

Bromley Y is a long-established charity based in Bromley that values the voices of Children, Young People (CYP), their families (parents) and/or carers as well as partner agencies. We are a Mental Health and Emotional Wellbeing Service based on the principles of IThrive. **Bromley Y** delivers early help and prevention to those in need. We are very proud to offer a range of therapeutic approaches, from 1:1 evidenced based interventions to group work, digital support, webinars, mentoring and social prescribing.

We are seeking a highly experienced, motivated and enthusiastic mental health practitioner, mental health nurse or social worker to join our service as part of our Integrated Single Point of Access. This is a fantastic opportunity to be part of a supportive and collaborative team, while also having the autonomy to work independently. You will bring strong leadership skills, be well organised, and enjoy working creatively to support the day-to-day operation of the iSPA alongside management. This is an exciting opportunity for a qualified and experienced individual looking to further develop their managerial skillset.

We welcome applicants who are knowledgeable and passionate about services within Bromley, with over 5 years' experience of working with children and young people. The role offers the chance to lead and support others through management and supervision, collaborate with colleagues to shape intervention pathways, manage risk and allocations, chair consultation meetings, and engage with wider partnerships across Bromley. You will work with people from a wide range of cultural backgrounds, ages and abilities, using interpreters when required, and will be committed to equity, diversity, inclusion and belonging.

The successful post holder will join the Bromley Integrated Single Point of Access (iSPA), delivered in partnership with Bromley CAMHS, which manages all referrals for children and young people with mental health and emotional wellbeing needs in Bromley. As Deputy Manager, you will play a key role in developing clinical practice and helping to shape an efficient, effective and responsive service. This includes supporting high-quality and safe risk assessments, screenings and interventions for children, young people, parents/carers and professionals referred to **Bromley Y** and/or iSPA.

This role offers a real opportunity to make a difference by strengthening the pathway between iSPA and **Bromley Y**, working collaboratively to ensure that the journey for children, young people and their families is as clear, supportive and easy to navigate as possible.

About the role

- Role: Deputy i-SPA Manager – Children's Wellbeing Service
- Team: Integrated Single Point of Access (iSPA – **Bromley Y**)
- Salary banding: Band 6 - £52,551.29 to £59,977.00 per annum
- Working pattern: Monday to Friday - occasional Saturday work may be required according to business organisational needs
- Working Hours: 37.5 hours per week (5 days a week) may require occasional Saturday working
- Contract: Permanent
- Location: Hybrid model (at our building, CAMHS Office and at home)

The right candidate

The ideal candidate(s) must have:

- Professional qualification, with evidence of continuing professional development, in a field relevant to child and adolescent mental health
- Professional Accreditations (one of the following): BACP, UKCP, HCPC, GMC, NMC
- Enhanced DBS (we carry out own check as part of the screening/vetting process)
- Five years' experience of working with children and families (parents/carers), including work with children and young people with emotional and mental health needs which includes working with children and young people with a wide range of clinical and behavioural presentations
- Experience of screening and triaging complex information

- Experience of undertaking assessment of emotional and mental health needs children and young people with a key focus on safeguarding
- Experience of working with multi-agency partners and planning best outcomes for children and young people
- Experience of working with safeguarding issues and risk assessments
- Experience of inclusion and belonging ensuring an accessible service for children and young people, their families (parents/carers)
- Proven ability to lead teams and deliver results in a fast-paced environment. Ability to inspire, motivate, and develop others to achieve shared goals
- Eligibility to work in the UK

Please read the accompanying job description and role specification for further information.

Information about how to apply to Bromley Y

To apply please send your CV and a supporting letter explaining how and why you are suited to the role together with your salary expectations and notice period to hr@bromleyy.org by **Friday 22 May 2026 at 12:00 noon**.

Please note that we may close this vacancy early if we receive enough applications or if organisational needs require it. Due to the volume of applications, we regret that we are unable to respond to all applicants individually. If you do not hear from us, please assume you have not been shortlisted on this occasion.

Shortlisted candidates will be invited to a two-stage interview process:

- **Stage One:** Initial interview via telephone or Microsoft Teams.
- **Stage Two:** In-person including an assessment.

This interview and assessment process will take place end of May/beginning of June.

We are committed to ensuring an inclusive recruitment process. If you are shortlisted, we will contact you to discuss any **reasonable adjustments** you may require to participate fully in the interview and assessment stages.

If you have any questions before applying, then please email them to us: hr@bromleyy.org.

The Rewards for joining us:

- Good competitive salary
- Comprehensive induction and supervision
- Hybrid working pattern
- Holiday entitlement of 25 days per annum increasing with length of service to 28 days, plus bank holidays
- A wellbeing day
- Support via our Employee Assistance Programme
- Contributory Pension scheme
- The successful candidate will be supported in their professional development
- Enhanced maternity and paternity pay
- Attending organisation events such as Away Days, Summer Party
- Cycle to work scheme
- Blue Light Card
- Being part of a dynamic, creative and innovative team where all staff are empowered to achieve their very best
- Work for an Award-winning organisation
- Be part of a diverse, inclusive, collaborative and supportive working environment that places Equity, Diversity and Inclusion (EDI) at the heart of its business strategy

As mental health & emotional wellbeing services charity, we are deeply committed to creating a safe, inclusive and supportive environment for everyone – both the children, young people, parents and carers we serve and the people who work with us.

We are proud to be an equal opportunities employer. We welcome and value diversity in all its forms and do not tolerate discrimination based on age, disability, gender identity, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, or marital and civil partnership status.

We believe that a diverse team brings richer perspectives and stronger outcomes for the communities we support. We are dedicated to fostering a workplace where everyone feels psychologically safe, respected, and empowered to thrive. We warmly encourage applications from individuals of all backgrounds who share our passion for improving children and young people's lives.

We are committed to the safeguarding of children and require the successful applicant to undertake a check from the Disclosure and Barring Service.

By submitting an application, you are consenting to Bromley Y's HR team securely holding and processing your personal data. Please read our attached job application privacy notice. You retain the right to have your information deleted in line with current UK GDPR legislation.