thinking and ideas into practice therefore extending the wellbeing offer and GSH principles outside of individual casework e.g. workshops, webinars, self-help resources, presentations.
- Attend internal and external multi-disciplinary meetings relating to referrals or young people, where appropriate.

- Ensure accurate and timely records of sessions, outcome measures and other contacts are made on our CRM system, and other required data is collected and recorded.
- Follow administration processes effectively to ensure the smooth-running of the service.
- Have an openness to learning and developing, including learning from feedback and engagement/non-engagement, and reflection on what has worked well and what hasn't in your interactions with young people.
- Engage in regular clinical supervision and case management reviews to enhance the therapeutic support for young people and to ensure safe practice.
- Be adaptable and flexible to the needs of the multidisciplinary service in which you are based, being open to taking on occasional tasks deemed appropriate outside of this job description.
- In addition to delivery of therapeutic interventions, other projects you might be involved in include participation activities and awareness raising within the service and community, delivering training to professional groups within the service and community and evaluating the impact and outcomes of these.
- Contribute to networking and building close working relationships with community groups and organisations to improve access to psychological support and enhance the overall impact of CWP role within in the community.

Training and Supervision

- Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
- As well as attendance at the University for training, fulfil private study requirements to enhance learning and prepare assignments for examination.
- Apply learning from the training programme to practice.
- Receive practice tutoring from educational providers in relation to course work to meet the required standards.
- Prepare and present case load 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.
- Prepare and present case information and videos to course staff in practice tutor groups and other small groups in the university setting on an agreed and scheduled basis, to enhance clinical skill development.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competence and practice.
- Support the collection of data and facilitate data flow to the New Workforce Development team.

Professional and Organisational

- Ensure clear professional objectives are identified, discussed and reviewed with line manager on a regular basis as part of continuing professional development.
- Attend and actively engage in regular 1-to-1 support with your line manager, regular clinical supervision and reflective practice spaces.
- Ensure the maintenance of standards of practice according to Centre 33 and any regulating, professional and accrediting bodies.
- Maintain up-to-date knowledge of legislation, national and local policies, procedures, and recommendations in relation to children's mental health and social care needs.
- Attend and participate in team and organisational meetings, training days and events, as required.
- Be an active participant in the wider teams, sharing knowledge and skills and being a supportive colleague.
- Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.
- Be mindful of resources within the organisation and prioritise the available resources appropriately.
- Participate in individual performance review and respond to agreed objectives.
- Undertake all duties in accordance with Centre 33 policies and procedures, with particular reference to the Equality and Diversity, Safeguarding, Information Governance and Health and Safety Policies.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintain up to date specialist knowledge of the latest theoretical and service delivery models/developments.
- 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.

Service Support and Development

- Support the work of wider teams within the Someone to Talk to Service and Centre 33, and the general smooth-running of the hubs, including helping to cover where we have gaps and contributing to communal tasks.
- Support a culture of shared responsibility for health and safety practices, risk management or safeguarding – supporting colleagues as needed, reporting any concerns to line management and taking immediate action as required.
- Contribute to the continuous development of the service, providing feedback and input where requested, and proactively making suggestions for improvement.

Communications and Stakeholder Engagement

- Keep up to date with knowledge, issues and external developments that may impact on your work area.
- Maintain a good knowledge and understanding of young people's support services and pathways, in the statutory and voluntary sector, to ensure appropriate signposting and referrals.
- Represent and promote needs of young people/Centre 33 in relevant networks or initiatives to share our experiences and also to bring learning back to the organisation as appropriate.
- Liaise with other agencies and providers, both locally and nationally to enrich and promote the work of Centre 33.

The postholder may be expected to undertake other duties from time to time, under the direction of the Senior Wellbeing Practitioner, relevant to the grading of the post.

Person Specification

We are looking for a warm and approachable team player who can inspire and motivate others and works well under pressure.

Criteria	Essential	Desirable
Experience	• Evidence of working with children and young people, particularly those who have mental health difficulties. • Experience and knowledge of child protection and safeguarding procedures.	• Experience of working in the voluntary sector. • Experience of working in mental health or related services. • Experience of working in a service where agreed targets in place to demonstrate outcomes. • Experience of working with vulnerable young people - ability to encourage, motivate and support.
Qualifications and Knowledge	• An Undergraduate degree, upper second class or above, in Psychology OR related subject (e.g., Psychology, Education, Childhood development, Social Work etc), • OR any subject with further training or experience in a relevant field (e.g., Teaching/TA; Learning	• Training in nursing, social work, occupational therapy, counselling or within a specific psychological therapy. • Psychology or other health / social care/ youth related undergraduate degree.

	Support; HCA; Youth Work; Counselling etc), • OR relevant professional experience in CYP Mental Health/Education/Mentorship (to be considered on a case-by-case basis). • Current knowledge of young people's mental health challenges (e.g. anxiety, low mood).	• Other relevant postgraduate degree.
Ability	• Ability to study as a self-motivated learner and implement training with appropriate support. • Demonstrates high standards in written and verbal communication. • A level of personal resilience required due to emotionally charged nature of the work. • Ability to engage with young people aged 13-25 and to adapt approach to meet individual needs. • Ability to work well with other professionals and colleagues,	• Ability to manage own caseload and time.
Other	• Able to travel efficiently to hubs across the region to meet post requirements. • Able to regularly travel efficiently to London for the purposes of course requirements. • Commitment to working for a third sector organisation and understanding of the needs/challenges involved. • An understanding of, and commitment to, the promotion of Equal Opportunities.	• Access to a vehicle for work travel purposes.

the successful candidates will receive a range of benefits including:

- competitive salary
- generous pension contribution
- excellent on-going training and development opportunities
- support from an established and reputable team
- company sick pay post probationary period
- team days and activities
- wellbeing focus
- 25 days holiday increasing to 30 after 5 years' service (plus bank holidays)

- paid long service sabbatical leave
- employee referral scheme
- employee assistance programme

All roles at Centre 33 may involve access to information about young people and as such all new employees and volunteers will be subject to an enhanced DBS check. **Having a criminal record will not necessarily bar you from working with us.** This will depend on the nature of the position and circumstances and background of your offences.

Further Information

Equality, Diversity, Inclusion and Belonging at Centre 33

Centre 33 is committed to encouraging equality, diversity and inclusion among our workforce and users, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and for each employee, volunteer and service user to feel respected.

Our over-arching goals are:

- We encourage equality, diversity and inclusion in the workplace and create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- We commit to **actively reaching out to all communities** of young people, investigating how we can welcome them to our services and breaking down any barriers to access.
- We commit to **challenging** instances of any power **imbalances** that may leave some people in our services or on our team at risk of harm or disadvantage.
- We commit to valuing and **improving diversity in our workforce**, governing body and volunteer base—we want to reflect the communities we work with.
- We commit to **using language and communications that don't alienate**, discriminate against or misrepresent any group.

Safeguarding Statement, Rehabilitation of Offenders Act 1974

All staff and volunteers at Centre 33 undertake an enhanced DBS Check. **Having a criminal record will not necessarily bar you from working with us.** This will depend on the nature, circumstances and background of the offenses. If you have a criminal conviction, other than those spent under the terms of the Rehabilitation of Offenders Act 1974, please contact hr@centre33.org.uk and they will confirm the process for confidentially informing us.