

Job Description

Post Title	Salary; Grade	Contract; Hours
Wellbeing Practitioner (Post-16 Alternative Education)	6	18.5hrs p.w. Fixed Term to 31 March 2027

Responsible to	Responsible for	Work Location
Employability Team Leader	n/a	

Purpose of the job

The purpose of the role is to provide early intervention and wellbeing support to young people participating in Alternative Education post-16 learning programmes. The post holder will work alongside young people to overcome personal, emotional and practical barriers to education, support the development of resilience, confidence and independence, and enable sustained engagement in learning and positive progression opportunities.

Through a strengths-based and trauma-informed approach, the role will promote emotional wellbeing, improve participation and attendance, and ensure young people have access to the services, support networks and opportunities they need to achieve their full potential and make successful transitions into adulthood.

Introduction

Youth Connect South West (YCSW) was launched as a Public Service Mutual, limited company and registered charity in the South West of England in November 2019. YCSW is committed to supporting children,

Creating opportunities with young people to



young people and vulnerable adults through inclusive, innovative and effective services that improve life chances and promote positive outcomes.

Scope

The Wellbeing Practitioner will provide early help, prevention and wellbeing support to young people engaged in Alternative Education provision within Youth Connect South West.

The role will focus on supporting young people who may be experiencing barriers to participation in education due to emotional wellbeing, mental health challenges, social isolation, low confidence, anxiety or other personal circumstances.

The post holder will work in partnership with the education team, families and wider services to promote attendance, engagement, resilience and positive progression, enabling young people to successfully participate in learning and move towards their aspirations.

Responsibilities

Direct Support to Young People

- Build positive, professional and trusting relationships with young people accessing post-16 Alternative Education provision.
- Undertake strengths-based assessments of young people's wellbeing needs, aspirations and barriers to participation.
- Develop and review individual wellbeing plans with young people, ensuring goals are agreed and outcomes are regularly monitored.
- Deliver one-to-one wellbeing support tailored to individual needs.
- Support young people to develop confidence, resilience, emotional wellbeing and independence.
- Promote the Five Ways to Wellbeing and other evidence-informed approaches which support positive mental health.

- Deliver group sessions and workshops that improve wellbeing, social connection, confidence, emotional regulation and preparation for adulthood.
- Support young people to identify and access appropriate community activities, support services and opportunities that enhance wellbeing and participation.

Education, Training and Progression

- Support young people to engage positively with learning, improve attendance and sustain participation in education and training.
- Work alongside education staff to identify barriers to engagement and develop strategies to support successful learning outcomes.
- Encourage and motivate young people to achieve their educational and personal goals.
- Support young people to explore progression pathways, employment opportunities, apprenticeships, training and further education.
- Assist young people to develop the personal and social skills needed to move successfully into adulthood, employment and independent living.

Partnership Working

- Develop effective working relationships with the alternative education team, colleges, local authority teams, health services and community organisations.
- Participate in multi-agency meetings and contribute to support planning where appropriate.
- Act as an advocate for young people, ensuring their views, wishes and feelings are heard and represented.
- Work collaboratively with parents, carers and professionals to strengthen support networks around young people.

Safeguarding and Inclusion

- Maintain a strong commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
- Identify concerns relating to safeguarding, wellbeing and risk and respond in accordance with organisational policies and procedures.
- Promote equality, diversity and inclusion in all aspects of service delivery.
- Ensure services are accessible and responsive to the needs of all young people.

Service Delivery and Administration

- Manage and prioritise a caseload effectively.
- Maintain accurate, timely and confidential records using organisational systems.
- Produce accurate case studies, progress summaries and outcome reports as required.
- Contribute to the preparation of monitoring returns, funding reports and impact reports by collating and analysing relevant data and evidence.
- Gather qualitative and quantitative evidence to demonstrate the impact of interventions and support continuous service improvement.
- Contribute to service development and continuous improvement activities.
- Attend training, supervision and team meetings as required.
- Contribute to the delivery of YCSW's Vision, Mission and Values.

PERSON SPECIFICATION

Job Title: Wellbeing Practitioner (Post-16 Alternative Education)

Date prepared: August 2026

Requirements	Essential	Desirable
Qualifications	Level 3 Information, Advice and Guidance qualification OR Level 3 Youth Work qualification as recognised by the JNC Report for Youth and Community Workers OR Educated to Level 3 with relevant experience of supporting Young People Up to date advanced Safeguarding training	Mental Health First Aid. Counselling Skills qualification. Thrive or trauma-informed practice training.
Experience	Experience of supporting young people aged 16-19 (up to 25 with an EHCP). Experience of delivering one-to-one support. Experience of working with young people experiencing emotional wellbeing or mild to moderate mental health challenges. Experience of working with vulnerable young people facing	Experience working within alternative provision or post-16 education settings. Experience delivering group work. Experience supporting young people at risk of becoming NEET.

	barriers to education, training or employment. Experience of multi-agency working and safeguarding practice.	
Skills and knowledge	Knowledge of adolescent development and emotional wellbeing. Understanding of safeguarding legislation and responsibilities. Knowledge of factors affecting participation in education and learning. Ability to engage hard-to-reach young people and build positive relationships. Strong communication, organisation and record-keeping skills. Understanding of equality, diversity and inclusion.	Knowledge of local support services and progression opportunities available to young people. Understanding of trauma-informed approaches.
Abilities	Ability to work independently and as part of a team. Ability to build effective partnerships with professionals, families and young people. Ability to manage competing priorities and maintain professional boundaries.	Ability to facilitate group sessions and workshops.

	Ability to motivate and empower young people to make positive changes.	
Other requirements	Youth Connect South West is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment and duty. All staff are aware of, and trained in, safeguarding procedures and must have a satisfactory DBS certificate. All staff are expected to adhere to Youth Connect South West equalities, diversity and inclusion practise. All staff are expected to show a commitment to their own professional development. Flexible in approach to working pattern. The ability to cope with the duties and responsibilities of the post and the associated environment. It is essential that the post-holder can travel independently within Bath and North East Somerset and throughout the South-West.	A clean driving license and own transport is desirable.
Youth Connect South West Values Keeping young people safe – working in the best interests of young people and putting them at the centre of everything we do.		

- Collaboration – working with families, communities, and other stakeholders to make things better for young people.
- Meeting expectations – going “the extra mile” to support young people.
- Inclusion – being there for all of those who need us.
- Determination and creativity – modelling the importance of trying new things, continually learning, and never giving up.