

Role Title: Best Start Inclusion Practitioner (BSIP)

Salary: SO1

Location: Family Hubs

Report to: Family Hub Managers

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

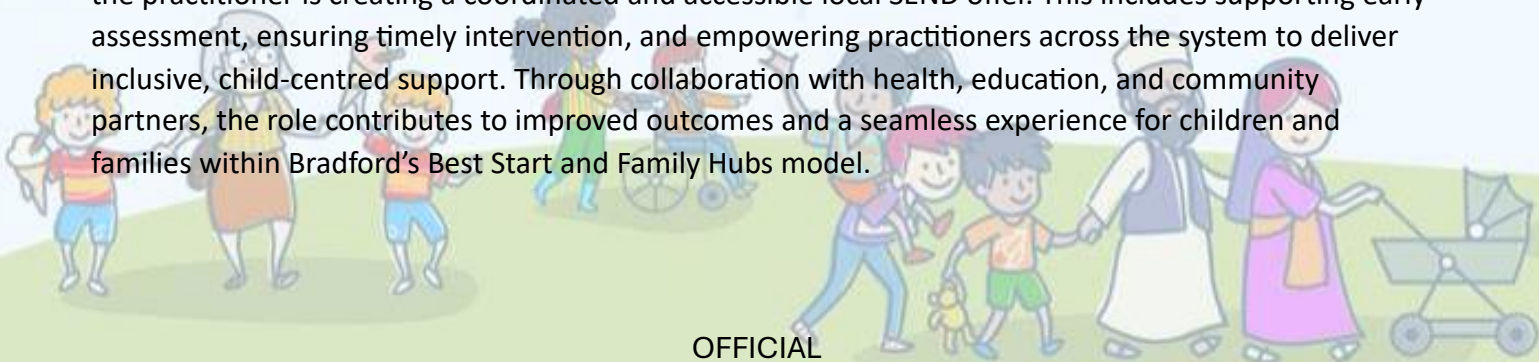
Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

The Best Start Inclusion Practitioner plays a vital role in ensuring strong and consistent early identification of developmental needs and high-quality early SEND support across Bradford's Family Hubs. The role is focused on promoting inclusive practice from birth to school entry, working directly with families and strengthening the skills and confidence of the wider early years' workforce.

By providing specialist guidance, modelling best practice, and fostering effective partnership working, the practitioner is creating a coordinated and accessible local SEND offer. This includes supporting early assessment, ensuring timely intervention, and empowering practitioners across the system to deliver inclusive, child-centred support. Through collaboration with health, education, and community partners, the role contributes to improved outcomes and a seamless experience for children and families within Bradford's Best Start and Family Hubs model.



Main Duties and Responsibilities

Providing Direct, Flexible Early SEND Support

- Undertake observations and discussions with families, practitioners and specialists (e.g. SALTs, HVs, EPs, OTs, DSCOs, Area SENCOs).
- Use professional judgement, considering home and developmental context, to distinguish children needing supportive interactions from those with medium- or long-term needs.
- Use evidence-based screening and observation tools such as ELIM, the EYFS progress check at age 2, and insights from the 2–2½ year health review.
- Provide practical advice and model inclusive practice through short-term interventions and activities such as sensory stay-and-play.
- Support families to navigate local services, working alongside Family Navigators and signposting to trusted VCF organisations, peer networks and specialist services.
- Promote inclusive practice across parenting, perinatal mental health, parent–infant relationships, HLE, infant feeding and parent carer participation services.
- Collaborate with health, SEND and early years partners to strengthen joined-up approaches and inclusive practice, including during the SEND reform delivery period.

Building Workforce Capability Across the Family Hub Network

- Enable BSIPs to deliver expectations described in Section B through modelling and shared learning.
- Strengthen skills across the Family Hub workforce in inclusive practice, early identification and child development.
- Support strategic oversight of the BSIP workforce and contribute to service-level partnership development.
- Use National Inclusion Standards and the digital library of identification tools and resources once available.

Developing and Publishing a Clear Local SEND Offer (0–5)

- Contribute to the development of a clear BSFH SEND offer aligned with local priorities and included within the wider local SEND offer.
- Ensure the offer focuses on ages 0–5, early identification and support without waiting for diagnosis, and targeted help for children not accessing EY provision or facing challenges transitioning into Reception.
- Co-produce the SEND offer with parents, carers, VCF partners and system stakeholders.
- Deliver evidence-based or evidence-informed interventions for children and parents, including at least one intervention aligned with Foundations for Children and Families guidance.
- Incorporate locally designed or VCF-led approaches (e.g. Portage) that meet identified needs and support innovation.



Strengthening SEND Partnership Working

- Align BSFH roles with wider early years/SEND services and established early identification, neurodiversity and speech & language pathways.
- Support future alignment with the Experts at Hand offer as part of SEND reforms.
- Promote early identification and early intervention through collaborative practice, colocation, drop-ins, joint interventions and virtual delivery.
- Share relevant developmental insights with children's social care where appropriate and contribute to multi-agency transition planning for school readiness.

Contributing to Wider System-Level and Strategic Collaboration

- Promote access to early education entitlements for children with SEND or emerging needs.
- Encourage inclusive practice across early years settings and throughout the reception year, drawing on local specialist settings and Stronger Practice Hubs.
- Promote the BSFH SEND offer across the early years system.
- Support effective transitions from early years to school, including appropriate information-sharing to support continuity for families.

About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

Hold at least a Level 4 qualification in early years, education, health, SEND, child development, or related field, with strong understanding of local SEND systems and multi-agency practice.

Experience

Essential Experience

- Experience of working directly with young children (0–5) and families, ideally in early years, health, education or SEND.
- Experience of identifying emerging developmental or additional needs through observation and/or use of screening tools.
- Practical experience of supporting inclusive practice and promoting positive outcomes for children with SEND, emerging or additional needs.
- Demonstrated experience of multi-agency working, including collaboration with health professionals, early years practitioners, SEND services or community organisations.
- Experience delivering short interventions, modelling strategies, or providing developmental guidance to parents or practitioners.
- Experience supporting families to navigate local systems or services, including early years, health or SEND pathways.
- Experience working in diverse communities and adapting practice to meet a wide range of cultural, developmental and family needs.



Desirable Experience

- Experience in Family Hubs, Children's Centres, Early Help, Portage, or other early years/SEND support models.
- Experience using evidence-based tools such as ELIM, EYFS progress checks, developmental observations or health review insights.
- Experience contributing to or delivering group-based early years activities (e.g. sensory play, parent-child sessions).
- Experience supporting transitions into early years settings or schools.
- Experience contributing to inclusive system development, service improvement, or co-production with families.

Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

