



Healthy Families Lead Practitioner, Croydon Council

Application Pack



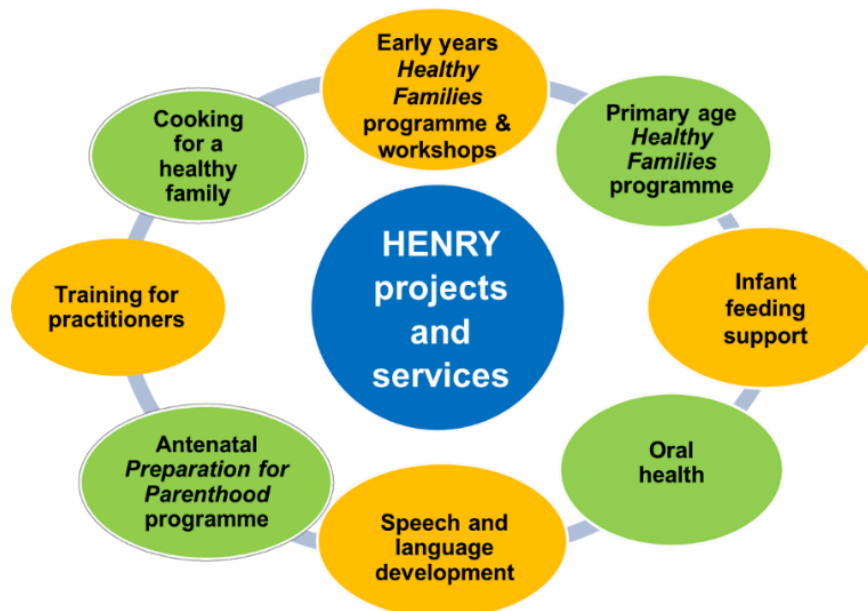
About HENRY

Childhood experiences last a lifetime - so every child deserves the best possible start in life. And although parents want a happy healthy future for their children, family life isn't always easy. Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future – by making sure families get the support they need.

Our service offer

Founded in 2009, HENRY is now the leading national provider of evidence-based services to support a healthy start. We are currently working in partnership with NHS trusts, public health teams, children's services and other partners in around 80 local authorities and 7,000 families benefited from HENRY support in the last year.

We support parents to transform family life for the better in all sorts of ways – including emotional wellbeing, family relationships, parenting skills, infant feeding, the home learning environment, improved nutrition and getting more active.



Our values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit values:

- **Partnership:** parents are the experts in their own family so we start with their experience and support them to make changes that they believe will lead to a healthier and happier life.
- **Strengths-based:** we acknowledge and build on all the things that are going well, fostering hope and self-belief.
- **Person-centred:** families face different challenges - we get alongside families and listen, building a relationship based on trust and empathy.
- **Respect:** we value families for who they are and seek to understand rather than judge.
- **Inclusive:** we find out about the difficulties that some families face in accessing support and work proactively to overcome barriers.
- **Excellence:** we strive to provide families with high quality and effective support; we value learning about what doesn't work as well as what does, approaching new ideas with an attitude of curiosity and using reflective practice, evidence and feedback to improve our services.

Our impact: 10 years of making a difference to the lives of children and their families

Our [10-year impact report](#) tells the HENRY story through the voices of families, volunteers and local practitioners – as well as bring to life many of the collective changes that children and families have achieved.

I started a programme and ended up with a new life



Every day, we are helping some of the UK's most vulnerable and deprived families provide a great start for their children, so they flourish throughout childhood and beyond. Following a HENRY programme:

- 93% of families lead a healthier lifestyle
- 77% of parents have improved emotional wellbeing, including feeling happier, less isolated and less stressed
- 86% of parents are able to hold boundaries more effectively

It was one of the best decisions in my life to attend the HENRY programme. Before, as a single mum (with no relatives in UK), I was full of doubts how to raise my child. Now I am a confident parent who knows what is best, both for me and my child.

I had to realise that everything depends on us, parents. Happy mum, happy child. Before the programme, I was not sleeping enough, no exercising, I was eating junk food, I was frustrated.

During the programme, I introduced new habits, such as sleeping more, eating fruits and vegetables every day, looking at the food labels before buying anything, introducing new foods, exercising more, tidying the flat, giving choices to my baby girl, reading to her more.

It also gave me the opportunity to meet other parents, and to avoid depression. I really enjoyed that somebody is taking care of me. We got flowers, candles to chill and relax at home. I learned that "me time" is very important, not just for me but for my baby as well.

We got free vitamins, balls, books (what my baby girl loves so much that there is no day without reading the Henry Bear story to her).

