

Senior Practitioner



As a Senior Practitioner you will be working in the community to provide high quality child care and play opportunities to disabled children and their families. This is a great 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.

Our vision is a world in which all disabled children and young people realise their aspirations, and their right to an inclusive community which supports them and their families.

What We Do



KIDS are a national charity, founded 50 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 2019-2020 we supported over 13,700 disabled children, young people and their families.**

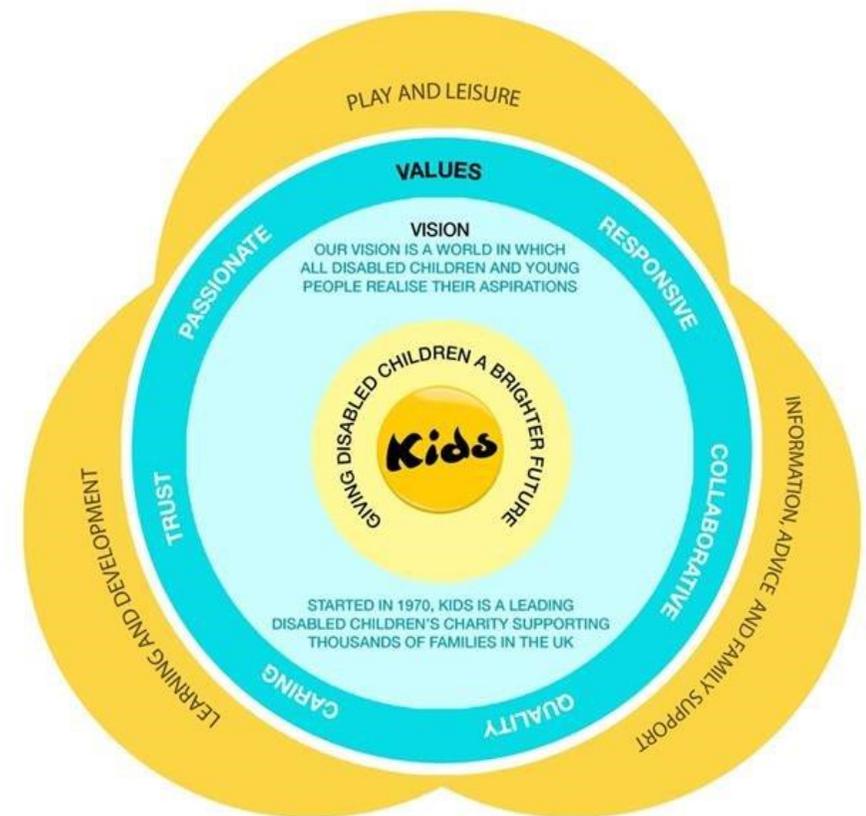
Our values

- 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
- Strong sense of achievement from doing meaningful work
- Generous holiday pay
- Extra week of holiday after 4 years' service
- 24-hour helpline to deal with safeguarding issues
- Access to Perkbox freebies and discounts

'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 is 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 has a designated safeguarding lead at director and at trustee level.

KIDS follows 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.

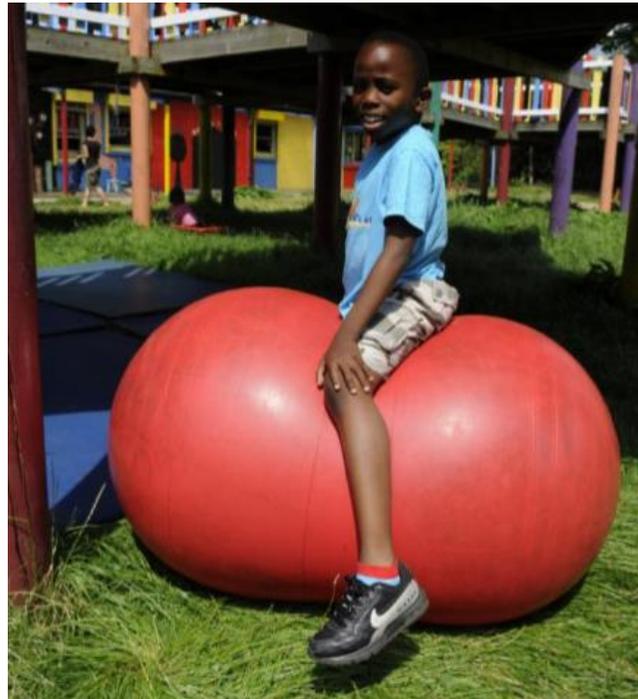
We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children 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

- To plan, deliver and evaluate the Targeted Positive Activities provision within a designated location.
- Services include Youth & Community groups & Holiday clubs
- To support disabled children & young people to access an exciting and challenging program of activities in a safe and stimulating environment and promote and develop inclusive opportunities.
- To provide a stimulating environment for all children and young people attending the Targeted Positive Activities sessions
- To supervise a team of TPA staff & volunteers
- To promote KIDS within the local delivery area
- To work in a supportive and welcoming manner to children, young people and parents/carers.



