

Family Practitioner Candidate Pack



Because growing
up can be hard





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Welcome to Children North East

Children North East is a large North East based children's charity that works across the region, with some work extending across England, Wales and Scotland. We exist because growing up can be hard. We want all babies, children and young people to be happy and healthy, and to grow up feeling safe and loved, resilient to the challenges they may face, and valued and confident.

We have a strong children's rights ethos and believe that real, lasting social change is achieved when those who are experiencing or have experienced issues lead that change. We work both directly with babies, children and young people, and in their families, schools and communities, delivering services, support and interventions that provide a platform to work through issues, take action and provide tools for individuals and communities to reach their full potential.

Family Practitioner

Purpose of the Role

Children North East is looking for a Family Practitioner to help shape and deliver our Best Start Family Hub programme, supporting our wider commitment to the Community Family Offer in Newcastle. Based at the Cowgate Centre, the Hub provides a welcoming programme of activities, training and groups for babies, children, young people and parents living locally and across the Inner West of Newcastle.

Salary

£26,007 to £27,916 per annum
pro-rated for 18.5 hours.

Hours

18.5 hours per week: Requests to work term time only will be considered.

Length of Contract

This post will be permanent.

Closing Date

Friday 2nd October 2026 at 12 noon.



Our Organisation

Who We Are Today



Our services, support and interventions are delivered to babies, children and young people and their families, from prenatal up to age 25. We have a region-wide presence, with focused activity in Northumberland, and North Tyneside, with an ambition to grow our work and have a stronger presence across the North East in the coming years.

Delivery includes therapeutic services, mental health support, youth work, domestic abuse support, family support, community-based initiatives, participation and consultation activities and our UK wide Poverty Proofing© initiative.

We want to lead systemic change and do this by campaigning on issues affecting babies, children and young people; challenging those in positions of influence at all levels who make decisions affecting the lives of babies, children and young people; and working to influence social policy and system change to address obstacles preventing babies, children and young people growing up happy and healthy.

Where We Are Going

Recent national and global events have seen the need for our services increase within the region and beyond. Our five-year strategy seeks to grow our capacity to meet the needs of babies, children, young people and their families when we can make the biggest impact on their lives.



The strategy, which launched in 2021, focuses on three primary objectives: Sustainability and growth, reach and impact. Key objectives include growing the impact of our work by diversifying our portfolio of activities, bringing in new income streams, growing our audiences and campaigning on behalf of our communities. We also recognise that our power is in our people, so we are investing in strengthening our workforce through different initiatives, from investing in learning and development to developing employee ambassadorship.

You can view [the full 2021 to 2026 strategy on our website](#).

Where We Began



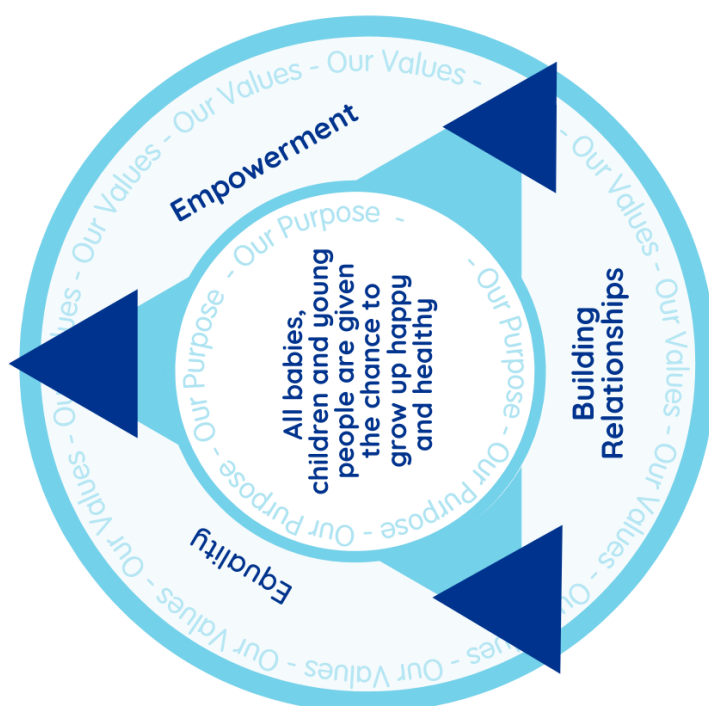
Our charity has been helping children and young people grow up healthy and happy since 1891. Originally named the Poor Children's Holiday Association (PCHA), our purpose was to offer support to the children living in poverty by giving them a 'hand up, not a hand out', an ethos we pursue to this day.

