



Job Profile and Working for Stockport

Our Council

Our employees are our greatest asset. We're proud of the way we provide vital frontline services every day and work together, as one team.

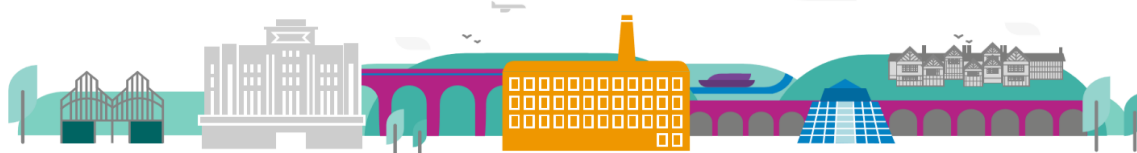
Our 4 core values as shown above, run through everything that we do, and we aim to stay true to them regardless of the challenges that we may face.

To support our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our colleagues are adhering and working to.

We also pride ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





Ambitious Stockport, creating opportunities *for everyone*

About the Job

Role:	Best Start In Life Coordinator
Service Area:	Stockport Family
Directorate:	Services to People - Childrens
Salary Grade:	SO1 (34,434 – 39,152)

Main Purpose of the Job

The Best Start in Life Coordinator will deliver targeted Early Help, Families First and whole-family support to families with children aged 0–5 years, with a particular focus on improving outcomes for children aged 3–4 years in school readiness, communication and language development, social and emotional wellbeing, and positive parenting.

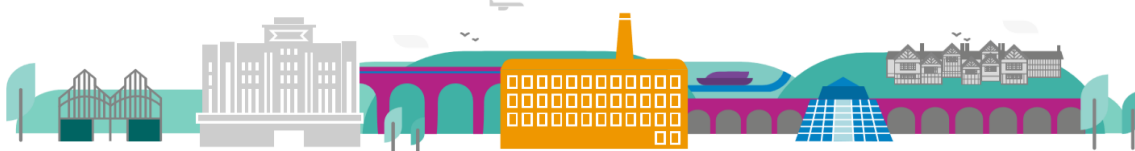
Using a strengths-based, restorative and relationship-focused approach, the postholder will undertake holistic assessments, including Early Help Assessments, identify risks and protective factors, develop outcome-focused support plans and coordinate interventions to improve outcomes for children and families. The role requires the application of professional judgement to assess need, identify appropriate support pathways, and prevent escalation to statutory services wherever possible.

The postholder will deliver evidence-based interventions, undertake home visits, act as Lead Professional where appropriate and coordinate Team Around the Family and Team Around the Early Years processes to ensure effective multi-agency support. Working as part of a multi-disciplinary Family Hub neighbourhood team, the postholder will build strong partnerships with families, early years providers, key professionals and partner agencies to reduce inequalities, improve family resilience and ensure every child has the best possible start in life.

Key Responsibilities

Family Support and Early Intervention

- Deliver targeted, whole-family support using strengths-based, restorative and relationship-focused practice.
- Complete holistic Early Help Assessments (EHAs) and other appropriate assessments, identifying strengths, needs, risks and protective factors.
- Undertake the role of Family Help lead practitioner in line with Families First Partnership (FFP) Programme developments
-



Ambitious Stockport, creating opportunities *for everyone*

- Analyse complex family circumstances and use professional judgement to determine appropriate interventions, support pathways and escalation where necessary.
- Develop, coordinate and review outcome-focused family support plans.
- Undertake home visits to assess family needs, monitor progress and deliver targeted interventions.
- Provide practical and emotional support to parents and carers to strengthen confidence, routines, resilience and parenting capacity.
- Act as Lead Professional where appropriate, ensuring families receive coordinated and effective support.

Coordination and Multi-Agency Working

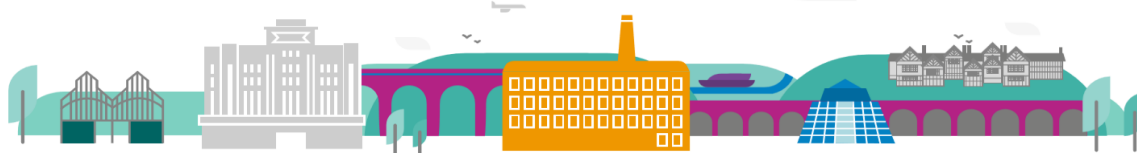
- Lead, chair and coordinate Team Around the Family and Team Around the Early Years meetings, ensuring agreed actions are monitored and completed.
- Build and maintain effective partnerships with early years providers, schools, health visitors, speech and language services, SEND services and wider partner agencies.
- Facilitate effective information sharing and collaborative planning to achieve positive outcomes for children and families.
- Support professionals and partner agencies to effectively utilise Early Help processes and assessment frameworks.
- Represent the Family Hub and Best Start in Life offer at multi-agency meetings and professional forums.

Delivery of Evidence-Based Interventions

- Deliver approved evidence-based interventions and programmes to improve parenting capacity, child development and family outcomes.
- Deliver support through one-to-one, group and home-based interventions.
- Adapt delivery methods to maximise engagement whilst maintaining fidelity to approved intervention models.
- Monitor participation, engagement and outcomes and evaluate impact to support continuous improvement.

Child Development and School Readiness

- Promote children's development with a particular focus on school readiness and achievement of a Good Level of Development (GLD).
- Support parents and carers to understand child development milestones and how best to support learning at home.
- Model positive play, communication, attachment and behaviour management strategies.
- Work collaboratively with early years settings and children's key persons to support developmental progress.
- Identify emerging developmental concerns and facilitate timely intervention and access to specialist support.



