

# Practitioner



As a 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](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 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.**

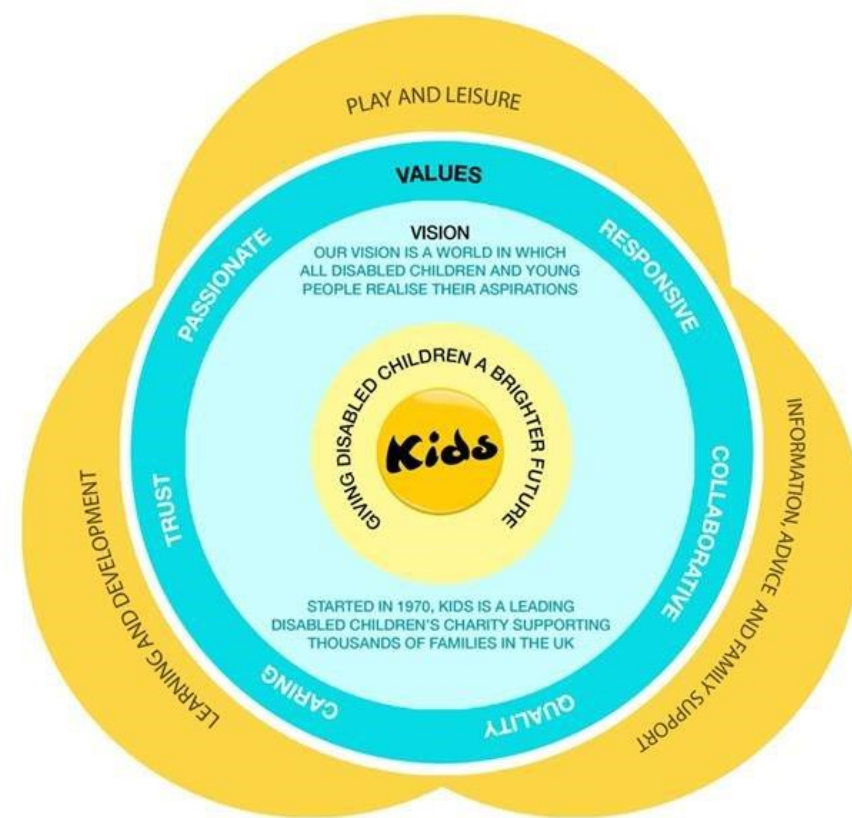
## ***Our values***

*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
- 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
- Access to Perkbox freebies and discounts

# 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 work as a member of the Targeted Positive Activities team in Lincolnshire, supporting the provision of quality, stimulating sessions for children and young people with a range of disabilities and some complex health needs
- To work in partnership with parents



## Key Relationships

### Internal Relationships

- Senior Practitioner (Line Manager)
- Assistant Practitioners
- Volunteers
- Students

### External Relationships:

- Parents and carers
- Schools
- Health and Social Care professionals

To work as part of the Targeted Positive Activities team

To assist children and young people attending the Targeted Positive Activities sessions under the direction of the Senior Practitioner

To establish and maintain positive relationships with children, young people and their families in a way that values parental involvement

## Working Context

- You may be required to work variable/unsociable hours which may include evenings, weekends, and bank holidays.
- There will be an essential requirement to travel across the locality to attend home visits, internal and external meetings and for training.

# Key Responsibilities



- To follow direction of the Senior Practitioner to work with the children and young people attending the Targeted Positive Activities sessions.
- To work with children and young people developing positive relationships with them and their families
- To actively participate in staff meetings, supervision sessions and training opportunities
- To maintain excellent records for all your key children and young people ensuring that they celebrate children and young people's experiences and contribution to the sessions.
- To prepare resources and the physical environment to promote children and young people's interests.
- To comply with all KIDS policies and procedures ensuring that the highest standards are maintained at all times.
- To work as an integral part of the Targeted Positive Activities team under the guidance and supervision of the Senior Practitioner and the Co-ordinator.

## **Health and Safety:**

- Attention is drawn to the responsibility of all employees to take reasonable care for the health and safety of themselves and other people who may be affected by their actions at work.

## **Confidentiality:**

- Attention is drawn to the confidential nature of all information collected within the scope of the post; there should be no unauthorised use or disclosure of any personal information.
- Will be expected to perform manual handling tasks, basic personal care tasks and if trained, Team Teach techniques.
- Will have a working knowledge of Safeguarding KIDS policies and procedures and action appropriately.
- Will be expected to provide appropriate support for various medical conditions (e.g.
- Epilepsy, Diabetes) and support to administer medication accordingly.
- Will be expected to provide appropriate levels of support for those children who have high behaviour support requirements





# 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:

- A commitment to working in partnership with parents/carers.
- The ability to listen, reflect and communicate appropriately and effectively with users of the service and other agencies.
- The ability to work as a team member.
- Experience of working with disabled children, young people and their families
- Understanding and knowledge of meeting the complex needs of disabled children.
- Understanding and competence in safeguarding procedures
- Understanding the importance of confidentiality and professional boundaries
- The ability to assist in the writing of reports and individual educational programmes for children
- Ability to keep accurate records
- Commitment to team working and able to work independently

## Education/Qualifications

Experience of working with young children with special educational needs.

Educated to a minimum NVQ 2 standard







# Person Specification

## Desirable criteria

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

- Knowledge of disability.
- Willingness to undertake further training

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## Desirable Education/Qualifications

- Makaton
- PECS
- Current First Aid certificate
- Team Teach or equivalent

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