

Job Description

Job Title:	Best Start Dads, Male Carers and Standards Worker (1 year fixed term position)
Salary Grade:	Grade 5
SCP:	17-22
Job Family:	People Care
Job Profile:	PC3
Directorate:	Early Help- Best Start Family Hub & Family Support
Job Ref No:	
Work Environment:	Agile. 37 hours per week including weekends
Reports to:	Best Start Family Hub Team Assistant Team Manager
Number of Reports:	0

Your normal place of work will be across the Best Start Family Hub sites, but you may be required to work at any Company recognised workplace and within the community.

This position requires an Enhanced Disclosure and Barring Service (DBS) Check.

About Us

Established in 2017, Together for Children Sunderland is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our dedicated workforce strives to make a difference, irrespective of our work vocation or specialism.

We value diversity and actively seek candidates from all backgrounds, including various ages, disabilities, neurodiverse individuals, gender identities, sexual orientations, religions, beliefs, races, and cultural backgrounds. Our inclusive workplace culture fosters collaboration and excellence.

Find out more: [Find out more - Together for Children](#)

Purpose:

The post holder will be responsible for leading and strengthening the engagement of fathers and male carers across Best Start Family hubs and networks, developing innovative and inclusive approaches that promote their participation, influence and involvement in service design, delivery and evaluation.

The post holder will lead on driving the development, quality assurance and continuous improvement of Best Start Family Hub delivery across designated spoke sites. They will support the implementation, achievement and maintenance of Family Hub Charter Mark standards, ensuring services are welcoming, accessible, inclusive and responsive to the needs of children, young people and families

Working collaboratively with partners, communities and Best Start Family Hub staff, the post holder will improve accessibility, strengthen community connections and increase participation from underrepresented groups, particularly fathers and male carers.

The post holder will champion best practice across Family Hubs, support the achievement of quality standards and contribute to improved outcomes for children and families through the delivery of high-quality, inclusive and family-centred services.

Key Responsibilities:**Fathers and Male Carers Engagement**

- Lead the development and implementation of engagement activities that increase participation by fathers and male carers within Best Start Family Hubs.
- Identify barriers to engagement and develop innovative solutions to encourage participation from fathers and male carers.
- Promote the importance of fathers and male carers in children's lives and champion father-inclusive practice across Family Hub services.
- Develop, deliver and support activities, groups, events and campaigns specifically designed to engage fathers and male carers.
- Gather feedback from fathers and male carers to influence service planning, development and improvement.
- Share best practice and learning across Family Hub teams and partner organisations.
- Monitor and evaluate participation levels and outcomes, producing reports and recommendations for future service development.

Best Start Family Hub Standards

- Lead on the implementation, achievement and maintenance of Best Start Family Hub Charter Mark standards across designated hub and spoke sites.

- Support Family Hub teams to meet quality standards and evidence requirements.
- Develop and monitor action plans to support continuous improvement and maintain high standards of service delivery.

Best Start Family Hub Development

- Support the development and enhancement of services across Best Start Family Hub spoke sites.
- Ensure services are welcoming, accessible and inclusive for all families.
- Identify opportunities to improve service delivery and increase community participation.
- Contribute to the design and delivery of initiatives that support the Best Start for Life and Family Hub agenda.
- Share best practice and learning across Family Hub teams and partner organisations.

Partnership Working

- Build and maintain effective relationships with internal and external partners, including health services, schools, voluntary and community organisations.
- Represent Best Start Family Hubs at relevant meetings, events and partnership forums.
- Promote Family Hub services and encourage community involvement.

Participation and Co-Production

- Support families to contribute to the planning, development and evaluation of Family Hub services.
- Facilitate opportunities for fathers, male carers and families to share their views and experiences.
- Ensure the voice of children, young people and families informs service improvement and development.
- Promote inclusive participation from diverse communities and underrepresented groups.

