



# Reach Hub Head of Early Years JOB PACK

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## **Reach Hub & Save the Children's joint Early Years work in Feltham: An Overview**

Reach Hub (based in Reach Academy Feltham) and Save the Children share an ambitious mission to narrow the gap in early learning between children growing up in poverty and their peers. This vital challenge cannot be achieved by a single approach alone; it requires a multi-faceted approach, in partnership with a range of organisations and local people, across different areas of work that combines the right programmatic support for children and families with improvements to the early years system to enable this goal to be achieved.

Our work together on the Feltham Early Years Demonstration Site, based at Reach Hub, will bring together a combination of programme delivery and early years systems change work to identify, demonstrate and evidence the change needed to improve early years support for children and their parents. Working in partnership with local stakeholders, the project will develop a place-based, scalable, sustainable and impact-led model which puts in place the range changes needed to narrow the gap in children's early learning.

The project will:

1. Support the delivery of the range of programmes and interventions needed to support the early learning of children growing up in poverty and narrow the gap with their peers
2. Work to extend the reach and impact of this suite of programmes to partners across the local area through local partnerships
3. Engage local partners and wider stakeholders in what we learn about effective practice, implementation and change, supporting professional development and improvement across partners in the area
4. Work with partners across the area to identify the strengths and weaknesses of the local early years system and developing and implementing the local strategic plan, including programmes, systems change, and innovation
5. Be supported by high quality evaluation, enabling us to learn what it takes to achieve change in the early years and share this learning with others across the UK.

The project will be supported by the Dartington Service Design Lab, Oxford University, Plymouth University and a series of expert associates, seeking to bring together international expertise with understanding of effective early years practice from stakeholders across Feltham and nationally. The approach will be based on a framework that combines evidence around child development and learning, implementation of programmes and services, and the wider system within which these elements interact, to inform a unique approach to improving outcomes.

In its first phase, Feltham Early Years Demonstration Site will work to engage families, primary schools, private, voluntary and independent nurseries, and charitable, health and local authority professionals focused on early years activity. Given the breadth of the early learning system, our starting point for this work will include families, local agencies and sector experts. We will look to develop a shared understanding of the strengths and needs of early years support in Feltham, explore opportunities for systems change such as workforce development, new governance approaches and funding flows and put in place a local strategy to ensure that all children are given the support to succeed.

Feltham Early Years Demonstration Site will be part of a first cohort of Demonstration Sites supported by Save the Children UK, working alongside projects in alongside Margate, Newport and Sheffield. This network will provide an opportunity for sharing learning and influencing the national debate on how best to support young children and families growing up below the poverty line.

**We encourage interested parties to contact [recruitment@reachacademy.org.uk](mailto:recruitment@reachacademy.org.uk) to arrange a visit or phone call with Ed Vanker, Hub Director.**

# Head of Early Years: Job Description

Reports to: Hub Director  
Start date: September 2018  
Salary: £50,000-£60,000  
Contract type: Full / Part time (flexible working welcomed)  
Closing date: 14<sup>th</sup> June 2018

We are seeking a committed leader with significant experience of working with children aged 0-5 to lead our work supporting young children and their families in Feltham. The Early Years element of the Reach Hub is a collaboration with Save the Children, who will be supporting the project as one of its Early Years Demonstration Sites. The successful candidate will lead a joint Save the Children and Reach team, working in Feltham to:

- deliver programmes which ensure that children in Feltham are 'school-ready';
- lead and support local Early Years systems change with early years partners across Feltham; and
- foster innovation.

She / he will be responsible for the day to day leadership and delivery of the work, working to a joint Save the Children and Reach project board. Crucially, the Head of Early Years will also ensure that there is effective evaluation of the work of the Hub, working in partnership with Save The Children's Evaluation team and the Hub's own embedded researcher to ensure that we are clear about our outcomes and impact, and about the difference made by each of our activities - individually and cumulatively.