We were founded by John H. Watson and John T. Lunn, who wanted to take action to improve the health of children living in the slums of Newcastle. What started as a single day trip to Tynemouth for 120 inner-city children, caught the public's imagination and very soon weekly trips were being organised, paid for through public donations.

A rich history followed, as the charity grew and innovated to meet the changing needs of children over time, including clubs and community activities, children's homes and TB Sanatoriums. To learn more about our history and what connects the start of our 130-year journey with the charity we are today, watch our short anniversary film [You Are Not Alone](#).



Theory of Change



We want all babies, children and young people to...

Be healthy and happy... and to grow up feeling:

- safe and loved
- resilient to challenges they may face
- valued and confident

Leadership

Campaign on issues affecting the babies, children and young people we support

Challenge those in positions of influence at all levels who make decisions affecting the lives of babies, children and young people

Influence social policy and system change to address obstacles preventing babies, children and young people growing up happy and healthy

Support, Services & Interventions

- Therapeutic Services
- Mental Health Support
- Youth Work
- Domestic Abuse support
- Community based initiatives
- Family Support
- Poverty Proofing©
- Participation and Consultation

Services: Providing a platform to work through issues

Leadership: Working with partners, agencies, local and national government to campaign, challenge and influence

Because growing up can be hard, our work focus on four interconnecting strands

Support: directly with individuals & families

Interventions: We take action with the people we work with to support them to reach their potential

Family Practitioner

Purpose of the Role

Children North East is looking for a Family Practitioner to help shape and deliver our Best Start Family Hub programme, supporting our wider commitment to the Community Family Offer in Newcastle. Based at the Cowgate Centre, the Hub provides a welcoming programme of activities, training and groups for babies, children, young people and parents living locally and across the Inner West of Newcastle.

This new and exciting role sits within our established Communities Service team at the Cowgate Centre, offering the chance to contribute directly to a growing programme that supports families in the local community.

The successful candidate will help plan, deliver, record, monitor and evaluate service activities, ensuring they are carried out in line with Children North East's policies, service procedures and legal requirements.

You will lead the delivery of groups for families and support the Family Coordinator by providing 1-1 support, responding to emerging family needs, and offering clear information and signposting for parents and children.

Line Management Responsibilities

- You will report directly to the Team manager.
- You will be expected to develop professional relationships within the areas identified.

Main Responsibilities

As a Family Practitioner, you will play a vital role in delivering high-quality support to families across the community. You will work directly with parents, carers and children, providing both group-based and individual support that helps families give their children the best possible start in life.

Your responsibilities will include:

- Leading and delivering family groups as part of the Best Start Community Hub offer.
- Delivering parenting programmes and one-to-one family support interventions.
- Building trusted relationships with families to help them identify and achieve their goals.



- Assessing the needs of children and families and providing appropriate support and guidance.
- Planning, recording, monitoring and evaluating activities to ensure services are effective and responsive.
- Working collaboratively with colleagues and partner agencies to achieve the best outcomes for families.
- Promoting and upholding the rights, wellbeing and voice of children and young people.
- Contributing to a positive team culture and maintaining high standards of practice and accountability.