Performance and Reporting

- Maintain accurate records and collect data relating to engagement, participation and quality standards.
- Produce reports and updates on progress against agreed objectives, targets and quality standards.
- Monitor outcomes and use performance information to drive continuous improvement.
- Contribute to local and national reporting requirements relating to Family Hub delivery.

Safeguarding

- Promote and safeguard the welfare of children, young people and vulnerable adults at all times.
- Ensure safeguarding concerns are identified and reported in accordance with policies and procedures.
- Maintain an up-to-date knowledge of safeguarding legislation, guidance and best practice.
- Work within all relevant policies relating to safeguarding, confidentiality and information sharing.

General

- Participate in supervision and training activities.
- Promote equality, diversity and inclusion in all aspects of service delivery.
- Work flexibly across Best Start Family Hub sites and community venues as required to meet the needs of the role, this post's working pattern is Tuesday to Saturday.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post.

Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made.

Statutory requirements:

In line with the Together for Children's Statutory Requirements, all employees should:

Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland's records and information and respect the privacy of personal information held by Together for Children Sunderland.

Comply with the principles and requirements of the Freedom in Information Act 2000;

Comply with the Together for Children Sunderland's information security standards, and requirements for the management and handling of information.

Undertake the duties of the post in accordance with the Company's Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies.

Date: July 2026

Person Specification

Job Title: Best Start Dads, Male Carers and Standards Worker

Role Profile reference:

Essential Requirements	
Qualifications: • Level 3 or higher qualification in a relevant discipline (e.g. CACHE Level 3, BTEC Level 3, Level 3 Diploma/Certificate, T Level, or Advanced Apprenticeship). • At least one accredited parenting, counselling, play therapy, mental health, domestic abuse, or other relevant family intervention training qualification • Evidence of continuous professional development	Application Form
Experience of: • Working within a Family Hub, Children's Centre or Early Help service. Working with fathers, male carers, boys and young men. • Experience of engaging and building positive relationships with parents, carers and families, including those who may be reluctant to access support services. • Experience of developing and delivering activities, projects or programmes that improve outcomes for children, young people and families. • Experience of working with fathers, male carers, young men or underrepresented groups to increase participation and engagement. • Experience of partnership working with a range of agencies, organisations and community groups. • Experience of promoting participation, co-production and community engagement. • Experience of gathering, recording and reporting information to demonstrate outcomes and service impact. • Experience of working independently, managing competing priorities and meeting deadlines. • Delivering courses to parents • Working with children, young people and their families	Application Form / Interview
Knowledge and understanding of:	Application Form / Interview

• Understanding of the Best Start for Life and Family Hub programme and its role in improving outcomes for children, young people and families. • Knowledge of the importance of father and male carer engagement and the positive impact this can have on children's development, wellbeing and life outcomes. • Understanding of the barriers that may prevent fathers, male carers and underrepresented groups from accessing services. • Knowledge of effective community engagement, participation and co-production approaches. • Understanding of safeguarding responsibilities and procedures relating to children, young people and vulnerable adults. • Knowledge of child development and the factors that influence children's health, wellbeing and life chances. • Understanding of equality, diversity and inclusion principles and how these can be applied in service delivery. • Knowledge of outcome-focused service delivery and continuous improvement methodologies. • Understanding of the role and responsibilities of partner agencies working with children, young people and families. • Knowledge of data protection, confidentiality and information-sharing requirements. • Understanding of quality assurance processes and the importance of maintaining service standards. • Knowledge of the challenges facing families and communities, including social, economic and health inequalities.	
Ability to: • Build and maintain strong professional relationships particularly with dads and male carers • Organise a challenging workload • Work within regulations and agreements pertaining to confidentiality, information-sharing, GDPR, safeguarding • Communicate effectively with a range of audiences and in a variety of formats (verbal and written) • Prioritise or reprioritise workload, meet stringent deadlines and targets	Application Form / Interview

Author: Natalie Effard

Date: July 2026