



## **JOB DESCRIPTION**

**JOB TITLE:** Early Intervention Support Worker (2 posts)

**EMPLOYER:** Colin Neighbourhood Partnership

**RESPONSIBLE TO:** CNP Early Intervention Manager

**HOURS:** 30 hours per week

**CONTRACT:** Permanent, subject to continued funding

**SALARY:** £21,498 plus 6% employer's pension contribution

**LOCATION:** Colin

### **Job Purpose**

The two Early Intervention Support Workers will work alongside the programme's Health Visitor as part of the Colin Early Parenting Programme team, providing behavioural and developmental support, advice and strategies to families about their young children, as well as supporting parents themselves. Work will be carried out on both an individual home-visiting basis and through indoor and outdoor group work/programmes.

Work will be undertaken both ante- and post-natally and will contribute to the following outcomes:

- Parents' positive health behaviours
- Enhanced parent-child relationships
- Positive child development
- Strategies to support parents dealing with child behaviour challenges
- Parental long term future goals and aspirations
- Families linked to appropriate supports

The workers will be based in CNP's Cloona House offices and will be supported and line managed by the CNP Early Intervention Manager. A significant element of their working relationships will also be with the Colin Early Parenting Programme's dedicated Health Visitor who is based in the Stewartstown Road Health Centre, and with other Trust staff.



Colin Early Parenting Programme is a partnership between Colin Neighbourhood Partnership (CNP) and the South Eastern Health & Social Care Trust, which has been in existence since 2012. Funding for these two posts is provided to Colin Neighbourhood Partnership by the Trust. Colin Early Parenting Programme is also supported by Public Health Agency funding.

#### **SPECIFIC JOB TASKS:**

1. Support and educate parents regarding their pregnancy and positive early child development.
2. Work within the family home to support strong child/parent relationships.
3. Support and educate families with regards to routines, home safety and healthy choices.
4. Engage in and lead on child development activities with families individually and in group settings, indoors and outdoors.
5. Deliver evidence-based and evidence-informed parenting support programmes one-to-one or to groups.
6. Act as a support and advocate for families with other agencies where needed, including providing referrals to provide positive family outcomes.
7. Work collaboratively within the Colin community, building links with community and statutory support services and with schools.
8. Adhere at all times to high professional standards including confidential recording of work with families, and adherence to Trust protocols as well as CNP policies.

This job profile is not definitive and may be adjusted from time to time in line with the needs of the service.



## PERSONAL SPECIFICATION

### Early Intervention Support Worker

Criteria	Essential	Desirable	Method of measurement Application Form (AF) or interview (I)	
Experience	<ul style="list-style-type: none"> <li>• A minimum of two years' experience of direct work with vulnerable families</li> <li>• Experience of working with parents to support positive child behaviours</li> <li>• Experience of planning, organising and implementing programmes to parents in a group setting</li> <li>• Experience of applying safeguarding and child protection policies and procedures</li> <li>• Experience of multidisciplinary and/or multi-agency working</li> <li>• Experience of delivering one or more manualised programmes (such as, but not limited to, Incredible Years, Mellow Bumps, or Partnership with Parents)</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p>



<p>Qualifications Education Knowledge</p>	<ul style="list-style-type: none"> <li>• A minimum of NVQ Level 3 Health &amp; Social Care / Child Care qualification or equivalent</li> <li>• Insight into the needs of families under stress and knowledge of the factors that impact on parenting</li> <li>• Knowledge of child development</li> <li>• Knowledge of social issues affecting areas such as Colin</li> </ul>	<p>✓ ✓ ✓ ✓</p>		<p>AF  I  I I</p>
<p>Skills &amp; Aptitudes</p>	<ul style="list-style-type: none"> <li>• Demonstrate ability to communicate effectively both verbally and in writing to parents and professionals, and to prepare reports</li> <li>• Demonstrate ability to use Microsoft Office packages</li> <li>• Demonstrate an understanding of and commitment to the confidentiality requirements of this work</li> <li>• Demonstrate an understanding of equal opportunities and commitment to inclusion and anti-discriminatory practice, and the ability to implement these within a family and child environment</li> </ul>	<p>✓  ✓  ✓  ✓</p>		<p>AF &amp; I  AF  AF &amp; I  I</p>
<p>Circumstances /Health</p>	<ul style="list-style-type: none"> <li>• A full current driving licence and access to a car to meet the travel requirements of the job *</li> </ul>	<p>✓</p>		<p>AF</p>

\*Consideration will be given to alternative travelling proposals in respect of applicants with a disability who cannot hold a licence.

N.B. Because of the sensitive nature of this work a background check of the successful applicant will be carried out through Access NI before an appointment is confirmed.