



**HENRY**

**Community Navigator (Nutrition)**

**Lambeth Early Action Partnership (LEAP)**

**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 45 staff. About one third are based at our national office near Oxford and two-thirds 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.

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

Our strategic objectives from April 2019 are to:

- 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	Community Navigator (Nutrition)
Office Base	LEAP offices / community
Hours per week	1.0 FTE
Salary	£25,297 - £28,489 pro rata
Contract term	Fixed term to 31 September 2021
Responsible to	Service Manager
Annual leave	30 days per year plus bank holidays (pro-rated)
Pension	Access to pension scheme with a matched employer contribution of up to 6%

### Job Purpose

The Community Navigator will lead on this service working closely with the LEAP team linking families with children aged 0-4 into a suite of established diet and nutrition services and offering community-based nutrition support on a group and individual basis. These services support the reduction of health and social inequalities and increase awareness of maintaining a healthy lifestyle.

### Key working relationships:

- Direct reports:
  - Family Support Facilitators
- HENRY National staff:
  - Senior Data Officer
  - Business Development
  - HR/ Finance Team
  - Training and Development
- LEAP partners including:
  - Midwifery Services
  - Health visiting
  - Social care
  - Public health
  - Breastfeeding support
  - Children's centres
  - Community and voluntary sector
  - Environmental health
  - Oral health services

## Other information

This personalised, community-based nutritional support is a new and exciting service that sits within the Diet and Nutrition portfolio of the LEAP programme. The service will work flexibly with LEAP families (with children aged 0-4) to understand and respond to their individual circumstances and concerns, supporting them flexibly in practical and easily accessible ways.

Proactive support will ensure that families' are able to engage with relevant schemes for which they may be eligible. Support will be provided to families individually as well as in groups – a blended offer including topics such as: starting solids, healthy eating, meal planning on a budget, maximising take-up of healthy start vouchers, promoting access to Healthy Start vitamins, cook and eat sessions.

Training is not part of the role as it currently stands. There may be some evening and weekend work.

LEAP is a 10 year programme funded by the National Lottery Community Fund.

## Key Responsibilities

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

### 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

- Plan and 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.
- Build and maintain supportive and collaborative relationships with local partners to reach local families, creatively overcoming barriers to engage vulnerable and marginalised groups.
- Develop a range of resources, flyers and posters to promote key messages and HENRY support.
- Coordinate, 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.
- Plan and coordinate the delivery or co-delivery of 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**

- Develop training materials and resources.
- Develop, schedule, promote and deliver training to staff in other organisations that supports a healthy and happy childhood.
- Support and mentor champions and volunteers.
- Develop and 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**

- Design and develop feedback forms and ensure feedback, evaluation and monitoring information is gathered and recorded for all services.
- Accurately collect and enter relevant data.
- Prepare reports for presentations and meetings
- Participate in service reviews to establish the effectiveness of support provided and identify areas for improvement.

### **5 Attitudes, behaviour and 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>	Registered nutritionist. Relevant degree	Qualification early years development, health or physical activity
<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 Experience in delivering HENRY services Experience in delivering maternity/parenting programmes
<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
<b>Skills and attitudes</b>	High motivation to contribute to HENRY's work Commitment to excellence in service design and delivery Working effectively as part of a team, able to motivate others, share feedback and inspire excellence Empathetic and non-judgemental, skilled at providing information and support using a partnership approach Excellent interpersonal skills – able to build respectful and sensitive relationships with families and multi-agency partners Willingness to work flexibly, including evenings and weekends as required, to reach families Commitment to upholding diversity and equality of opportunity principles	

<b>Ability</b>	Able and willing to travel and work across the area	
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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 DBS check

### Application timetable

Deadline for applications	09.00 Wednesday 18 September 2019
Interviews	Wednesday 25 September 2019

For more information please contact Sue Iddon at HENRY, 6 Elm Place, Old Witney Rd, Eynsham, Oxfordshire, OX29 4BD. To submit an application please complete the application form and equal opportunities form available from our website

<https://www.henry.org.uk/jobs>.