Your job

Job Title: Early Years Worker Family Hubs

Service: Early Help and Prevention

Grade: 4

Reporting to: Family Hub Lead

As part of our Early Intervention and Prevention Service, we are looking for a passionate and dedicated Early Years Worker to join Clifton Street Family Hub and Linked Sites Team, working closely with our communities and key partners to ensure that children and families receive the right support at the right time, enabling children to stay safe, healthy, and achieve their full potential.

Working within a multi-agency framework and supporting the Progress with Unity missions, the Early Years Worker will play a key role in delivering the Best Start in Life (BSIL) programme and Family Hub offer, helping to improve aspirations and outcomes for children and families by building on strengths, promoting resilience, and reducing dependency on statutory services.

You will have an active role in providing accessible services, support, and evidence-based interventions across The Clifton Street Family Hub and its linked sites, supporting families from pregnancy through to young people turning 19 (or 25 if they have a Special Educational Need or Disability (SEND)). Through our Best Start in Life Family Hub, you will help ensure that babies, children, and families can access high-quality services that support learning, development, wellbeing, and positive life outcomes.

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:

In the next 12 months, you will:

- Work flexibly to deliver activities with families that meet the needs of the local area and align with the Government's Best Start in Life (BSIL) programme, ensuring babies, children and families receive the best possible support from pregnancy onwards.
- Work with multi-agency partners, health professionals, early years settings, schools, voluntary sector organisations and community groups to provide a coordinated response to need within the locality and support the delivery of Best Start inLife priorities, helping to grow service provision and build resilient communities.
- Be able to work independently and travel across the communities served by Clifton Street Family Hub and linked sites to provide effective, accessible services in the right place for families.
- Adopt an asset-based approach and engage in 'new conversations' to build positive relationships with children and families, promoting the Best Start In Life vision and encouraging families to access support at the earliest opportunity.
- Target and engage identified groups and families to improve school readiness, child development outcomes and life chances, with a particular focus on giving every child the best start in life.
- Contribute towards the achievement of agreed key performance indicators, including those linked to Best Start in Life, Family Hubs and Early Help outcomes.
- Increase the take-up of funded early years places through targeted interventions, supporting the Best Start in Life agenda by ensuring children can access high-quality early education and learning opportunities.

On an ongoing basis you will:

- Use data intelligence to plan and deliver development-focused projects and sessions for children from pregnancy through to age 19 (up to 25 with SEND) and their families, supporting the priorities of the Best Start In Life (BSIL) programme and Family Hub model.
- Deliver high-quality play, early learning and family learning activities that model positive parenting, strengthen parent-child relationships and support children's learning and development, ensuring every child has the best start in life.
- Support early bonding, attachment and infant mental health by working with families from conception to age two, contributing to the Best Start in Life ambition of improving outcomes in the first 1,001 critical days.
- Work collaboratively with Early Years settings, Childminders, Health Visiting Services, Midwifery Services and other partners to promote positive outcomes for children and families across Clifton Street Family Hub and linked sites.
- Provide targeted one-to-one support, including home visits, for children and families who require additional support, helping to remove barriers and improve outcomes through early intervention.
- Monitor children's progress and evaluate the impact of sessions, interventions and Best Start in Life activities, using evidence to inform future delivery and continuous improvement.
- Identify children and families requiring early help, support the Early Help pathway and signpost or refer families to specialist services where appropriate, ensuring families receive the right support at the right time.
- Build strong relationships with multi-agency partners, voluntary and community organisations, and local stakeholders to strengthen and enhance the Best Start in Life and Family Hub offer within the community.
- Maintain accurate records, collect outcome data, produce reports when required, and comply with council policies and procedures, including GDPR, safeguarding and information governance requirements.
- Promote the participation and voice of children, young people and families, using their feedback to shape service planning, co-production and the continuous development of Best Start In Life and Family Hub services.

- Work flexibly, including evenings and weekends where required, making effective use of community assets and resources to support sustainable change and improve access to services.
- Contribute to service development and quality improvement initiatives, uphold equality, diversity and anti-discriminatory practice, and support the development of volunteers, students and apprentices within The Meadows Family Hub and Best Start in Life programme.

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:

- Level 3 qualified with recent experience supporting children (0–19) and their families.
- Background in children's and family work across education, health, youth, community or fieldwork settings.
- Proven ability to achieve positive outcomes by working alongside families, including those with complex needs.
- Strong understanding of Early Years development, Early Years Foundation Stage, Attachment and Bonding, Adverse Childhood Experiences and barriers to learning.
- Knowledge of Family Hubs, Best Start in Life priorities, evidence-based practice and asset-based approaches.
- Commitment to anti-oppressive, inclusive and anti-discriminatory practice.
- Skilled in building rapport, collaboration and multi-agency teamwork across professional boundaries.
- Excellent communication, listening, empathy, interpersonal and written skills and can work flexibly with persistence and appropriate challenge to support change.
- Understanding of data protection and information sharing; reflective and committed to ongoing training.
- Ability to connect children and families to community assets, to help them to participate positively in their communities.
- Holds a full driving licence

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.