



Position:	Father and Partner Wellbeing Coordinator
Hours:	25 hours a week
Salary:	£21,034 Plus NEST Pension Scheme (Actual annual salary)
Place of work:	Home-based with occasional travel
Key contacts:	Essex Partnership University NHS Trust (EPUT) Specialist Perinatal Mental Health Services (SPMHS); Parents 1st UK CEO, staff team and volunteers; fathers and partners of pre and post birth women assessed by SPMHS teams; By Your Side service; EPUT Carer Assessment Team; early years and voluntary sector services offering support to fathers and partners during the perinatal period.
Reports to:	Programme Manager, Fathers and Partners, P2P and Safeguarding
Responsible for:	Coordinating an Essex-wide wellbeing service that assists pre and post birth fathers and partners referred by SPMHS teams to self-assess own wellbeing and access appropriate support.

This is a Fixed Term Contract currently up to 31 December 2027, however we are currently in discussions to extend funding to 2028.

Staff have an individual responsibility to safeguard and promote the welfare of all children and vulnerable adults; to be an advocate for their rights, to be listened to and to be safe

Summary of Purpose

The overall aim of the fathers and partners service is to:

- Reduce their anxiety during the perinatal period (i.e., the period from pregnancy to 1-year post birth) and to help them to find ways to maintain their emotional wellbeing.
- Have easier access to support and information designed specifically for their needs.
- Feel less isolated by having easier access to networks for self-support.
- Gain knowledge about maternal mental health to enable confident support for mothers and birthing people.

Please note that this is not a clinical post.

Key Accountabilities

1. Facilitate opportunities for fathers and partners to reflect on their wellbeing by:
 - Responding to requests from fathers and partners adhering to the agreed processes with the EPUT Specialist Perinatal Mental Health service.
 - Enabling them to articulate their needs using an agreed self-assessment tool to assist reflection on their wellbeing and their chosen next steps.

2. Share resources and provide supported signposting into local and national perinatal support services for father and partners.
 - Work with Parents 1st UK website staff to maintain and update a dedicated resource library specifically for fathers and partners.
 - Research and build relationships with organisations across Essex and nationally that offer support to fathers and partners during the perinatal period.
 - Work in close partnership with EPUT SPMHS, and the By Your Side Service (where support for trauma and loss may be needed).
 - Make referrals to the EPUT Carer's Assessment Team where appropriate.
 - Identify needs and gaps in support available to fathers and partners during the perinatal period.
3. Promote opportunities for fathers and partners to develop supportive peer support relationships.
 - Co-produce and oversee dedicated online group spaces with deliberate scoping to address diversity and inclusion e.g., teenage fathers, LGBTQ+ partners.
 - Facilitate an online group in response to needs identified, inviting speakers as appropriate.
4. Raise awareness of common challenges during the transition to parenthood, coping mechanisms and supporting maternal wellbeing. Research quality, evidence-based resources that:
 - Normalise common challenges experienced by fathers and partners / offer positive coping strategies.
 - Raise awareness of common maternal mental health issues, services available and positive ways to support mothers' emotional wellbeing.
5. Ensure safeguarding and risk management.
 - Manage risk assessment processes, taking responsibility for actions needed.
 - Respond to any immediate risks by escalating to crisis services as necessary.
 - Ensure compliance with Parents 1st data protection and safeguarding policies and procedures.
 - Ensure efficient and appropriate information sharing with other agencies.
 - Attend regular reflective supervision and partnership meetings.
6. Ensure robust record keeping and project monitoring.
 - Keep accurate, up to date records of fathers and partners accessing the service, support offered, and any actions taken, in accordance with Parents 1st UK record keeping policies and procedures.
 - Collect data to monitor outputs, key performance indicators and outcomes.
 - Produce reports about the service for stakeholders, reviewing progress, the quality of support offered, and setting targets.

General

NB This post is exempt from the Rehabilitation of Offenders Act 1974 and is subject to an enhanced Disclosure and Barring Service check. When shortlisting we are looking to interview people who show on their application from that they meet the criteria and competencies listed below. Priority is

given to the essential criteria. We will use the interview and assessment process to explore this further and to cover those areas that cannot be shown on a written application.

The Health & Safety at Work Act (1974) and other legislation places responsibilities for Health & Safety on all employees. Therefore, it is the post holder's responsibility to take reasonable care for the Health and Welfare of him/herself and other employees in accordance with legislation, policy and Programme. Where the post holder is disabled every effort will be made to supply all the necessary employment aids, equipment or adaptations to enable him/her to perform the full duties of the job. If however, a certain task proves to be non-achievable then job redesign will be given full consideration.

It is the responsibility of the individual to inform Parents 1st UK (in strictest confidence) of their medical history and any changes, which could affect their work duties.

Person Specification

Essential

- Knowledge and understanding of the challenges experienced by fathers and partners during the transition to parenthood.
- Knowledge and understanding of the potential support needs of fathers and partners of women experiencing mental health issues.
- Experience of project development, coordination, monitoring, and reporting.
- Experienced and competent at dealing with complex situations involving children and adults at risk.
- Awareness of cultural diversity, social exclusion, and proactive strategies for addressing inequalities, including recent legislation and research.
- Confident and competent to communicate with and build relationships with practitioners and services across partner agencies.
- Commitment to the Parents 1st UK strengths-based model of peer support.
- Ability to work during weekends and evenings, if required and agreed in advance.
- Excellent IT skills including use of remote technology.
- Excellent record keeping skills.
- Holds a full driving licence and have access to a motor vehicle.
- Ability to deliver within agreed timescales and work under pressure.
- High quality written and verbal communication skills.
- Excellent networking and organisational skills.

Personal qualities

- High commitment to empower people to make choices and decisions that enhance the health and wellbeing of their family unit.
- Approachable and confident to confront discrimination and inequality.
- Relational skills e.g., empathy and active listening skills.
- Excellent networking skills with the ability and confidence to communicate at all levels.
- Meticulous, organized and disciplined.
- A confident and enthusiastic personality with a flexible "can do" approach.
- Willingness to undertake further training.
- A sense of humour, drive, and ambition.

Desirable:

- Knowledge of national and local support services specifically designed for fathers and partners during the perinatal period.
- Experience of successful delivery of a community project.
- Experience of facilitating online groups.
- Presentation skills.