Hackney parent

Our team of staff and volunteers

HENRY currently employs 95 staff and sessional workers. About a quarter of staff are based at our national support office near Oxford, with the majority of staff based locally (Hackney and City of London, Waltham Forest, Croydon, Hertfordshire, Blackburn, Bradford and Blackpool), delivering services and projects.

In addition to our employed staff team, freelance trainers, sessional facilitators and volunteers also play a crucial part in delivering HENRY services.

Our future

HENRY is embedded in 80 local areas across the four nations of the UK and last year trained over 2,000 practitioners in the health and early years sector and supported 7,000 families from conception to the primary years.

Uptake of HENRY is widespread across the UK - parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing [evidence base](#). Following a successful feasibility study, the National Institute of Health Research is now funding a full randomised control trial of HENRY.

We have developed new programmes during pregnancy, the primary years and, most recently, a volunteer peer support service for vulnerable mothers during pregnancy. The pandemic accelerated our plans for digitalisation, with all our family support and training activities now adapted for online delivery as well as face-to-face. This has provided greater choice for families, as well as creating new opportunities to reach families in areas where there is no local HENRY presence.

To enable us to reach more families and have the greatest possible impact on children's futures, our **strategic objectives** are to:

1. Invest in workforce capacity and wellbeing – and assimilate change
2. Build organisational resilience through investment in digital transformation
3. Maximise the new opportunities and business models we know are already there – balancing our core offer with innovation
4. Forge new strategic partnerships to drive income, delivery and research



"I'm blown away. I've been on many trainings in my career and this is far and away the best."

HENRY trained
practitioner

Overview of Healthy Families Lead Practitioner:

The local service:

The local HENRY service has been funded by Croydon Council to improve health outcomes for young children and contribute towards reducing health and social inequalities for those living in the Borough. This is the first time HENRY support has been available in Croydon, meaning that you will be part of this exciting opportunity to establish HENRY locally and make a difference to the lives of local children and their families.

We deliver our *Healthy Families* programmes and workshops to families with children aged 0-7, helping them to adopt a healthy family lifestyle and give their children the best start in life. As well as delivering programmes, you will be involved in community outreach to understand how we can best meet local needs and to promote the service.

The team:

You will be joining a small and friendly local HENRY team of 5 staff, including Service Manager, Data & Administrative officer and Facilitators. We are all driven by a desire to create a mutually supportive and creative team, as well as providing the very best support for families. As part of this team, you will also build and maintain relationships with partners in the local community such as children's centres, libraries, early years settings and other community providers.

Work base and travel:

This is a hybrid role, working between your home and an office-base in New Addington, Croydon. You will travel within the borough on a daily basis to deliver programmes and undertake outreach at different locations.

National travel or travel across London may occasionally be required for training purposes.

Hours:

The role will be part time, 30 hours per week (0.8fte), with some flexibility required to meet the needs of families (for example, occasionally delivering sessions in the evening).

Contract:

Fixed term until 30.06.2026

Benefits package:

- Pro-rata salary of £21,262 rising by annual increments to £23,475 per annum based on a full-time salary of £26,578 per annum rising to £29,344 per annum
- 30 days annual leave per year plus bank holidays, pro-rated for part-time staff
- Charity Sick Pay
- Access to a pension scheme with a matched employer contribution of up to 6%
- Employee Assistance Programme, giving free and confidential access to a variety of wellbeing support services.

Job description: Healthy Families Lead

Job Purpose

In partnership with Croydon Council, HENRY supports families and children 0 - 7 years of age living in the London Borough of Croydon to get the best start in life.

To lead a team as well as directly support families and partner agencies in providing a healthy, happy start for babies and children. HENRY services aim to improve health outcomes for young children and reduce health and social inequalities, giving children a healthy start for a brighter future.

The Lead Practitioner will manage a small team of facilitators, coordinate and deliver a range of HENRY *Healthy Families* programmes and workshops across the Croydon Borough to families, helping them to adopt a healthy family lifestyle. The Lead Practitioner will support the development of the service and ensure procedures are followed accurately. The Lead Practitioner will develop an awareness of the needs of the Croydon Borough and build relationships with key stakeholders and partners to promote the service.

