

Development Lead Teacher Job Profile

Job Title: Development Lead Teacher (Start for Life and Family Hubs Programme: Camden Kids Talk Early Language)

Job Grade: Main Pay Range to Upper Pay Range - Teachers Pay and Conditions

Salary Range: £34,502 - £53,482 Pro rata - 0.66 FTE

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fastest-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Start for Life & Family Hub Programme

Camden is one of 75 local authorities delivering the DfE and DHSC 3-year Start for Life and Family Hub Programme. The Integrated Early Years' Service (IEYS) is leading the work in Camden to transform the borough's Children's Centres into Family Hubs and develop a Family Hub network. The programme brings the opportunity to continue to develop our 0-5 pathway, with a focus on the first 1001 days. Our shared vision: Every child has the best start in life, high quality early education and is ready for school by age 5.

Integrated Early Years' Service

Our vision, "Every child has the best start in life, high quality early education and is ready for school at age 5". Our aim is to reduce inequalities and improve outcomes for mothers, fathers, carers and their children, using the compelling evidence and research supporting prevention and early intervention in the first 1001 days. Recognising that all families need support to make the transition to parenthood, we are investing in an enhanced universal offer to support parents' mental health & wellbeing, the parent-infant relationship and child development, alongside a strengthened targeted offer.

About Camden Kids Talk

Camden Kids Talk was created in the context of the pandemic and the adverse impact on families, especially those already experiencing disadvantage. Babies in Lockdown: listening to parents to build back better (Best Beginnings, Home-Start UK, and the Parent-Infant Foundation UK 2020) provided evidence of financial hardship, lack of access to services, isolation, and increased mental ill health.

“The early years are a critical time for all children to develop strong cognitive, social, and emotional foundations. Early language acquisition impacts on all aspects of young children’s development. It contributes to their ability to manage emotions and communicate feelings, to establish and maintain relationships, to think symbolically, and to learn to read and write.”

Speech and language are both an essential building block for a range of cognitive and social and emotional skills, and predictive of a range of later-life issues. This means it is an excellent way of assessing typical development in the early years – a primary indicator of child wellbeing and social mobility. The UK prevalence rate for early language difficulties is between 5%–8% for all children, and over 20% for those growing up in low-income families. Tackling this gap in early language acquisition is complex and requires a system-wide approach across maternity and the early years (Early Intervention Foundation, 2018). Whilst children’s attainment in Camden at EYFSP stage has improved in recent years, the gap between disadvantaged children and their peers persists, with significant differences in communication, speech, and language (CSL) development.

As Early Language Development Lead Teacher you will build on Camden Kids Talk (CKT) achievements and support the roll out of a consistent approach to screening and supporting children’s Communication, Speech, and Language across Nursery Schools and PVI’s who offer Early Years education. This will include:

- **Embedding** the WELLCOMM screening toolkit in Camden’s PVI’s and school nurseries across the Family Hub programme.
- **Using the WellComm** Big Book of Ideas to inform Speech Language and Communication (SLC) planning
- **Supporting** the assessment of SLC progress and attainment of pupils; and reporting on the SLC progress and attainment of pupils using Camden Kids Talk data collection tool.
- **Support** audit of current teaching practices around SLC, including leadership, planning, workforce development and engagement with parents and carers.
- **Delivering training and ongoing coaching of staff** to use evidence-based interventions to support children at a universal and targeted level
- **In collaboration** with mainstream school staff, to organise and run group work with children to address their SLC difficulties
- **Embedding Communication Friendly Spaces** (CFS). CFS is an inquiry-based learning approach, to help learners thrive and succeed in environments that are communication friendly and designed with intention to support settings to develop home learning environments through e.g., audit, parent/ carer workshops, digital innovations, and home visits.
- **Supporting evaluation and impact**, ensuring systems are established to record, collate, and analyse data collected from WellComm assessments, environmental audits, and coaching sessions across settings to provide a baseline and evidence of a positive impact
- **Working with parents** to promote and launch Camden Kids Talk initiatives
- **Contributing** to the digital offer for families to support speech, language and communication and social-emotional development
- **To perform** all such other tasks as may be expected of a teacher in accordance with Teachers Pay and Conditions and the Teacher’s Standards, always in accordance with their duty of care towards children.

About you

You will be an experienced Early Years Teacher with a commitment and enthusiasm for improving children's communication, speech & language development in the early years. You will have experience of delivering training in this area, an in-depth knowledge of the factors affecting children's early development. You will be familiar with the range of assessment tools and the interventions available to the early year's workforce support children the home learning environment. You will have experience of collaborating with mainstream school leaders to develop whole-school approaches to support communication and to develop children's language and communication skills.

Qualification

- Qualified teacher status, DFE teacher reference number, Teaching Qualification, and a minimum of 5 years recent teaching experience with a least 2 in the early years.

Experience

- Experience of developing and delivering training to member a multiagency workforce.
- Demonstrate excellent interpersonal and negotiation skills, with the ability to communicate diplomatically and persuasively with a wide range of individuals and groups.
- Knowledge and understanding of the Early Years Foundation Stage Curriculum, and the National Curriculum, including planning strategies, assessment procedures, knowledge of the SEN Code of Practice and the Equalities Act and other relevant legislation relating to children and young people
- Able to demonstrate experience of working within a complex multi-agency environment, developing, and maintaining partnerships across a wide network, with the ability to influence and be solution-focused
- Knowledge and experience of prevention and early intervention research, policy, and good practice in the early years, with a particular interest in the first critical 1001 days.
- Knowledge and experience of managing and driving change and embedding new ways of working.
- Strong time management skills, demonstrating resilience and flexibility, with the capacity to thrive and adapt in a complex and challenging environment
- Knowledge and experience of managing quality assurance processes to support continuous development and learning and to share best practice
- Knowledge and experience of record-keeping, using electronic case recording systems (e.g., SystmOne, MOSAIC)
- A thorough understanding of consent and information-sharing requirements to meet the standards for maintaining the information security
- Knowledge and understanding of the London Child Protection Procedures and Working Together to Safeguard Children and the ability to work in accordance with national and local Child Protection and Safeguarding policies and procedures.

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Work Environment:

You will be based at the main Council Office, 5 Pancras Square, and work across and work from Camden's children's centres, Camden's Schools and PVI setting, and other community venues.

People Management Responsibilities:

None

Relationships:

The role requires building strong relationships with schools and PVI settings across Camden, working with the Camden Kids Talk project team and the wider Integrated early Years' Service. You will also contribute to the Start for Life and Family Hubs programme, connecting with a wider range of stakeholders, including families through our co-design approach.

Over to you

We are ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we are supporting people, and we'll redefine what a career can be. If that sounds good to you, we would love to talk.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working is not.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people, or people with long-term health conditions. If you would like us to do

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anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG