



**HENRY**  
**Healthy Families Practitioner**  
**Waltham Forest**  
**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, Waltham Forest, Southend, Bradford, Leeds/Sheffield and Telford) 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



## Overview of role

Job Title	Healthy Families Practitioner - Best Start Service, London Borough of Waltham Forest
Office Base	Higham Hill Children's Centre, 313 Billet Road, Waltham Forest, E17 5PX (Currently remote service working from home)
Hours per week	Full time (37.5 hours) or 3 days (22.5 hours) per week
Salary	£23,391 per annum (£14,035 pro-rated)
Responsible to	Healthy Families & Oral Health Team Lead
Annual leave	30 days per year plus bank holidays (pro rata)
Pension	Access to pension scheme with a matched employer contribution of up to 6%

### 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 practitioner role may comprise any or all of the following responsibilities.

### Key working relationships:

Other members of the service:

- Service Manager
- Healthy Families & Oral Health Team Lead
- Senior Healthy Families Practitioner
- Senior Oral Health Practitioner
- Sessional Group Facilitators

### Other information:

The Best Start Service is commissioned by LB of Waltham Forest. The service is in Year 4 of a 5-year contract which runs until August 2021. The Service Manager leads a team of 16 HENRY staff who deliver integrated services to support infant feeding, healthy weight, oral health and speech and language development in the early years.

### Key Responsibilities:

1. Reach and engage diverse families
2. Deliver HENRY programmes and family support services to families
3. Train and support staff working with children and families
4. Collect data to measure impact of services and drive improvement

## **1 Reach and engage diverse families**

- Participate in local public health events and campaigns to promote messages around babies' and children's health and wellbeing.
- Consult with local services, community groups and families to identify diverse needs within the local population.
- Liaise with local partners to reach local families, creatively overcoming barriers to engage vulnerable and marginalised groups.
- Contribute to the development of resources, flyers and posters to promote key messages and HENRY support.
- Support and/or deliver outreach activities, workshops and drop-in sessions.

## **2 Deliver HENRY programmes and family support services to families**

- Build and maintain collaborative relationships with children's centres, schools and other local partners to arrange and coordinate venues and crèches for programme delivery and support parent recruitment.
- Undertake detailed planning and preparation for programme delivery, including contacting parents and ordering or purchasing resources, food etc.
- Deliver or co-deliver structured HENRY group and 1-to-1 programmes, using strengths-based and solution-focused support to create the conditions for change.
- Debrief and share feedback with other facilitators at the end of each programme as part of a continuous system of practice development and quality improvement.
- Complete programme paperwork in a timely and organised manner.
- Support own development through on-going reading, research and supervision.
- Follow safeguarding, lone working and health and safety policies to protect your own safety and the safety and wellbeing of children and families.
- Signpost families to other local services, including specialist services, in response to identified needs.

## **3 Train and support staff working with children and families**

- Contribute to the development of training materials and resources.
- Deliver training to staff in other organisations that supports a healthy and happy childhood.
- Support and mentor champions and volunteers.
- Disseminate evidence-based guidelines and resources for use by practitioners working with children and families.

## **4 Collect data to measure impact of services and drive improvement**

- Ensure feedback, evaluation and monitoring information is gathered and recorded for all services.
- Accurately collect and enter relevant data.
- Contribute to the preparation of reports.
- Participate in service reviews to establish the effectiveness of support provided and identify areas for improvement.

## 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.
- Support own development through on-going reading, research and supervision.
- Other duties and responsibilities as negotiated with the post holder.

### Person specification:

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	Degree in nutritional science, dietetics or a relevant field	Qualified nutritionist Postgraduate qualification in a relevant field
<b>Experience</b>	Working in a community setting with groups and individuals Working with children and parents Delivering support within a person-centred and partnership approach Working with disadvantaged groups and families from a wide range of ethnic and cultural backgrounds	Delivering interactive training to practitioners and/or parents Working with children and families with special needs and disabilities Working with and supporting volunteers
<b>Knowledge</b>	Evidence-based and reflective practice The values and principles of working in partnership Behaviour change and motivational strategies Understanding of child and family services Understanding of public health services Safeguarding policies and procedures	Fluent in one or more community language(s)

<b>Skills and attitudes</b>	<p>High motivation to contribute to HENRY's work</p> <p>Commitment to excellence in service design and delivery</p> <p>Working effectively as part of a team, able to motivate others, share feedback and inspire excellence</p> <p>Empathetic and non-judgemental, skilled at providing information and support using a partnership approach</p> <p>Excellent interpersonal skills – able to build respectful and sensitive relationships with families and multi-agency partners</p> <p>Willingness to work flexibly, including evenings and weekends as required, to reach families</p> <p>Commitment to upholding diversity and equality of opportunity principles</p>	
<b>Ability</b>	<p>Able and willing to travel and work across the relevant area</p>	

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
- assist junior registered staff in achieving revalidation
- contribute to and participate in the development of nurses and nursing practice through leading projects and supporting training
- ensure optimum use of working time

**Note:** This post requires a satisfactory enhanced DBS check.

The HENRY team are currently working as a remote service with a view to move back into children and family centres when government guidance and detailed risk assessments allow.

**Application timetable:**

<p>Deadline for applications</p>	<p>Monday 7<sup>th</sup> September 2020, 9am</p>
<p>Interviews</p>	<p>Tuesday 15<sup>th</sup> September 2020</p>