



**HENRY**  
**Hungarian-speaking Casual Facilitator**  
**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, 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 half 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 projects in the North

### Working Together for a Healthy Start

*Working Together for a Healthy Start* is a project funded by the National Lottery through the National Lottery Community Fund. HENRY is working in partnership with Leeds City Council, Sheffield City Council and Telford & Wrekin Council to improve the lives of children aged 0-5 who are at risk of obesity. The project recruits and trains volunteers as Healthy Start Mentors who deliver the HENRY *Healthy Families* 1-to-1 programme with local families.

### Better Start Bradford

*Better Start* is a ten year Big Lottery funded programme to improve outcomes for children through prevention and early intervention projects with 0-3 year olds and their families. HENRY is working in partnership with Better Start Bradford to run group and 1-to-1 *Healthy Families* programmes for parents and carers of young children. We’re also training volunteers to support families in Better Start Bradford communities as well as providing training for practitioners and child care settings working in the area.

### Cooking for a Better Start

The *Cooking for a Better Start* project is also part of the *Better Start* programme. Since April 2018 we have been running 6-week programmes for parents and carers to help people learn to cook cheap, healthy meals for their family.



# Overview of role

## Job Purpose:

**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 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 *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.
- Maintain good relationships with crèche providers, ensuring families and children's needs are met.
- 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 experience</p> <p>Willing and able to attend HENRY Core Training and HENRY Group Facilitation Training if not already completed</p>	<p>Qualified Nutritionist or related knowledge and experience</p> <p>Successful completion of: HENRY Core Training HENRY Group Facilitation Training</p>
<b>Experience</b>	<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>Team working</p>	<p>Delivering experiential and interactive training and/or group work</p> <p>Delivery of HENRY programmes</p> <p>Experience of dealing with safeguarding concerns</p>

	<b>Essential</b>	<b>Desirable</b>
<b>Knowledge</b>	Values and principles of working in partnership Working knowledge of health and early years services Healthy lifestyle and obesity awareness Knowledge and awareness of safeguarding	Working knowledge and understanding of one or more community languages Effective approaches to supporting behaviour change
<b>Skills and attitudes</b>	Fluent in Hungarian and English Strong motivation to contribute to HENRY's work Excellent facilitation and interpersonal skills Ability to motivate others, share feedback and inspire excellence Commitment to reflective practice and ongoing learning and development Excellent communication skills (verbal, written and IT) Able to travel across the relevant area Able to work flexibly to meet families' needs, e.g. some evenings and weekends	Willingness to take the initiative in identifying problems and suggesting solutions.

**Note:** This post requires enhanced DBS clearance.

### Application timetable

Deadline for applications	9am 25 <sup>th</sup> November 2019
Interviews	27 <sup>th</sup> November 2019

For more information please contact [hr@henry.org.uk](mailto:hr@henry.org.uk). To submit an application please complete the application form and equal opportunities form available from our website <https://www.henry.org.uk/jobs>.