

Infant Feeding Practitioner (2-3 days)

Waltham Forest

Application Pack



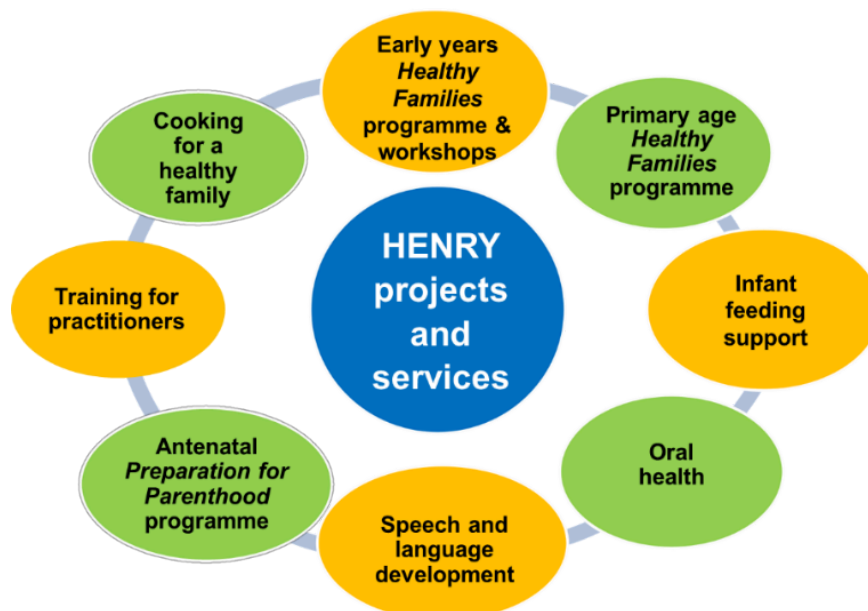
About HENRY

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. Our mission is to support a healthy, happy start for children and lay the foundations for a brighter future – by making sure families get the support they need.

Our service offer

Founded in 2009, HENRY is now 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 80 local authorities and 7,000 families benefited from HENRY support in the last year.

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 values

HENRY aspires to be a values-led organisation. All of our work with families, partners and HENRY colleagues is underpinned by the following explicit 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: 10 years of making a difference to the lives of children and their families

Our [10-year impact report](#) tells the HENRY story through the voices of families, volunteers and local practitioners – as well as bring to life many of the collective changes that children and families have achieved.

I started a programme and ended up with a new life



Every day, we are helping some of the UK's most vulnerable and deprived families provide a great start for their children, so they flourish throughout childhood and beyond. Following a HENRY programme:

- 93% of families lead a healthier lifestyle
- 77% of parents have improved emotional wellbeing, including feeling happier, less isolated and less stressed
- 86% of parents are able to hold boundaries more effectively

It was one of the best decisions in my life to attend the HENRY programme. Before, as a single mum (with no relatives in UK), I was full of doubts how to raise my child. Now I am a confident parent who knows what is best, both for me and my child.

I had to realise that everything depends on us, parents. Happy mum, happy child. Before the programme, I was not sleeping enough, no exercising, I was eating junk food, I was frustrated.

During the programme, I introduced new habits, such as sleeping more, eating fruits and vegetables every day, looking at the food labels before buying anything, introducing new foods, exercising more, tidying the flat, giving choices to my baby girl, reading to her more.

It also gave me the opportunity to meet other parents, and to avoid depression. I really enjoyed that somebody is taking care of me. We got flowers, candles to chill and relax at home. I learned that "me time" is very important, not just for me but for my baby as well.

We got free vitamins, balls, books (what my baby girl loves so much that there is no day without reading the Henry Bear story to her).

Hackney parent

Our team of staff and volunteers

HENRY currently employs 95 staff and sessional workers. About a quarter of staff are based at our national support office near Oxford, with the majority of staff based locally (Hackney and City of London, Waltham Forest, Croydon, Hertfordshire, Blackburn, Bradford and Blackpool), delivering services and projects.

In addition to our employed staff team, freelance trainers, sessional facilitators and volunteers also play a crucial part in delivering HENRY services.

Our future

HENRY is embedded in 80 local areas across the four nations of the UK and last year trained over 2,000 practitioners in the health and early years sector and supported 7,000 families from conception to the primary years.

Uptake of HENRY is widespread across the UK - parent, practitioner and commissioner feedback testifies to the value and impact of HENRY, as does our growing [evidence base](#). Following a successful feasibility study, the National Institute of Health Research is now funding a full randomised control trial of HENRY.

We have developed new programmes during pregnancy, the primary years and, most recently, a volunteer peer support service for vulnerable mothers during pregnancy. The pandemic accelerated our plans for digitalisation, with all our family support and training activities now adapted for online delivery as well as face-to-face. This has provided greater choice for families, as well as creating new opportunities to reach families in areas where there is no local HENRY presence.

To enable us to reach more families and have the greatest possible impact on children's futures, our **strategic objectives** are to:

1. Invest in workforce capacity and wellbeing – and assimilate change
2. Build organisational resilience through investment in digital transformation
3. Maximise the new opportunities and business models we know are already there – balancing our core offer with innovation
4. Forge new strategic partnerships to drive income, delivery and research



"I'm blown away. I've been on many trainings in my career and this is far and away the best."

