

# Play worker



Are you looking for fun, flexible work that fits around your life? Want to work for an inspiring charity making a real difference to the lives of disabled children and young people?

As a Play Worker, you will be working directly with disabled children, or young people and their families, to support them with their needs. This is an opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Read further to find out about whether this role is right for you.

For more information about KIDS please visit [www.kids.org.uk](http://www.kids.org.uk).

**Our vision is a world in which all disabled children and young people realise their aspirations.**

# About KIDS Charity



KIDS is a national charity, founded in 1970, that provides a wide range of services to disabled children, young people and their families in England. In 2019-2020 we supported over 13,700 disabled children from birth to 25 years benefitted from our work. Our services include: drop-in crèches and nurseries for the under 5s to youth clubs, short breaks and residential stays for young adults. Commissioners and users appreciate the high quality of our information, advice and mediation services and 96% of parents say they are happy with the KIDS services they receive.

*“As a member of KIDS’ Young People’s Engagement Group (YPEG), I have become more confident and have made lots of friends as well. It’s helped me become the person I am.”*

*“Your involvement with my family has meant huge practical help during a difficult time. I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I am sure that yours is the kind of service that helps prevent family break up as a result of the strains that a child with a disability brings.”*

We aim to empower disabled children and young people to develop their skills and achieve their inspiration. We create opportunities for them to take part in play, learning, leisure, skills training and social activities. Our success is based upon building a close partnership with parents, carers and siblings and helping them find solutions to the obstacles they meet in daily life.

For more information about KIDS’ impact during the pandemic see here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=4cc37099-060d-4fc5-9f10-a4ae73b964a2>

Our latest annual report is here: <https://www.kids.org.uk/kids-response-to-covid-19>

Our latest financial statements are here:

<https://www.kids.org.uk/Handlers/Download.ashx?IDMF=b99c7fc4-1729-45ba-bdc9-8e8258906d5a>

## Our Vision, Missions and Values

Our vision is a world in which all disabled children and young people realise their aspirations.

KIDS’ values are: To be passionate, caring, trusted, responsive, collaborative and champions of quality.

We believe that disabled children and young people should be allowed to be themselves, to have fun, play and grow into adulthood with every opportunity to live life and access the same opportunities as other people.

Our Mission:

- Help and empower families with disabled children
- Support disabled children to play, have fun and grow
- Support disabled young people into adulthood

Main Activities

KIDS provides high quality services for disabled children, young people and their families. In addition, KIDS influences national policy and practice, often in collaboration with others in the disability sector, and runs participatory programmes for young disabled people to bring their voices and experiences to the fore.



# What You Can Expect



## Our services

KIDS was established in 1970 by John Mulcahy, a teacher who had become concerned about the development of a disabled child in one of his classes. Looking to improve communication with the child.

John turned to the child's mother for guidance. This sowed the seeds of working in partnership with parents and carers to enable disabled children and young people to develop their skills and abilities and to fulfil their potential, hopes and dreams.

KIDS are a charity which has pioneered a number of approaches and programmes for disabled children and young people. These include Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of disabled children in mainstream educational settings.

KIDS has a rich history and vast experience of meeting the needs of disabled children and young people and families. Therefore, KIDS is well-placed to play a leading role supporting the development of policy affecting this important group in society.



## Our benefits

Here at KIDS we want you to know that you are valued, and that we are committed to your safety and wellbeing.

Our benefits include:

- Access to KIDS Virtual College: our wide range of interactive e-learning training courses which carry CPD points
- Strong sense of achievement from meaningful work
- Generous holiday pay
- Work-life balance and flexibility in working

**'Being given the opportunity to make a positive impact on a young person's life' - Ollie, Assistant Practitioner**

# Safeguarding



**KIDS Safeguarding Board acts in an advisory capacity to monitor and continuously improve safeguarding practices throughout the organisation. To read our safeguarding policies, please click on the links below:**

[Safeguarding Children and Young People Policy](#)

[Safeguarding Vulnerable Adults Policy](#)

[Disclosure and Barring Service Policy](#)

KIDS are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

As part of our commitment to safeguarding KIDS has a safeguarding board with representatives from all parts of the organisation. The board meets regularly to review policy and practice as well as to disseminate learning and good practice. KIDS have a designated safeguarding lead at director and at trustee level.