Key Responsibilities

- 1. Management of service and team**
- 2. Delivery of high quality support to families**
- 3. Delivery of high quality training and support to external partner organisations**
- 4. Driving service improvement and learning**

1. Management of service and team

- Ensure the service is delivered in accordance with planned milestones and targets and in response to the needs of families, commissioners and stakeholders
- Contribute to quarterly and annual reports to commissioners
- Build and maintain relationships with local family centres/hubs, health professionals and stakeholders to foster a partnership and whole-system approach which places families at the heart
- Provide on-going management support for practitioners in accordance with HENRY's values and policies to enable optimum staff performance, wellbeing and development.
- Ensure support and supervision for HENRY volunteers and champions working in other organisations.
- Ensure team members and volunteers are trained appropriately in safeguarding, and adhere to local safeguarding procedures and HENRY safeguarding policy.

2. Delivery of high quality support to families

- Develop effective relationships, information-sharing and referral protocols with partner services to ensure sensitive, accessible and joined-up support for families.
- Work with other team members to provide timely, evidence-based and person-centred support to parents and families.
- Promote and support local and national public health campaigns.

- Work with partners to reach and engage diverse demographic groups, ensuring that parents know about, and are able to access, the support offered by the service.

3. Delivery of high quality training and support to external partner organisations

- Build relationships with local partners to share learning and identify workforce development needs
- Oversee and deliver training for external partner agencies
- Oversee and provide support for good practice through mentoring, supervision groups, resources and ad hoc support in response to need.
- Oversee and/or support local or national accreditation processes

4. Driving service improvement and learning

- Embed a culture of reflective practice, enabling team members to support and learn from one another – celebrating strengths and adopting a solution-focused approach to overcome challenges.
- Ensure effective and accurate data collection and service monitoring.
- Analyse evaluation and feedback data and use the learning to identify and implement service improvements and innovation.
- Work with HENRY national staff to develop guidance and resources for families and practitioners.
- Contribute to local strategy and service development.

5. General duties for all staff

- Build respectful relationships, understanding the impact of your behaviour on others and being willing to adapt it when necessary
- Work effectively as a member of the team by consulting and sharing information with colleagues, managing your time to meet deadlines and preparing for meetings
- Maintain clear and accurate records.
- Communicate effectively with partners.
- Comply with all organisational policies and procedures.
- Model HENRY values.
- Support own development through on-going reading, research and supervision.

Person specification

	Essential	Desirable
Qualifications	<p>Relevant qualification to degree level or equivalent proven experience</p> <p>Professional qualification in discipline required for role (e.g. nutrition, early years, dietetics)</p>	<p>Management/ project management</p> <p>Driving licence</p> <p>HENRY Core Training</p>

<p>Experience</p>	<p>Minimum of 2 years' direct work with children and families in required specialist discipline</p> <p>Minimum of 1 year's management and supervision/leadership in a multi-disciplinary setting</p> <p>Working in a community setting with groups and individuals</p> <p>Working with disadvantaged groups</p> <p>Partnership working</p> <p>Managing and supporting team members with safeguarding concerns</p>	<p>Delivering experiential training to adults</p> <p>Delivering interactive programmes to practitioners and/or parents</p> <p>Understanding of local health needs</p> <p>Public health and early years services and policy</p>
<p>Knowledge</p>	<p>In-depth specialist knowledge and understanding in accordance with best practice</p> <p>Healthy Child Programme</p> <p>Understanding of healthy child development</p> <p>Knowledge and understanding of safeguarding policies and procedures</p>	<p>Fluent in one or more community language(s)</p> <p>Behaviour change strategies</p>
<p>Skills and attitudes</p>	<p>Motivation to contribute to HENRY's work and commitment to organisational values</p> <p>Strategic thinker with ability to innovate and develop creative solutions</p> <p>Commitment to excellence in service design, management and delivery</p> <p>Empathic and non-judgemental approach to work with children and families</p> <p>Excellent communication, interpersonal and presentation skills (verbal, written and IT)</p> <p>Ability to motivate others, share feedback and inspire excellence</p> <p>An eye for detail and a concern for accuracy, together with the ability to keep sight of the broad picture</p> <p>Willingness to work flexibly, including evenings and weekends as required, to reach families</p> <p>Committed to diversity, equality and inclusion</p>	

Ability	Able to travel and work across the service area	Driving licence
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It is the responsibility of individuals registered with a professional body to:

- act within the professional body's Code of Practice
- maintain their work profile and ensure revalidation standards are met

Note: This post is requires a satisfactory enhanced DBS check

Recruitment timetable

Deadline for applications	9 am Tuesday 23 April 2024
Interviews	Thursday 2nd May 2024

Application process

If you have any specific queries about the role please contact asia.clarke@henry.org.uk.
 To submit an application please complete the forms below which are available on <https://www.henry.org.uk/jobs> and email them to recruitment@henry.org.uk