

Early Childhood Worker

Salary Range: £19.27 per hour

Grade: Level 2, zone 2

Hours per week: 14 - 36

Location: Children's Centre and Family Hub

Reports to: Early Childhood Manager



About the role

“All Age; All Local’ Family Help teams based in Family Hubs

Camden’s Family Hubs were launched in summer 2023 with the aim of providing an access point in each neighbourhood to universal and early intervention services for families with children of all ages; 0-19 and up to 25 years for children and young people with special educational needs.

The Family Hub model brings together a range of partners and practitioners co-located in Camden’s children’s centres and family hubs, working together to support families in their neighbourhoods and communities across Camden.

This place-based approach to locating family help in Camden’s communities and neighbourhoods, alongside the development of Camden’s relational practice framework provides the foundation for reducing inequality and delivering effective prevention and early intervention services for children and their families.

Camden’s Relational Practice Framework

Camden’s relational practice framework supports all practitioners to adopt relational and systemic approaches in their work with families, alongside community empowerment, valuing social justice and equity as much as relationships built on trust, honesty and compassion.

Early Childhood Workers

Early childhood workers deliver the highest quality early childhood services supporting children’s early learning and development, contributing to improved outcomes for children under 5 and their families. Working with the children’s centres family hub teams, you will support parents to access a pathway of universal and targeted services delivered across the borough, with a particular focus on 0 - 2s. By modelling positive interactions and providing play activities using the Early Years Foundation Stage framework, you will help parents to support their child’s learning and development, with a focus on communication and language development. This includes supporting families’ early and sustained engagement, especially for those most at risk of poor outcomes.

About you

Experience

- Implementing frameworks including the Early Years Foundation Stage (EYFS), Development Matters, Healthy Early Years London, and Safeguarding Children procedures
- Experience of forming positive relationships with families building on their strengths, and sustaining family engagement in universal, targeted and specialist services to achieve positive outcomes
- Experience of offering effective help to mothers, fathers and carers to develop their parenting skills to support their children's learning and development in the context of their cultural beliefs and values
- Ensuring effective communication and language development for Camden children, role modelling high quality communication and language interactions with parents
- Working alone or alongside colleagues to prepare and deliver, universal and targeted, drop-ins, creches, courses, training and awareness raising sessions
- Offering sessions in family hubs, community venues and family homes
- Experience of record keeping using electronic systems to record information and to receive and manage referrals
- Deliver sessions and courses in line with agreed principles and practice and contribute to the evaluation process
- Implementing effective health and safety practice including, risk assessment and checking the safety and suitability of equipment to ensure safe work and play environments

You have

- **Level 3 or above Early Years NVQ, B-TEC or equivalent qualification OR are currently studying for your Level 3 qualification.**
- GCSE English and Maths (A-C)
- The ability to welcome parents and sustain engagement in services to achieve positive outcomes for children and their families
- An understanding of babies and young children's health and development and how their wellbeing is affected by their experiences and relationships
- The ability to identify developmental differences, to engage parents in discussion about these, to enable referrals and access to support
- Skills and knowledge to recognise child and parent strengths and needs and to safeguard children and their families
- Skills to work within a multi-disciplinary team, collaborating with colleagues to deliver seamless services for families
- Skills to maintain records and prepare information for professionals' meetings, contributing to coordinated support for families to meet their needs
- Knowledge of sources of information to plan and prepare sessions e.g. SEND, Coping with Crying, baby massage and Camden Kids Talk
- Insight about the barriers many families experience in accessing help, including isolation, language or cultural barriers, a lack of trust in services due to previous negative experiences or racism and discrimination in wider society
- Commitment and enthusiasm for continuous learning and new ways of working, demonstrating a high level of self-motivation

What You'll Achieve

Include a bullet point list of the outcomes you hope from this role, think about the way this role will add value. What do you think the person in this role will have achieved in a years' time? This will help in future development conversations.

- More children achieve a good level of development by 2 years old
- More parents are able to support their children's learning and development through play and positive interaction
- More parents are less isolated and positively engaged in their local community
- More children and families access early intervention services – right help at the right time
- Reduced inequalities for families experiencing disadvantage
- Families know about the wider Children's Centre and Family Hub support offer and families, children and young people access universal and targeted services
- Families and children are safeguarded and protected from harm

Other important information...

People management

No people management responsibilities

Work environment

Early Childhood Workers are based in the Children's Centres and Family Hubs in multi-disciplinary teams, as well as working from 5PS, other community venues and in family homes.

Who you will be working with

You'll be joining Camden's, Early Years and Family Hub Service within the Children's Family Help and Safeguarding directorate. Other services in the directorate include the Social Work service and the Integrated Youth Support Service. You will work with a wide range of colleagues based in the family hubs, including parenting practitioners, speech and language therapists, CAMHS, welfare rights advisors and housing officers. You will collaborate with colleagues, partners and families to enable support to be coordinated effectively and to achieve positive outcomes.

The application process

Once we have received your application, we will shortlist candidates and then invite you for a formal panel face to face interview.

Who we are

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 isn't.

Asking for Adjustments

Camden is committed to making our recruitment practices 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 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



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