



Flo's - the Place in the Park
Maternity Advocate and Community Organiser (Maternity Cover)
Early Lives Equal Start

About Flo's

Flo's – The Place in the Park is a vibrant community hub in Florence Park, East Oxford. With our nature nursery, cafe, refill shop and community services and projects at our heart, we are a place for people from all walks of life to work, eat, play, learn and connect with each other. We work to sustain the local economy, reduce inequalities and support the environment. You can read more about Flo's in our impact report [online](#) or on [our website](#).

This is where you come in

Early Lives - Equal Start is a new pilot community project to support women who are pregnant, and those with new babies, who are facing economic, social or cultural barriers to getting the services and support they need for a positive start to parenthood and a thriving start for their baby.

We work with the Florence Park Community Midwives, community groups in and around OX4, Flo's Community Team, Oxfordshire Maternity Voices Partnership, Oxford Community Action, local early years services working in or around OX4, and other organisations supporting social justice around housing, immigration or other factors affecting early lives support. The aims of the project are:

1. To provide an innovative co-produced responsive support programme for women and parents in OX4 - and particularly black, african, caribbean, asian, middle eastern and East Timorese women who may face barriers to accessing positive experience of services
2. To learn more about what helps: breaking through barriers to access services, creating better experiences of services and improving outcomes for mothers and babies
3. To evaluate the project with a focus on the potential for learning, knowledge share, replicability and growth
4. To positively influence and support transformation of the mainstream services where needed
5. To support women holistically for maternal justice, working with partners to overcome practical and system barriers to better meet the needs of marginalised groups and individuals: those at risk of poorer birth and early parenting outcomes

We encourage anyone interested in this opportunity to apply or get in touch to find out more. If you are interested in finding out more, even if you are unsure you are the right candidate, we would love to hear from you to discuss it further. Please email melissa.latchman@floxoxford.org.uk.

We welcome applications from people of all backgrounds and particularly those with lived experience of maternity services and barriers faced by minoritized communities. We are committed to developing a workforce that represents the diverse communities we serve, where all employees feel valued and our rich diversity is celebrated by everyone. This post requires a health declaration and references. This post is exempt from the Rehabilitation of Offenders Act 1974. Applicants must be prepared to disclose any convictions they may have and any orders which have been made against them.

If there is any way we could make this application or opportunity more accessible for you, please tell us.

Job Title:	Maternity Advocate and Community Organiser (Maternity Cover)
Place of Work:	Flo's- The Place in the Park, Rymers Lane, OX4 3JZ <i>There will be a requirement for travel within Oxford in order to attend meetings with individuals and partners</i> <i>There will also be the potential for some home working</i>
Salary:	£28,652 (pro-rata to £14,326)
Hours	19 hours per week (0.5 FTE based on a 38hr week) <i>Flexible, but requirement to overlap some hours with other members of the project team; this will be discussed at interview</i>
Job Type:	Fixed term until March 2025 (Maternity Cover)
Responsible to:	Communities Manager
Responsible for:	ELES Case Worker
Leave:	28 days including bank holidays, pro-rata according to days worked
Job purpose :	Provide support for pregnant women and those with new babies living in OX4, through individual case work, and organising a network of community support services to meet needs

People, Place and Participation Ltd. Community Benefit Society Number: 7713
Twitter: [@floxoxford](#) Email: info@floxoxford.org.uk Facebook: [facebook.com/floxoxford](https://www.facebook.com/floxoxford)
Registered address: **Rymers Lane, OX4 3JZ** Website: www.floxoxford.org.uk

How to apply: To apply, please send your CV and a short response to the below questions to recruitment@flosoxford.org.uk We are receiving applications on a rolling basis from Monday 29th July.

1. *What interests you about the role?*
2. *How do you meet the criteria?*
3. *What would you bring to the role?*

Interviews: In person at Flo's

Start date: September 2024

KEY RESPONSIBILITIES

- Work with the Early Lives Equal Start project team to deliver programme objectives
- Line manage case worker support
- Identify needs through conversation with women attending maternity appointments at Flo's and with local service providers and community groups
- Facilitate supportive peer groups where women can share experiences and identify positive sources of help and support
- Assist mothers to get access to advice and resources through signposting where needed and appropriate
- Liaise with and take referrals from the midwives team
- Commission additional support in line with project budget in agreement with Flo's Community Manager
- Work with the advisory group to ensure the project is evaluated and messages from local experience are able to influence policy and wider outcomes for maternity services in Oxfordshire

PERSON SPECIFICATION

Essential:

- Commitment and enthusiasm for supporting women and families
- Extensive knowledge of and interest in maternity services and support for birthing parents
- Understanding of maternal justice issues and the rights of migrant women - immigration, housing, health services
- Sensitivity to and understanding of cultural diversity
- Excellent communication skills and the ability to build and maintain fantastic relationships with a wide range of people and groups
- Experience managing projects and reporting to multiple stakeholders

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- Confident to assume public facing role representing the partnership at events, network meetings, media (including some public speaking)
- Able to manage priorities and deadlines in a fast paced environment
- Excellent written and spoken English
- Excellent IT and administration skills, with attention to detail and ability to work to high levels of accuracy
- Understanding of community work and commitment to social justice
- Honesty, reliability and flexibility.
- Ability to work independently and as part of a team
- Highly organised and outgoing
- Able to connect with and have meaningful conversations with new people quickly

Desirable

- Able to speak and write in another language
- Understanding of social impact frameworks and grant evaluation
- Experience of community work
- Midwife or doula experience