Job Description

Job Title: BSiL Practitioner	**Service Area**:	
Directorate: CYPS	**Post Number:**	**Evaluation Number:** 3093
Grade: SO1	**Date last updated:** August 2015	

EQUALITY AND DIVERSITY
We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES
Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Core Purpose of Job

1. To improve outcomes for young children and their families, with a particular focus on the most disadvantaged families, in order to reduce inequalities in:

    - Child Development and School Readiness
    - Parenting Aspirations, Self esteem and Parenting Skills
    - Child and Family Health and Life Chances.

Job Context

1. The post holder is accountable to the Co-ordinator or Deputy/Senior Practitioner.

2. The post holder may mentor volunteers supporting the delivery of key services or projects but has no line management or budget responsibility.

3. The post holder will be required to work evenings, weekends and occasional public holidays, in order to meet the needs of the community.

4. The post holder will be required to carry out work at different venues across the Community Neighbourhood Area, including home visits.

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

1. To plan, deliver and evaluate high quality services and activities for children and families linked to the core purpose.

2. To plan and deliver services and activities to the agreed Early Years Framework.

3. To receive referrals and work with families as directed by senior staff/managers utilising the agreed tools and recording systems.

4. To deliver or co-deliver evidence based parenting support in line with Newham's Parenting Strategy including the delivery of Triple P group and 1-2-1 support.

5. To develop services in co-production with children and families; identifying and implementing ways for the most disadvantaged groups in the Community Neighbourhood Area to access services.

6. To deliver assertive outreach including home visits.

7. To assist and support volunteers in the delivery of group activities or projects in your Community Neighbourhood Area.

8. To attend and participate in regular supervision, appraisal and team meetings as directed by senior staff/line manager.

9. To be fully aware of Safeguarding / Child Protection issues when working with families and be able to implement Safeguarding / Child Protections procedures effectively.

10. To record outcomes and impact, ensuring the purpose and monitoring requirements of the service are met. This will include report writing.

11. To lead on a designated project, in line with your skill-set and grade, agreed with your manager.

12. To work collaboratively with internal and external partners and stakeholders to ensure high quality service provision for children and families.

13. To liaise with other BSiL staff working with a range of providers to support holistic assessment and intervention.

14. To attend and participate in interagency meetings as requested by senior staff/line manager.

15. To promote an ethos of team working and a culture of service delivery that is evidence based and outcomes focused; promoting service users' personal and economic resilience.

16. Improve service delivery through personal development and by contributing to the self evaluation (SEF) and delivery/development plans for the area.

17. To attend and contribute to supervision, group discussions and appraisal sessions with the line manager and ensure that they are informed of any circumstances requiring management oversight including issues around safeguarding.

18. To undertake any other duties that are in line with the purpose and grade of the post as may be required from time to time.

Personal Specification

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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	
KNOWLEDGE:	
• Knowledge of relevant legislation pertaining to children and families and Early Years service delivery.	Application Form/Interview
• Knowledge of Children's Centres & Early Help agenda.	Application Form/Interview
• Knowledge of the local community and services.	Application Form/Interview
• Knowledge of participation and involvement of parents in service delivery and evaluation.	Application Form/Interview
• Knowledge of Early Years Frameworks.	Application Form/Interview
QUALIFICATIONS	
• Professional qualification relating to working with children and families (minimum of level 3 childcare or equivalent).	Application Form/Interview
OTHER SPECIAL REQUIREMENTS	
• This post is subject to a DBS enhanced disclosure.	Satisfactory clearance at conditional offer stage

EXPERIENCE	
• Experience of building positive outcomes focused relationships with children and families.	Application Form/Interview
• Experience of delivering high quality play, communication focused sessions to children with their parents/carers that support child development and school readiness.	Application Form/Interview
• Experience of delivering parenting interventions and family support.	Application Form/Interview
• Experience of delivering outreach in a number of different setting and to a diverse community.	Application Form/Interview
• Experience of delivering advice, support and training that builds resilience and independence in families.	Application Form/Interview
• Experience of delivering adult/family learning programmes/projects.	Application Form/Interview
SKILLS AND ABILITIES:	
• Ability to deliver high quality play, communication focused sessions to children with their parents/carers that support child development and school readiness.	Application Form/Interview
• Ability to engage families to participate in services.	Application Form/Interview
• Effective communication skills using a range of mediums and ability to relate to a variety of audiences.	Application Form/Interview
• IT literate with ability to produce reports showing reach, engagement and analysis of impact.	Application Form/Interview
• Excellent time management skills.	Application Form/Interview
• Able to organise workload and prioritise.	Application Form/Interview
• Enthusiasm to motivate people and get them involved.	Application Form/Interview
• Clear understanding of line management reporting and ability to work in partnership with multiple agencies.	Application Form/Interview
• Sensitive and responsive.	Application Form/Interview

PERSONAL STYLE AND BEHAVIOUR	
• Team player.	Application Form/Interview
• Integrity to offer high quality, value for money services.	Application Form/Interview