



RECRUITMENT PACK

**FAMILY ENGAGEMENT &
SUPPORT PRACTITIONER**

CHARITY NUMBER: 1175899

WHO WE ARE

Move More is an innovative, vibrant organisation; we pride ourselves on being able to make a positive difference to the lives of children. We aim to instil foundations of a healthy lifestyle within all children and young people to reach their full potential with regards to personal, social & emotional development. As well as working directly with children, we support the environments surrounding children; schools, families and the community.

We have an established understanding of the importance of early family engagement and support on children's and young people's social, emotional and educational development. This is why we are committed to offering this support through our schools' partnerships and within the wider community.

WHY WORK WITH US

At Move More we have a real team ethos. The skill set of each member of staff is greatly valued and everyone has the opportunity to contribute to the development of the charity. This is an exciting opportunity for candidates who want to make a difference to children, young people and their families while working for a growing, award-winning charity. The Family Engagement and Support Practitioner will closely work with the Head of Family Engagement and Support to deliver and enhance the charity's family engagement and support offer currently available mainly to schools.

For us at Move More, family engagement and support is an interactive process during which all parties involved (parents, carers, teachers, programme staff, children) engage in building positive, behaviour changing and goal-oriented relationships. Guided by the motto "Doing with, not doing to or for the families", all professionals and family members involved in the process have shared responsibility for the implementation and impact of the programme.

Our family engagement and support work is trauma-informed and framed by various approaches to family engagement, child development, Adlerian Psychology, Dr Daniel Siegel's mental health model, NHS 5 Steps to Mental Well-Being, restorative practice, psychology and physiology of eating and nutrition, neuroscience applied to parenting, Positive Discipline and similar approaches. We also believe in encouraging intrinsic motivation that will ensure long-term changes in behaviours, lifestyle, and attitudes.

We are therefore looking for an individual who is hard-working, innovative, open-minded and understands barriers that parents and carers face. Move More will provide support and professional development opportunities, building on existing knowledge and skills to further deepen understanding of some of the approaches that frame the work.

You will have the opportunity to influence, support and encourage families to use their strengths to overcome challenges and thus create opportunities to positively impact the lives of children and young people in the county.

THE CHALLENGE

Research tells us that even before the pandemic:

- 7,075 children aged 5-16 in Gloucestershire have a diagnosed mental health condition.
- The risk of having health and social problems in adulthood is significantly higher for children who experience four or more ACEs (Adverse Childhood Experiences). Between 10 and 20% of the population will experience four or more ACEs during childhood.
- 57% of parents are concerned about their own well-being or mental health in the year ahead.

The prevalent complexities of family life and mental health issues in children are made worse at the present time because of the impact of the Covid-19 pandemic. This results in:

- An increasing number of families struggling to maintain their overall well-being and manage their children's needs and behaviours.
- The negative impact of these challenges spilling out into school, affecting children's readiness to learn.
- Schools' resources being stretched to their limits as there are increasing numbers of high-level need children and families joining schools and needing support.
- Schools experiencing significant challenges, not only on children's learning and welfare but also staff capacity and expertise levels to support their needs appropriately, adequately or in a timely manner.
- Capacity issues for external services and organisations, putting pressure back on schools to support families.

These challenges have been identified both nationally and locally with several projects, partnerships and funding streams set up to address them including, No Child Left Behind, LINC's project, Action on ACEs Gloucestershire. In addition, society is yet to realise the full extent of the pandemic's impact on general health and mental well-being of children and families.

This is why Family Engagement and Support Services provide timely and appropriate early support sourced and provided more readily whilst working alongside statutory support services.

JOB INFORMATION

Post: Family Engagement and Support Practitioner

Salary: £24,964-£30,153 pro rata

Hours: Part time (min 20 hrs per week)/TTO - we are open to negotiation regarding weekly hours and term time only or full year working.

Reports to: Head of Family Engagement and Support

THE ROLE

In this rewarding role, you will engage and provide support for parents and carers through the delivery of effective 1-1 and group interventions (face-to-face, via the phone and online). This role also requires working closely with other Move More staff, as well as liaising with school staff and other external partners to ensure a holistic approach to family engagement and support.

