



RECRUITMENT PACK



EMPOWERING PEOPLE TO BETTER MANAGE THEIR PHYSICAL AND MENTAL WELLBEING

INTRODUCTION

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Together We is a growing, award-winning social enterprise in Cumbria. We're a high energy and creative team who have been recognised for Innovation in our Health & Well-being sector for the last 5 years.

Our policy is to hire for attitude and train for skills. We invest in a great training portfolio for our people, plus mentoring programmes, so that we're all constantly gaining new skills and work experiences. We pay fairly too and we advocate for a healthy lifestyle.

Together We operates throughout Cumbria. We also support flexible working and homeworking, wherever possible. Wherever you are, in our workplace, everyone's goal is to help more people reach for a better life. We work hard and everyone makes a difference.

Our people are the reason for our success. The staff and volunteers at Together We are on a mission to help people in our local community learn skills to better manage their physical and mental wellbeing.



Samantha Joughin & Janine Ward
Managing Directors

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Our services offers a range of interventions for mental health and physical health, all of which place the client at the centre of our work. Our two key services combine well to provide care for all ages and with a “whole person” approach to mental health and physical wellbeing

Talk

Provides personalised one-to-one and small group talking interventions, including mental health support, link working, and guidance for those who fall between service gaps.

Aims to deliver client-centred support that creates self-awareness and empowers individuals to manage their symptoms, distress and improve overall wellbeing.

Recovery

Provides group sessions and opportunities for anyone experiencing mental and physical health difficulties.

Recovery colleges provide a range of courses, physical activity sessions and groups designed to increase self-awareness and understanding of Recovery and what it means to each individual.

All service delivery is designed to be evidence-based intervention and guided discovery. Each of the services interlinks, with a series of projects and programs for one to one and group support.

We target multi-model psychological intervention, link working, education and physical activity to improve a person's wellbeing and we aim to reduce the impact of mental health and physical health problems on individuals and on their wider community.

We have clearly defined Guiding Principles that help us to ensure we do not drift from our mission of improving physical and mental wellbeing:

"We aim to increase a person's understanding of their health and factors and determinants that may contribute to improving their overall health and Wellbeing.

We aim to increase access to low level interventions and stop referrals into other services. We aim to provide a whole person approach to health that covers all ages, social economic background, and ability.

We aim to provide support that is individually tailored for the person and group sessions which provides psychoeducation to educate and put the person at the centre of their care. We also aim to provide training and opportunities for staff to undertake a very different and niche role working with mental and physical wellbeing together"

JOB DESCRIPTION

Job Title: Trainee Child Wellbeing Practitioner

Employer: Together We CIC

Reporting to: Clinical Lead & Talk Service Manager

Hours: 35 hours per week

Salary: £26530 per annum

Role:

Child Wellbeing Practitioners (CWPs) are specialist practitioners in assessing and treating mild to moderate depression and anxiety in children and young people.

Location:

We have several locations across Cumbria some of which are permanent bases others are outreach locations such as schools and Community Centres. The work is predominately face to face. We would encourage the post holder to be flexible in their working arrangements and work from different locations as and when required. We would also consider home working, however this would be in agreement with the post holder and the demands of the role.

Contract:

This position is offered as a 1 year contract alongside the Post-Graduate Diploma in Mental Health and Emotional Wellbeing Studies in Community and Primary Care Environments with Northumbria University.

Employee Support:

Our Employee Assistance Programme is there to help our staff and their families, 24/7, 365 days a year. You will have access to a confidential telephone helpline and you can expect both practical information and emotional support. Support covers mental health, addictions, debt, legal issues, family issues, housing, childcare, tax, bereavement, relationships, domestic abuse/violence and eldercare etc. The Online Health Portal offers brilliant well-being resources too including four-week programs, videos and webinars

Pension:

We offer the opportunity to join a pension scheme which makes a matching contribution of up to 3% of salary.



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PROGRAMME OUTLINE

- Post-graduate Diploma in Mental Health and Emotional Wellbeing Studies in Community and Primary Care Environments with Northumbria University.
- 64 days Academic attendance
- 25 study days
- 2 days of teaching per week (Monday/Tuesday) either at Northumbria University or online.

This is a full-time programme - trainees will be expected to spend their working week attending University teaching, undertaking clinical work, attending supervision and engaging in independent study.

Entry to the programme is through employment as a Trainee Child Wellbeing Practitioner with a partnership service.

During the programme, students learn how to assess and treat mild to moderate low mood and anxiety disorders in children and young people. Presenting within primary care and community based mental health services, using nationally recognised Low intensity Psychological Interventions based on Cognitive Behavioural approaches.

On completion students can apply for Qualified CWP posts (typically Band 5 NHS agenda for change) Career options for CWP's include (following further training) Senior CWP roles, Clinical supervisor roles, High intensity cognitive behavioural therapy and more within clinical, forensic, health and counselling psychology.



PERSON SPECIFICATION

Criteria	Essential	Desireable
Qualifications	Degree with or without honours or other level 6 qualification. Evidence of ability to study successfully at postgraduate level or the equivalent level Able to attend the formal training as required Able to complete academic components of the course Able to integrate training into practice	Other relevant postgraduate degree
Experience	Evidence of working with children and young people with mental health difficulties Demonstrates high standards in written communication	Experience of working in mental health or related services Worked in a service where agreed targets in place to demonstrating outcomes Ability to manage own caseload and time
Knowledge	Demonstrates an understanding of children and young people's mental health and how it may present	Demonstrates a knowledge of the issues relating to children and young people and the impact it can have on mental health Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post
Skills	Ability to evaluate and put in place the effect of training Computer literate Excellent verbal and written communication skills, including telephone skills Able to develop good therapeutic relationships with clients	Received training (either formal or through experience) and carried out risk assessments within scope of practice



PERSON SPECIFICATION CONTINUED

Criteria	Essential
Personal Attributes	Committed to continual quality and service improvement. Self-aware and committed to continual professional and personal development. Able to accept and respond positively to feedback and to use supervision and personal development positively and effectively Committed to promoting a positive image of people with mental health conditions. Committed to promoting a positive image of Together We CIC and partner organisations.
Other Requirements	Located in North Cumbria or willing to relocate to North Cumbria High level of enthusiasm and motivation Advanced communication skills Ability to work within a team and foster good working relationships Ability to work under pressure Regard for others and respect for individual rights of autonomy and confidentiality Ability to be self-reflective in personal and professional development and in supervision Ability to travel independently in accordance with service need. This post is subject to a satisfactory Disclosure and Barring Service check. The post-holder must be able to adhere to all of Together We CIC policies and procedures.





together we
Cumbria



HOW TO APPLY

**Send your CV and covering letter
describing how you meet the criteria of this
position to:**

info@togetherwe.uk

Apply by 5:00pm on 15/11/2025

**For more information please email
steph@togetherwe.uk**

**Interviews will be held online on
21/11/2025**