KIDS follow safer recruitment principles and all staff and volunteers working with children, young people or their families have DBS checks, regular supervision and also safeguarding training.

We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children and young people must feel secure and safe in the face of reasonable risks, but should never be knowingly or unknowingly put in a position of significant harm or abuse.

# Job Description



## Overall Purpose of Role

- The Casual Worker will be part of a team of permanent staff, casual workers and volunteers, supporting disabled children with a wide range of special needs; severe learning difficulties, physical disabilities, emotional, behavioral difficulties and autism.
- We encourage the children to play adventurously, creatively and imaginatively, and to enable them to obtain the full benefit of the facilities provided by the playground.



## Key Relationships

### Internal

To initiate, guide and facilitate creative play and social activities with individual children and groups of children

### External

To liaise – where appropriate, and under the direction of the permanent staff – with the parents and carers of particular children who are using the playground.

To escort children as necessary on transport to and from the playground and on trips out.

## Working Context

- You will be required to work variable/ unsociable hours which may include evenings and weekends.
- Your role will be subject to an enhanced DBS check
- Some children attend in groups from their special schools; some come to after-school clubs; others are able to attend for the whole day on the weekends or during the school holiday play schemes.
- We require workers who are able to work flexibly to meet the requirements of the Playground



# Key Responsibilities



- To assist with the care needs of the children and young people: for example feeding, toileting and changing.
- To participate in playground arts and crafts activities.
- To assist in maintaining the playground and play building, play equipment and outdoor play structures in a safe and satisfactory condition.
- To assist in maintaining the playground and play building to the required standards of Health and Safety, including those of cleanliness and tidiness.
- To undertake such other duties as become necessary from time to time.
- To provide inclusive play opportunities





# Key Responsibilities

**‘The staff are really friendly and create a nice atmosphere to work in’ - Sarah, Assistant Practitioner**

## **Safeguarding Policies and Procedures**

1. To be familiar with and fully comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
2. To work within the standards required by relevant regulatory bodies.
3. To ensure that the safeguarding and risk for each child or young person is reviewed regularly.
4. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report any concerns in line with KIDS policies and procedures.

## **Other Responsibilities**

You are responsible for maintaining the confidentiality of materials from all systems both electronic and paper and you may not remove from the premises any hardware, software, files, photographs or data without written permission unless agreed by your Line Manager/ equivalent as part of the execution of your normal duties.

Sharing the responsibility for ensuring that the organisation stays in touch and synchronised across the country.

**KIDS is committed to safeguarding and promoting the welfare of children and young people and also expects for all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.**



# Person Specification

## Proven Ability

To be able to carry out this role it is essential that you have the following characteristics:

- Ability to work in partnership with parents/carers.
- The ability to listen, reflect and communicate appropriately and effectively with service users and colleagues.
- Ability to work effectively within a team.
- Ability to be pro-active and use own initiative.
- Fun and open minded attitude to play.
- Ability to work under pressure
- Understanding of and commitment to equality of opportunity and diversity in practice and ability to apply this to practice.
- To work in a non-judgemental, patient and sensitive manner
- Good sense of humour
- Creative and enthusiastic

## Education/Qualifications

Educated to GCSE level or NVQ level 2 as a minimum







# Person Specification

## Desirable criteria

To be able to carry out this role it is desirable that you have the following characteristics:

- Understanding of child protection issues.
- Understanding of health and safety.
- Experience of working with children/young people with disabilities/additional needs, and their families.
- Understanding and knowledge of meeting the complex needs of disabled children/young people.
- Understanding and competence in safeguarding procedures.
- Understanding of the importance of confidentiality and professional boundaries
- Own transport.
- Interest in an active healthy lifestyle e.g. sports, gardening, cooking.
- Knowledge of the local area.

## Desirable Education/Qualifications

- Formal qualification in a child care related subject.
- Current first aid certificate.

**Thank you for choosing KIDS. We look forward to receiving your application.**