

**Senior Early Infant Feeding Practitioner,
Waltham Forest**

Application Pack



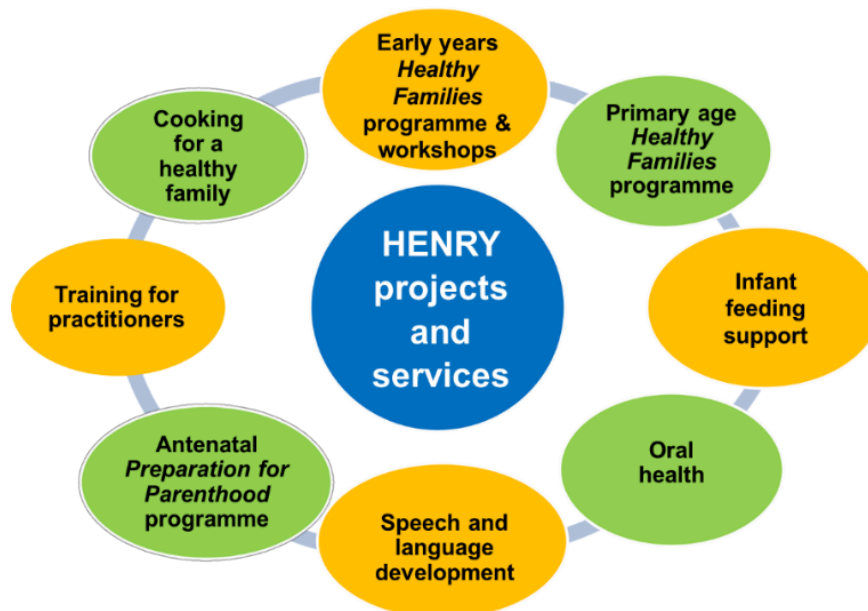
About HENRY

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: Senior Early 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 now have an exciting opportunity, as part of the Family Hubs development, to extend our support and build a new Early Feeding Team focused on supporting families at the antenatal stage and at birth, to help feeding get off to the best start.

The new HENRY service will have close ties with our local midwife teams and support families with early feeding in hospital settings six days a week (Monday to Saturday). The team will form a vital link between our antenatal and postnatal health teams, as well as 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 new service and to understand how we can best meet local needs.

As well as providing feeding support face-to-face on hospital wards, the service will deliver workshops to expectant families - so that mothers are confident to start breastfeeding successfully (and to keep going), or to bottle-feed/mixed-feed responsively.

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 under-served and creating neighbourhoods where early feeding support is within reach of all families.

As a senior practitioner, you will support the coordination of excellent infant feeding services. We are continuing to adapt our offer to make the most impact, so a flexible and partnership approach to delivery is needed.

The team:

You will be joining our new Early Infant Feeding team, who will be led by an Early Infant Feeding Team Lead. Once recruitment is complete, you will be a key member of a team of four part time staff. You will support the Team Lead to ensure ongoing support for our Infant Feeding Practitioners, to maintain a high quality service.

Your team will form an important part of the larger Waltham Forest HENRY team, which includes a 6 person Infant Feeding team currently delivering support through a local helpline and through sessions in the Children and Family Hubs. 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, with your main working location being Whipps Cross Hospital. There will be occasional travel to other Waltham Forest sites to deliver workshops and you will have the option to work from our office in Walthamstow Family Hub.

National travel or 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 for two posts and therefore we can offer this role as full time or part time. Whether this role is a three, four or five day role, we will ask staff to work 9-5pm shifts.

To help us meet the needs of all families, the team will need to include some scheduled evening workshops and support on the ward on a Saturday (typically once a month) for which time off in lieu will be given.

