THE DONALDSON TRUST

The National Body for Neurodiversity

Wellbeing Practitioner

Role Profile

November 2026



About The Donaldson Trust

As the National Body for Neurodiversity, we are a catalyst for change. We believe there is a genuine opportunity to change society for better. We aim to be at the forefront of driving this change, and make a difference with, and for, neurodivergent people.

We're a team filled with caring and talented individuals who work together to create positive change. You will be part of a team dedicated to giving neurodivergent people a voice and contributing to our vision of a society in which neurodivergent people are understood, accepted, treated fairly and valued.

Our Values

We share what we know

We share our knowledge so that more neurodivergent people can thrive.

We connect people

We build partnerships and collaborations to increase opportunity and inclusion for neurodivergent individuals. We achieve more together.

We remove barriers

We work together to look for win-win solutions. We make it easier for neurodivergent people to feel accepted, valued and for their voice to be heard.



The Role: Wellbeing Practitioner

Job Purpose

The Wellbeing Practitioners play a vital role in delivering high-quality bespoke support to adults within our wellbeing service with additional support needs.

You will work collaboratively with colleagues and external agencies to improve wellbeing and independence by building confidence, resilience, regulation and life skills, whilst working towards achieving goals and outcomes.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the Donaldson Trust.

Key Responsibilities

- Create, organise and plan resources to deliver a range of activities, that support the achievement of personalised developmental and wellbeing outcomes
- Lead and facilitate small group or one to one sessions, activities and workshops, adapting approaches to support participation, skill development and the achievement of personalised outcomes
- Build emotionally attuned, trusting relationships with those we support based on safety, consistency, and respect for autonomy
- Support individuals to understand and manage their sensory, communication, and emotional needs
- Maintain positive and effective engagement with parents, guardians and others involved in the care of those who use our services to protect and further their interests



- Engage in daily dialogue with colleagues to ensure coherent and joined-up support; promoting positive outcomes for those we support
- Contribute to the development and regular review of individualised risk assessments, promoting risk enablement
- Continuously monitor and accurately record individuals progress, ensuring all information is managed in accordance with the Trust's policies on data protection
- Agree and actively support the ongoing understanding of boundaries and expectations for those who uses our services
- Maintain a safe and nurturing environment where we safeguard the health, wellbeing and safety of those who use our services by encouraging positive risk taking and empowering people to reach and exceed their potential
- Continuously developing your understanding and overall awareness of best practice in supporting neurodiversity and in the specific conditions of the people we support
- Support those in our care with personal and intimate care needs in a respectful and dignified manner, following agreed care plans and promoting independence wherever possible
- Support the safe administration of medication in line with our policies and support plans; ensuring accuracy, confidentiality, and the wellbeing of each individual



- Able to respond appropriately to medical needs and emergencies in line with the Trust's procedures and health and safety guidelines
- Respond to challenges you face in the least restrictive manner following guidance and protocols to ensure safety is maintained at all times
- Provide calm, attuned support that is responsive to each supported persons sensory profile, using knowledge of the individual and through trusted relationships to reduce distress, promote regulation, and create a safe, supportive environment
- Ensure comprehensive understanding and appropriate use of communication strategies tailored to the needs of those we support
- Ensure all Safeguarding and Health & Safety policies, procedures and guidance are implemented in day to day practice

Please note this list of duties is not exhaustive.

About You

Below are the key qualifications, experience and knowledge, and skills and attributes required for the role. Please note each criteria is assigned as **Essential** or **Desirable**.

Qualifications

- SVQ L3 in Social Services and Healthcare or the willingness to achieve within an agreed timeframe **Desirable**
- Further relevant professional qualifications in ASN **Desirable**
- Full and clean driving license with a willingness to use the Trust's vehicles **Desirable**

Experience and Knowledge

- Evidenced experience of working with neurodivergent adults with individualised needs **Essential**
- Ability to provide consistent and structured support, following guidance and protocols to support your response to challenging behaviours **Essential**
- Demonstrable awareness and understanding of current Adult and Child protection and safeguarding legislation and guidelines **Essential**
- Ability to demonstrate best practice in low arousal supports **Essential**

- Working knowledge of the Health and Social Standards and the Scottish Social Services Council Codes of Practice **Essential**
- Working knowledge and awareness of current relevant Health and Safety legislation **Essential**
- Working knowledge of General Data Protection Regulations (GDPR) **Essential**
- Experience of using person-centred, neurodiversity-affirming approaches to support emotional regulation, wellbeing and positive outcomes **Desirable**

Skills and Attributes

- Professional; acting honestly, openly, with integrity and with the best interests, of those in our care, in mind at all times **Essential**
- Dependable; through consistency, reliability, optimism and cultivating trust to build rewarding relationships **Essential**
- Collaborative; committed to working in a collaborative manner with colleagues and in partnership with support workers to deliver the highest quality of support **Essential**
- Curious; continually striving to acquire new knowledge and skills through continuous professional development (CPD) whilst using self-reflection as a key part of learning **Essential**
- Adaptable; by showing personal resilience and the ability to rapidly improvise dependent on the needs of the people we support **Essential**

• A calm and empathetic approach	**Essential**
• Excellent communicator, both verbally and written with an awareness and understanding of communication differences and how to support	**Essential**
• Excellent planning, organising and time management	**Essential**
• Competent in the use of IT, and other relevant technology, to enhance service delivery and your professional practice	**Desirable**
• Makaton, Sign Supported English (SSE) or British Sign Language (BSL)	**Desirable**

Please note this list of duties is not exhaustive.





Remuneration:

Salary: £25,276 pro rata, per annum

Hours: Full-time, 32.5 hours per week (1 FTE)

Reporting to: Adult Services Team Leader

Location: Linlithgow campus

Benefits:

- AEGON (up to 12% employer contribution)
- Life Assurance Scheme (three times the salary)
- Employee Assistance Programme
- Health Cash Plan
- Doctorline
- Colleague Discount Scheme
- Family Friendly Policies
- Strong commitment to learning and development

To Apply:

To apply, please complete an online application via our website:

https://www.donaldsons.org.uk/application-form/

If you would like to discuss the role further, have any questions, or would like any assistance with your application, please contact us on people@donaldsons.org.uk and we would be happy to help.

Closing date: Sunday 29th November 2026

Please Note - given the nature of this role, we are keen to recruit as soon as possible, therefore please apply early, as we will hold interviews throughout the application window and may bring the closing date forward.

