



**Freelance Trainer**

**Application Pack**



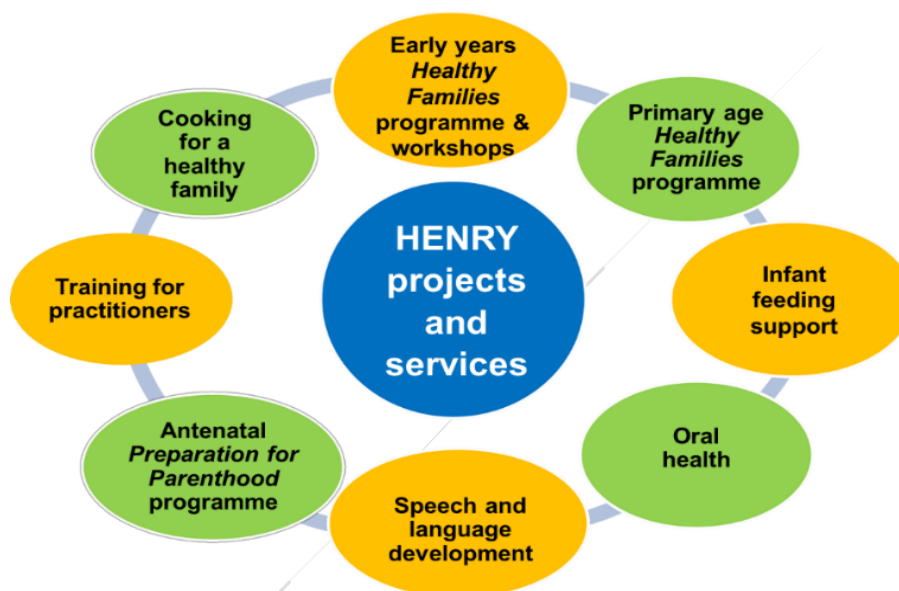
## About HENRY

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 40 local authorities and 5,634 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<sup>1</sup>, published last year, 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

*I'm now the Mum my child deserves*

*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**

<sup>1</sup> [www.henry.org.uk/impactreport](http://www.henry.org.uk/impactreport)

## Our team of staff and volunteers

HENRY currently employs 68 staff. Just over a third of staff are based at our national office near Oxford, with the majority of staff based locally (Hackney and City of London, Waltham Forest, Southend, Bradford and Blackpool) delivering services and projects.

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

HENRY's supportive ethos and high levels of staff satisfaction and commitment are evident in our annual staff surveys. 100% of staff tell us they are proud to work for HENRY, would recommend HENRY as an employer and have continued to feel well-supported during the challenges of the coronavirus pandemic.

## Our future

This is an exciting time to be joining HENRY. Over the last 5 years we have successfully implemented ambitious plans for growth, and are projecting further growth in the future

The coronavirus pandemic impacted face-to-face delivery and accelerated plans for digitalisation, with rapid adaptation of our family support and training activities for online delivery. HENRY programmes and courses are now available online and face to face. Following the pandemic and as we navigate the on-going effects the demand for HENRY has never been greater.



## Overview of role

Job Title	Freelance trainer
Location	Travel to training locations throughout the UK.  Very occasional travel to National Support Office in Eynsham Oxford
Hours per week	Variable
	£350 daily rate Face to Face  Online training varies per programme length
Responsible to	Training and Development Manager

**Job Title:** Freelance Trainer

**Reports to:** Training and Development Manager

**Job Purpose:** To effectively deliver HENRY training courses, maximising the learning of all participants.

### Key Responsibilities:

1. Delivery of HENRY practitioner training courses
2. Completion of review and evaluation documentation

#### 1. Delivery of HENRY practitioner training courses

- Plan, prepare and liaise with co-trainer to deliver HENRY courses to practitioners in local areas and on-line
- Deliver courses in accordance with the training handbook, modelling the HENRY approach and skills
- Debrief and share feedback with co-trainer at the end of each training as part of a continuous system of trainer development and quality improvement
- Complete course paperwork in a timely and organised manner

#### 2. Review and evaluation of courses, programmes and resources,

- To gather feedback from training courses, reporting observations to inform future development.

#### 3. Attitudes, behaviour & values

- 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

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<p>3 A' levels or equivalent</p> <p>Driving licence</p>	<p>Graduate level education or equivalent</p>
<b>Experience</b>	<p>Delivering experiential and interactive training courses</p> <p>Working in education or health / wellbeing organisations</p> <p>Working within a team</p>	<p>Direct work with parents or families</p> <p>Coaching and mentoring</p>
<b>Knowledge</b>	<p>Values and principles of working in partnership with service users</p> <p>Healthy lifestyle</p> <p>Recognition of personal strengths</p>	<p>Working knowledge of healthy lifestyle and obesity prevention</p> <p>Motivation based interviewing</p> <p>Solution focused thinking</p>
<b>Skills abilities and attitudes</b>	<p>Strong motivation to contribute to HENRY's work</p> <p>Excellent training and facilitation skills</p> <p>Excellent interpersonal skills</p> <p>Realistic optimistic outlook</p> <p>Ability to motivate and inspire</p> <p>Strong organisational skills, able to work on own initiative</p> <p>Commitment to reflective practice and ongoing learning and development</p> <p>Commitment to upholding diversity and equality of opportunity principles</p> <p>Curious open mind with the ability to suggest areas for development</p> <p>Excellent communication skills (verbal, written and IT)</p> <p>Willingness and ability to drive to different parts of the country and stay overnight</p>	<p>Willingness and ability to take the initiative in identifying problems suggesting and implementing solutions</p> <p>Growth mindset</p>

## Application timetable

Closing date: 9 am Thursday 10<sup>th</sup> February 2021

Interviews: 24th **or** 25th February via video conferencing

Prior to the interview you will be asked to submit a training session plan on a given subject of 30mins duration. You will then be asked to deliver 10 minutes of the planned training session to a small group before attending a 45-minute interview.

To apply, please complete the application form and equal opportunities form available from our website <https://www.henry.org.uk/jobs> and return to [recruitment@henry.org.uk](mailto:recruitment@henry.org.uk)