

Job Description

JOB TITLE:	Early Identification & Intervention Worker
GRADE:	H
POST NUMBER:	
DIRECTORATE:	Children's Services
SERVICE:	Early Help and Children & Families Service
RESPONSIBLE TO:	Early Identification and Intervention Manager
RESPONSIBLE FOR:	No direct reports accrue to this role
	DBS Check Required Enhanced Check with Children & Adult's Barred List This post is not politically restricted
JOB SUMMARY:	To work directly, in a systemic and systematic way, with children and families to provide a mixture of individual and group interventions with parents, carers, and children. This will include both universal and intensive targeted support work with the aim of identifying and assessing family need, and provide the sustained engagement required to demonstrably improve outcomes for children and parents. To develop targeted (level 1) and proportional intervention plans with families with children from birth to 5 years, to improve their learning and development outcomes (social, emotional, health and educational outcomes), prioritising children and families with additional needs. Utilise validated metrics and datasets, as agreed with the Early Identification & Intervention Manager, to ensure that the practice across the locality is well grounded using common assessment tools to track development and outcomes.
ROLE REQUIREMENTS:	

1.	To actively contribute to the delivery of early identification and early help services for 0-19 (25 with SEND) as part of a borough wide early intervention team providing an enhanced offer for children 0-5; Working primarily in localities offer expertise and deliver services across the borough as required.
2.	To lead on the planning and delivery of universal and targeted intervention, such as Little Talkers and Invitation to Play, to increase parental awareness and support children's learning and development and wellbeing. Intervention can be delivered through various communication channels using a preventative approach to improving outcomes. Work with the Early Identification & Intervention Manager to ensure that these sessions are properly scheduled, resourced and quality assured (using internal and external frameworks).
3.	As needed, plan and deliver universal activities for children 5-11 including but not limited to school holidays, to facilitate the inclusion of the whole family to enable early identification and intervention for parents and children aged birth to 5.
4.	To ensure that support and services offered are accessible and inclusive to children with special education needs or disabilities. Work with Health and other specialist services to ensure that Primary service Provider services are available where needed
5.	To be aware of local community needs and contribute to the locality planning process by providing intelligence to the Early Identification & Intervention Manager.
6.	Support the delivery of adult education by supporting the delivery of crèche sessions as required.
7.	Maintain a sound awareness of and be confident to take the necessary actions needed when faced with, issues of domestic violence, child protection and child safety.
8.	To actively contribute to the smooth running of the locality by providing administrative and logistical support as needed and directed by the Family Hubs centre manager. This includes but is not limited to being part of rotas building operations, providing reception duties and deal with enquiries within the centre as required.
9.	At all times, to promote and safeguard the welfare of children who live or access services in Tower Hamlets Council and to act at all times in accordance with the Council's and Service's policies and procedures

10.	Identify safeguarding concerns. Take action where appropriate and escalate via the designated safeguarding lead when necessary.
CORPORATE RESPONSIBILITIES	
11.	To work with key children 0-5 and their families offering targeted intervention across all levels of need.
12.	Actively contribute to the council's priorities and outcomes in a way that promotes a 'one organisation' approach.
13.	Develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented.
14.	Promote equality among all staff and ensure that services are delivered in a non-discriminatory way, that is inclusive of all disadvantaged groups.
15.	Support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring and review in delivering the functions of the role.
16.	Promote sustainability, including encouraging a culture of innovation and accountability amongst all council staff.
PEOPLE	
17.	To build effective partnerships with parents, key partners in the private voluntary and independent early years providers as well as internal and external agencies in the early years sector including schools to ensure smooth transition into settings and that children and their families are identified for appropriate support at the earliest possible stage.
18.	Support parents and carers to provide an environment which promotes development and positive outcomes for children, this may require home visits for targeted support; adhering to any safety protocols agreed to be necessary by the service.
19.	Participate in a multi-agency service delivery model. Work with Health and Early Years colleagues (amongst others) to ensure that a wide array of services is offered through Family Hubs.