Ambitious Stockport, creating opportunities *for everyone* **SEND and Early Identification**

- Identify children who may have developmental delay, SEND or additional needs through assessment and observation.
- Provide advice, guidance and support to families and professionals regarding SEND pathways and available support.
- Contribute to Education, Health and Care Plan (EHCP) processes and multi-agency assessments where appropriate.
- Work closely with SEND colleagues and partner agencies to ensure timely access to services and interventions.

Partnership and Multi-Agency Working

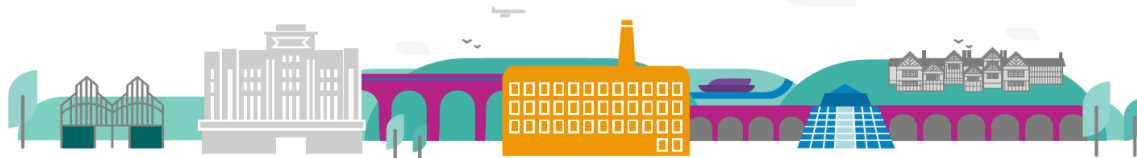
- Work collaboratively with early years settings, health visitors, nurseries, and partner agencies
- Lead and contribute to Team Around the Early Years / Family meetings
- Support partners to effectively use Early Help processes and EHAs
- Signpost families to appropriate services including childcare, health, employment, and community support

Safeguarding and Risk Management

- Maintain a strong safeguarding focus in all aspects of practice.
- Identify, assess and respond appropriately to safeguarding concerns, ensuring timely escalation in line with organisational procedures.
- Undertake ongoing risk assessments and implement appropriate safeguarding measures.
- Maintain accurate, timely and confidential records in accordance with legislation, professional standards and organisational requirements.
- Participate in supervision, reflective practice and continuous professional development activities.

Equality, Inclusion and Reducing Inequalities

- Deliver inclusive, culturally responsive and accessible services for all children and families.
- Build positive relationships with families who may be reluctant to engage and use creative approaches to increase participation.
- Actively challenge barriers that prevent families accessing support and opportunities.
- Prioritise support for families experiencing disadvantage and those living within the most deprived communities.
- Always promote anti-discriminatory and anti-oppressive practice.



Ambitious Stockport, creating opportunities *for everyone*

- Collect, record and analyse individual and service-level data to monitor performance, engagement and outcomes.
- Monitor progress against agreed measures including school readiness, child development and Early Help outcomes.
- Use performance information to identify trends, target resources and inform service development.
- Contribute to local, corporate and national priorities relating to Best Start in Life, Family Hubs and Early Help.
- Support service evaluation, quality assurance and continuous improvement activities.

Additional

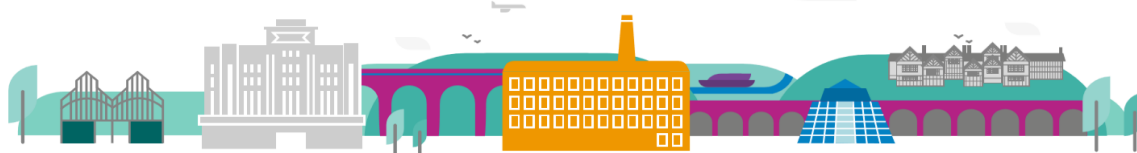
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You



Ambitious Stockport, creating opportunities *for everyone*

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

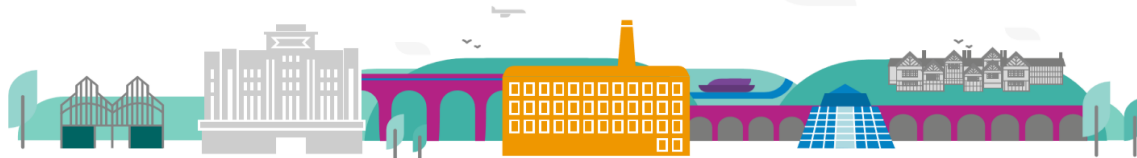
- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.

Experience

- Experience of delivering targeted family support, Early Help or whole-family interventions with children aged 0–5 and their families.
- Experience of completing assessments and developing, implementing and reviewing outcome-focused support plans.
- Experience of acting as a Lead Professional and coordinating multi-agency support for children and families.
- Experience of delivering evidence-based interventions, parenting programmes, group work and one-to-one support.
- Experience of supporting children's development, school readiness and positive family outcomes.
- Experience of working effectively with early years providers, health services, education, SEND and other partner agencies.
- Experience of identifying and responding appropriately to safeguarding concerns and managing risk.
- Experience of engaging families who may be reluctant to access support and building positive, trusting relationships.
- Experience of working with disadvantaged or vulnerable families and contributing to the reduction of inequalities.

Knowledge and Skills

- Knowledge of child development from birth to five years, including attachment, communication and language development, and school readiness.
- Knowledge of Early Help, safeguarding, child protection and multi-agency working processes.
- Knowledge of SEND and the early identification of additional needs.
- Understanding of Best Start for Life, Family Hub and Families First approaches to supporting children and families.
- Ability to assess needs, analyse information and make sound professional judgements.



Ambitious Stockport, creating opportunities *for everyone*

- Ability to build effective relationships and positively influence families and professionals.
- Ability to lead and coordinate Team Around the Family and Team Around the Early Years meetings.
- Ability to manage a varied caseload, prioritise competing demands and work independently.
- Ability to collect, interpret and use data to monitor outcomes and improve practice.
- Effective verbal and written communication skills, including record keeping, report writing and presenting information to a range of audiences.
- Competent in the use of case management systems

Qualifications

- Relevant Level 4 qualification in Early Years, Childcare, Family Support, Social Care, Education, Health or a related discipline, or equivalent demonstrable experience.
- Commitment to continuous professional development.
- Evidence-based intervention training, safeguarding training, Early Help training or related professional qualifications are desirable.