**Good Enough Start**

strengthening parent-infant relationships\*

**Closing date for applications:** MondayNoon, 9th December 2024

**Interview date:** Wednesday, 18th December 2024

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

**Position: FT or PT options**, Fixed term, January 2025 to 31st March 2026

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

**Hours:** Negotiable

**Responsible to:** Good Enough Start Strategic Lead and Howgill Family Centre Chair of Trustees **Location:** Millom Children’s Centre, Lapstone Road, Millom, Cumbria LA18 4LP

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

Email your CV and completed application form stating why you should be considered for the role to [info@goodenoughstart.org](mailto:info@goodenoughstart.org)

***Job Summary***

*‘During the earliest years of life, from conception, we start to understand the world in which we live. How to manage our emotions, build relationships with the people around us, believe in ourselves, develop resilience against adversity and have trust in others. Providing support to every baby during the first five years can have a life-changing impact on the youngest people in our community.’   
(Centre for Early Childhood: Shaping Us)*

Good Enough Startis seeking an additional Practitioner to join our small team to contribute to delivering a programme of activities in Millom and the surrounding area specifically around the parent-infant relationship.  
  
This exciting role requires someone eager to support their community, particularly infant and parent emotional well-being. You will be provided with training to share the latest thinking around parent-infant relationship development and model positive behaviours that can enhance and strengthen parent-infant attachment.   
  
You will contribute to ensuring the smooth delivery of the service, as well as planning and operating an expanding, interactive, creative, and informative group activity programme that includes brain-based learning and age-appropriate activities. Good Enough Start is developing our offer (i.e. learning experiences, ante-natal parenthood transition, early literacy, bonding activities) so your ideas will be welcomed into the discussion, decision-making, planning and delivery process.

Good Enough Start is committed to understanding the impact we are making. You will be able to contribute to evaluation and data collection to enhance the service in real-time and understand the difference we are making over the longer term. You will share parent-infant relationship-focused information to empower parents so that they can continue activities at home. You will collaborate effectively within the team and with other family service professionals as required.

We have identified a range of essential training and development opportunities for staff which you will be expected to commit to (during work hours). We offer established access to robust specialist clinical supervision and training and are currently engaged in developing regular interface meetings and co-facilitated activities.

We are looking for an inclusive, compassionate, solution-focused team player committed to building high-quality relationships with all the people you work with. Someone resourceful, comfortable delivering group activities and able to professionally process sometimes challenging information or situations.

**About us**

Good Enough Start is at the forefront of community-based, parent-infant relationship services in Cumberland. With the national conversation increasingly focussed on infant mental health this is a hugely exciting time to be working in this service.

Good Enough Start is a universal (open to all families in Millom) preventative (supporting secure attachment), parent-infant relationship service. We operate a 1:1 home contact and group activity programme and focussed 1:1 support as required. Universal 1:1 contact meetings provide the opportunity to share infant emotional well-being information; listen to parents’ parenting experiences and aspirations and understand when any aspect of life might place the parent-infant relationship at risk. For caregivers experiencing multiple risks to their parent-infant relationship, we offer 1:1 bespoke, strength-based support in the home to minimise any long-term risk to the parent-infant relationship.

We pride ourselves on being a welcoming, skilful, friendly, and supportive team. In addition to essential training, and development opportunities, we are committed to providing a Good Enough Start environment where our staff can thrive.

Why work for us? We have challenges as a new, groundbreaking third-sector service, but we have ambitious aspirations and are pushing ahead with exciting transformation work and we need a self-assured, dedicated and determined individual to support us on our journey. We have a supportive strategic team (Howgill Family Centre CEO and Chair of Trustees and Good Enough Start Chair) who will ensure you are truly cared for and cared about.

Read more about Good Enough Start and the Parent-Infant Relationship here:

[www.goodenoughtstart.org](http://www.goodenoughtstart.org) Instagram @goodenoughstart

<https://shapingus.centreforearlychildhood.org/>

<https://www.nhs.uk/start-for-life/baby/>

[www.parentinfantfoundation.org.uk](http://www.parentinfantfoundation.org.uk)

**Main duties of the job**

**Self-management**

* Ongoing active self-management (engaging in reflection and supervision)
* Ongoing active self-motivation (management of work schedule and priorities)
* Ongoing completion of training in attachment-based interventions, ‘GroBrain®’, strength-based coaching, trauma-informed practice and safeguarding as appropriate
* Role model the ethos, values and behaviours of the service

**Collaboration**

* Build effective professional relationships with everyone you meet
* Collaborate effectively within the team and with other family service professionals as required

**Service delivery**

* Champion the Good Enough Start service widely
* Be the ‘voice’ for the baby
* Share knowledge of recent research surrounding the parent-infant relationship strength-based support and secure attachment benefits
* Plan and deliver the universal group activity programme to include attachment, brain-based learning and age-appropriate activities
* Model and coach positive behaviours in response to meeting an infant’s needs
* Engage fully in regular team supervision and specialist clinical supervision
* Employ trauma-informed, strength-based coaching interventions and safeguarding practices

**Impact**

* Contribute to ideas for data collection within service delivery\*\*
* Use insights to contribute to decision-making and ongoing service design and delivery
* Contribute to data analysis to understand the difference the service is making
* Share insights widely

*\*The term ‘parent’ refers to all main caregivers.  
\*All data requests to be held in line with GDPR requirements*

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| **Job Title:** Parent-Infant Relationship Practitioner | | **Good Enough Start** | |
| **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 | | * 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 | | * 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 | |  |

**Person Specification** *Good Enough Start is funded by Copeland Community Fund, S Copeland GDF, Francis C Scott Trust and Cumbria Community Foundation until 2026.*