

Best Start Inclusion Practitioner

Service	Reporting to	Location	Grade
Starting Life Well Service / Best Start Family Hubs	Best Start Inclusion Lead / Manager	Place-based Family Hubs, early years settings and community venues across Salford	2C

About the role

The Best Start Inclusion Practitioner supports the delivery of an inclusive, accessible and welcoming Family Hubs offer, ensuring that babies, children and young people (0–19, up to 25 with SEND) with additional needs, and their families, are able to engage fully with universal services.

The role focuses on early identification, inclusive practice and targeted support within a universal setting, working directly with families, children and practitioners to promote participation, confidence and positive developmental outcomes.

The post-holder delivers and supports group-based activity, play opportunities, and early intervention support, adapting approaches where needed to meet a range of developmental and additional needs. The role works closely with Family Hubs Workers and partners to ensure activities are inclusive and accessible.

The Inclusion Practitioner provides information, advice and guidance to families and early years practitioners, supporting understanding of children's needs and promoting inclusive approaches within community and early years environments.

Working as part of a multi-disciplinary team, the post-holder supports early identification of emerging needs, using agreed approaches and tools, and contributes to appropriate onward referrals and pathways to additional support where required.

The role does not hold statutory case responsibility or specialist assessment responsibility, but contributes to coordinated support through inclusive delivery, early identification, engagement and partnership working.

Children and families are supported to experience smooth, inclusive and well-coordinated transitions into and between early years provision, improving confidence, engagement and readiness.

Key outcomes

- Consistent, place-based inclusion across Best Start Family Hubs
- Children and families with additional needs are actively engaged in the universal Family Hubs offer, with inclusive approaches that support participation and positive experiences.
- Children's development and wellbeing are supported through inclusive, strengths-based activity, including play, early learning and relationship-focused support.
- Improved early identification of emerging needs enables children and families to access appropriate support at the earliest opportunity, reducing escalation.
- Children and families experience safe, supportive and inclusive engagement, with safeguarding concerns recognised and shared appropriately through agreed processes.
- Children and families are supported to experience smooth, inclusive and well-coordinated transitions into and between early years provision, including PVI settings.
- Families are better supported to understand and respond to their child's needs, increasing confidence and participation.
- Early years practitioners and partners are supported to develop inclusive approaches, improving accessibility of group activities and universal services.
- Families are effectively supported to navigate and access wider services, including timely connection to appropriate pathways and onward support where required.
- Strong partnership working contributes to a joined-up and consistent approach to inclusion across Family Hubs, early years settings and partner organisations.
- Services are responsive to diverse communities and differing levels of need, ensuring equitable access to inclusive support.
- Accurate and timely records and data support safe delivery, monitoring and continuous improvement of services.
- Family voice and feedback are used to support continuous development and improvement of inclusive practice.

What we need from you

- Demonstrate a strong commitment to inclusive, strengths-based practice.
- Have experience working with babies and young children with SEND and their families.
- Understand early years SEND pathways, graduated approach and SEND reforms.
- Be confident providing advice, consultation and professional challenge where appropriate.
- Have experience working in multi-disciplinary and place-based service models.
- Be able to deliver focused, time-limited direct work to support prevention and early intervention.
- Have strong reflective practice, communication and partnership-building skills.
- Hold at least a Level 3 qualification in early years, education, health, SEND, child development or a related field, with strong understanding of local SEND systems and experience of direct family work and multi-agency practice.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

Tailored Development

Use this space to add any training or learning available specific to this role.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

#HappytoTalkFlexible



Salford City Council

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation: