

Best Start Inclusion Practitioner

Role Profile

Service: Best Start Family Hubs
Band: Band 5
Reporting to: Senior Best Start Inclusion Practitioner
Responsible for: No direct reports



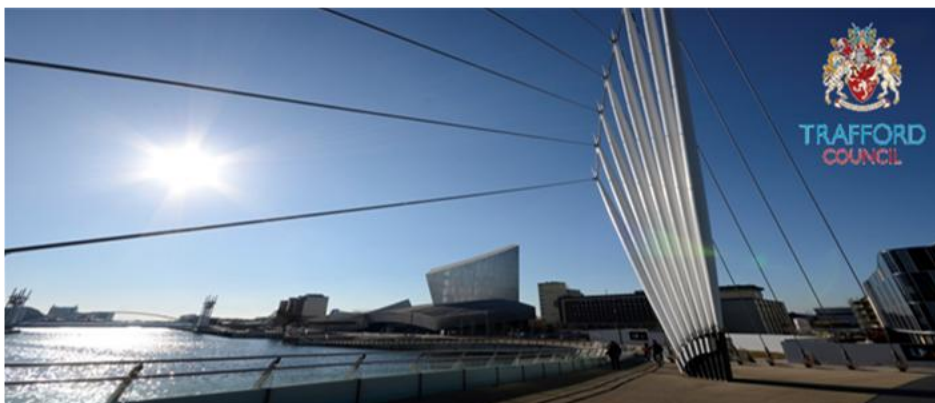
About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors have a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

Our vision: Trafford – where all our residents, businesses and communities thrive

At the heart of our vision is a common cause – we want to make Trafford a better borough. We want to make it a place where everyone has a chance to succeed and where everybody has a voice. Through our new vision, we are making a commitment to work together across different services and agencies to make the best use of our resources.



Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

At Trafford Council we are EPIC

We EMPOWER – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

We are PEOPLE CENTRED – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do and create an environment that enables everyone we work with to thrive and succeed.

We are INCLUSIVE – We are committed to creating an environment that values and respects the diversity and richness differences bring.

We COLLABORATE – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values-based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

Overview

Best Start Family Hubs are a central part of the government's ambition to give every child the best start in life by bringing together early support, health, early years and community support for families with babies and young children. Having established the foundations of the programme, Trafford is now transitioning into the next phase of delivery, with a clear focus on impact, quality and inclusion.

The Best Start Inclusion Practitioner (BSIP) plays a key operational delivery role in supporting the government's ambition for every child to reach their potential. The role supports high-quality early identification and inclusive practice across hubs and neighbourhoods, ensuring that children with emerging or additional needs are identified early, supported effectively and not left behind. Working within an agreed framework, it supports the translation of national policy and local priorities into consistent day-to-day practice across Best Start Family Hubs, contributing directly to improved outcomes for children and families in Trafford.

The BSIP provides direct, flexible and timely support to babies and young children (0–5) with emerging or additional needs (and their families), focusing on early identification, inclusive practice and strengthening developmental outcomes through partnership working across health, early years, SEND and community services. Working proactively across the Best Start Family Hub Network and partnership, it ensures that families can access support at any Hub site, promoting a clear, accessible and inclusive local offer from birth to school entry and will complement existing services.

Your Main Priorities

- Support with identifying emerging developmental and SEND needs at the earliest opportunity, providing direct timely support and practical interventions to improve outcomes for children aged 0-5.

- Work across outreach locations and co-located settings ensuring families can access early SEND support at any hub site.
- Enable families to understand their child's needs, build confidence and access the right support, services and opportunities.
- Champion and promote inclusive strength-based practice across Best Start Family Hubs and support practitioners to develop confidence in early identification, child development, inclusion and meeting diverse needs.

Key duties

- Provide practical advice, modelling inclusive practice and short focused interventions, including delivering or supporting activities such as sensory stay and play sessions.
- Use evidence-based screening and observation tools to inform early identification, including Wellcomm, the Early Years Foundation Stage (EYFS) progress check at age 2 and insights from the 2–2½-year health review.
- Engage in professional discussions with families, early years practitioners and partners (e.g. Health Visitors, Speech and Language Therapists, Educational Psychologists, Occupational Therapists, Area SENCOs) to identify emerging additional needs.
- Support and empower families to understand concerns, build confidence and access appropriate services at the right time, signposting to local pathways and processes, including SEND and early years support routes.
- Promote and embed inclusive practice across the Best Start Family Hub network and plan and support the BSFH SEND offer, contributing to its continuous development.
- Model strengths based, family centered and trauma informed practice in all interactions.
- Collaborate at a working level with health, social care, SEND services, early years settings, schools, parent groups and VCF partners to deliver collaborative support for families.
- Contribute to building workforce capability across the BSFH network by supporting staff confidence in early identification, child development and inclusive practice following Trafford recommended approaches.
- Promote the use of evidence informed approaches and National Inclusion Standards resources when available.
- Promote access to early education entitlements for children with SEND, additional or emerging needs and support parents with brokerage where required.
- Support effective transitions from early years into school, ensuring timely information sharing and continuity for children and families.
- Undertaking any other duties commensurate with the grade of the role which may reasonably be required within the Best Start Family Hub.

Qualifications and Professional Development

- Minimum Level 3 qualification in early years, education, health, SEND, child development or a related field
- Evidence of continuous professional and personal development

Experience and Knowledge

- Experience of direct work with children and families, particularly in early years, SEND and safeguarding children contexts
- Experience of partnership or multi-agency working across health, education or community services
- Practical experience of supporting inclusive practice and early identification of additional needs
- Experience of delivering group-based activities or short interventions with children and parents
- Evidence of effective work with parents/carers to promote engagement, develop relationships and empower families, understanding the barriers that prevent families from accessing services and implementing strategies that would support their child's development.
- Strong understanding of child development from birth to 5 years
- Familiarity with evidence based early years, SEND and parenting interventions
- Knowledge of local SEND systems, early years provision and family support pathways
- Knowledge of neurodiversity affirming and strengths-based approaches

Skills and abilities

- Ability to use observation, screening tools and professional judgement to inform early support and to distinguish where possible between those who need more supportive interactions from those who might have a medium to long term need in conjunction with other professionals.
- Strong communication and relationship building skills, with the ability to persuade and influence effectively
- Ability to establish and maintain excellent working relationships with colleagues, managers and partner organisations
- Ability to work creatively to find the most effective ways to support inclusion and parent/carer engagement
- Ability to work flexibly across settings and adapt support to local need and to work constructively as part of a team
- Ability to use initiative to prioritise and manage workload producing work within required deadlines
- Proficient IT skills with the ability to use technology and relevant systems effectively as part of the role

Special Conditions

- Enhanced DBS required
- Willing and able to regularly travel to sites within Trafford (including outreach locations) and occasionally outside of the borough
- Occasional flexible working to promote engagement such as Saturday morning library session or evening workshop to support working families

Date prepared/revised	New role 18.9.26
Prepared/revised by	Sara Dale/Catherine Gregg/ Zoe Sweeney
Job Evaluation	18.9.26

Health and Safety

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

Equalities & Diversity

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

Customer Care

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery.
To recognise the value of its people as a resource.

Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

Information Governance

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.