## Specific Responsibilities

### Strategy

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**0-5 work** Set the strategic direction for development of our 0-5 work

**Partnerships** Lead joint working between Save the Children, the Reach Hub and other stakeholders

**Programmes** Design and evaluate innovative programmes for create systems change in Early Years practices

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### Programme Delivery

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**Blueprint** Oversee delivery of the "blueprint" for Early Years systems change, being developed by Dartington Service Design Lab

**Expansion** Roll-out Family Links, NCT's Birth and Beyond, PEEP and other suitable programmes to local PVIS, Primary Schools and EYFS-aligned workforces and maximise engagement of families with 0-5 year olds

**Partnerships** Work with Save the Children and the Reach Hub to form partnerships which improve the home learning environment.

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### Management and leadership

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**Family Support** Coach, manage and develop Family Support Caseworkers

**Relationships** Champion 0-5 work with local PVI's and local schools

- Recruitment** Lead sourcing of additional staff as required for growth
- Networks** Build a collaborative and supportive local Early Years Network which implements the 'toolkit' from Save the Children
- Influence** Welcome visitors, share our work and represent the Reach Hub and Save the Children nationally
- Training** Develop a training programme for partners to strengthen work in Feltham and beyond
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## Person Specification

We are seeking an exceptional leader who is passionate about making a difference to the lives of young children and their families in Feltham. Outlined below are some of the qualities and experiences that we are seeking in candidates for this role.

## Qualities and attributes

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- Qualifications** Degree level qualification is essential, postgraduate qualification in relevant areas desirable
- Experience** Frontline work with staff and families in Early Years education desirable  
Strategic leadership in public or voluntary sector desirable  
Innovation and evaluation in education/social services sector desirable
- Knowledge** EYFS education knowledge and deep understanding of barriers to achievement essential  
Safeguarding and child protection experience essential  
Understanding of national and local systems, services and policies essential
- Passion** For tackling inequality, poverty and disadvantage  
For helping others to grow and develop
- Desire** To learn and grow in an entrepreneurial environment  
To manage and support staff working with families in complex and challenging circumstances
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## Safer Recruitment

### Reach Hub is committed to safeguarding and promoting the welfare of children and young people.

In order to meet this responsibility all candidates will be subjected to a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below. Please do not hesitate to contact us if further detail is required.

#### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

#### **Shortlisting & Interviews**

Shortlisting will occur after 14<sup>th</sup> June, and interviews will take place on 21<sup>st</sup> June. If selected for interview, candidates will be notified by the 18<sup>th</sup> June. Candidates will be subject to an in-depth, in-person interview and assessment. At each stage of the process candidates will be asked to address any discrepancies, anomalies or gaps in their application form or arising from information gained at the previous stage of the recruitment process.

#### **Reference checking**

References from the previous and current employers will be taken up for shortlisted candidates before interview, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies or gaps in the reference provided.

#### **Probation.**

All new staff will be subject to a probation period (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides Reach Hub with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with children and young people.

#### **Equal Opportunities**

Reach Hub is dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all.

***If you require assistance in reading this information or in completing the application form, please contact [recruitment@reachacademy.org.uk](mailto:recruitment@reachacademy.org.uk). Email if you would like to arrange an informal discussion with Ed Vainker, Hub Director.***

# Reach Academy & Reach Hub: Further Information

## Reach Academy

Founded in 2012, **Reach Academy Feltham** is an innovative all-through free school that serves students aged 2 to 18. The ambition of the school is to provide a transformative educational experience for all, through high expectations, excellent teaching and strong, rich relationships between students and staff. The mission of the school is to enable all children, regardless of background, to live lives of choice and opportunity.

After an Outstanding Ofsted inspection in 2014, the results achieved by the first cohort of GCSE students were exceptional – 96% of pupils achieve a 9-4 in English and Maths, and 30% of pupils received five or more A-A\* grades. The students achieved the tenth best results of all state schools in the country by pupil progress (Progress 8 measure).



