

# Senior Practitioner



**Hours of work:** Full Time

**Location:** Bristol, South Gloucestershire and BANES

**Department:** South West

**Full Time Equivalent (FTE) salary details:**  
£20,598-£23,908

**Advertising end date:** 22 February

As a Senior Practitioner you will be planning and leading services to support 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](http://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.**

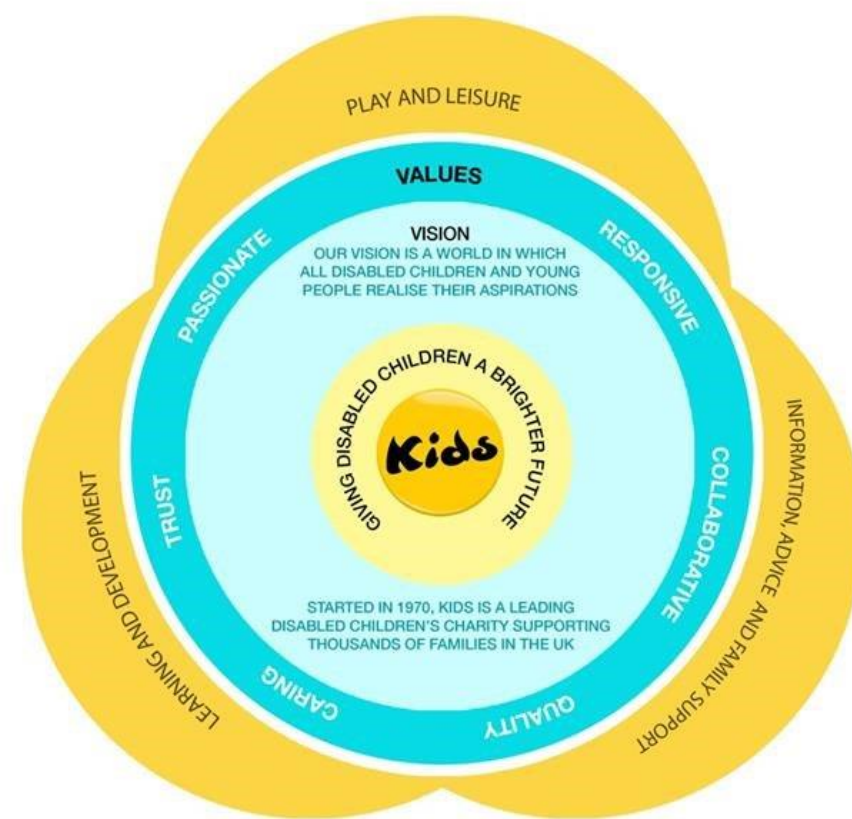
## **Our values**

*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
- 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

# 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 plan and lead services for disabled children and young people in Bristol, South Gloucestershire and BANES



## Key Relationships

### Internal:

KIDS Service Coordinators  
Sessional Workers  
Other KIDS colleagues – South West and Nationally

### External:

Children and young people  
Parents/Carers  
0 – 25 team  
Mainstream Service Providers  
Other play and youth providers as part of KIDS play consortium

## Working Context

- Playscheme provision is delivered during most school holidays so it will be required that personal holiday is usually taken during term time.
- There will be some unsociable hours, delivering some groups or 1:1 Short Breaks on a weeknight evenings (average once a week) and some weekends (average one to two days a month).
- Your role will be subject to an enhanced DBS check
- There is some physical moving and lifting of children. Most children wish to participate in active leisure activities.
- You will require a driving licence and your own car. Car drivers are essential due to large area (travel throughout Bristol, South Gloucestershire and BANES) and nature of some of the children's impairments.
- No child must visit a worker's home.
- You will be required to perform tasks as required commensurate with your grade and experience



# Key Responsibilities

- Planning, facilitation, development and evaluation of holiday provisions and other South West youth provision including youth groups and the Relationships and Sexuality group. This will include the direct management of practitioners/sessional staff to ensure they work within relevant legislation, including Ofsted regulations, UN Convention on the Rights of the Child, Play Principles, GDPR and KIDS policies.
- To recognise and meet the child/young person's social, emotional, personal care and communication requirements, developing opportunities for participation in activities of their choice designed to be both stimulating and enjoyable.
- Complete session plans and risk assessments (as required) for all group work in line with the wishes of and outcomes set for disabled children and young people, ensuring that the programme of activities is both diverse and inclusive.
- Support teams of practitioners/sessional workers through supervision and team meetings to ensure best practice standards are met.
- Support Service Co-ordinator to meet the requirements of the local authority contract including the completion of regular local authority monitoring and attendance at contract meetings
- Encourage disabled children and young people to be independent and self- confident, maximizing opportunities to reach their full potential
- To develop strong supportive relationships with the children, young people and families using KIDS services.
- To attend meetings with the Service Coordinator for supervision every six weeks.





# 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.
- To undertake any other duties at the request of the Service Coordinator as far as they are compatible with the aims and level of responsibility of the post.

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# Person Specification

## Proven Ability

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

- Work experience in area related to the position ie, play work, youth work
- Experience of working with disabled children/young people.
- Experience of planning, delivering and evaluating play/youth sessions
- Proven ability to report against outcomes including writing risk assessments.
- Ability to plan and prioritise own workload effectively within tight deadlines
- A commitment to promoting the voice of the child/young person.
- Excellent communication skills across a range of audiences including children, young people, families and professionals
- Ability to work alone and use initiative.
- Available to work regular evenings and weekends.
- Drive and enthusiasm.

## Education/Qualifications

A qualification at NVQ level 3 in play and leisure, youth work, childcare or equivalent experience







# Person Specification

## Desirable criteria

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

- Experience of leading a team.
- Knowledge of the social model of disability and a rights based approach
- Experience of dealing with challenging behaviour and methods to manage this.
- Ability to use a range of communication systems including Makaton and PECS.

## Desirable Education/Qualifications

Relevant professional qualification NVQ level 4 or above

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