London Borough of Redbridge

Early Years and Childcare Service

Best Start in Life: Strategic Lead

Job Description and Person Specification

Job Description

Job Title:	Best Start in Life Strategic Lead
Department:	Early Years and Childcare Service
Function:	Best Start in Life
Team:	
Post number:	TBA
Grade:	LBR 15
Hours/weeks: *E.g. 36 hours/52.14 weeks*	36 hours per week
Base location:	Lynton House
Reports to: *Job title*	Head of Early Years and Childcare Service
Responsible for: *Job titles of direct reports*	Best Start and Family Hub Operational Team

Role purpose and role dimensions: *Overview of the job*	The Best Start Strategic Lead will provide strategic leadership for Redbridge's Best Start in Life and Family Hub agenda, leading system-wide collaboration and transformation to improve outcomes and reduce inequalities for babies, children and families. As the Council's strategic lead for Best Start in Life and Family Hubs, the postholder will provide visible leadership across the partnership landscape, working with senior leaders from Children's Services, Health, Education, Public Health, the voluntary and community sector and wider partners to develop and deliver a shared vision for early intervention, prevention and family support. The role will influence strategic priorities, shape policy, secure investment, strengthen partnership arrangements and drive system-wide transformation to ensure children and families receive coordinated, accessible and effective support. The postholder will act as a trusted adviser to senior officers, elected members and partnership boards, ensuring national policy, local intelligence and community insight are translated into sustainable improvements that reduce inequalities and improve life chances. Operating within a complex partnership environment, the postholder will provide system leadership across organisational boundaries, influencing strategic priorities, investment and service development to achieve collective accountability for outcomes. As Redbridge's designated Best Start in Life and Family Hubs Lead, the postholder will ensure the borough maintains effective strategic oversight of national programme requirements, partnership commitments and long-term system development.
Key external contacts: *Organisations*	Senior leaders across NHS North East London, NHS Trusts, maternity and neonatal services, primary care, schools, early years providers, voluntary and community organisations, Department for Education, regional and national Best Start and Family Hub networks, safeguarding partners, children, parents, carers and local communities.
Key internal contacts: *Job titles or groups of staff*	Corporate Director of Children's Services, Director of Education and SEND, Director of Public Health, elected members, senior managers across Children's Services, Education, SEND, Family Help, Public Health, Commissioning, Finance, Performance and wider council services.

Financial dimensions: *Budgetary responsibility & amount. Equipment, cash, property etc. for which employee is responsible.*	Strategic oversight of Best Start in Life and Family Hub funding and associated investment programmes, influencing resource allocation, commissioning decisions and long-term financial sustainability to maximise population outcomes, value for money and social value.
Key areas for decision making:	The postholder will exercise significant professional judgement in determining strategic priorities, influencing investment decisions, shaping commissioning intentions and advising senior leaders and elected members on policy, risk and future direction. They will make recommendations regarding partnership governance, resource allocation and system transformation, balancing competing priorities to secure the best outcomes for babies, children and families.
Other considerations: *E.g. working patterns*	This is a fixed term, full-time post. With a minimum expectation of being present in the office no less than 2 days per week.

Key accountabilities and result areas:	**Key elements:**
Strategic Leadership and Policy Influence	• Leading the development, implementation and review of Redbridge's Best Start in Life Strategy and associated partnership priorities. • Providing visible leadership for the borough's Best Start in Life and Family Hubs agenda across all relevant agencies. • Developing a compelling vision for integrated family support that aligns local priorities with national policy. • Influencing organisational strategies and investment decisions to strengthen prevention and early intervention. • Identifying opportunities for innovation, transformation and service redesign that improve outcomes and reduce inequalities. • Representing Redbridge within regional, London-wide and national Best Start, Family Hub and early years networks. • Providing expert strategic advice to Directors, Corporate Management Team, Members and Partnership Boards.
Partnership Leadership and Place-based Integration	• Providing system leadership across Children's Services, Health, Education, Public Health, SEND, Family Help, Early Years and the voluntary and community sector. • Developing strong strategic partnerships that support collective ownership of outcomes for children and families. • Influencing senior leaders to align resources, priorities and investment around agreed partnership objectives. • Strengthening integration between maternity services, health visiting, family support, early years, education and community provision. • Leading the development of governance arrangements that promote accountability and collaborative decision-making. • Acting as a champion for co-production and ensuring family voice and community insight influence strategic planning.
Strategic Development of Family Hubs	• Providing strategic oversight of Family Hub development as a core component of Redbridge's early help and prevention infrastructure. • Ensuring Family Hubs evolve in response to changing population need, community feedback and emerging evidence. • Promoting equitable access to support and addressing barriers experienced by underserved communities. • Ensuring Family Hubs contribute to wider borough priorities including school readiness, health improvement, safeguarding, inclusion and family resilience. • Supporting the long-term sustainability and future development of the Family Hub model beyond individual funding programmes.

