

## Early Years Inclusion Practitioner

### Grade 7

#### **Our Vision**

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

#### **Our Outcomes**

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

#### **Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

#### **About the Service**

The Early Years team are focused on delivering a consistent, high-quality service which responds to the unique needs of early years children and their families, ensuring a focus on the crucial first 1001 days to achieve the best start in life for all. We work with Family Hubs and other partners to ensure that all children have the maximum opportunity to access their funded entitlements in high quality, inclusive settings.

We aim to:

- build respectful and professional relationships, enabling us to effectively lead, empower and upskill the early years sector.

- inspire, motivate and support practitioners and settings through challenge and change, to ensure continued quality improvement and sustainability across the sector.
- collaborate with a wide range of partners to ensure a cohesive and responsive approach to improving outcomes for our youngest children.

The Early Years Team performs key statutory duties and adheres to relevant legislation and guidance to ensure sufficiency of childcare places, promote the health, well-being, progress, and attainment of children in inclusive settings.

### **About the role**

As an Early Years Inclusion Practitioner, you will work closely with the Early Years Inclusion Specialist, supporting and enhancing the quality and inclusivity of early education and childcare settings, improving outcomes for children. Working within a defined geographic region, you will provide expert support and training to early years practitioners to build skills and foster inclusive practices to meet the needs of children.

You will interact with children in early years settings, advising on and modelling relevant strategies following the 'assess, plan, do, review' cycle of intervention as outlined in the SEND Code of Practice.

This post is designated as a Casual car user.

### **Reporting Relationships**

**Responsible to:** Early Years Senior Consultant (Inclusion)

### **Key Accountabilities:**

1. Act as a key contact for Early Years settings regarding the delivery of inclusive services, supporting settings with information, advice, skills and modelling to improve outcomes for children.
2. In collaboration with settings, families and Early Years Inclusion Specialist, provide support to children with identified need through individualised and small group activities; conduct observations to understand each child's strengths, development needs and implement personalised solutions.
3. Work with the Early Years Inclusion Specialist to identify improvements, implement action plans and promote the awareness of effective, evidence-based tools and strategies to improve outcomes for children and support monitoring and evaluation adjusting as needed based on feedback and outcomes.

4. Share knowledge and expertise with Early Years practitioners, modelling effective strategies, coaching and delivering training sessions in settings to support high quality interactions and inclusive practices that improve learning outcomes for all children.
5. Communicate effectively with staff in settings to empower them to support and inform families about the needs and progress of individual children and participate in early intervention activities, reporting on the needs and progress of children as required.
6. Support partnership working and act in an advisory capacity with key professionals including staff in settings, Family Hubs and their partners to raise aspiration and expectations for our youngest children through the right balance of support and challenge.
7. Support the development and delivery of networks, training, advice and guidance that promotes educational aspiration and attainment for children during their early years.
8. Undertake continuing professional development including current research and best practice in early years as SEND provision and disseminate this knowledge to practitioners as appropriate.
9. Maintain accurate records of interventions and observations and contribute to reports for the early years forum and other stakeholder groups relating to the progress of children and inclusivity of settings as appropriate.
10. Support smooth transitions for children with SEND both within Early Years settings and in the move to school.
11. Contribute to the preparation of bids, reports and communications under the direction of the Early Years Service Lead (Inclusion).
12. Contribute to effective governance across the Early Years team including the Risk Register, data protection, governance groups and information assets in line with all relevant legislation and internal guidance.
13. Deliver in line with Early Years KPIs, outcomes, frameworks and initiatives, identifying areas of effective practice.

## **Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

### **Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

### **People Management**

Engaging with People Management policies and processes

### **Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

### **Climate Change**

Delivering energy conservation practices in line with the Council's climate change strategy.

### **Health and Safety**

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.







### **Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**

A = Assessed at Application  
 I = Assessed at Interview  
 T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p><b>Qualifications/Professional membership</b></p> <p>5 GCSE Subjects or equivalent including Mathematics and English</p> <p>Commitment to professional development e.g. NVQ qualification in child development or a portage qualification</p>	<p>A</p> <p>A/I</p>
  	<p><b>Knowledge and Experience</b></p> <p>Substantial experience of working with young children in an Early Years setting.</p> <p>Significant understanding of the barriers that vulnerable children and young people experience in the early years</p> <p>Ability to work restoratively with individuals and groups</p> <p>Ability to understand and promote evidence-based practice to influence others</p> <p>An understanding of frameworks and tools used in early years and how they are used to support progress and improve outcomes</p>	<p>A/I</p> <p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p>
    	<p><b>Skills</b></p> <p>Effective interpersonal and communication skills including the ability to write clear concise reports</p> <p>Ability to build and establish effective relationships with children and adults</p> <p>Ability to work on own initiative and as part of a team</p>	<p>A/I</p> <p>I</p> <p>A/I</p>

	Ability to manage time effectively and work within agreed timescales	I
	Competent in the use of O365	A/I
	Commitment to improving outcomes for children and young people	A/I
	Commitment to own personal development	I
	Excellent attention to detail and accuracy	I



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Liberata Employee Services Team on 01905 947446**