## Reach Hub

Despite these achievements, we know that the school **alone** cannot provide a transformation in life chances for all the children, young people and families who come through its doors. The school has a range of measures in place to support students and parents, but we know more is needed, due to:

### The Data

Feltham needs a hub for aspiration:  
Only **20% of young people in Feltham West go on to higher education.**

Feltham needs a hub for local provision: It is in the **top 10% most deprived areas in the country for barriers to services.**

### Our Local Consultation

When spoke to students, parents, and over 30 community organisations, they told us Feltham needs more:

**Family support**  
**Antenatal and 0-5 support**  
**Aspirational careers guidance**  
**Mental health support**  
**Adult education & employability**

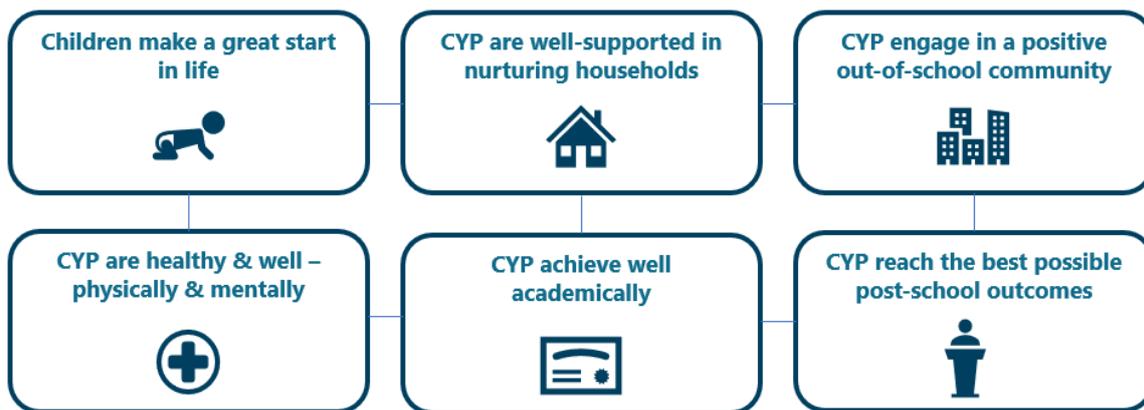
### Our Experience

Over the past five years as a school, we have seen the effects of two significant obstacles to progress in our pupils:

**The achievement gap at the very earliest stages of education**

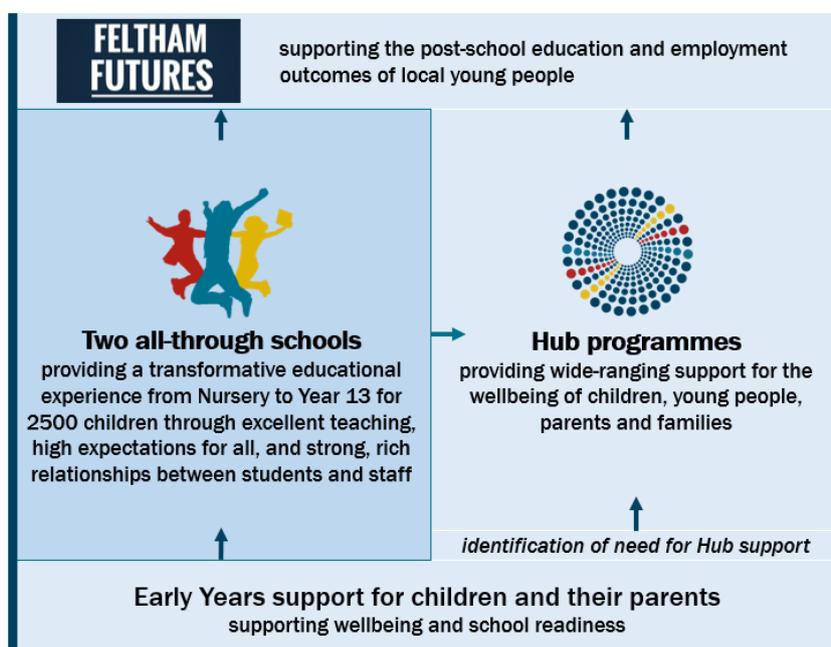
**The barriers to learning faced by the most vulnerable**

