

Job Profile

Job Title: Fathers' Inclusion Worker

Job Grade: Zone 2 Level 2

Salary: £32,228 - £34,565

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 fast-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.

Service vision: Every Child has the best start in life, high quality early education and is ready for school at age 5

The Integrated Early Years' Service (IEYS) supports mothers, fathers and carers with children from pregnancy to age 5 years. There is a particular focus on the first critical 1001 days, in response to the increasing body of research which shows that a child's experience in the first 1001 days has the strongest influence on their development and their life chances as adults.

This is an important role within IEYS, promoting father inclusive practice and working to engage and sustain engagement of fathers and male carers, with children from pregnancy to age 5 years.

Outcomes that the role will achieve:

- Fathers' engagement in services increases across the Early Years pathway, with a focus on the first 1001 days, especially for those most at risk of poor outcomes
- High quality group-based activities are planned and delivered for dads and male carers and their children under 5 years using the Early Years Foundation Stage (EYFS) Framework, with a focus on communication, speech & language development (Camden Kids Talk)
- Fathers' Inclusion Worker models child-led play and positive interactions to enable dads to support to their child's learning and development.

About the role

- To promote the benefits of father-inclusive practice and the positive impact on children's early development
- To contribute to the take up of prevention and early intervention programmes by promoting services and providing information, for example, relationship support, Camden Kids Talk, the childhood immunisation programme, 2 and 3-4 year free entitlement, healthy start vitamins, healthy eating sessions and Good Work Camden

London Borough of Camden, Early Intervention & Prevention, Integrated Early Years' Service (IEYS)

- To establish positive relationships with fathers and male carers, making contact with and sustaining engagement of dads and male carers and their children, via home visits, telephone calls, email and other relevant channels to support access to services and or engagement in group-based activities
- To identify children and families with additional needs, signposting and referring to services thereby providing effective early intervention
- To deliver universal and targeted group-based sessions, events and courses for children under the age of 5 years and their families, especially those most at risk of poor outcomes
- To ensure the group-based activities are a balance of adult-led and child-initiated, age-appropriate and meet children's developmental needs taking into consideration their ethnicity, culture language, gender and religion, in line with the Early Years Foundation Stage framework
- To support fathers to engage in co-production to design the format of group-based sessions
- To plan and undertake trips, attend events in community and public venues to support the promotion of 1001 days services and resources and the sustained engagement of a group of fathers and male carers (this may include whole family events/ sessions)
- To plan group activity ensuring safety of visits, events, play areas and equipment with due regard to the health and safety of the children and for work colleagues by undertaking risk assessments as necessary
- To understand and implement safeguarding and child protection procedures and to report matters of concern through line management. To attend safeguarding and team around the family meetings as needed
- To refer and work with children in need of safeguarding and protection and their families according to policy and procedures, ensuring that information is shared appropriately, working together to improve outcomes for the most vulnerable children
- To provide a high standard of record keeping in accordance with the relevant procedures and processes for example, session planning, maintaining registers of attendance, accidents and incidents, signposting and referring
- To contribute to service development and improvement, for example by collecting fathers' and male carers and their wider families parent evaluation, actively taking part in new initiatives or projects
- To provide fathers' and male carers with support and guidance on parenting skills such as behaviour management, toileting, sleep and feeding routines
- To answer father specific queries from mums, dads and carers, service providers and partner agencies

About you

- Minimum Level 3 in Childcare and Education or similar relevant qualification
- GCSE English and Maths (A-C)
- Knowledge of the Early Years Foundation Stage Framework
- Knowledge and experience of working with fathers and male carers, and a commitment to father inclusive practice
- Knowledge and understanding of Safeguarding Children procedures and how to implement them
- Knowledge of early childhood development (under 5s)
- Ability to plan group-based sessions within the children' centre and community and public venues

- Ability to recognise the importance of actively welcoming families to the children's centre and to encourage their sustained engagement in services
- Ability to work with and engage parents in their children's play & learning and to role model high quality interactions
- Ability to work alone with group of children and parents to deliver services
- Ability to undertake record keeping to a high standard
- Ability to identify children with developmental delay or additional needs and to refer to appropriate services
- Ability to undertake risk assessment of group based activities in the children's centres and community and public venues
- Ability to support parents taking up volunteering opportunities within the group based provision
- Ability to use IT including Word, Excel, Outlook, Synergy Connect and Framework I
- The ability to provide inclusive services, understand the barriers some parents experience in accessing services and to be sensitive and responsive to need

Work Environment:

Children's centre services are offered to all local families with children under the age of 5 years (including pre-birth), with a focus on engaging those families and children at most risk of poor outcomes.

The postholder will be based in a children's centre and will also be required to work from other children's centres, community and public venues across the borough.

To work on Saturdays to deliver the fathers' and male carers group-based activities.

During periods of change, the Fathers Inclusion Worker will be required to be flexible in their role, undertaking new approaches, informed by performance management data such as take-up rates, evidence of outcomes, parent feedback, evidenced based practice and new policy.

The postholder is expected to work in accordance with the standards, principles and best practice for the delivery of stay and play services set out in the Integrated Early Years' Service delivering Children's Centre Stay and Play Drop-in Services guide.

At all times the postholder will carry out responsibilities with due regard to Camden Council's Equal Opportunities and Health and Safety Policies as an integral part of the post.

At all times s/he will carry out responsibilities in line with Camden's ways of working.

People Management Responsibilities:

N/A

Relationships:

The Fathers' Inclusion Worker will have regular contact with mums, dads and male carers with children under 5 attending group-based services, engaging fathers' and male carers in their children's learning and development through play.

The postholder will contribute to discussions to implement good practice and attend regular supervision with the Father Inclusion Lead, within the context of continuous professional development and reflective practice.

To ensure families receive the support they require, the postholder will work closely with, or refer to other services and professionals such as:

- Father Inclusion Lead
- Locality Leaders
- Family Support Staff and Managers
- Health colleagues e.g. Midwives, Health Visitors, Speech and Language Therapists, CAMH practitioners
- Voluntary and Community Sector partners, schools
- Heads of Nursery.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd 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 isn't.

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 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.

Note:

This document is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.