To illustrate the variety attached to the role a typical working day of the Family Engagement and Support Practitioner could include:

- 9am: phone/zoom meeting with a parent/carer;
- 10am: complete meeting paperwork and respond to emails;
- 11am: deliver a face-to-face workshop for a group of parents/carers in a school;
- 1pm: meet with school staff to discuss the needs of their families;
- 2pm: write Move More Family newsletter;
- 3pm create the next instalment of a Move More Family Programme;
- 6pm: deliver a webinar for parents and carers.

The role focuses on helping children to thrive through supporting parents/carers with issues that can have a significant impact on children. The aim is to support parents/carers so that they can help their children achieve their potential and make positive changes as a family unit.

The most common areas of support that you will be expected to address include:

- children's reactions to significant life changes such as starting school, moving home or school, arrival of a sibling, parental separation and similar.
- managing children's worries, anxiety, anger, tantrums and meltdowns, low self-esteem, relationship difficulties, issues with siblings, jealousy, withdrawal, morning and evening routines.
- advising on fussy eating, better sleeping habits, and using physical activity to improve general well-being.

The successful candidate will be required to ensure our current programme continues to excel through effective implementation and continuous improvement.

JOB DESCRIPTION

PURPOSE

To deliver targeted support to parents and carers in order to help the whole family to become more resilient and achieve better outcomes reducing the need for higher levels of support later on.

SPECIFIC FUNCTIONS

- Support identified families on a 1-1 basis.
- Deliver support through both face-to-face and phone/online interactions.
- Prepare and facilitate face-to-face and online group sessions for parents.
- Collaborate closely with the Head of Family Engagement and Support.
- Collaborate with school professionals and other external partners.
- Build supportive and empowering relationships with families and deliver a non-judgmental service that focuses on the needs and strengths of families.
- Use persistent, assertive and kind approaches to involve and engage parents through the use of creative and innovative strategies.
- Assist parents in the solving of problems using a solution focussed approach.
- Undertake early help assessment of needs and review to ensure holistic and appropriate interventions and support are provided for families.
- Promote high quality parenting by encouraging positive communication and strong family relationships while modelling behaviour in own interactions with families.
- Ensure all appropriate records and data are maintained in a safe and secure format, reports are accessible, concise and follow agreed procedures.
- Develop and maintain strong professional links with a range of agencies and organisations within the statutory, non-statutory, community and voluntary sector to provide a holistic service.
- Monitor and evaluate the impact of all interventions and provide all information required for evidencing of impact and outcomes.
- Contribute to wider work within Move More where appropriate.
- Act in accordance with Move More's core documents, policies and business plan with reference to the overall aims of the charity.

SPECIAL CONDITIONS

- To be able to deliver the service effectively, some flexibility is needed, and you may be required to perform work not specifically referred to above. This means that sometimes, you will be required to work outside office hours to respond to the needs of the families.
- You will also need to hold a current, full driving licence which is valid for driving in the UK and have access to your own vehicle or be able to travel in a timely way.
- The above list of job duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.

PERSON SPECIFICATION

KNOWLEDGE AND UNDERSTANDING

- Knowledge of and an ability to undertake a range of interventions that support positive outcomes for families (essential).
- Knowledge and understanding of child development and attachment across the age ranges (essential).
- Awareness of relevant issues in neuroscience and its applications to working with families (desirable).
- Knowledge and understanding of how adults learn and change their behaviour (desirable).
- Knowledge and understanding of the principle of Positive Discipline and/or a similar approach (desirable).
- Working knowledge of child protection and relevant legislation (essential).
- Knowledge of the services available to families across public, private and third sector and the ability to access new information on these services (desirable).
- Ability to establish and maintain strong and trusting relationships and boundaries with families and professionals (essential).
- Working knowledge and the ability to recognise the range of factors that can affect parenting capacity and increase the risk of abuse (essential).
- Working knowledge and understanding of a range of effective communication skills to support engagement of parents (essential).
- Understanding of evidence-based practice and the ability to apply this to inform own practice (essential).
- Keeping up to date with the current practice and most up to date developments in the fields relevant to the role (essential).

EXPERIENCE

- Experience of working with families (essential);
- Experience of working with schools and communities (desirable);
- Experience of delivering a range of interventions (essential);
- Experience of delivering face-to-face (essential);
- Experience of delivering online parent sessions (desirable);
- Experience of working with multi-agency assessments and plans (desirable).

