

Best Start Inclusion Practitioner

Reports to:	Family Hub Centre Manager		
Department:	Children, Young People & Community Development: Early Help and Social Care	Grade:	SO1
DBS Status:	Enhanced Children's	Politically restricted:	No
Job Purpose: Best Start Family Hubs must ensure strong, consistent early identification and early SEND support across the hub network through dedicated Best Start Inclusion Practitioners (BSIP). The BSIP will strengthen inclusive practice and partnership working across the Family Hub network as part of Brent's "Experts at Hand" Multi-Disciplinary Team (MDT) cluster offer, working within a locality-based multi-disciplinary team model. The role will contribute to coordinated early help for families by bringing specialist advice and consultation "at hand" to practitioners and families, supporting timely identification of needs, enabling graduated responses, and connecting families into the SEND Local Offer and specialist services where necessary.			
Values • Collaborate proactively. • Lead inclusively. • Embrace change. • Be bold and curious. • Celebrate and share our success.			
Job specific roles and responsibilities 1. Proactively engage families with potential SEND children to identify needs early and connect families into specialist support to meet their needs. 2. Deliver evidenced based universal and targeted interventions and support for SEND children and families. 3. Support and deliver the Public Health agenda e.g. delivery of WellComm, UNICEF Baby Friendly Initiative, etc. 4. Develop strong multi-agency partnerships with statutory providers, Community and Voluntary Faith Sector organisations, and parents/carers, through Brent's Experts at Hand MDT cluster, to co-produce and deliver integrated support plans. Plan and deliver interactive play-based sessions that promote learning, development and school readiness outcomes. 5. Work as an active member of Brent's Experts at Hand MDT cluster, contributing to joint planning, case discussions, and coordinated support for children and families. 6. Provide advice, guidance and consultation "at hand" to practitioners across Family Hubs, early years settings and partner agencies to build confidence and capability in supporting SEND. 7. Participate in and contribute to MDT cluster meetings, sharing expertise, supporting joint decision-making and ensuring a coordinated approach to early intervention. 8. Support the graduated approach (assess, plan, do, review) through collaborative MDT working, ensuring timely and proportionate interventions. 9. Act as a link between Family Hubs and the wider Experts at Hand network, ensuring information flows effectively between services.			

10. To use the 'voice of the child' to inform service design and have a thorough understanding and regard to the SEND Code of Practice 2015.
11. To promote the inclusion agenda across the Family Hub network and improve inclusive practice and support for SEND children.
12. Promote a culture of early intervention, inclusion, and strengths-based practice.
13. To support and facilitate smooth transitions for SEND children into settings at key transitional points in their education.
14. To plan and deliver training, including accredited parenting programmes, that promotes inclusion to meet the needs of SEND children.
15. To liaise and collaborate with other BSIPs and Inclusion service staff, and colleagues across Education, Health and Social Care, as part of Brent's Experts at Hand MDT cluster model, ensuring aligned and coordinated support.
16. To actively promote the early help offer to families and professionals via outreach and awareness raising events.
17. To maintain clear, confidential and effective records of service delivery in line with service standards.
18. Safeguarding is everyone's responsibility and all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.
19. Undertake any other duties commensurate with the general level of responsibility of this post.
20. To support the wider operational delivery of the Best Start Family Hub and network, this includes some evening and weekend working.

Knowledge and Qualifications

1. A qualification in Early Years education or a related area (e.g. NVQ3) or equivalent.
2. Knowledge and understanding of the range of SEND and how these should be identified and supported in Early Years.
3. Knowledge of current legislation and policies relating to SEND and inclusion.
4. Knowledge of the Early Years Foundation Stage and child development.
5. Understanding of multi-disciplinary team (MDT) working and locality-based cluster models, including the principles of Experts at Hand approach.

Experience

1. Experience of working in an Early Years education provision.
2. Experience of working as an EY SENDCo and/ or of planning effectively to meet the needs of Early Years children with SEND.
3. Experience of working with a variety of agencies to meet children's individual needs.
4. Experience of working in partnership with parents/carers and an understanding of families from a variety of cultural backgrounds.

Skills and Abilities

1. Ability to work effectively within a multi-disciplinary cluster model, contributing to shared decision-making and collaborative problem-solving.
2. Ability to provide consultative support and professional challenge to practitioners in a supportive and strengths-based way.
3. Ability to use ICT effectively.
4. Ability to communicate effectively orally and in writing.
5. Ability to plan, organise and prioritise own workload and meet deadlines.
6. Commitment to undertake further training commensurate with the role.



Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide need