

Job Title: Early Years Family Practitioner	Role Profile Number: SBC_10827
Grade: CFL 5	Date Prepared: August 2017
Directorate/Group: Stronger & Safer Communities	Reporting to: EYFP Co-ordinator
Structure Chart attached:	No

Job Purpose

Our aim is to promote the long term health and wellbeing of young children and their families by offering the national Healthy Child Programme (Pre-birth to 5 years). This includes universal contacts offered to all families and more intensive targeted support to those who have been identified as having vulnerability factors or for whom there are acknowledged risks including safeguarding concerns.

The post holder will be managed as part of the locality health visiting team and all activities will contribute to the overall delivery of the commissioned health visiting service.

Activities undertaken will include working in partnership with the named health visitor in delivering delegated aspects of the universal Healthy Child Programme as well as assisting in the assessing of a family's needs and delivering an agreed package of care. Partnership working with other members of the locality team as well as with other services and agencies will be key to successful working.

Key Accountabilities

- To work with the health visiting team to ensure delivery of delegated aspects of the universal elements of the Healthy Child Programme. This could include the contact at 1 and 2.5 years or the child development aspects of other contacts.
- To work as part of the health visiting team in offering open access drop-ins to facilitate health promotion. This will include child health clinics or their agreed alternatives.
- To work with individual children and their families to promote normal health and development. This will include offering approved group work and individualised interventions. Topics could include: promotion of attachment; child development and play; promotion of speech and language; infant and family nutrition - healthy lifestyles; promoting healthy sleep and toilet training.
- To encourage, support and empower parents in contributing to their children's development and improving their outcomes. This requires a respect for family cultural differences and diversity
- To work actively with parents/carers and other family members in encouraging positive parenting and in promoting positive family life within the local community.

- To develop and support community initiatives with other agencies
- To consult and involve children, young people and families in all assessments, support and care plans and service development.
- To work in partnership with a range of professionals across Children, Families and Community Health and other agencies to meet the needs of children and families
- To maintain accurate, concise and up to date records as required under the department's guidance and regulations.
- Share information and contribute to statutory assessments as required working within the legal framework for child protection and safeguarding and for vulnerable adults.
- To undertake duties during flexible working hours that meet the needs of children and families such as evenings and weekends within the post holder's normal working/contractual hours
- Contribute to a professional service that safeguards and promotes the welfare of vulnerable children, young people and families within their local and wider communities.
- Work closely with the Team Manager and Co-Ordinators in developing new and innovative ways of working to improve outcomes and work with children, young people, parents and communities to support their input into the design, delivery and evaluation of services.
- To undertake any other duties and responsibilities within the range of the salary grade.

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Sound working knowledge of child development including attachment and speech and language.
- An awareness of the Healthy Child Programme health promotion topic areas, e.g. Breastfeeding, healthy eating, accident prevention.
- Knowledge and understanding of safeguarding.
- Knowledge of assessment and planning for children and families.
- Knowledge and ability to work within a local community of diversity and diverse needs.
- Computer literate and working knowledge of relevant IT software packages
- Ability to prioritise your work and meet deadlines
- Ability to build effective relationships with children and families in the community to ensure that all health, educational, emotional, physical and social needs are met.
- Ability to work autonomously and as part of a team..
- Ability to handle complex and challenging situations.
- Ability to attend and contribute to relevant meetings to ensure the best possible outcomes.
- Ability in both written and verbal communications to individuals and groups.
- A genuine desire to work closely with and support families in crisis/difficulties

Qualifications

- BTEC level 3 Diploma in Early Years Or ^[1]_[SEP]
- CACHE Diploma in Child care and Education, Level 3 (2 year course) Or

- NVQ/SNVQ level 3 in Early Years and Education^[SEP]Or^[SEP]
- NNEB Diploma

Decision Making

- The post holder will report for supervision to the Locality Health Visiting Team Leader and through supervision will receive guidance on decisions relating to their work.
- The post holder must always respect the 'rights' of children, young people and families to be fully involved in the decision making process.
- Decisions about child protection and safeguarding matters.

Creativity and Innovation

- To be able to work flexibly to meet the needs of children, young people and families.
- To be able to identify effective methods of engaging children and families.
- Prioritise and manage workload using a wide range of strategies.
- Working in partnership with other agencies to support the individual needs of the child, young person and family

<u>Job Scope</u>		
Number and types of jobs managed NIL	Budget Holder Responsibility	No
Typical tasks supervised/allocated to others None	Asset Responsibility:	None

Contacts and Relationships *(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)*

- Team members; wider children's services teams
- Colleagues from across the authority
- Early Years settings, schools, voluntary and other outside organisations

Values & Behaviours

Self- Awareness

- Awareness of one's own behaviour, values, attitudes, strengths and weaknesses.
- Ability to reflect on one's behaviour and change them.

Integrity

- Authenticity – being yourself and not wanting to look good or avoiding to look bad,
- Leading by example – being the role model you wish others to grow in to.

Collaboration

- Giving space to others and not imposing own views or judgements
- Enabling development through co-creation and collective learning

Meaningful Relationships

- Is compassionate and accepting of others
- Connecting with others at an honest human level

Resilience

- To be aware of and utilise personal strengths and resources to endure tough times
- Keeping a positive outlook and using challenges as personal growth

Clarity of Intention

- Clear and effective communicator
- Is purposeful and makes decisions

Other Key Features of the role (working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury)