

Job Description – Sessional Special Needs Play Worker

Reporting to:	Children & Young Adults Service Manager
Salary:	£14.74 per hour
Location:	Harrow
Hours of work:	Flexible

Job summary

You are engaging children & young adults with learning disabilities and complex needs to enjoy mainstream activities both within our centre and the community. You deliver activities such as storytelling, dance, drama, music, cooking, arts and crafts, sports, group games, messy play, child led play and trips in the community. You care for children & young adults with high support needs including distressed behaviours. You follow LDN London policies and procedures.

You practice the values of:

- **K**indness in your interactions with children & young adults.
- **C**hoice of meaningful activities that matter to the person you support.
- **A**mbition to engage children & young adults of all abilities to develop and enjoy.

You will promote KCA's values, aims, policies and procedures.

Child Protection is your priority. You Speak Up against practices that do not support safeguarding and our core values. You support in person-centred way, placing the needs, preferences, and aspirations of individuals you work with at the heart of all planning and decision-making to empower children & young adults to achieve their goals, build independence and live fulfilling lives.



Key responsibilities

Meet every child's and young adults needs.

- You provide meaningful activities on a 1:1 or group basis, ensuring children have a fun time and learn.
- You play with all children in a fun way, and you offer a stimulating environment.
- You support children & young adults to develop self-care skills or provide personal care.
- You plan activities, complete observations and assessments.
- You record activity feedback and daily diary logs on our electronic system Kinderly.
- You use support methods to assist children's communication and reduce their anxiety.

Living our values and understanding our work

- You Champion KCA values by fostering an inclusive and respectful team culture.

- You goal is to increase positive interactions.
- You work to make children & young adults feel calm, happy, valued, and ready to learn.
- You support children & young adults with **Kindness** and when they present distressed behaviours. You understand that behaviours communicate a need.
- You practice **Ambition** about all children's development.
- You implement Positive Behaviour Support plans addressing needs not behaviours.
- You keep updated with All About Me, risk assessments and other personal plans.
- You encourage children to make choices on their interests and likes.
- You champion the child's voice.

Leading safeguarding and safety

- You uphold safeguarding standards, and you are aware of your responsibilities.
- You report accidents and incidents appropriately to the relevant senior staff members, the DSL, parents, and external agencies.
- You record accidents and incidents on our Child Protection Online Management System.
- You work with the DSL to report and refer to safeguarding agencies.
- You create a clean and welcoming environment with well-kept play resources.
- You implement rigorous safety measures and removing potential hazards.
- You are responsible for your safety and of others and you risk assess.
- You follow Health and Safety policy and procedures.
- You follow Food Safety Standards.

Improving quality

- You support the induction and learning of new staff members
- You ensure that KCA is compliant with Ofsted requirements.
- You participate in Ofsted inspections.
- You get to know families and you update parents on their child's day and development.

Personal Development

- You attend internal and external learning events.
- You develop relevant knowledge, techniques, and skills.
- You identify personal development needs.
- You participate in supervision and staff observation support.

Delivering results

- You ensure that every child and young adult engages in activities.
- You record session outcomes.
- You develop healthy attachments with all children and young adults.
- You work to reduce stress triggers for children & young adults.

The role requires flexibility to meet the needs of the organization. You may be asked to take on tasks not listed in the job description within the scope of the role.

Selection criteria	
The values, skills, and knowledge need to demonstrate	
The sessional special needs play worker should	Examples that may show competence
Understand child development & SEND	One year of work experience in childcare, education, youth work or similar. Positive approach to distressed behaviours (behaviours of concern). Understanding how to work with children and young adults in person-centered way.

	Excellent knowledge of SEND legislation, Education, Health, and Care Plans (EHCPs), and local/national frameworks for supporting children with disabilities. Knowledge of inclusive practices and the barriers faced by families of children with SEND in accessing services.
Have good judgement	Learning from mistakes and experience. Ability to prioritise. Involving and listening to others before acting.
Improve quality	Proficiency in using data management systems (e.g. Charity Log) to track and analyse outcomes. The delivery of better outcomes for the people supported. Ability to create innovative solutions to overcome challenges faced by families, ensuring effective use of resources. Assisting with the delivery of plans and projects.
Communicate effectively	Experience with children or young adults with learning or disabilities or on the Autistic Spectrum. Adaptable verbal and written communication skills, with the ability speak effectively with parents and professionals. Ability to develop relationships and work as part of team.
Manage finances effectively	Understand organisational policies & procedures
Manage resources effectively	Evidence of being organised. The ability to use IT systems.
The values, skills, and knowledge need to demonstrate	
The sessional worker should:	Examples that may show competence
Understand and manage risk	The ability to identify diverse types of risks and conduct risk assessments.
Safeguarding	Understanding of how to protect children and young adults from harm and safeguarding protocols.
Health and safety	A clear understanding of the requirements for a safe and healthy environment for people we support and staff.
Value equity, promote diversity, and champion inclusion	Demonstrated experience in empowering children with SEND to be listened. Skilled in facilitating participation of children with SEND with activities. A strong commitment to promoting inclusion and respect for diversity, recognizing the unique challenges faced by children & young adults with SEND.
Additional requirements	
Availability	Work flexibly around service operational needs.
Education	Desirable qualification in childcare, youth work, or relevant field. Training in safeguarding, PBS, first aid, de-escalation.



Kindness



Choice



Ambition