



Early Years Assistant Practitioner

Basingstoke



Hours of work: 36 hours per week
Location: Basingstoke
Full Time Equivalent (FTE) salary details:
£15,551
Advertising end date:

As an Assistant Practitioner you will be supporting disabled children, or 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.

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.**

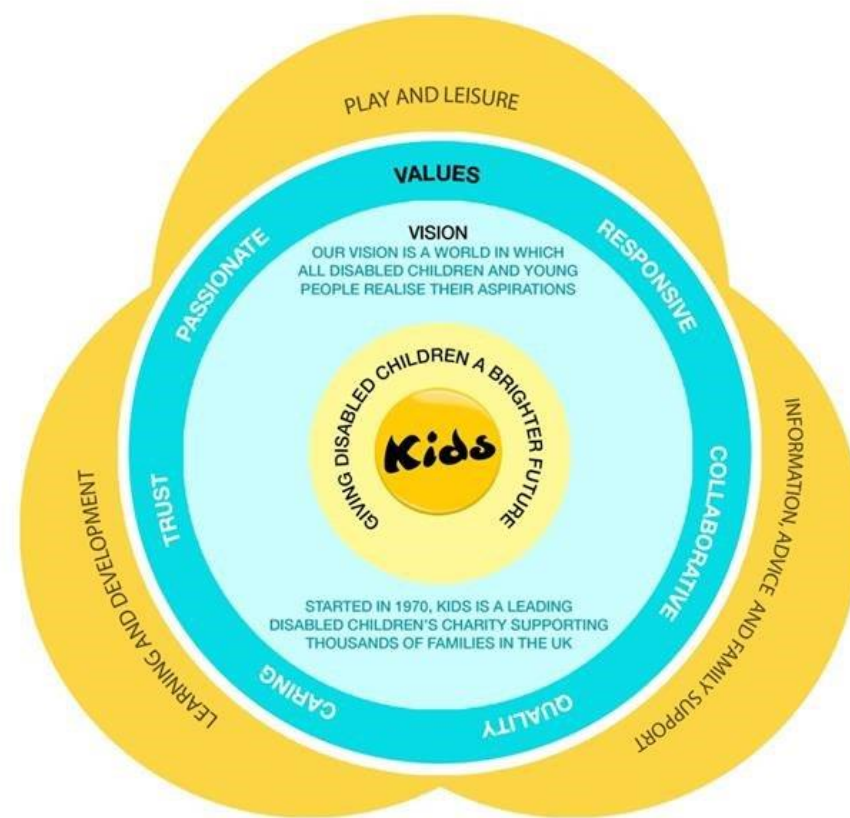
Our values

*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

- To support children accessing the Early Years Foundation Stage Curriculum, ensuring that all children have the opportunity to play and learn in a stimulating and child centred environment.



Key Relationships

- Early Years Coordinator /Regional Director
- Nursery staff Team
- Parents and Carers

Working Context

- The post holder will be expected to work as an integral part of the Nursery Team under the guidance and supervision of the Early Years Co-ordinator and Senior.
- To adapt to the needs of the children and the environment, shift work 8am -6pm.



Key Responsibilities

- To be familiar with the Children's Centres Services supporting KIDS families to access the full offer available
- To work closely to support staff to develop the next steps for children's learning
- To help support the emotional and social development of children in the nursery
- To accompany staff on Home Visits
- To attend meetings with staff to support parents to participate in the discussions and key action points agreed
- To assist the key person to support families at the time of school entry
- To participate in planning meetings to ensure EYFS and ECM outcomes are achieved
- To implement all KIDS policies and procedures including Health and Safety, Safeguarding, Risk Assessment, Equal Opportunities etc
- To actively engage in staff development opportunities including training, supervision and appraisals
- To undertake additional training, as and when required, both externally and internally to comply with OFSTED regulations and KIDS requirements, which will be reviewed regularly.
- To undertake other duties at the request of the Early Years Practitioner, Project Co-Ordinator or other Senior Managers, so far as they are compatible with the aims and level of responsibility of the post.





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.

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 and sensitive manner

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:

- Previous experience of working with pre-school children in a nursery setting
- Excellent Communication skills
- Understanding of Equal Opportunities
- Understanding of Safeguarding Vulnerable children
- Understanding of Health and Safety

Education/Qualifications

- NVQ2 or working towards





Person Specification

Desirable criteria

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

- Experience of working with other agencies
- Experience of working in partnership with parents/carers
- Awareness of the EYFS
- Knowledge of the family support services available through the Children's Centre
- Experience of SEN and family support

Desirable Education/Qualifications

Current First aid certificate

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