QUALIFICATIONS

- A minimum of level 3 qualification or equivalent relevant to the field of children and families (essential)
- Degree level qualification relevant to the field of children and families (desirable)
- Evidence of continuous professional development relevant to the role (essential)
- Competent IT skills: use of Microsoft Office (Excel, Word, Outlook), search engines and website (essential)
- Competent use of social media platforms, Zoom and TEAMS (desirable)

PERSON SPECIFICATION

SKILLS AND ATTRIBUTES

- Passionate about improving lives of children, young people and their families (essential).
- Emotionally resilient and able to demonstrate commitment and confidence to enthuse others (essential).
- Empathic and approachable (essential).
- Ability to thrive in a stressful and complex working environment (essential).
- Ability to assert, influence, negotiate and persevere with others in a variety of workplace situations including vulnerable and hard-to-reach families (essential).
- Highly motivated, organised, and conscientious (essential).
- Ability to demonstrate excellent communication and interpersonal skills that can be adapted to best suit a range of needs and audiences (face-to-face, phone, email, zoom) (essential).
- Excellent organisational and time management skills including the ability to prioritise, work under pressure and meet deadlines while managing any conflicting priorities (essential).
- Being able to communicate effectively in a variety of forms (face-to-face, phone, email) (essential).
- Work individually and as part of the team (essential).
- Flexible, creative and innovative in overcoming barriers for positive change (essential).
- Ability to create positive working relationships with a large range of professionals, organisations and individuals (essential).
- Willingness to be flexible to the needs of the team and the organisation (essential).
- Ambitious to grow the programme further and respond to the changes (essential).

COMMITMENT TO CHILD PROTECTION AND SAFEGUARDING

Move More is fully committed to the safeguarding and protection of all children and therefore operate safer recruitment practices which sits alongside our Safeguarding and child protection policy.

As part of the safer recruitment process we will:-

-Ask candidates to complete an application form rather than a CV so we have all the information we need.

-Ask candidates to complete a self-disclosure form which gives candidates the opportunity to confidentially disclose any relevant criminal convictions, child protection investigations or disciplinary sanctions on record.

-We will call for at least 2 references, one of which must be the current/previous employer. We use a standard form which will also check a candidate's suitability to work with children and young people.

- We will check all qualifications (educational and professional) and identity paperwork.

- We will undertake publically available online searches.

-As Move More staff work with children in regulated activity all staff will be subject to an Enhanced Disclosure and Barring Service check. If you have been a resident overseas for 3 months or more over the past 5 years, we will also check candidates' criminal record within that country.

- The interview process consists of a face to face interview as well as a practical session with children.

-All new staff will participate in an induction process which includes child protection training.

-Move More's Safeguarding and Child Protection policy is reviewed and staff are updated on an annual basis.

MOVE MORE STAFF BENEFITS

As well as having a positive impact on children and their families each and every day and working for one of the largest children's physical activity providers in Gloucestershire, Move More Staff also have the following benefits:

- 6% employer pension contribution (employees contribute 2%)
- Perkbox membership - employee discounts at a wide range of stores, free counselling sessions and wellness sessions.
- Cycle to Work Scheme
- 50% off Move More Camps for 2 children of your choice
- Company laptop and mobile phone
- Mileage costs covered at 45p per mile
- Free Canterbury Move More uniform
- 25 days annual leave + bank holidays and Sick pay
- Professional development opportunities
- Offices based at All Saints Academy, easily accessible and free parking

OUR VALUES

Innovative – We are creative, forward-thinking and not afraid to try something new

Open – We foster a culture that is inclusive and welcome new partnerships

Quality – We are committed to achieving positive outcomes and impact for children

Responsive - We listen and make changes based on need and insight

Fun – We enjoy what we do and ensure we create a positive, happy experience for everyone

HOW TO APPLY

Please apply using the official application form. This can be downloaded at: <https://www.move-more.org/get-involved/vacancies/> CVs will not be considered.

For further information regarding the role, please contact Marijana Filipovic-Carter (Head of Family Engagement and support), e: marijana@move-more.org, t: 07443 429076

Applications should be sent to info@move-more.org or via post to: Move More, All Saints Academy, Blaisdon Way, Cheltenham, GL51 0WH

TIMELINE

Closing date: This is a rolling recruitment process, candidates will be assessed for interview as soon as they apply. Interviews: Agreed upon application. Due to the volume of applications we receive, unfortunately we are not able to contact applicants who are not selected for interview.