Strategic Commissioning, Investment and Resource Planning	• Influencing commissioning intentions and investment decisions that improve outcomes for babies, children and families. • Identifying opportunities for joint commissioning, pooled budgets and collaborative investment across partner agencies. • Leading the development of strategic business cases and investment proposals. • Providing strategic oversight of Best Start funding arrangements and associated investment portfolios. • Ensuring resources are deployed in ways that maximise impact, value for money and social value. • Supporting the identification of future funding opportunities and sustainable delivery models.
Workforce and Organisational Development	• Championing development of a skilled, confident and integrated workforce across the Best Start partnership. • Promoting culturally humble, inclusive and family-centred practice across all services. • Influencing organisational culture to strengthen prevention, early intervention and partnership working. • Supporting integrated workforce development approaches across organisational boundaries. • Creating opportunities for shared learning, leadership development and dissemination of best practice.
Governance, Assurance and Performance	• Providing strategic oversight of governance arrangements supporting Best Start in Life and Family Hubs. • Ensuring robust partnership accountability for delivery of agreed outcomes. • Providing assurance and advice to senior leaders, Members and governance boards. • Overseeing development of outcomes frameworks and performance measures that demonstrate impact. • Ensuring strategic decisions are informed by intelligence, evidence and performance information. • Maintaining oversight of risks that could affect delivery of strategic objectives.
Policy, Evidence and Insight	• Maintaining oversight of national developments affecting children, families, Family Hubs, Start for Life, SEND, family help and early years services. • Assessing policy implications and shaping Redbridge's strategic response. • Promoting evidence-informed decision making across the partnership. • Ensuring strategic planning is informed by population health data, needs analysis and community insight. • Leading strategic evaluation approaches that demonstrate impact and support continuous improvement. • Positioning Redbridge as a learning system recognised for innovation and good practice.
General accountabilities and responsibilities	
Green Statement	**This will involve:** ▪ Seeking opportunities for contributing to sustainable development of the borough, in accordance with the Council's commitment to making Redbridge a cleaner, greener place to live. In particular, demonstrating good environmental practice (such as energy efficiency, use of sustainable materials, sustainable transport, recycling and waste reduction) in your job.
Data Protection/Confidentiality	**This will involve:** ▪ Complying with the Data Protection Act 1998 – treating all information acquired through your employment, both formally and informally, in strict confidence and in accordance with Caldicott principles. ▪ Complying with the Code of Conduct, other practice guidelines and the rules and protocols defining employees' access to and use of the Council's databases and systems. Any breaches could result in disciplinary measures. ▪ Maintaining client records and archive systems in accordance with departmental procedure, policy and statutory requirements.

Conduct and Whistleblowing	**This will involve:** ▪ Complying with the requirements of the Code of Conduct and maintaining high standards of personal conduct, honesty and integrity. You have a duty to raise any impropriety or breach of procedure to the appropriate level of management. Employees making such disclosures (whistleblowing) are protected and may make them without fear of recrimination.
Safer Working	**This will involve:** ▪ Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults. Where you work in such a post the Council will require a DBS Disclosure check and references will be taken up prior to interview.
Equalities	**This will involve:** ▪ Complying with the Council's strong commitment to achieving equality of opportunity and outcomes in its services to the community and in the employment of people. You are expected to understand, comply with and promote Council policies in your work, to undertake any appropriate training and to challenge any prejudice and discrimination.
Customer Care	**This will involve:** ▪ Complying with corporate and service area customer service standards and promoting the development of high quality, individualised and customer-led services.
Health and Safety	**This will involve:** ▪ Being responsible for your own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, use protective equipment where necessary and report defectives and hazards to management.
To contribute as an effective and collaborative member of the team	**This will involve:** ▪ Taking responsibility for continuing self- development and participating in training and development activities ▪ Participating in the on-going development, implementation and monitoring of service plans ▪ Supporting and contributing ti value for money, service efficiencies and improvements
Flexibility	**This will involve:** ▪ The above-mentioned duties are neither exclusive nor exhaustive. From time to time you may be required to undertake responsibilities outside the normal remit of your Job Description as required by the line manager and are broadly within the grading level and competence of the post. ▪

Person Specification

Job Title:	Best Start in Life: Strategic Lead		
	Method of candidate assessment: A = Application form I = Interview T = Test. *Weighting: 3 = most important, 2 = least important*	**A - I – T**	Weighting
Minimum education/ qualifications:	Qualified to degree level or above		
Essential Experience	• Significant experience operating at a senior strategic leadership level within children's services, health, education, public health or a related field. • Demonstrable experience of influencing complex partnerships and delivering system-wide change. • Experience of advising senior leaders, elected members and partnership boards. • Experience of strategic commissioning, investment planning and resource allocation.		3 3 3 2

	• Experience of leading large-scale transformation across organisational boundaries. • Experience of translating national policy into local strategic frameworks and delivery models. • Experience of developing and sustaining high-performing partnerships.		2 3 3
Essential Knowledge	• Best Start in Life, Start for Life and Family Hub policy and national reform agendas. • Children and families policy, including early years, SEND, family help and prevention. • Strategic commissioning and population-based approaches to service design. • Partnership governance and system leadership methodologies. • Outcomes-based accountability and impact evaluation. • Public sector transformation and organisational development.		2 3 3 2 3 2
Leadership and managing people *(for those with line management responsibility)*	• Ability to set, monitor achieve appropriate and challenging goals through effective performance management • Experience in coaching and providing a work environment in which staff can thrive		3 3
Strategic perspective *(for senior management posts)*	• Translate strategic priorities into effective delivery and improved outcomes for children, young people and families.		3
Special conditions:	Enhanced DBS check required. Ability to travel between Family Hubs, community settings and partner locations across the borough. Flexible working, including occasional evening and community-based work to meet service needs.		3
Signature of Employee:	**Name:**	**Date:**	