

**Freedom of Information Request**

**Ref: 25-704**

15 September 2025

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**I am writing to request under the freedom of information act a full copy of any and all of the recruitment adverts put out by the trust in 2024 for Social Workers (including specialist social workers) and Youth Workers for the Children and Young People's Gender Service (south west). Please ensure this includes the full job description as posted on the recruitment website including (but not limited to) essential and desirable qualifications and experience, personal specification and any additional materials, such as a personal spec document, attached to the advert.**

There have been no advertisements for youth workers within this service.

For social worker recruitment in 2024, there were three rounds of recruitment for this service, all detailed below, with the attached job descriptions/person specifications.

The service has also recruited for Deputy Director of Safeguarding which has the requirements of being a Registered Nurse, Children's Nurse, Public Health Nurse, or Social Worker.

Recruitment advert/details as below:

Senior Social Worker B8a recruitment closing 29/05/2024 – please see the attached job description.

Recruitment information on the job advert was as below:

We are looking for thoughtful, compassionate and innovative Social Worker, who is keen to be at the forefront of a new multi-professional service delivered in a paediatric health setting. The Senior Social Worker will work within the proposed NHS Children and Young People Gender Service (South West) within the governance structure of the service and Psychological Health Services an 8a as part of an Multi-disciplinary team (MDT) to develop, deliver and evaluate specified services provided by a range of clinicians and health professionals. Provision will include clinical services, research and quality improvement including dissemination, training and consultation to other partner services and agencies. As well as providing services into the

new clinical programme, expected to open in November 2024, the Senior Social Worker will work via Psychological Health Services to provide complex case input to paediatric weight management services and will be a leader, with delegated management responsibility for paediatric specialist social workers.

Psychological Health Services is an award-winning department, recognised for a commitment to leadership and the development of Trustwide psychological services.

### **Main duties of the job**

- Assessment, intervention and leadership roles dependent on competencies, as part of the CYP gender service MDT.
- Assessment, intervention and leadership roles dependent on competencies, as part of the paediatric weight management services
- Managerial leadership
- Safeguarding leadership in collaboration with the UHBW safeguarding team

### **Working for your organisation**

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) is one of the largest acute Trusts in the country, bringing together a combined workforce of over 13,000 staff and over 100 different clinical services across 10 different sites, serving a core population of more than 500,000 people across South West England. UHBW has been rated by the CQC as 'Good' overall and our staff are proud to deliver excellent care to the people of Bristol, Weston and beyond. As a forward-thinking multi-award winning Trust and a digital exemplar committed to improving patient care, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer. UHBW is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. As an equal opportunities employer actively working towards a diverse workforce we aim to recruit and retain a workforce which represents the rich diversity of the local population at all levels and are committed to designing our services around the needs of individual patients and those around them. Anonymous information will be used from your application in order to ensure we're meeting our pledge.

Detailed job description and main responsibilities

As a university teaching trust research and quality improvement forms part of UHBW's mission to support excellence in delivery of patient care, alongside education and applied research of the highest quality. We are engaged in high profile national professional networks at a senior level across BPS, NHS and charitable sector organisations.

We have strong links to local and regional universities providing access to support research and clinical training with honorary appointment up to professorial level. Psychological Health Services has an expanding research portfolio and provide and support opportunities to develop this further.

Psychological Health Services take pride in their commitment to providing high quality and accessible CPD and access to skilled clinical and peer supervision. Examples of current CPD opportunities include monthly Trustwide departmental CPD meetings, journal clubs and an ACT supervision group. Our commitment to clinical excellence is reflected in our annual cycle of quality outcomes related to a wide portfolio of activity.

We work together to grow and shape the department; we have a notice board style central point of communication to keep you up to date communicating via surveys about what matters to us all. Membership of departmental Service Delivery Groups (SDGs) give the opportunity to broaden skills and experiences and be involved in wider psychology initiatives.

As a large department Psychological Health Services provides clinical psychology services to a wide range of specialist multidisciplinary teams. Although the current recruitment is for a specific post, we welcome applications and enquiries from those who are interested in wider opportunities within our portfolio. We have a commitment in Paediatrics to collaborate with our colleagues as much as we can. This means we regularly offer advice and guidance to patients outside of our core patient group. This rewarding work is highly appreciated by the Trust.

As a way to support individual development, growth of expertise and service priorities, staff can benefit from opportunities to work into other clinical areas through discussion and planning with their line manager and head of service. This will be an element of the working lives of much of the staff group you would lead.

Appointment would take place after final commissioning agreement.

For a more detailed job description, main responsibilities, and person specification, please refer to the job description document attached to this vacancy.

Specialist Safeguarding Practitioner- Social Worker B7 – closing 10/07/2024 – please see the attached job description.

Recruitment information on the job advert was as below:

We are looking for a flexible, enthusiastic and compassionate social workers with expertise in safeguarding, particularly with some experience of health settings. These leaders would be central to a new multi-professional service delivering holistic care in a paediatric health context.

