Best Start Practitioner — Role Profile

Service: Family Hubs/Early Help Children's Services
Band: Band 5
Reporting to: Early Years Consultant
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 Practitioner (BSP) plays a key role in working as a member of the Best Start Family Hub Team delivering high-quality play opportunities and evidence-based interventions with babies, children and families in line with Early Years Foundation Stage requirements.

The role contributes to assessment, planning and interventions for families as part of a multiagency team and works in partnership with families providing practical, hands-on support, information, advice, and guidance covering a range of issues such as children's developmental needs, supporting social and emotional well-being, speech, language and communication, parenting strategies, healthy eating and developing the home learning environment to support school readiness.

Your Main Priorities

- Plan, deliver and co-ordinate high-quality early years and parenting activities to support babies/children's learning and development in line with the Early Years Foundation Stage framework and emerging trends and needs across the neighbourhood.
- Support parent carers to develop attuned, positive relationships with their babies and children through play, learning activities and evidence-based programmes.
- Ensure there is an enhanced focus for families who may require extra support to boost early childhood learning and development.

Key duties

- Develop and deliver a co-ordinated, high-quality programme of activities for babies, children and families with a focus on the 0-5 years age range in a designated neighbourhood that will be promoted on Trafford's Best Start Family Hub 'What's On Guide'.
- Build on family's strengths and skills to promote the development of a positive home learning environment.
- Work in partnership with the range of multi-agency Best Start Family Hub partners to deliver a range of evidence-based programmes that support child development.
- Create an inclusive and welcoming environment in the Best Start Family Hubs Support so families feel safe, can find new networks of support and build confidence in their parenting skills and relationships.
- Work in a highly relational way, developing trust and supporting access to other support offers and services where this is helpful.
- Identify babies, children and families who may require enhanced support ensuring that they receive the right support at the right time - linking to other Best Start Family Hub practitioners, partners or supporting access to wider services.
- Respond appropriately to incidents relating to child protection and safeguarding in line with information sharing protocols and confidentiality.
- Actively contributing to the gathering of information from babies, children, families and partner agencies to evaluate service delivery and provide evidence of performance against service objectives and inform future service delivery.
- Work closely with other practitioners to jointly deliver sessions or upskill and raise awareness of child development and practice
- Undertaking any other duties commensurate with the grade of the role which may reasonably be required within the Best Start Family Hub.

About You

Qualifications and Professional Development

- Minimum Level 3 qualification in Early Years (EYFS), education, health, SEND, child development or a related field
- Evidence of continuous professional and personal development

Experience and Knowledge

- Experience of working with babies, children and families in an early years' role and knowledge of learning and development through play
- At least one year's experience of leading programmes of work in some capacity in the early years sector

- Experience of providing safe, happy learning environments
- Strong knowledge of child development (0-5 Years) in line with current legislation and strategies, including Early Years Foundation Stage, Working Together to Safeguard Children, SEND Code of Practice etc.
- Experience of working with babies, and children with SEND and their families
- Experience of working with babies and children who may have experienced adverse childhood experiences who may be supported by specialist services including social care.
- Knowledge of health and safety in relation to resources and environments suitable for under 5's

Skills and abilities

- Ability to use observation, screening tools and professional judgement to inform early support and/or to distinguish between those who may benefit from more enhanced, targeted support
- Ability to plan high-quality groups and provision for babies and children aged 0-5 years and their families
- Ability to work in a multiagency way with a range of partners to deliver support to families using strong communication and relationship building skills
- Ability to create a warm, welcoming environment so that babies, children and families feel safe, secure and enjoy attending
- Ability to use own initiative to prioritise and manage workload, producing work within required deadlines
- Ability to work within the boundaries of own role and competencies and know when additional support from another professional or service is required
- Ability to work flexibly and responsively across settings and to adapt support to local need, working constructively as part of a team
- 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
- Occasional flexible working to promote engagement, such as Saturday morning library sessions or evening workshops to support working families

Date prepared	New role 18.9.26
Prepared by	Zoe Sweeney & Lynda kilduff
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.