

Role Profile

Job Title:	Parenting Intervention Practitioner
Location:	The Early Years Parenting Hub, Hyde Crescent, Hendon.
Department:	Barnet Integrated Clinical Services
Directorate:	Family Services
Grade:	H
Type of Working:	<i>Flexible, onsite working, Family led working hours - Will have elements of remote working across the borough</i>
Reports to:	Team Manager, Early Years Parenting Hub

1. Job Purpose:

The Early Years Parenting Hub (EYPH) is a specialist, multi-family mental health and parenting intervention service for parents with complex emotional needs and their children aged 0-5 on the edge of care. Working in a fully integrated way with Children's Social Care, families attend the EYPH for a full day twice a week (Mondays & Wednesdays) where they are offered group and individual Mentalization Based Therapy (MBT), parent-child attachment-based therapy, and video feedback.

- The post holder will be responsible for co-facilitating children's groups, using attachment-based therapeutic models (Theraplay) to address children's developmental and emotional needs.
- Working under the direction of the EYPH Team Manager, the post holder will be responsible for contributing to and implementing systems for the evaluation, monitoring and development of the EYPH to improve services for children and their families.
- The post-holder will also play an active role in facilitating weekly parent-child video feedback sessions and working alongside the parents during multi-family parent-child attachment based therapeutic sessions.
- The post holder will be expected to play an active part in the dynamic, supportive EYPH team, contributing to daily whole-team clinical debrief meetings, writing clinical notes onto the child's files, attending group and individual clinical supervision and Reflective Practice sessions.
- Barnet actively supports continuing professional development, and the post holder will be offered the opportunity to attend the Anna Freud MBT Basic training alongside a range of internal and external trainings/courses as appropriate.

2. Key accountabilities:

Clinical Responsibilities

- Establish rapport and build trusted relationships with children and their families to assist them in defining their goals and engaging in the EYPH specialist mental health and parenting intervention to meet these goals in order to achieve and sustain change.
- Support the development of assessment and intervention plans and pathways for children and families, ensuring the EYPH, Children's Social Care, and families' goals and objectives are met.
- Provide support and challenge to parents to empower them to identify and build on their strengths, supporting them to change and develop.
- Co-facilitate children's groups, using attachment-based therapeutic models (Theraplay and Parental Embodied Mentalization) to address children's developmental and emotional needs.
- Facilitate weekly parent-child video feedback sessions and work alongside the parents and their children during multi-family parent-child attachment based therapeutic sessions.
- Be aware of all relevant legislation and guidance and the concept of significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.
- Bring to the attention of the team/line manager any concerns relating to the quality of parenting or the safety and well-being of children.

Service Development and Partnership Working

- Support the development and maintenance of effective links both within Family Services and with external partners and stakeholders.
- Support statutory interventions for children and build trusted relationships that support them to access help and support.
- Attend and participate in relevant professional meetings using your professional knowledge, skills and experience to contribute towards a shared understanding of the child/young person's world as appropriate.
- Contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of the EYPH to improve services for children and their families.
- Provide statistical data of clinical activity and outcomes and input these into information collection systems as required.
- Assist in the development of service policies, procedures and working practices at local, departmental and inter-agency levels.
- Support the implementation of practice innovations, responding to changing population needs, risks and opportunities.
- Support the development of communication materials for dissemination detailing the support available at the EYPH.
- Be an effective representative of Barnet Family Services, acting at all times in a professional manner by attending meetings and forums in accordance with the scope of the role and actively contributing towards local and national service developments and initiatives.
- Keep abreast of best practice developments, using research to inform practice innovation and development at all times and seeking to improve the quality of services delivered to children, young people and their families.

Record Keeping and Confidentiality

- All staff who contribute to the care records of children, their families and significant others involved in their care are expected to be familiar with and adhere to the Council's Standards of Record keeping. Care records are subject to regular audit.
- All staff who have access to care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Council's Code of Confidentiality.

Systems and IT Skills Requirements

- Staff need to have the essential IT skills in order to use the Clinical Information Systems and other IT systems in place as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training to be provided.
- Learn, use and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.
- Maintain up to date case records contributing to the overall picture of need and risk, including the views and contributions of children and their families against agreed standards.