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

Contract:

Fixed term to 31.03.2025

Benefits package:

- Based on a full-time salary of £27,651 - £29,344 per annum, pro-rated salary of, for example, £16,590 - £17,606 (0.6fte) or £22,120 - £23,475 (0.8fte)
- 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: Senior Practitioner

Job Purpose

To lead a team as well as directly support families and partner agencies in providing a healthy, happy start for babies and children. The HENRY team lead 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. Management of service and team
2. Delivery of high quality support to families
3. Delivery of high quality training and support to external partner organisations
4. Driving service improvement and learning

1. Management of service and team

- Ensure the service is delivered in accordance with planned milestones and targets and in response to the needs of families, commissioners and stakeholders.
- Contribute to quarterly and annual reports to commissioners.
- Build and maintain relationships with local family centres/hubs, health professionals and stakeholders to foster a partnership and whole-system approach which places families at the heart.
- Provide on-going management support for practitioners in accordance with HENRY's values and policies to enable optimum staff performance, wellbeing and development.
- Ensure support and supervision for HENRY volunteers and champions working in other organisations.
- Ensure team members and volunteers are trained appropriately in safeguarding, and adhere to local safeguarding procedures and HENRY safeguarding policy.

2. Delivery of high quality support to families

- Develop effective relationships, information-sharing and referral protocols with partner services to ensure sensitive, accessible and joined-up support for families.
- Work with other team members to provide timely, evidence-based and person-centred support to parents and families.
- Promote and support local and national public health campaigns.
- Work with partners to reach and engage diverse demographic groups, ensuring that parents know about, and are able to access, the support offered by the service.

3. Delivery of high quality training and support to external partner organisations

- Build relationships with local partners to share learning and identify workforce development needs.
- Oversee and deliver training for external partner agencies.
- Oversee and provide support for good practice through mentoring, supervision groups, resources and ad hoc support in response to need.
- Oversee and/or support local or national accreditation processes.

4. Driving service improvement and learning

- Embed a culture of reflective practice, enabling team members to support and learn from one another – celebrating strengths and adopting a solution-focused approach to overcoming challenges.
- Ensure effective and accurate data collection and service monitoring.
- Analyse evaluation and feedback data and use the learning to identify and implement service improvements and innovation.
- Work with HENRY national staff to develop guidance and resources for families and practitioners.
- Contribute to local strategy and service development.

5. General duties for all staff

- 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	2 'A' Levels or equivalent (NVQ-3) Breastfeeding counsellor, lactation consultant or midwife	Degree or professional qualification in relevant subject Peer Supporter
Experience	Minimum of 2 years' direct work with children or families, or practitioners working with families Minimum of 1 year's management and supervision/leadership in a multi-disciplinary setting Staff management and development, performance reviews and reflective supervision to meet objectives Responding to safeguarding concerns Information management and security	Implementing evidence-based family support programmes Working with children and families with special needs and disabilities Marketing and publicity Delivering experiential and interactive training courses
Knowledge	Values and principles of working in partnership with parents Public health, early years and children's services Knowledge and understanding of safeguarding policies and procedures	Effective approaches to supporting behaviour change Fluent in one or more community language(s) Co-production
Skills and attitudes	Motivation to contribute to HENRY's work and commitment to organisational values Strategic thinker with ability to innovate and develop creative solutions Commitment to excellence in service design, management and delivery Empathic and non-judgemental approach to work with children and families Excellent communication, interpersonal and presentation skills (verbal, written and IT) Ability to motivate others, share feedback and inspire excellence	

	<p>An eye for detail and a concern for accuracy, together with the ability to keep sight of the broad picture</p> <p>Willingness to work flexibly, including evenings and weekends as required, to reach families</p> <p>Committed to upholding diversity and equality of opportunity principles</p>	
Ability	Able to travel and work across the service area	

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
- assist junior registered staff in achieving revalidation
- contribute to and participate in the development of nurses and nursing practice through leading projects and supporting training
- ensure optimum use of working time

Note: This post is requires a satisfactory enhanced DBS check

Recruitment timeline

Deadline for applications	9 am Wednesday 1 May 2024
Interviews	Week beginning 29 April 2024

Application process

For more information please contact kelly.pascall@henry.org.uk.

To submit an application please complete the application form and equal opportunities forms available from the HENRY website at www.henry.org.uk/jobs and email them to recruitment@henry.org.uk