

Playground Manager



Location: Islington

Department: London

As a Playground Manager you will be managing the services that support disabled children, young people and their families. This is a great opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Some flexibility may be considered over the hours and work pattern.

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

For more information about KIDS please visit www.kids.org.uk.

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



What We Do

KIDS are a national charity, founded over 48 years ago, providing a wide range of support services to disabled children, young people and their families. We support children with any disability from birth to 25 years of age. We also offer our support to the whole family with the aim of giving disabled children a brighter future.

“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 cannot change a diagnosis and we cannot cure but we can, and we do, make a very real difference to the lives of families with a disabled child through high quality, practical and tailored services delivered by dedicated professional staff. KIDS provides over 120 different services and works with 80 local authorities throughout England. **In 2017-2018 we supported over 15,000 disabled children, young people and their families.**

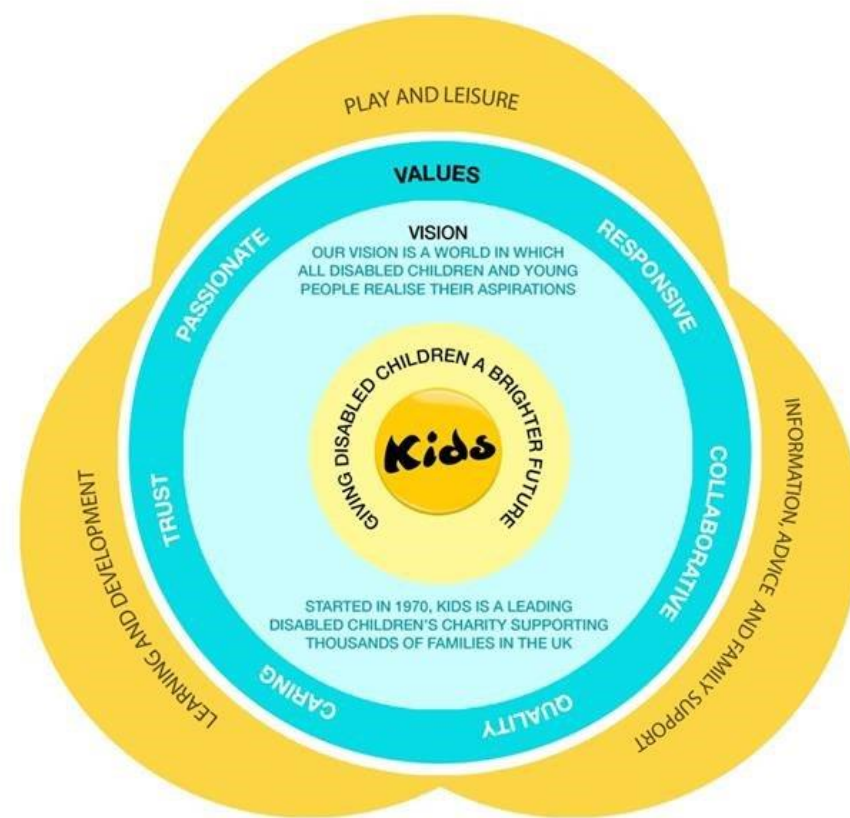
Our values

*We are passionate
We are collaborative
We believe in quality
We are responsive
We are caring
We are trusted*

We are passionate about making a life-changing, positive difference to the lives of disabled children, young people and their families. Everything we do places the child at the centre of our support, our services then focus on providing care, which wraps around the child within their family.

To learn more about our corporate strategy, please visit
<https://www.kids.org.uk/Pages/FAQs/Category/trustees>.

Our values underpin the work that we do with children, young people, and families in three main areas of their lives — we call these our “circles of support”.





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 is 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
- NEST Pension Scheme
- Life Assurance after 6 months service
- Employee Assistance Programme (EAP) to support with Health and Wellbeing
- Strong sense of achievement from doing meaningful work
- Generous holiday entitlement
- Extra week of holiday after 4 years' service
- We are happy to talk flexible working
- 24 hour helpline to deal with safeguarding issues

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

Through effective site management deliver a high quality, safe, person centred play service for disabled children, young people and their families.



Working Context

- Based in a playground outside of regular office hours
- You will be required to work variable/ unsociable hours which may include evenings, weekends, and bank holidays
- Occasional travel may be required
- You will be required to perform tasks as required commensurate with your grade and experience
- Your role may be subject to an enhanced DBS check
- Your role may involve working in a regulated activity
- You will require a driving licence

Key Relationships

Internal

- Line Manager
- Play Co-ordinator
- Play Practitioners
- Volunteers
- Fundraising

External

- Families
- Disabled children and young people
- Islington Play Association
- Local authority Children services
- Other voluntary private and statutory organisations
- Ofsted
- Funders and visitors
- Local community



Key Responsibilities

- To, recruit, develop and supervise staff in the provision of the service. This includes permanent and sessional staff.
- Provide regular relevant training for staff and volunteers so they provide a positive, safe, play experience.
- To ensure all staff have the required level of training for undertaking their role and that this is evidenced through training records, supervision etc.
- To ensure there are always the correct staffing ratios on site.
- To ensure that children's and young people's participation and engagement is embedded in the planning and development of the playground.
- To ensure safeguarding is embedded throughout the service, all staff are trained and all incidents are dealt with as per KIDS policies.
- Ensure all record keeping is accurate, timely and meets all data handling regulations.
- Deliver a programme of varied activities that provide children with choices and opportunities for different play and social activities.
- Effectively manage the physical responsibilities of the playground. This includes health and safety, maintenance, cleanliness, repairs and. and utilities.
- Manage the financial performance of the playground to ensure expenditure and income meets budget requirements.
- Ensure all regulatory and commissioner requirements are met. This means OFSTED, H&S and Quality in Play.
- To work in partnership lead agency IPA to ensure all the requirements of the LA service specification are met and a sustainable model for adventure playgrounds is developed.
- Comply with specifications and monitoring requirements of the service contracts.
- Liaise on operational level with relevant Local Authority officer, other professionals and attend TAC/TAF meetings as required.





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.

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.

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.

To work in partnership with the Regional manager and fundraising team to grow income streams.

To work collaboratively with other Playground managers to share best practice and drive continuous improvement.

Represent KIDS and the playground in the local community, attending events, meetings where appropriate.

To take responsibility for your own continuing Professional Development



Person Specification

Proven Ability

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

- Thorough knowledge of play.
- 3 years' experience of direct work with disabled children.
- Experience of creating a positive play environment for children.
- Through understanding of and ability to demonstrate safe practice and adherence to current Safeguarding processes.
- Experience of managing a large flexible team including recruitment, supervision and development.
- Ability to write accurate reports, keep records, undertake monitoring and evaluation processes.
- Good IT skills and experience of Microsoft packages and databases.
- Experience of multi-agency working
- Understanding of current legislation and regulatory frameworks relevant to this work.
- The ability to demonstrate critical thinking /effective decision making skills
- Ability to prioritize and effectively manage workload
- Knowledge of and the ability to demonstrate anti discriminatory practice.

Education/Qualifications

- NVQ level 3 or equivalent in play or related field.





Person Specification

Desirable criteria

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

- Experience of working in multi-cultural context.
- Experience of running play focused settings.
- Project management experience.
- TAC/TAF working.
- Knowledge and experience of using play planning and audit tools.

Desirable Education/Qualifications

- NVQ level 4 or equivalent

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