The post holders will work together within the proposed NHS Children and Young People Gender Service (South West) as part of an Multi-disciplinary team (MDT) providing leadership and services to and with a range of clinicians and health professionals, including dissemination, and training and consultation to other partner services and agencies. As well as being central to the new clinical programme, the Specialist Social Workers will work as part of Psychological Health Services to provide complex case input to other paediatric or staff support services. Representing the service within the wider national network of CYP Gender Services, as well as with local and national partnership organisations will be a feature of the role.

### **Main duties of the job**

The Specialist Safeguarding Practitioners have a key role in ensuring the Children and Young Peoples Gender Service (Southwest) (CYP GS (SW)) safeguards children and young people and promotes their welfare working in conjunction with the patient, their families, UHBW safeguarding team, clinical MDT for CYP GS (SW) and local authority services and teams.

These roles support the patients, families and multidisciplinary team of the GYP GS (Southwest) by providing specialist safeguarding advice, supervision, and training on all safeguarding issues. When indicated this may include assessments of need and wider

signposting advice to families for supportive early help services. The roles are supported by the Deputy Director for Safeguarding (Children) who is the safeguarding lead for the CYP GS (SW), with joint / delegated managed within the safeguarding structure and clinical service. The role will include contribution to other paediatric specialties will be within the governance structure of Psychological Health Services (PHS). The CYP GS (SW) is a newly formed service therefore changes in the core duties and responsibilities of these roles may be required. The job description is an outline of areas of activity and will be reviewed with the post holders considering changing service need.

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### **Detailed job description and main responsibilities**

For a more detailed job description, main responsibilities, and person specification, please refer to the job description document attached to this vacancy.

Recruitment information on the job advert was as below:

We are looking for flexible, enthusiastic and compassionate social workers with expertise in safeguarding, particularly with the ability to lead. These pivotal team members will be central to a new multi-professional service delivering holistic care in a paediatric health context for Children with gender concerns. This opportunity is also available to candidates who are willing and able to develop with support, whilst being employed at band 6.

The post holders will work together within the proposed NHS Children and Young People Gender Service (South West) as part of an Multi-disciplinary team (MDT) providing leadership and services to and with a range of clinicians and health professionals, including dissemination, and training and consultation to other partner services and agencies. As well as being central to the new clinical programme, the Specialist Social Workers will work as part of Psychological Health Services to provide complex case input to other paediatric or staff support services. Representing the service within the wider national network of CYP Gender Services, as well as with local and national partnership organisations will be a feature of the role.

### **Main duties of the job**

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These roles support the patients, families and multidisciplinary team of the GYP GS (Southwest) by providing specialist safeguarding advice, supervision, and training on all safeguarding issues. When indicated this may include assessments of need and wider signposting advice to families for supportive early help services. It also includes representing the wider service nationally. The roles are supported by the Deputy Director for Safeguarding (Children) who is the safeguarding lead for the CYP GS (SW), with joint / delegated managed within the safeguarding structure and clinical service. The role will include contribution to other paediatric specialties will be within the governance structure of Psychological Health Services (PHS). The CYP GS (SW) is a newly formed service therefore changes in the core duties and responsibilities of these roles may be required. The job description is an outline of areas of activity and will be reviewed with the post holders considering changing service need.

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### **Detailed job description and main responsibilities**

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Deputy Director of Safeguarding recruitment, closing 26/08/2024 - Deputy Director of Safeguarding recruitment, closing 26/08/2024

Recruitment information on the job advert was as below:

### **Job overview**

The role of the Deputy Director of Safeguarding (Children) incorporates leadership of the safeguarding provision into the Children and Young People Gender Service Southwest (CYP GS (SW)). The Deputy Director of Safeguarding (Children) will work in partnership with the Deputy Director of Safeguarding (All Age) in their roles in the delivery of the Trust's safeguarding adults and children's strategic and operational objectives, working across the whole Trust. The post holder will deputise for the Associate Director of Safeguarding and

assume leadership and responsibility for delivery in specific areas of safeguarding practice supporting local, regional, and national safeguarding priorities and objectives. This is a key senior role in the operational leadership and management of the UHBW trust wide safeguarding service and CYP GS (SW). In conjunction with the Director and Associate Director for Safeguarding, they will support, deliver, and collaboratively implement the acute hospital safeguarding strategy. This includes maintaining compliance with commissioning and partnership standards, national and local guidelines, and best practice. The post holder will support new areas of working including the development, implementation, and provision of the CYP GS (SW).

### **Main duties of the job**

The role will incorporate areas of expertise as per national documents and local safeguarding partnership guidance and the NHSE Safeguarding Accountability and Assurance Framework 2022 relating to safeguarding children and promoting their welfare and safeguarding adults. They will provide expert guidance for highly complex cases (children and adults) giving highly specialised advice to trust staff and safeguarding service colleagues. The post holder will co-lead the development of all age safeguarding training and supervision to staff across the organisation ensuring provision and content meets the needs of the staff groups within the trust. They will directly supervise and manage the safeguarding practice of the Social Workers employed in the CYP GS (SW) and ensure they have regular and effective safeguarding supervision for their caseload. Details of all duties can be found in the attached job description.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

### Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the

public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**