This is where **Reach Hub** comes in: the Hub will provide wide-ranging support services to benefit local children, young people, parents and families, based on six key priorities:



### Cradle-to-Career Model

The **second Reach Academy** will open in 2020, neighbouring the first school. Working closely with the schools, Reach Hub’s linked-up programmes will form a **cradle-to-career pipeline** of provision:



This **doubly holistic model** – supporting children both across different aspects of their lives and from cradle to career – has demonstrated impact both in the US and the UK, through initiatives such as **Harlem Children’s Zone (US)**, **Promise Neighbourhoods (US)**, **West London Zone (UK)** and **Pembury Children’s Community (UK)**.

### Reach Hub’s Current Projects

Reach Hub’s work began in 2017 with a range of pilot programmes, including: **adult education**, **NCT’s Birth & Beyond peer support programme for new mums**, **youth empowerment programmes for vulnerable local teenagers**, and **Feltham Futures** – our innovative advice, guidance and support project to enable local students to achieve the best possible post-school outcomes.

## Our Growing Coalition of Funders and Delivery Partners

### Current funders



### Current delivery partners



We are also in conversation with a range of other potential delivery partners, including:



## Save the Children UK: Further Information

# WELCOME

We are delighted that you're interested in this role. Save the Children UK is a unique organisation that offers unparalleled opportunities to make a difference and we are excited about this collaboration with the Reach Hub.

At Save the Children UK, our vision is a world in which every child attains the right to survival, protection, development and participation – a better life now and in the future. In recent years we have made dramatic progress, but there remains much more to do.

In the UK 4 million children are living in poverty, many of which are in families that can't afford nutritious food, heating and basic household essentials. That's 30 per cent of children, and one in three of those are aged under five. This figure is predicted to rise. Child poverty is the biggest child rights issue in the UK. It destroys childhoods and undermines children's life chances.

We have been working in the UK since 1926, securing breakthroughs for children that are now part of the DNA of our society, such as free school meals, playgroups and children being treated as children within the criminal justice system. Our historic achievements came about through us combining our innovative programmes, and our strong advocacy to local and national governments, to create new solutions to old problems.

Our work now focuses on tackling poverty in the early years, breaking its link with children's poorer childhood experiences and future life chances. We use innovative, effective and evidence informed programmes, and highly influential policy and campaigns work, to demonstrate what can be achieved, at scale, through vision, ambition and creativity.

We look forward to you exploring this exciting partnership and look forward to meeting you.

**Tom Rahilly**  
**Director of UK Programmes**

# SAVE THE CHILDREN

Our vision is a world in which every child attains the right to survival, protection, development and participation. Our mission is to inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.

At Save the Children UK, we live by a core set of values which are integral to what we do and how we do it:

## **Accountability**

We take personal responsibility for using our resources efficiently, achieving measurable results, and being accountable to supporters, partners and, most of all, children.

## **Ambition**

We are demanding of ourselves and our colleagues, set high goals and are committed to improving the quality of everything we do for children.

## **Collaboration**

We respect and value each other, thrive on our diversity, and work with partners to leverage our global strength in making a difference for children.

## **Creativity**

We are open to new ideas, embrace change, and take disciplined risks to develop sustainable solutions for and with children.

## **Integrity**

We aspire to live to the highest standards of personal honesty and behaviour; we never compromise our reputation and always act in the best interests of children.

We are restless for change, and we see ambition, collaboration and creativity as fundamental to achieving it. We know we can't create change without innovative solutions that are based on rich insight into childhood and family life, and that bring out the best in families, practitioners and the systems in which they operate. Children are at the heart of everything we do, and accountability and high standards of integrity mean that our commitment to them is unswerving.

If you share these values – and if you can live by them and model them every day – then we want to hear from you.