Your job

Job Title: Best Start Inclusion Practitioner

Service: Early Learning & Childcare Team

Grade: G6

Reporting to: Early Years Inclusion Manager

The Best Start Inclusion Practitioner will play a key role in supporting young children with emerging or identified additional needs and their families. The post holder will work directly with families through Family Hubs, community venues and home visits, helping to identify children's strengths and developmental needs at the earliest opportunity and ensuring they can access the right support and services.

Working closely with parents, carers, early years providers, health professionals and other agencies, the practitioner promotes inclusive practice, supports children's participation in their family and community, and helps improve outcomes for children with SEND and additional needs.

The post holder will champion inclusion, support early identification and intervention, provide advice and guidance to families and practitioners, and contribute to the ongoing development of high-quality, accessible services for children and families.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

- Provide welcoming, accessible and family-focused support through Best Start in Life Family Hubs and home visits, working alongside families to understand their child's strengths and needs, and helping them access the right support at the right time.
- Act as the named Best Start Inclusion Practitioner for designated Family Hubs, supporting children and families through drop-in sessions, group activities and direct interventions.
- Support early identification of children's strengths, developmental needs and barriers to participation, ensuring families receive timely advice and guidance.
- Build positive relationships with parents, carers and professionals to promote inclusive practice and improve outcomes for children.
- Work collaboratively with Early Years settings, health professionals, Family Hub staff and other partners to provide joined-up support for children with additional needs.
- Promote inclusion and support children's access, participation and engagement within their families, communities and early education environments.

In the next 12 months, you will:

- Establish strong working relationships with families, Family Hub teams, network sites, early years providers and multi-agency partners across the borough.
- Develop a detailed understanding of local SEND pathways, referral processes and support services available to children and families.
- Contribute to the implementation of the Best Start in Life programme and Family Hub offer across Wigan.
- Support the development of consistent approaches to early identification and intervention for children with emerging and identified additional needs.
- Promote awareness of inclusive practice and available support within Family Hubs and partner organisations.

On an ongoing basis you will:

- Deliver direct support to families within Family Hubs, network sites and through home visits, ensuring support remains visible, accessible and responsive to need.
- Strengthen links between Family Hubs, early years settings and partner agencies to promote inclusion and improve outcomes for children with additional needs.
- Support practitioners and professionals to develop inclusive practice and effective strategies for meeting children's individual needs.
- Maintain accurate and up-to-date records, files and databases to ensure effective monitoring, reporting and information sharing.
- Keep informed of current legislation, guidance and best practice relating to SEND, inclusion, Family Hubs and early years provision.
- Contribute to service development and continuous improvement through reflective practice, partnership working and professional development.

Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need:

You must be able to demonstrate the following essential requirements:

- An NVQ Level 3 in Childcare and Education or equivalent qualification
- Working knowledge of the SEND Code of Practice and an understanding of inclusive practices that support children with additional and emerging needs.
- A strong understanding of child development, child-centred practice and the Early Years Foundation Stage (EYFS).
- The ability to build positive and trusting relationships with children, parents, carers and professionals.
- Experience of working in partnership with families to support children's development and wellbeing.
- Experience of delivering parent workshops, group activities or community-based interventions.
- Experience of working collaboratively as part of a multi-agency team to improve outcomes for children and families.
- The ability to identify emerging needs and support families to access appropriate services and interventions.
- The ability to work flexibly across Family Hubs, community venues, including undertaking home visits where required.
- Good organisational skills and the ability to maintain accurate records, reports and databases.

- The ability to manage priorities and work effectively both independently and as part of a team.
- Competent IT skills, including the use of Microsoft Office and electronic recording systems.
- A commitment to safeguarding, equality, inclusion and improving outcomes for all children and families.
- A commitment to ongoing professional development and reflective practice.

Our Culture

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

Be Positive	"Take pride in all that you do and support and develop yourself and others."
Be Accountable	"Be responsible for making things better, enabling change and supporting improvement."
Be Courageous	"Be open to doing things differently and working collaboratively with others."
Be Kind	"Be helpful, generous and thoughtful towards yourself and others."