

## Role Profile

<b>Job Title:</b>	<b>Best Start Inclusion Practitioner</b>
<b>Location:</b>	<b>Borough Wide</b>
<b>Department:</b>	<b>Child and Family Early Help</b>
<b>Directorate:</b>	<b>Family Services</b>
<b>Grade:</b>	<b>G</b>
<b>Type of Working:</b>	<b>Hybrid Working</b>
<b>Reports to:</b>	<b>Best Start in Life Co-ordinator</b>

## Job Purpose

To contribute to the delivery of Barnet's Best Start in Life and Best Start Family Hubs (BSFH) vision by ensuring children aged 0–5 years with Special Educational Needs and Disabilities (SEND) are identified early and supported effectively within inclusive, accessible, integrated and community-based services.

The post holder will provide Early Years SEND expertise, strengthen SENCO and wider workforce practice, and work collaboratively across early years education, health, early help and voluntary sector partners so families receive the right help at the right time, are able to navigate and access specialist services. The role will support prevention, early intervention, the reduction of inequalities and improved Good Level of Development (GLD) outcomes, in line with national Best Start in Life expectations.

## Key Responsibilities:

### Contribution to Best Start in Life

- Embed inclusive SEND practice within Best Start Family Hubs and support the wider Early Years SEND provision in line with the Best Start in Life agenda.
- Support preventative, whole-system approaches to SEND through Early Help and universal services.
- Contribute to the development of clear, accessible SEND pathways for families.

### Early Identification and Prevention

- Champion early identification of SEND through observation, consultation and joint working.
- Support the graduated approach (Assess–Plan–Do–Review) in line with the SEND Code of Practice and EYFS.
- Promote timely early intervention to prevent escalation and improve outcomes for children under 5.
- Work alongside SEND teams in the local authority and health to ensure consistent clear messages for families

### Training and Workforce Development

- Provide mentoring and professional development for Early Years practitioners and wider Early Years workforce.
- Deliver workshops, training and advice directly to families
- Promote reflective, evidence-informed practice across Early Years settings in collaboration with the Barnet Early Years SEND team.

### Family-Centred Working

- Work in partnership with parents and carers, recognising them as equal partners and experts.
- Ensure services are welcoming, accessible and culturally responsive.
- Support families to navigate services through Best Start Family Hub access points.

#### Integrated and Multi-Agency Working

- Work collaboratively with education, health, social care and voluntary sector partners.
- Contribute to joined-up planning and shared decision-making.
- Support the Best Start Family Hub model as a single trusted access point for families.

### 1. Knowledge, Skills and Experience

#### Essential:

- Relevant qualification in Early Years, SEND, Education or Child Development.
- SENCO qualification or commitment to undertake Level 3 Certificate for SENCOs in Early Years.
- Significant experience working with children aged 0–5 with SEND.
- Strong knowledge of EYFS, SEND Code of Practice and inclusive early intervention.
- Ability to work effectively with families and partner agencies.

#### Desirable:

- Experience within a local authority, Early Help, Health or Family Hub setting.
- Experience of contributing to EHCP.
- Understanding of national SEND reforms and the Best Start in Life programme.

### Values and Ways of Working

The post holder will work in accordance with Barnet's Best Start in Life principles, demonstrating inclusion, collaboration, prevention and co-production in all aspects of their work.

### Safeguarding

The post holder has a responsibility to safeguard and promote the welfare of children and families in accordance with Barnet safeguarding policies and procedures. The post is subject to enhanced DBS checks.

## 1. Key accountabilities:

- Work directly with families and practitioners in a variety of groups across the Boroughs Best Start in Life Hubs and outreach venues
- Support the implementation of evidence-based Early Talk Boost training, ensuring fidelity to the programme and effective targeting of children with speech, language and communication needs.
- Build the capacity of Early Years Best Start in Life practitioners and the wider Early Years workforce through training, coaching and modelling, embedding strategies into everyday practice and the graduated response.
- Contribute to the Best Start in Life objectives by promoting early identification, prevention and inclusive support through Family Hubs and Early Years settings.
- Contribute to the monitoring, evaluation and reporting on the impact of Early Talk Boost interventions, evidencing improvements in children's communication, language development and how these contribute to GLD outcomes.
- Work collaboratively with health, Early Help and SEND partners to ensure integrated pathways, timely support and appropriate escalation where needed.
- Promote family-centred practice, supporting practitioners to engage parents and carers in strengthening children's language development at home and in their communities.

## 2. Staff Responsibilities:

Provide support within the Best Start Family Hubs and Early Years settings

## 4. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

## 5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

## 6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

## 7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

### PERSON SPECIFICATION

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<b>Directorate:</b>	<b>Family Services</b>
<b>Grade:</b>	<b>G</b>
<b>Type of Working</b>	<b>Best Start in Life Co-ordinator</b>
<b>Reports to:</b>	<b>Best Start in Life Co-ordinator</b>

<b>Criteria</b>	<b>Essential/Desirable</b>	<b>Assessed by:</b>
<b>Professional Membership/Qualification</b>		
Educated to degree level or can demonstrate relevant experience.	Essential	Application/Interview

Has at least a Level 3 qualification in early years, education, health, SEND, child development or a related field, with strong understanding of local SEND systems and experience of direct family work and multi-agency practice.		
<b>Experience &amp; Knowledge</b>		
Demonstrable lived or learned experience and understanding of life challenges.	Essential	Application/Interview
Experience of relating to adults, children and young people positively both as individuals and in groups	Essential	Application/Interview
Experience of working, communicating and interacting with a wide variety of people and/or working within community-based services	Essential	Application/Interview
<ul style="list-style-type: none"> <li>Strong understanding of the Best Start agenda, Family Hubs, and integrated early help models.</li> </ul>	Essential	Application/Interview
<ul style="list-style-type: none"> <li>Proven experience in partnership development and coordination within children's services, early years, or community settings.</li> </ul>	Essential	Application/Interview
<ul style="list-style-type: none"> <li>Understanding of the demographics of the Borough and services available within it</li> </ul>	Essential	Interview
<b>Skill &amp; Ability</b>		
<ul style="list-style-type: none"> <li>Excellent communication, and relationship-building skills.</li> </ul>	Essential	Application/Interview
Ability to work collaboratively in a team	Essential	Application/Interview
Good administrative and IT skills	Essential	Application/Interview

Effective communication skills, written and oral including excellent listening skills	Essential	Application/Interview
Ability to present information clearly	Essential	Application/Interview
Ability to liaise effectively with other services and professionals	Essential	Interview
Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviours	Essential	Application/Interview
<b>Values &amp; Behaviours</b>		
<b>Caring</b>		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
<b>Learning to Improve</b>		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
<b>Inclusive</b>		
Personal Responsibility- I am curious about what is important to others around	Essential	Application/Interview

diversity. I reflect and act upon this curiosity to improve my own understanding		
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
<b>Collaborative</b>		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview

