

HOME-START BRISTOL: VACANCY FOR MANAGER

BACKGROUND INFORMATION

Thank you for your interest in our vacancy. These notes are intended to help you decide whether you wish to apply. If you want to discuss the post further, once you've read them, please feel free to phone the current Manager. Contact details are at the end

Our Vision

Our vision is a world where families thrive and children are given the best possible start in life

Our Mission Statement

Our mission is to provide tailored support to struggling families with young children, enabling them to develop strategies to cope with current and future difficulties. Parent volunteers, trained and supported by our professional staff team, visit families at home, working with them to build confidence and resilience, and to develop a sense of belonging to their local community

Our Values

Empowerment

Being inclusive, compassionate and non-judgemental

Being mindful of each individual – their needs, their safety and their well-being

Collaboration

Our core work

Home-Start is a national organisation. There are 215 local, independent Home-Starts, of which Bristol is one. They are often known as Schemes. At the heart of each Home-Start's work is home visiting volunteer support.

At Home-Start Bristol (HSB) we work with families who have at least one child under five to offer support, friendship and practical assistance by recruiting and training volunteers who visit families in their own homes.

The families are referred to us by agencies such as health visitors and Children's Centres or they may self-refer. They are all going through a difficult patch in their lives, ranging from the arrival of triplets to domestic violence and mental health issues, when non-judgemental support can help them and their children to cope better with their challenges.

The volunteers have parenting experience themselves and can reassure other parents that difficulties in bringing up children are not unusual. They encourage the enjoyment of family life and develop parents' strengths and emotional well-being for the ultimate benefit of their children. They also encourage families to widen their network of relationships and to use effectively the support and services available within their community.

Our volunteers are trained and supported by four professional staff (Co-ordinators). Two other staff work directly with families. Including the manager and an administrator, HSB employs a total of eight part-time staff, a full-time equivalent of 4.9.

During 2017/18 144 families were supported by our volunteers and 47 were supported directly by staff. We work within the geographical boundaries of Bristol and South Gloucestershire.

Demographic background

Bristol has a rapidly growing population as a result of net-international migration and a rising birth rate. It has become increasingly diverse, with at least 45 religions, 180 countries of birth and 91 main languages spoken. The proportion of residents who are not white British was estimated in 2011 to be 22%.

Children currently make up almost 19% of the total population. Over 20% of them live in poverty – significantly higher than the national average. The city has 42 areas in the most deprived 10% in England, including 6 in the most deprived 1%. These deprivation 'hot spots' are, however, close to some of the least deprived areas in the country. This is a city of contrasts.

South Gloucestershire is also an area of contrasts. It is relatively affluent, with no areas in the 10% most deprived nationally. There are, however, pockets of deprivation within the urban wards on the northern and eastern fringes of Bristol. Childhood poverty and the health and educational attainment of children in these areas are causes of concern.

No other group or statutory body provides a comparable service in Bristol and South Gloucestershire.

Vacancy for the Manager

This vacancy arises because of the resignation of our current Manager after nine very successful years in the post. In that time HSB has expanded the number of staff employed as a result of successful fund-raising. A core part of the work carried out by the Manager is working with trustees to access funding, plus the monitoring and evaluation involved in maintaining good relationships with funders. The Manager works very closely with the staff and trustees, and there is a good ethos of all working together for the same aims. Managing the staff in a collegiate style is an essential part of the role. The administrative side of the organisation is covered by a part-time Administrator who is a core member of the team and also works closely with the Manager.

We are looking for an effective manager with strong people skills and a background of working with families who will continue the successful leadership of the Home-Start Bristol team.

Recruitment process

You are welcome to phone the current Manager, Beverley Symonds (0117 950 1170), to discuss what is involved, before submitting your application. Applications should be emailed to chair@homestartbristol.org.uk by 9 am on Monday 11 March 2019. We expect to invite shortlisted candidates to a selection day, involving meeting staff and a formal interview by a panel of three, on Wednesday 27 March or Thursday 28 March.