Kent County Council

Job Description: *Best Start Inclusion Practitioner (BSIP)*

Directorate:	**Children, Young People, and Education**
Unit/Section:	**Operational Integrated Children's Services**
Grade:	**KSE**
Responsible to:	**Family Hub District Manager**

Purpose of the Job:

To operate as a Best Start Inclusion Practitioner within the Family Hub team in an agile fashion at a variety of outreach settings (including home visiting) within a district providing 1:1 and group support to Children and their families.

To work closely with integrated children's services team to provide support for vulnerable children and their families.

To work in partnership with a range of multi-agency providers including SEND professionals, Health Visitors, Midwives, Schools, Early Years providers to improve outcomes for identified vulnerable children and their families.

To be knowledgeable and proactive in supporting and encouraging children and families to take advantage of the Family Hub Digital and Virtual offer and other routes of advice and guidance.

To provide expert guidance to families about Baby and Child development, SEND pathways and sources of support, to enable parents to support their child as they grow and achieve in health and education outcomes.

To facilitate and support peer groups where required.

The postholder will be expected to work flexibly across the 0-11 age range, with a primary focus on 0-5s and may also be required to support work across the wider age range where needs arise in the district.

The post holder will be expected to operate a Whole Family approach in their practice and work around the times of the Family. As such, this post will be expected to work flexibly including, on occasions, at evening and weekends, and will be co-ordinated by Management as required.

Main duties and responsibilities:

- To plan and deliver focused support to children and families in the district through provision of 1:1 and topic-based group support. This may also include digital and online support.

- To provide 1:1 and topic-based group support to children and their families who have been identified by ICS (Integrated Children s Services) to address issues highlighted by the assessment and plan. This will include contribution to assessments and plans where clear identified outcomes are to be achieved as part of the interventions.

- To work to strengthen the resilience of children and families by supporting them to access Digital service and information and guidance.

- To work with parents and carers as the child's first educators, supporting children's developmental needs, stimulate learning, encouraging positive involved in their development and education and reflect concepts of child development.

- To support children and their families to identify and build positive networks across local communities.

- Using evidence-based practice, provide support for children identified with social, emotional, and behavioural needs.

- To plan and deliver parenting programmes and support for the home learning environment and support for vulnerable children and families that require transition support.

- To work alongside multi agency partners, particularly schools to deliver high quality, evidence-based interventions and promote inclusive practice across services for identified children and families to improve outcomes.

- To ensure that outcomes are met, and key indicators are achieved in line with expected standards.

- To ensure that the lived experience and voice of the child is central to all planning and delivery of support.

- To ensure that children and their families are supported to participate in developing service design and service delivery as part of the co-design principle of Family Hubs,

- Maintain records to a high and consistent standard in and all relevant documentation in line with policy and ensure that all electronic systems are updated and maintained as appropriate.

- To ensure that the Supporting Families programme outcomes are supported.

- To work flexibly according to the needs of the community which may include evenings, weekends as and when required using Family Hub sites and outreach venues.

- To support the early identification of emerging additional needs through observation, evidence-based screening tools, professional judgement and collaborative working with families and partners

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Best Start Inclusion Practitioner (BSIP)*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	• A Level 3 qualification in early years, education, health, SEND, child development or equivalent in a related field.
EXPERIENCE	• Experience of working with vulnerable children, young people, and families in the public, private or voluntary sector • Experience of engaging and gaining the trust of children, young people, and their families • Experience of working in a multi-agency environment • Experience of creating accurate, timely and concise written records including assessments in line with standards.
SKILLS AND ABILITIES	• Ability to work effectively as part of a team and self-directed. • Ability to plan, deliver and evaluate effective interventions. • Ability to communicate effectively with children and their families and build trusting relationships. • Ability to deal with difficult/sensitive situations. • Ability to handle confidential information. • Organisational abilities and accurate record keeping skills
KNOWLEDGE	• Sound knowledge and understanding of local SEND systems, child development, and knowledge of parenting skills. • Sound knowledge of KCC's safeguarding procedures • Understanding of the impact of inequality and deprivation on outcomes • Understanding of equality and diversity principles • Knowledge of special educational needs & disability • Knowledge and understanding of policy and practice developments relevant to children and young people in line with Integrated Children's services Quality Assurance.
KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make Our values enable us to build a culture that is:

	Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making