Operational responsibilities

- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.
- Operate within the Council's financial regulations, budgetary framework and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.

Training and Supervision

- Work collaboratively with supervisors, managers, and the EYPH team, providing and using direction, support and guidance to manage effectively the range of complexities of risk, need and ambiguity families present with.
- Participate in weekly clinical group supervision sessions, contributing to the provision of high quality, evidence-based assessments and interventions for complex families with children on the edge of care.
- Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities.

3. Financial Responsibilities:

Operate within the Council's financial regulations ensuring all financial transactions actioned are recorded and accounted for.

You will oversee the management of booking meeting rooms which may incur cost charges to enable meetings take place in a safe and secure environment. This may include raising Purchase Order numbers, managing invoices and tracking finance.

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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Location:	The Early Years Parenting Hub, Hyde Crescent, Hendon.
Department:	Barnet Integrated Clinical Services
Directorate:	Family Services
Grade:	H
Type of Working	Onsite working, family led working hours, flexible. Will have elements of remote working across the borough
Reports to:	Team Manager, Early Years Parenting Hub

	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
GCSE, NVQ Level 3 or equivalent in a related field to children and young people.	Essential	Application
Training in Early Years, Parenting or multi-family Group Work.	Essential	Application
Experience & Knowledge		
Experience (two years or more) in either a paid or voluntary capacity working with children, young people or families.	Essential	Application/Interview
Experience of integrating the principles of inclusion, equality and diversity into programme/ casework development and delivery.	Essential	Interview
Training and Experience in planning and delivering a range of parenting activities and/or programmes for young children and their parents.	Essential	Application/Interview
Experience of working collaboratively, with professionals to enable effective joint working and positive outcomes for families.	Essential	Application/Interview
Experience of relating to children positively both as individuals and in groups, encouraging participation and involvement.	Essential	Interview
Experience of engaging and working in partnership with children and families.	Essential	Interview
Experience of engaging families in accessing their child's Early Education Entitlement.	Desirable	Application/Interview

Experience of delivering therapeutic services or programmes to children, young people and families.	Essential	Application/Interview
Experience of working with children in their formative years or early years settings.	Essential	Application/Interview
Knowledge and understanding of multi-agency and partnership work, including Early Help processes.	Essential	Application/Interview
Knowledge and understanding of attachment theory and how this impacts on children and families.	Essential	Interview
Knowledge and understanding of the Early Years Foundation stage including child development and age-related expectations of children 0-5 years.	Essential	Application/Interview
Knowledge and experience of working within Signs of Safety or alternative Practice Framework methods.	Essential	Application/Interview
A good working knowledge and understanding of legislation, policy, procedure and guidance in relation to children in need and at risk of harm and wider children's services.	Essential	Application/Interview
Knowledge of Health & Safety issues and how to ensure good practice.	Essential	Application/Interview
Skill & Ability		
Ability to plan and implement programmes for disabled young children and those with SEN.	Essential	Application/Interview
Ability to work with children who present challenging behaviour.	Essential	Application/Interview
Ability to work as part of a team and demonstrate a clear team work ethic.	Essential	Interview
Ability to undertake work as directed and to consult with management, where appropriate.	Essential	Interview
Effective communication skills, written and oral including excellent listening skills.	Essential	Application/Interview
Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviours.	Essential	Interview
Ability to manage and prioritise competing demands, capacity to use supervision effectively.	Essential	Application/Interview
Ability to use and manage IT packages e.g. Microsoft Word, Outlook etc. including internal recording systems.	Essential	Application/Interview
Ability to demonstrate effective liaison and partnership working across a wide range of stakeholders, including but not limited to: Children's Social Care, Health,	Essential	Application/Interview

Caring for people, our places and the planet

Education, and the voluntary community and private sectors.		
Ability to research and access services in the local community to add value to work with children, young people and families.	Essential	Application/Interview
Values & Behaviours (only include those that are relevant to the role, must have at least 1 behaviour per value)		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	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/Desirable	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential/Desirable	Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential/Desirable	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential/Desirable	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/Desirable	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential/Desirable	Interview
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/Desirable	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/Desirable	Interview
Collaborative		
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	Essential/Desirable	Application/Interview

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way of learning from and improving the way I work with others		
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential/Desirable	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/Desirable	Interview