Good Enough Start

EVERY STEP, EVERY CONNECTION, EVERY FAMILY.

**Closing date for applications:** Monday 24th February 2025

**Interview date:** Wednesday 26th February 2025

**Job title:** Parent-Infant Relationship Practitioner

**Contract Period:** Fixed term from March 1st 2025 to March 31st 2026, with the potential for extension subject to funding.

**Salary:** £25,204.40 FTE pro rata to be reviewed at the end of the 6-month probationary period

**Hours:** Maximum of 20 hours per week, to be worked Wednesday - Friday. These hours are flexible and negotiable to accommodate family commitments.

**Responsible to**: Good Enough Start Strategic Lead and Howgill Family Centre Chair of Trustees

**Location/s:** Millom Children’s Centre, Lapstone Road, Millom, Cumbria LA18 4LP and Lighthouse Centre, Atkinson St, Haverigg, Millom LA18 4HA.

**Legal employer:** Howgill Family Centre, Birks Road, Cleator Moor CA255HT

**Job Summary**

As part of our team, you’ll play a key role in our mission- ‘*empowering families to build strong, loving connections from pregnancy through to 2nd birthday, providing every parent with the confidence and tools to nurture a special bond with their baby, laying a strong emotional foundation for a successful future.’*

Our practitioners share a genuine passion for supporting the emotional wellbeing of parents and infants in Millom. We’re committed to a strength-based approach, focusing on what families do well and building on those strengths to create stronger connections. You’ll have the opportunity to play a vital role in supporting families in Millom, and contributing to the long-term well-being of the community.

As a practitioner, you’ll be a positive role model, helping parents nurture strong, healthy bonds with their babies. You’ll share parent-infant relationship-focused information in an empowering way, giving parents the tools and confidence to continue activities at home and strengthen their relationships.

Are you organized and creative? You’ll help ensure the smooth delivery of our services, from planning engaging activities that focus on building parent-infant relationships to running our universal group sessions. Whether leading a session solo or working alongside other practitioners, you’ll contribute to a welcoming, supportive environment for families. With your strength-based mindset, you’ll celebrate what families already do well and help them take those strengths even further.

We encourage fresh ideas! We’d love to hear your ideas and see how you can help us improve and expand our service. You’ll also play a role in gathering feedback and evaluations, helping us measure the impact we’re making in the community—because seeing the difference we make matters to us.

Our team might be small, but we’re mighty! Collaboration is at the heart of what we do. You’ll work closely with a friendly, supportive group of practitioners and alongside other family service professionals, all with a shared commitment to building on families’ strengths.

We’ll give you everything you need to grow personally and professionally, including essential parent-infant relationship training, clinical supervision, and regular team development activities—all during your working hours. You’ll also be supported by a strategic leadership team that genuinely cares about your well-being. At Good Enough Start we understand the importance of flexibility and family life. Our roles are designed to accommodate your needs while allowing you to make a meaningful impact in your role.

**The perfect candidate would be:**

* **Empathetic and Understanding**
* **Passionate About Supporting Families**
* **A Strong Communicator**
* **Creative and Flexible**
* **Organised and Reliable**
* **Strength-Based in Your Approach**
* **A team player**
* **Committed to Learning**
* **Patient and Resilient**
* **Dedicated to Advocacy**

**It is essential that you have:**

* A level 2 qualification (or above) in an area such as Health, Mental Health, Education, Social Care, or Childcare **OR** demonstrable experience with transferable skills.
* Knowledge of Microsoft 365 and/or Google Workspace and its applications
* The means to travel independently in the Millom Area.

**We would love for you to have the following (but it’s ok if you don’t as training will be provided) -**

* Experience in creative arts or group activities with young children
* further learning, qualifications, or transferable experiences that enhance your ability to support families effectively.
* Experience in data analysis.
* Knowledge of Parent-Infant Relationships
* Safeguarding knowledge
* Knowledge about Trauma-Informed Approaches:

Whether you’re experienced or eager to learn, we’ll provide the training, support, and flexibility you need to thrive in this role. Apply to join **Good Enough Start** and become part of a passionate, forward-thinking team that values and supports its staff as much as the families we serve.

**About Us**

In 2018, Good Enough Start was born from a unique collaboration between The Partnership of Millom Schools (PoMS)—a coalition of eight schools in Millom and the surrounding areas—North Cumbria Integrated Care NHS Foundation Trust 0-19 Services, and Howgill Family Centre. Together, we shared a vision: to bring local education, healthcare, and family support under one umbrella to provide supportive beginnings for families in the Millom community. At its heart was a mission to focus on the critical parent-infant relationship, understanding that the earliest connections lay the foundation for a child’s future well-being.

We’re a universal, community-based service available to all families in Millom, focusing on prevention by supporting secure parent-infant attachment. Our work includes 1:1 home visits, group activities, and tailored support for families who need it. During our universal 1:1 contact sessions, we provide information on infant emotional well-being, listen to parents’ experiences and goals, and identify any challenges that might affect the parent-infant relationship. For families facing multiple challenges, we offer personalised, strengths-based support at home to help reduce long-term risks and strengthen bonds.

As conversations about infant mental health gain national attention, this is an exciting time to join our service and make a meaningful impact. We have ambitious goals and are driving forward exciting transformation work, and we’re looking for a dedicated, and determined individual to join us on this journey.

**Person Specification**

| **Job Title:** Parent-Infant Relationship Practitioner | | **Good Enough Start** | |
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| **Criteria** | **Essential** | | **Desirable** |
| **Qualifications** | * Level 2 or above and a commitment to continued learning to achieve Level 3 in post | | * Level 3 or above in i.e. Health, Mental Health, Education, Social Care or demonstrable experience of transferable workplace skills and commitment to professional development * Experience in creative arts or planning and delivering group activities in or outside workplace. * Evidence of additional professional background, learning and/or qualification, or transferable experience * Ongoing relevant professional development |
| **Skills required** | * Self-management and motivation * Build effective relationships * Collaborate across boundaries | | * Facilitation (e.g. person centred support and/or group based interventions * Working with data (numbers and stories) to generate insights |
| **Values** | * Compassion * Inclusion (valuing difference) * Ambition * Innovation * Empowerment | | * Curious, eager to learn and find solutions to any difficulty |
| **Knowledge** | * A good working knowledge of Microsoft Office products e.g. Word, Excel and PowerPoint and Google Docs | | * Knowledge of parent and infant relationship and attachment theory * Safeguarding * Trauma-informed approaches |
| **Relevant experience** | Demonstrable experience of:   * working independently on your own initiative * Contributing as part of a team/wider teams * Finding solutions * Perseverance to achieve goals despite setbacks | | * + Experience in supporting or caring for others   + Ideally, have a minimum of 2 years experience working with families or early years (education, health or family services sectors), although applicants who fulfil the above values will also be considered.   + Influencing without authority   + Creativity and positivity to deliver varied group activities to promote baby development and bonding.   + Experience of singing, play, and facilitating activities |
| **Other** | * Ability to travel independently within the Millom area. * Ability to manage flexible working to enable continuous service deliver | |  |