



## **Baby Umbrella - Support Practitioner Role Description**

### **About Baby Umbrella**

Baby Umbrella is an award-winning small charity offering breastfeeding and early parenting support to families in West Kent. Our vision is for every family in West Kent to have access to skilled and compassionate support during their parenting journey. We are here to listen, support and empower parents to make the decisions that feel right for them and their babies. Our service makes a powerful impact on families right from the start of their journey.

Baby Umbrella was founded in August 2020 and has experienced considerable growth and development in the past 4 years, reaching £100k of income and supporting 1,100 families per year with 1,600 specialist 1-1 appointments and 600 social visits. We were recognised in 2022 as the Kent Charity Awards Start-up Charity of the Year, and in 2023 and 2024 we were Highly Commended in the Kent Wellbeing Awards.

Our Practitioner team is small but mighty! We have 8 practitioners on the team (all qualified and experienced Lactation Consultants or Breastfeeding Counsellors). Due to one of our practitioners retiring earlier in the year, we are now looking for a skilled and passionate person to join our friendly team.

This is a part time, freelance role, based within our regular groups in Otford, Sevenoaks, Tonbridge and Tunbridge Wells; as well as working remotely over Zoom.

This is a self-employed contract role with variable hours - we anticipate around 1 or 2 in person sessions per month of 4 hours each at a rate of £79 per session, with occasional ad-hoc 40 minute zoom support sessions paid at a rate of £21 each.

### **The Support Practitioner**

Our Practitioners are the face of our charity providing skilled non-judgemental and empathic support to the families who visit us. As a Baby Umbrella Practitioner you might be working in our groups in Tunbridge Wells, Tonbridge or Otford and may also support parents 1:1 on zoom. You will be committed to ensuring our charity meets its objectives to provide easily accessible skilled support for parents in and around West Kent.

Baby Umbrella provides breastfeeding support in a safe, non-judgemental environment. Every parent, however their baby is being fed, is welcome at our groups. We are committed to enabling everyone to access our services and to feel confident discussing their feeding journey.

At our groups, we provide support with breastfeeding, bottle feeding, family sleep, social support and physical and mental wellbeing.

Our team of Practitioners are supported by our Education and Practice Lead and provided with a free reflective group supervision space every 2 months in addition to 1:1 supervision as required. Additional training is provided to our practitioners on a regular basis to help them support parents across all of our four topic areas: Breastfeeding, Sleep, Mental Wellbeing and Social. Practitioners are not contracted for regular hours and are self-employed, many having other roles in private practice or with the NHS. Practitioners are able to bid for sessions at the beginning of each month. At times, additional sessions are available at short notice to increase our capacity in response to demand.

We pride ourselves in creating a supportive and inclusive environment and adapting to individual needs to ensure you can be your best and enjoy an inspiring and collaborative working environment. Any reasonable adjustments will be made to ensure our practitioners can complete this role to the best of their ability.

## **Role Responsibilities:**

- Attending scheduled sessions reliably and on time
- Supporting the Lead Practitioner and volunteers with correct set up of the room, including displaying posters, leaflets and donation boxes/machines and staying to help clear up at the end
- Face to Face: supporting parents throughout the session as required (this will normally be an average of four booked appointments per session (approximately 40 mins per family) which are booked in advance. We work as a team to support all families booked (and occasionally dropping in) at each group.
- Online: completing scheduled 40 minute zoom appointments via our zoom platform.
- (To protect from burnout, no practitioner will be scheduled for more than 4 booked appointments each day across both online and face to face services.)
- Supporting one peer supporter during the session and supporting their role with parents (this might include allowing observation, supporting reflections and signposting for supervision, safeguarding as necessary).
- Raising any safeguarding concerns in accordance with the safeguarding policy as soon as practicable
- Completing electronic notes within 48 hours of client contact and ensuring parent information is kept confidential and in line with Baby Umbrella policies.
- Attending Baby Umbrella supervision group at least 3 times per year. Additional 1-1 supervision is available to support you as needed. N.B. there is no separate remuneration for attending supervision.

There is potential for progression in this role in terms of training and CPD in addition to the possibility of having responsibility for Peer Supporter Buddies and other work for the charity (supporting the running of groups and activities) depending on qualifications, skills and experience.

## **Skills and Qualifications:**

## Essential:

- IBCLC or Breastfeeding Counsellor Qualification and current Licence to Practice (or equivalent)
- A commitment to Baby Umbrella and a passion for our cause
- A willingness to devote the necessary time and effort
- An ability to work effectively as a member of a team
- A commitment to being a reflective practitioner
- Proven experience of supporting parents 1:1 postnatally
- Excellent time keeping and reliability

## Desirable:

- Additional skills/training/CPD in other areas - eg sleep, mental health, group work
- Experience supporting parents 1:1 in the group space
- Experience supporting parents 1:1 on video calls
- Experience supporting parents antenatally
- Enhanced DBS checked (or Baby Umbrella will arrange this prior to work starting)
- Individual Practitioner Insurance (this will need to be arranged by the successful practitioner if not already in place)
- Flexibility to work in different areas and at short notice when required
- A commitment to support the charity's fundraising efforts

## Safeguarding

Baby Umbrella is committed to safeguarding children and vulnerable adults. This role is subject to an Enhanced DBS check and two references, as well as completing safeguarding training.

## Application process:

To apply, fill in our short [online application form](#). Applications will close at midnight on 6th January 2025. We would also be grateful if you could fill out our optional, anonymous DEIB questions [here](#). If you would like the questions in any other format please let us know.

Initial interviews will be taking place on zoom in mid to late January 2025 followed by a short observation of practice with parents for the shortlisted candidates.

We intend for the role to start in February/ March 2025 and further training will be available after a six month probationary period.

We are committed to opening this opportunity to everyone who is interested in applying for the role. If you have access requirements or need any other adjustments to the interview process to make it more accessible please do let us know. If you are unsure whether your

qualifications and experience are suitable please get in touch; we are happy to discuss this with you prior to application.

## **Any questions?**

If you have any questions before you make your application, please email [info@babyumbrella.org.uk](mailto:info@babyumbrella.org.uk) and one of our team will be in touch.