



## **Casual Zero Hours Facilitator**

**Programme Delivery  
(Virtual and/or in-Person)**

**Best Start with HENRY in City/Hackney  
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. We make sure families get the support they need so that they and their children are able to flourish throughout childhood and beyond.

HENRY is 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. 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 service offer

- Training for practitioners, equipping them with the confidence, understanding and skills to create the conditions for positive change in their work with families
- Family support services, including a wide range of workshops, group programmes, individual support, resources and online help
- Creating healthier communities through volunteering and supporting a healthy start in childcare settings

### Our 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

HENRY family support really works:

- 97% of families who join a HENRY family programme are leading a healthier lifestyle and enjoying family life more by the end
- Independent academic evaluation shows that families make long term changes, and parents themselves describe our support as 'life-changing'.

*"For me this course helped me to break the bad habits that had been passed on to me through many generations. It's a big change that will make the children of tomorrow*

*healthier. As parents you want to do the best for your children and the HENRY course definitely shows you the way to achieve that.”*

Our training for practitioners is transformative:

- 99% practitioners say it met or exceeded expectation
- 71% are still using the skills they develop through our training 12 months later, with many still using them 5 years on

*“Excellent, inspirational training. I have been on many courses and this is the best one I have ever done.”*

## Our team

HENRY currently employs 58 staff. About one quarter are based at our national office near Oxford and three-quarters in 6 different locations (Hackney, Lambeth, Waltham Forest, Southend, Bradford, and Leeds/Sheffield) delivering services and projects.

In addition to our employed staff team, 12 freelance trainers and 95 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. Over 90% of staff tell us they are proud to work for HENRY, enjoy working with people at HENRY and feel they are treated with fairness and respect and that their views are listened to and valued.

## Our future

This is an exciting time to be joining HENRY. Over the last 5 years we have successfully implemented ambitious plans for growth. We now support 5,000 families a year through our different service contracts, grant-funded projects and licensed delivery of our programmes.

We have undertaken a major strategic review, shaping robust plans to continue this growth and offer HENRY support from conception to the teenage years.

From April 2019, as part of our three-year Strategic Plan, we will:

- Continue to strengthen our work in 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



# 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
<b>Qualifications</b>	<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>	
<b>Experience</b>	<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>	
<b>Knowledge</b>	<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>
<b>Skills and attitudes</b>	<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 adults checks

## Application timetable

Deadline for applications	9 am Monday 26 July 2021
Interviews (via Google Meets video)	Thursday 29 July 2021

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**.