Key Relationships

Internal relationships:

- Regional Manager
- Service Manager
- TPA Coordinator (Your line manager)
- Practitioners (staff you line manage and supervise)
- Assistant Practitioners (staff you line manage and supervise)
- Volunteers
- Students
- KIDS national/regional support staff

External relationships:

- Parents and carers
- Schools
- Health and Social Care professionals
- Other organisations as required

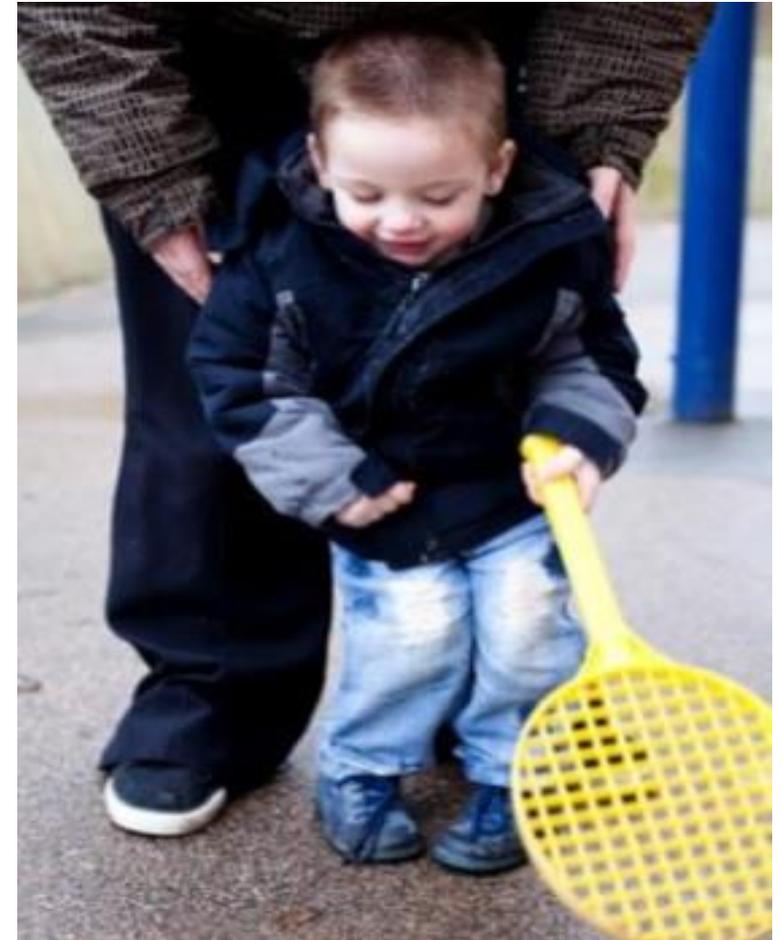
Working Context

- The Targeted Positive Activities Senior Practitioner will be part of the KIDS regional team and will be expected to attend occasional meetings and training opportunities
- You will be expected to work flexibly according to the demands of the role especially in terms of patterns of hours worked
- You will be expected to understand the developing nature of this role within the existing project and to respond positively to reasonable changing demands of the Targeted Positive Activities provision

Key Responsibilities



- To develop an exciting, child and young person centred environment where children can achieve and enjoy learning
- To ensure the environment reflects good practice in line with Ofsted expectations and KIDS standards
- To assess children who have been referred to the Targeted Positive Activities service and complete all necessary assessments, health care plans and risk assessments
- To empower parents supporting them to relish their role as their child's primary educator
- To enable staff to actively engage in delivering a service that achieves outstanding outcomes for all children
- To foster a team where excellence is continuously strived for
- To review performance of all staff reporting to you in line with KIDS supervisory and appraisal procedures
- To ensure the ongoing professional development of all staff arranging internal and external training as required
- To source additional sessional staff when necessary
- Using knowledge and experience of disability issues informing parents of relevant services that may help meet their needs and those of their children.
- To share good practice and expertise with colleagues to achieve a well-motivated and professional workforce
- To ensure all contract and reporting requirements are met in line with KIDS guidelines



Key Responsibilities



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

- To actively participate in departmental and regional meetings
- To represent KIDS at multi-disciplinary meetings
- To actively participate in ongoing professional development opportunities including training, support and supervision
- The post holder will develop and ensure close partnership working with all agencies including schools and specialist services who work with disabled children
- To ensure a smooth transition for children moving on from the crèche provision through close liaison with schools, nurseries and other settings
- To support the effective inclusion of disabled children into mainstream settings where possible through the provision of advice information and further training opportunities
- To be responsible for the purchase of toys and equipment in line with the available budget
- To comply with all KIDS policies and procedures including Health and Safety, Safeguarding, Risk Assessment and Equality of Opportunity To comply with Lincolnshire Safeguarding Children’s Board policies and procedures
- To undertake any other duties commensurate with the level of responsibility of this post reflecting individual areas of expertise and interest

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.
5. To comply with KIDS Safeguarding Children’s Board 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.

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Person Specification

Proven Ability

To be able to carry out this role we would expect you to have the following characteristics:

- Extensive experience of disability, and special educational needs
- Ability to demonstrate 1 years working youth services for children
- Ability to demonstrate 1 years working with disabled children or young people with specific requirements
- Experience of multi-agency working and parent partnership
- Line managing/ supporting staff & volunteers
- Significant knowledge of Equal Opportunities, Safeguarding issues and Health & Safety
- Able to work on own initiative and as a team leader
- Good communication skills
- Ability to write and present clear reports
- Highly motivated and able to make things happen
- Excellent organisational skills
- ICT skills
- Awareness of legislation promoting social inclusion and the rights of disabled children
- Driving license with access to own vehicle – there may be a requirement to transport some equipment to sessions

Education/Qualifications

- Minimum NVQ level 3 in a relevant field such as play work, youth work or children or demonstrate you are working towards this currently.

Desirable / Qualifications

- Safeguarding
- Manual handling
- Health and Safety





Desirable

- Willingness to undertake further training
- Knowledge of and/or ability to deliver workshops'
- Recognized qualification in first aid and food hygiene