Essential Experience, Knowledge and Skills

- Experience of working with babies and children up to 11 years old.
- Experience supporting families on a one-to-one basis in a range of settings, including homes, schools and community venues.
- Experience of delivering group activities and parenting programmes.
- The ability to assess and respond to the needs of children, young people and families.
- Experience of maintaining accurate records and completing monitoring and evaluation activities.
- Experience of working effectively as part of a team while also using your own initiative.
- A relevant Level 3 qualification (or Early Years Practitioner qualification) or a willingness to work towards one.
- Knowledge of safeguarding responsibilities and best practice.
- The ability to use supervision positively and engage in reflective practice.
- Strong verbal and written communication skills.
- The flexibility to respond to the changing needs of families and the service.
- A full driving licence and access to a vehicle.
- A commitment to the values, behaviours and mission of Children North East.

Desirable Experience, Knowledge and Skills

- Training relevant to family support practice, such as Togetherness (Solihull Approach) or Relational Practice.
- Experience of working with data management systems.
- Knowledge of local and regional services available to children, young people and families.
- Experience of working independently and managing your own workload effectively.
- Experience of working within diverse and multicultural communities.



- Strong emotional resilience and the ability to work in a demanding but rewarding environment.

Personal Qualities

- We're looking for someone who is compassionate, organised and committed to improving outcomes for children and families.

Health & Safety Roles & Responsibilities

- Employees/sessional workers have a statutory duty to take reasonable care of themselves and others who may be affected by their acts or omissions at work.
- Employees/sessional workers must also comply with Children North East's health and safety arrangements.

Additional Duties

- It is the nature of the work of Children North East that tasks and responsibilities are in many circumstances unpredictable and varied. All staff and sessional workers are therefore expected to undertake work which may not be specifically covered in the job description. These additional duties will be compatible with the regular tasks and duties.



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Reward, Benefits, Terms and Conditions

Salary

£26,007 to £27,916 (Scale Points 25-28) (add pro-rated for 18.5 hours). Please note that appointments are usually made with a salary offer starting at the lower end of the scale.

Hours

A normal working week is 18.5 hours. The working week is 18.5 hours for this post which is part-time against full-time hours of 37. Due to the varied nature of the duties, a flexible approach will be required and may include evenings. Time off in lieu may be taken following agreement of the line manager. We are very proud to be a flexible employer. Please feel free to discuss any flexible working requests at interview. Requests to work term time only will be considered.

Place of Work

This post is based at Children North East Cowgate (Community Hub), Cowgate Centre, Houghton Avenue, Newcastle upon Tyne, NE5 3UT.

Length of Contract

This role is permanent.

Holiday Entitlement

Full time employees are entitled to 30 days a year plus statutory and general national holidays. This is pro-rated for part time staff.

Probationary Period

There is a 6 months probationary period for this position.



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Car Allowance

A casual car user allowance applies to this post.

Period of Notice

Two months' notice from either the employee or the organisation is required (one month during the probationary period).

Parental Benefit

There is an occupational maternity pay scheme for staff who have 12 months continuous service and we offer 2 weeks partner/paternity leave at full pay. We also offer an occupational adoption pay scheme for staff who have 12 months continuous service.

Sick Pay

There is an occupational sick pay scheme at Children North East.

Pension Scheme

There is a staff pension scheme in which the organisation also contributes 7.25% of staff members' salary.

Health Care

All staff members who are contracted over a ten month period are entitled to join the organisations private health care scheme.

Saving Scheme

A saving scheme is available so that staff can choose to save part of their salary. This is then paid back to staff on request.



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Bus Passes

The cost of an annual bus pass used for a member of staff's work can be paid in 12 monthly amounts, deducted from their salary.

How to Apply

Please visit the "Our Vacancies" section of our website at www.children-ne.org.uk/work-with-us/vacancies to apply. Please note CVs will not be accepted.

We welcome a diverse range of applications and are passionate about promoting equality, and valuing diversity. We welcome applications from all suitable qualified persons particularly black, Asian and minority ethnic applicants, as these groups are currently under-represented in our workforce.

Closing date

Friday 2nd October 2026 at 12 noon.

Interview date

Wednesday 14th October 2026 at Cowgate.

Contact

Please contact our HR team if you have any questions regarding the role on 0191 256 2444 or hr.team@children-ne.org.uk



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