HENRY trained practitioner

Overview of role: Infant Feeding Practitioner

The local service:

We have a successful and established HENRY Infant Feeding service in Waltham Forest, based in the Children and Family Hubs. We provide practical and emotional support for families however they feed their babies. Practitioners deliver this support through face-to-face drop-in sessions and through a local Infant Feeding helpline.

The team will form a vital and early link into our Children and Family Hubs, helping families to know what is on offer in health and community settings so they can access support when they need it. You will be involved in community outreach to promote the service and to understand how we can best meet local needs.

Waltham Forest Family Hubs:

This role forms part of Waltham Forest's Family Hubs. HENRY and The Family Hubs team want all families in Waltham Forest to have access to the services and the support they need, within easy reach of their home.

We're looking for people who are passionate about giving families the best possible support in their community, reaching those who have been previously underserved and creating neighbourhoods where early feeding support is within reach of all families.

The team:

You will be joining a small team of community Infant Feeding Practitioners, who will be led by an Infant Feeding Team Lead. Once recruitment is complete, you will be a key member of a team of 6 part time staff.

There is a wider Waltham Forest HENRY team which you will work closely with including a hospital based infant feeding team. We also have a Healthy Families team, who deliver workshops, programmes and drop-in sessions for families on the topics of a healthy family lifestyle and dental health.

We are all driven by a desire to create a mutually supportive and creative team, as well as providing the very best support for families. As part of this team, you will also build and maintain relationships with partners in the local community such as health services, children and family hubs, libraries, early years settings and other community providers.

Work base and travel:

This is a hybrid role, working between our office in Walthamstow Family Hub, your home (if desired) and a variety of settings and venues across Waltham Forest. You will travel within the borough across each working week to provide infant feeding support and to undertake outreach at different locations.

Infrequent travel across London may occasionally be required for training purposes. This will always be discussed with you first and with notice.

Hours:

We are recruiting a part time practitioner and are open to practitioners looking to work either 2 or 3 days a week. We need staff to work 9-5pm each day to ensure helpline cover across the week,

however, there may be scope to just work mornings (9-1pm) or just afternoons (1-5pm) for the right candidate.

Ideally all staff will be available to work on Wednesday afternoons, as a joint team day.

Contract:

Fixed term contract to 30.06.2025

Contact name: Marjorie Aissani, Infant Feeding Team Lead

Benefits package:

- Based on a full-time salary of £28,751.87 per annum, pro-rated salary of £9,200.60 for 12 hours a week and £17,251.22 for 22.5 hours a week.
- 30 days annual leave per year plus bank holidays, pro-rated for part-time staff
- Charity Sick Pay
- Access to a pension scheme with a matched employer contribution of up to 6%
- Employee Assistance Programme, giving free and confidential access to a variety of wellbeing support services.

Job description for Infant Feeding Practitioner

To provide high quality and responsive infant feeding support to families, as well as developing the skills and knowledge of partner agencies to increase rates of breastfeeding. The HENRY practitioner role may comprise any or all of the following responsibilities. Additional role-specific information gives a more detailed description of individual posts.

Key Responsibilities:

- 1 Deliver infant feeding support in accordance with best practice
- 2 Collect data to measure impact of services and drive improvement

1 Deliver infant feeding support in accordance with best practice

- Provide high-quality person-centred support, promoting the benefits of breastfeeding whilst respecting a mother's choice not to breastfeed.
- Contribute to the delivery of the HENRY infant feeding service in accordance with planned milestones and targets and the needs of families, commissioners and stakeholders.
- Set up, run and publicise workshops, drop-in sessions and other activities to support parents in feeding and caring for their baby.
- Follow safeguarding, lone working and health and safety policies to protect your own safety and the safety and wellbeing of children and families.
- Refer and/or signpost families to other local services, including specialist services, in response to identified needs and/or complex feeding issues.

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2 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.

3 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
Qualifications	Breastfeeding training, at least Peer Supporter level from a recognised organisation eg BfN, ABM, NCT	Breastfeeding Counsellor Lactation Consultant UNICEF Baby Friendly Training NNEB / NVQ 2 or 3 in childcare
Experience	Minimum of 1 year's experience of effective and person-centred provision of infant feeding support Providing support to families via phone or video contact Promotion of breastfeeding Working with diverse ethnic and social groups Partnership working	Working with vulnerable clients Capturing data in relation to key indicators Working in a health or community setting with individuals and groups
Knowledge	Best practice in infant feeding support based on Baby Friendly guidance Healthy development in the first year Relevant health and early years services Data protection and confidentiality Safeguarding policies and procedures	Fluent in one or more community language(s)

Skills and attitudes	<p>High motivation to contribute to HENRY's work and commitment to organisational values</p> <p>Working effectively as part of a team</p> <p>Empathic 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 mothers, families and multi-agency partners</p> <p>Willingness to work flexibly, including evenings and weekends as required, to reach families</p> <p>Committed to diversity, equality and inclusion</p> <p>Able to manage and prioritise workload</p>	
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Note: This post requires an enhanced DBS check

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

Recruitment timetable

Deadline for applications	9 am Tuesday 1 October 2024
Interviews	Week commencing 7 October 2024

Application process

For more information please contact kelly.pascall@henry.org.uk. To submit an application download and complete the application form from www.henry.org.uk/jobs and email it to recruitment@henry.org.uk. Then complete the online equal opportunities form.