



HENRY

**Casual Zero Hours Facilitator
for Online Delivery of Programmes
Application Pack**



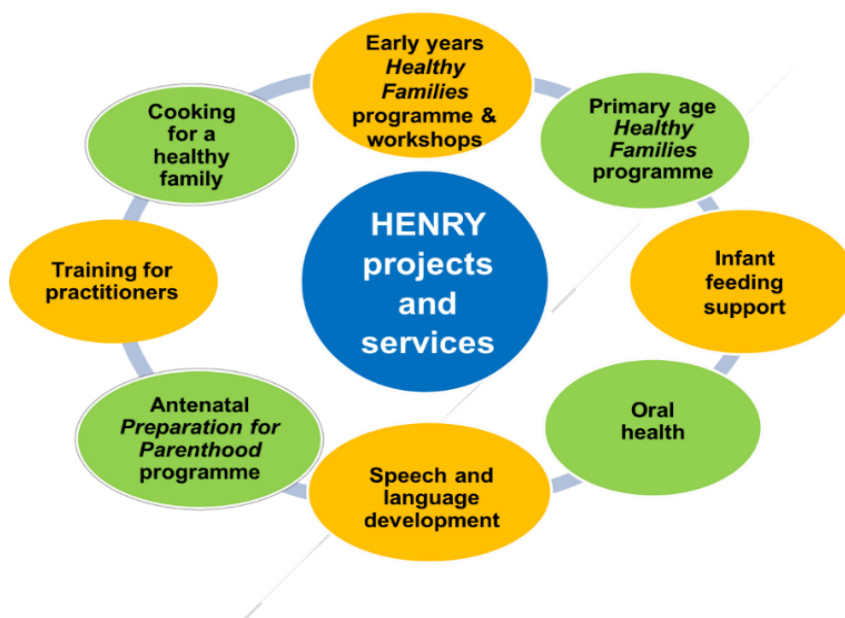
About HENRY

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 report¹, 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

Our team of staff and volunteers

¹ www.henry.org.uk/impactreport

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

In April 2019 we began implementation of our new 3 year plan to maximise:

- **impact:** the greatest positive change for the people we support
- **reach:** the number and diversity of people we support, as well as our geographical reach
- **revenue:** ensuring financial sustainability to deliver our charitable objectives

Our strategic objectives in achieving this are to:

- Continue to strengthen our work in pregnancy and the early years
- Extend HENRY to parents of children aged 5-11 and to teenagers
- Extend our reach through the use of digital technology and new partnerships
- Develop and maintain our reputation as a 'centre of excellence', working with academic partners to strengthen our evidence base and influencing national policy
- Develop new income-generating activities to support our core mission

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 20/21.

The coronavirus pandemic has impacted face-to-face delivery and accelerated our plans for digitalisation, with rapid adaptation of our family support and training activities for online delivery



Job Description

Job Title Casual Zero Hour Facilitator

Payment £56 per online delivery session. For face to face sessions, the sessional rate takes into account the length of the session and associated preparatory work. For indicative purposes this equates to an effective rate of £16.50 per hour in the London area.

Job Purpose To support families in providing a healthy, happy start for their children to reduce health and social inequalities and improve child outcomes. The HENRY Facilitator role may comprise any or all of the following responsibilities.

Key Responsibilities

- 1. Deliver online HENRY *Healthy Families* programmes and workshops to families**
- 2. Promote HENRY services to professionals, community groups and families**
- 3. Engage and recruit families to programmes and workshops**

1. Deliver HENRY *Healthy Families* programme and workshops

- Plan, prepare and deliver HENRY online *Healthy Families* programmes, the 1-to-1 programme and single session workshops.
- Deliver family support in accordance with the facilitator handbook and session guides, modelling the HENRY approach and skills.
- Build and maintain supportive and collaborative relationships with local parents participating in programmes, including keeping in touch between sessions and texting reminders and links to useful media sites/information.
- Complete facilitator review forms at the end of each session, reflecting on your practice and sharing feedback with your line manager.
- Seek support as required to address issues that arise during delivery.
- Report any safeguarding concerns immediately and in line with the local Children's Safeguarding Board and HENRY safeguarding policies and procedures.
- Attend regular group supervision provided by HENRY.
- Complete programme paperwork in a timely and organised manner, submitting within one week of programme completion.
- Maintain data records as required.

2. Promote HENRY services to professionals, community groups and families

- Liaise with children's centres, and their HENRY-trained facilitators, to schedule delivery of workshops and programmes.
- Encourage early years settings, health professionals, Early Help team and other organisations to promote and make referrals into HENRY services, providing potential referrers with information about scheduled programmes and workshops via text, leaflets, emails, word-of-mouth etc.
- Create new partnerships with local organisations, including voluntary and community organisations, engaging and involving them in order to reach a wide group of families, especially those not currently attending children's centres.

3. Engage and recruit families to programmes and workshops

- Engage local parents, building awareness of services, encouraging participation and recruiting them to programmes.
- Build supportive and collaborative relationships with local parents, consulting with them and maintaining on-going engagement through regular contact between sessions to support retention.
- Work creatively to overcome barriers and reach out and engage parents/carers (including dads and grandparents) who have not previously been involved with HENRY activities, ensuring services are inclusive and culturally appropriate.
- Attend community events to raise awareness of the programme, identify parent needs and recruit parents.
- Make use of social media, in line with the social media policy, to promote programmes and recruit parents.
- Consult with parents attending workshops in order to adapt and meet individual needs.

4. 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

	Essential	Desirable
Qualifications	<p>Graduate level education or equivalent relevant experience</p> <p>Successful completion of:</p> <p>HENRY Core Training</p> <p>HENRY Group Facilitation Training</p>	
Experience	<p>Delivery of HENRY <i>Healthy Families</i> programmes</p> <p>Direct work with parents or families</p> <p>Community engagement work with parents/families</p> <p>Developing effective working relationships with other organisations/agencies</p> <p>Experience of dealing with safeguarding concerns</p> <p>Team working</p>	
Knowledge	<p>Values and principles of working in partnership</p> <p>Working knowledge of health and early years services</p> <p>Healthy lifestyle and obesity awareness</p> <p>Knowledge and awareness of safeguarding</p>	<p>Working knowledge and understanding of one or more community languages</p> <p>Effective approaches to supporting behaviour change</p>
Skills and attitudes	<p>Strong motivation to contribute to HENRY's work</p> <p>Excellent facilitation and interpersonal skills</p> <p>Ability to motivate others, share feedback and inspire excellence</p> <p>Commitment to reflective practice and ongoing learning and development</p> <p>Excellent communication skills (verbal, written and IT)</p> <p>Able to work flexibly to meet families' needs, e.g. some evenings and weekends</p>	<p>Willingness to take the initiative in identifying problems and suggesting solutions.</p>

Note: This post requires enhanced DBS clearance with child and vulnerable adult checks

Application timetable

Deadline for applications	9 am Friday 28 th January 2022
Interviews (by phone/video link)	Friday 4 th February 2022

For more information, please contact Becca Sheahan at becca.sheahan@henry.org.uk or tel 07458301395.

To submit an application please complete the application form and equal opportunities form available from our website <https://www.henry.org.uk/jobs> and email to recruitment@henry.org.uk