SERVICE	
20.	To perform administrative duties including but not limited to keeping timely, clear and accurate up to date records on the service's management information systems in all forms for work undertaken in accordance with the Council's procedure on data protection, including information (verbally or in writing) and reporting on work undertaken. Ensure that the highest standards of confidentiality are maintained and ensure that records of casework are kept.
PERFORMANCE	
21.	Conduct observations of children (0-5) through universal and targeted sessions to address any learning and developments needs in partnership with parents and/or carers. Ensure timely identification, signposting and referrals are made to specialist services to prevent a delay in intervention.
22.	Monitor the attainment of children with the aim of all children having reached a good level of development in their Early Years Outcomes assessment by the age of 5 years.
23.	Make use of effective tools and frameworks for assessment in helping parents and/or carers to recognise children's (0-5) progress, understand their needs, and to plan activities and support such as Environmental Rating Scales or the ETHCAT tool. Plan evidence-based interventions and communicate the impact of these interventions to parents.

OTHER CONDITIONS:

Ensure that all duties and responsibilities are discharged in accordance with the council's policies and procedures, Code of Conduct and relevant regulations and legislation.

To comply with the council's equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

Planned service delivery of family hubs will extend to past normal hours: evenings and weekends. You may be asked to deliver services with proper planning (total 35 hours across the week and on weekends)

TOWER HAMLETS PERSON SPECIFICATION

ROLE (GRADE)

		Essential (E) or Desirable (D) (if applicable)	Assessed at Application (A), Test (T), Interview (I)
Knowledge (including knowledge-based qualifications)	A sound working knowledge of the Early Years Foundation Stage Guidance	E	A, T, I
	Understanding of the child protection policies and procedures and the importance of safeguarding children, young people and vulnerable adults	E	A, T, I
	Knowledge and understanding of relevant Ofsted requirements	E	A, T, I
	Knowledge of evidence-based models of working with vulnerable families and being aware of any issues a practitioner may face while working with vulnerable families	E	A, T, I
	Some knowledge and understanding of, and some ability in assessment, planning, implementation of service provision and review for vulnerable families with complex needs. Ability to produce evidence-based quality assessments leading to targeted intervention plans	E	A, T, I
Qualifications & Experience	Level 3 qualification in education, social care, childcare or health services	E	A
	First Aid qualification or willingness to undertake training	E	A
	Ability to use IT packages including Word & Excel, including creating spreadsheets	E	A, T
	Direct Experience of working with families and children pre-birth to 5	E	A, T, I
	Experience of working with families with complex needs who typically find it difficult to engage with services	E	A, T, I
Living the TOWER Values sets out the essential behaviours required of all staff. They are aligned to the organisation's five TOWER Values			
We work TOGETHER across boundaries and with partners to achieve the best	Building relationships: Takes steps to get to know people within in the team and to build positive relationships with them. Seeks opportunities to build positive relationships with people from other teams and partners.	E	A, T, I

outcomes for Tower Hamlets			
We are OPEN and transparent	Communicating clearly: Shares relevant information, in a way, that is easy to understand. Checks that they are understood by others and explains jargon where needed.	E	A, T, I
We are WILLING to challenge, innovate and be accountable	Being accountable: Takes accountability for delivering own work and contributing to that of team. Takes accountability for delivering own work, setting challenging goals for self.	E	A, T, I
We empower each other to be EXCELLENT and go the extra mile	Having purpose and personal motivation: Understands how objectives contribute to the overall purpose of the council and is positive about the future. Understands the organisations direction of travel and actively supports that in their work and interactions.	E	A, T, I
We RESPECT all communities, they are the heart of everything we do	Respecting diversity and being inclusive: Is polite, helpful and inclusive towards people from our diverse community. Open-minded and appreciates alternative cultural perspectives, taking it into account when delivering service.	E	A, T, I
We work TOGETHER across boundaries and with partners to achieve the best outcomes for Tower Hamlets	Building relationships: Takes steps to get to know people within in the team and to build positive relationships with them. Seeks opportunities to build positive relationships with people from other teams and partners.	E	A, T, I
Additional Requirements	Willingness to work in the evenings and weekends subject to planning. Total 35 hours per week	E	A, T, I
	To comply with the requirement to carry out an Enhanced DBS check on this role.	E	A, T, I
	To be willing, and able, to travel around the borough to meet the demands of the role; to work from different sites.	E	A, T, I