Ambitious Stockport, creating opportunities *for everyone*

Thinking Stockport

Achieving as a Team

Working with Ambition

Showing everyone Respect

Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – Best for Inclusion winner at the Greater Manchester Good Employment Awards 2026

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/



STOCKPORT METROPOLITAN BOROUGH COUNCIL

RACE EQUALITY MATTERS MEMBER 2025/26

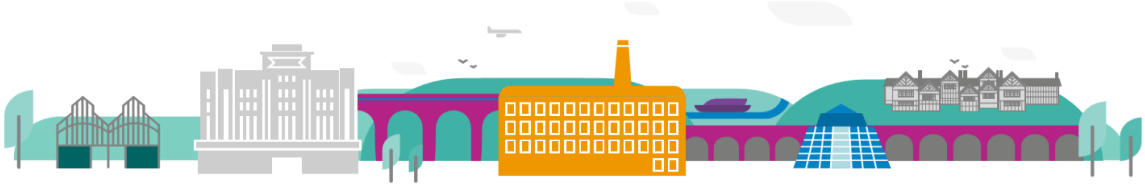
We are a Living Wage Employer

Greater Manchester Guaranteed Assessment Scheme

disability confident EMPLOYER

GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

ARMED FORCES COVENANT



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About the Job

Role:	Start Well Early Years Worker
Service Area:	Stockport Family
Directorate:	Services to People - Childrens
Salary Grade:	Scale 5

Main Purpose of the Job

The post holder will work as part of the Family Hubs and Start Well Service, supporting babies, young children and their families to achieve the best possible outcomes through high-quality early years interventions.

The role will promote children's learning, development and school readiness through delivery of evidence-based programmes, family support, developmental activities and community-based services. The post holder will work directly with children aged 0-5 years and their families within Family Hubs, community settings, childcare settings and family homes.

The post holder will contribute to the delivery of the Family Hub model, supporting families to access the right help at the right time and promoting positive outcomes through collaborative and restorative practice approaches.

Key Responsibilities

- Work directly with children and families to promote healthy development, learning and school readiness.
- Deliver high-quality play, learning and development activities for children aged 0-5 years.
- Support parents and carers to create positive home learning environments and strengthen parent-child relationships.
- Deliver evidence-based interventions, programmes and activities for children and families in line with service priorities.
- Undertake developmental observations and assessments using agreed tools and processes.
- Support the identification of children who may require additional support, including those with emerging SEND needs, and contribute to appropriate referral pathways.

- Work as part of the Start Well Health Visiting and early years team and collaboratively with early years providers , schools, voluntary organisations and other professionals to ensure coordinated support for families.
- Contribute to Early Help assessments, family support planning and multi-agency meetings as required.
- Maintain accurate records and contribute to monitoring, evaluation and outcome reporting.
- Promote inclusion and ensure services are accessible and welcoming to all families.
- Support the delivery of Family Hub activities, events and outreach programmes.
- Work flexibly across Family Hub and community locations according to service need.
- Carry out any other duties appropriate to the grade of the post.

- 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.

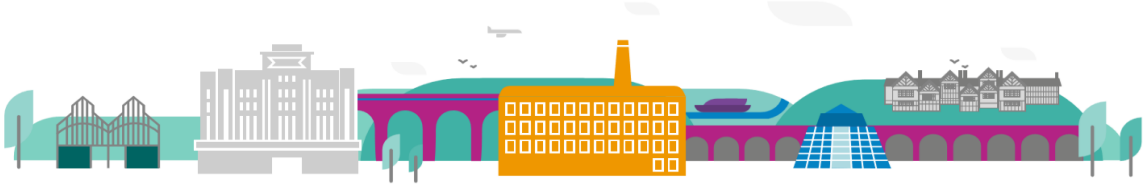
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

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 considered 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 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.

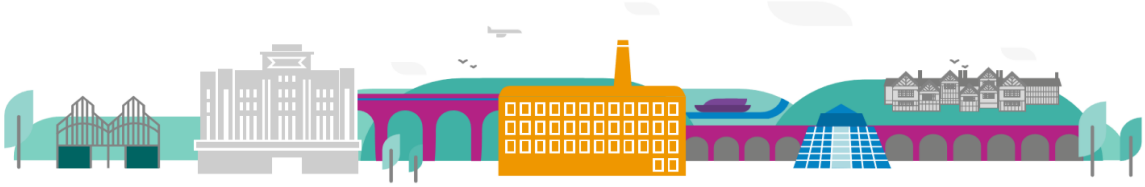


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About You

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.
- Hold a Level 3 qualification in Early Years, Childcare or an equivalent relevant qualification.
- Experience of working with children aged 0-5 years and their families.
- Good understanding of child development and factors that influence children's outcomes.
- Knowledge of the Early Years Foundation Stage and approaches that support school readiness.
- Experience of planning, delivering and evaluating evidence based activities and interventions for children and families.
- Understanding of safeguarding responsibilities and child protection procedures
- Experience of working effectively with parents, carers and partner agencies.
- Ability to identify when children or families may require additional support and take appropriate action.
- Strong communication and interpersonal skills.
- Ability to organise and prioritise work effectively
- Experience of maintaining accurate records and using IT systems.
- Ability to work independently and as part of a team.
- Flexible approach and willingness to work across community locations.
- Ability to travel across the borough in a timely manner.



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