



Job Description and Person Specification

Job details

Job title: BSIL Early Years Practitioner (Best Start in Life)
Grade: NNCBAND003
Reports to: Family Hub Cluster Manager
Responsible for: No Line management responsibility
Directorate and Service area: Family Hubs/Early Help Children's Services

Purpose of the job

As a Best Start for Life - BSIL Early Years Practitioner, you will work as a member of the Family Hubs Team delivering both universal and targeted, co-ordinated interventions to families with children under the age of 5 ensuring access to good quality play opportunities and sessions meeting Early Years Foundation Stage requirements.

The post-holder will contribute to assessment, planning and intervention for families and will work in partnership with parents and children providing practical, hands-on support, information, advice, and guidance covering a range of issues such as children's developmental needs, behaviour management, parenting strategies, healthy eating, developing the home learning environment ensuring children are school ready.

The BSIL Early Years Practitioner will also deliver a variety of individual and evidence-based group interventions with children and families as directed by Family Hub Cluster Manager.

Principal responsibilities

1. Plan and deliver high quality early years and parenting activities that are delivered to support children's learning and development in line with the Early Years Foundation Stage framework and National Family Hub Programme
2. Support parents as they understand how their children develop through fun play and learning activities
3. To ensure that parents are supported to create a positive home learning environment and are encouraged to practice and develop their own skills, enabling them to continue to support their children's learning and development at home
4. Directly deliver evidence-based parenting programmes to group of parents including those with SEND
5. To increase the access to families that would benefit the most to high quality services that boost early childhood learning and development
6. To be an Early Help Champion and contribute towards Early Help Assessment and other appropriate assessments where and when required
7. To have a good understanding of risk and be able to respond appropriately to incidents relating to child protection and safeguarding and maintain client confidentiality and information sharing protocols
8. Actively contribute to the gathering of information from service users and partner agencies to evaluate service delivery and provide evidence of performance against service objectives and inform future service delivery

General responsibilities applicable to all jobs

1. Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs
2. To work flexibly to meet the needs of the service. This will include working from any service base as required as well as some early mornings, evenings and weekend work. All staff within the service may be required to work across the whole of North Northants on occasion

3. Comply with the Council's policies and procedures including (but not limited to) safeguarding, financial regulations, promotion of equalities, customer care, agreed audit actions and health and safety (ensuring that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons)
4. Understand the council's commitment to Corporate Parenting and take responsibility to support this commitment. Enable the council to be the best corporate parents possible to children and young people in our current and previous care
5. Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Special features of the post

This post requires satisfactory clearance of an enhanced Disclosure and Barring Service disclosure

This post requires the postholder to travel across NNC and deliver from any of the Family Hub sites on occasion

Person Specification

Attributes	Essential criteria	Desirable criteria
Education, Qualifications and Training	<ul style="list-style-type: none"> English & Maths GCSEs C or equivalent Level 3 in Early Years (EYFS) or recognised Level 3 qualification in early education or childcare 	<ul style="list-style-type: none"> First Aid Basic Food hygiene Signalong trained
Experience and Knowledge	<ul style="list-style-type: none"> Experience of supervising children and knowledge of learning and development through play Experience of providing safe happy learning environments Knowledge of needs of children under 5 and their development in line with current legislation and strategies, including Children Act, Safeguarding Children and Healthy Child Programme 	<ul style="list-style-type: none"> Knowledge of health and safety in relation to ratios
Ability and Skills	<ul style="list-style-type: none"> Ability to keep accurate records Ability to work on own initiative Ability to work within the boundaries of own role and competencies and know when to refer appropriately Flexible and responsive – able to deal with emerging issues and needs 	

Attributes	Essential criteria	Desirable criteria
	<ul style="list-style-type: none"> • Hold a current driving licence or ability to travel freely from place to place if required 	
Equal Opportunities	<ul style="list-style-type: none"> • Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs • The post-holder should be committed to working with children and families from diverse backgrounds and to working with them to promote positive health and social outcomes 	
Additional Factors	<ul style="list-style-type: none"> • Uniform will be provided • Ability to travel to other Family Hub sites and NNC buildings 	